A STUDY ON TURNOVER INTENTIONS IN INFORMATION TECHNOLOGY SECTOR IN CHENNAI CITY.

QUESTIONNAIRE

Perceived Organization Support

1. My organization values my contribution to its wellbeing
   - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
2. My organization cares about my general satisfaction at work
   - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
3. My organization strongly considers my goals and values
   - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
4. My organization tries to make my job as interesting as possible
   - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
5. My organization takes pride in my accomplishments at work
   - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
6. My organization cares about my opinions
   - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
7. My organization wishes to give me the best possible job for which I am qualified
   - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
8. My team leaders are proud that I am a part of my organization
   - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
9. My organization appreciate any extra effort from me
10. If I were laid off, my organization would prefer to hire someone new rather than take me back
    - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
11. If my job were eliminated, my organization would prefer to lay me off rather than transfer me to a new job
    - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
12. My organization feels that there is little to be gained by employing me for the rest of my career
    - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
13. My organization feels that anyone could perform my job as well as I do
    - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
14. If the organization could hire someone to replace me at a lower salary it would do so
    - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
15. If given the opportunity, the organization would take advantage of me.
    - Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
Organization Commitment

1. My organization has a great deal of personal meaning for me
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

2. I would be very happy to spend the rest of my career with my organization
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

3. I feel a strong sense of belonging to my organization
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

4. I feel “emotionally attached” to my organization
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

5. I really feel as if my organization’s problems are my own
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

6. I enjoy discussing my organization with people outside
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

7. I feel like “part of the family” at my organization
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

8. I am extremely glad that I chose this organization for which to work, over other organization I was considering at the time I joined.
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

9. I take up employment in this organization as a great place to work.
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

10. I am proud to tell others that I work for this organization.
    - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

11. I find that my values and this organization’s values
    - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

12. For me this is the best of all possible IT organizations for which to work.
    - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

13. I would be happy to spend the rest of my career in this organization if there is growth in my career and monitory benefits.
    - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

14. Right now, staying with my organization is a matter of necessity as much as desire.
    - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

15. If I had not already put so much of myself into this organization, I might consider working elsewhere.
    - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree
Turnover Intention

1. I think that I could easily become as attached to another organization as I am to my organization
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree
2. I feel that I have too few options to consider leaving my organization
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree
3. Right now, staying with my organization is a matter of necessity as much as desire
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree
4. I will not be with this company three years from now
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree
5. I will probably look for a job at a different company in the next year
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree
6. I often think about quitting my job
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree
7. I have checked out a job in another company previously
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree
8. If I received an attractive job offer from another company, I would take the job
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree
9. Job stress is the main reason to think about quitting this organization.
   - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree
10. I will be always actively searching for a new job for higher salary and for next designation level.
    - Strongly Agree  □  Agree  □  Moderate  □  Disagree  □  Strongly disagree

Personal Profile

1. Name (Optional) : □
2. Gender : □ Male □ Female
4. Educational qualification : □ Under Graduate □ Post graduate □ Diploma □ Others
5. Monthly Income (Rs) : □ Below 15,000 □ 15,001 – 20,000 □ 20,001 – 25,000 □ 25,001 – 30,000 □ Above 30,001