

One concrete measure of Employee Commitment is the number of years an employee intends to stay with the organisation.

Each organisation has 4 groups of employees based on how much of their future working life they are prepared to commit to the organisation.

1. **Short-term Commitment** – This group intends to stay up to 1 or even 2 years, but no more than that.
2. **Undecided Commitment** – This group is not willing to commit to either a short or a long time with the organisation.
3. **Medium-term Commitment** – This group intends to stay with the organisation between 3 and 10 years.
4. **Long-term Commitment** – This group intends to stay with the organisation for more than 10 years.

The average size of each Commitment Group is shown in the pie-chart below (data drawn from 146,501 employees over the past 10 years).

The take-out from this is: **“If you want workforce stability, then your People Strategies will need to cater for the differing requirements of each Commitment Group.”**

Getting you to this point is something that BPA does with its PowerBI data visualisation and reporting.

