

## **Predictors Of Intention to Change Workplace in Light of Carrotspot Motivation Value Index (CMVI) Test Results and The Role of Organizational Culture and Employee Satisfaction\***

Marzenna MIŁEK

Institute of Computer and Information Systems, Faculty of Cybernetics,  
Military University of Technology, Warsaw, Poland

Correspondence should be addressed to: Marzenna MIŁEK, [marzenna.milek@wat.edu.pl](mailto:marzenna.milek@wat.edu.pl)

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### **Abstract**

The area of human resource management (HRM) is undergoing significant transformations, to a large extent it concerns the analysis of many elements such as, among others, job satisfaction and intrinsic motivation of employees, which have long been key issues in organizational psychology and human resource management. In order to cope with market changes and employee attitudes, it is important to be able to analyze many data in terms of the potential risk of employee loss. The research conducted shows how the level of employee satisfaction affects the company's risk of losing valuable employees. It is shown which factors influence the growth of employee motivation and commitment and loyalty. In addition, the article shows how new technologies and the use of metadata are influencing the redirection of HRM processes. The article emphasizes the necessity of using instruments such as Carrotspot Motivation Value Index (CMVI) to assess employee satisfaction and intrinsic motivation in order to prepare HR strategy with the focus on low employee turnover, which was identified as the research goal. In order to achieve the intended goal, the main research problem was set and formulated in the question: To what extent can analytical tools influence the transformation in the area of human resources management (HRM) in the context of emerging technologies? Specific questions were asked to supplement the above-mentioned inquiries. What are the predictors of intention to leave work and what can be used to analyze job satisfaction and intrinsic motivation? The methodology presented in the study concerns the comparative analysis of individual data obtained from the study of employees from different business sectors. The synthesis of the research problem also includes the analysis of the literature review.

**Keywords** : BI, HRM, data matching, HRTech, software,