



## JOB HOPPING TENDENCY AMONG MILLENNIAL CONCEPTUAL PAPER

S. Krishanthy

*University of Jaffna, Sri Lanka*

### **Abstract**

Even though companies are large, medium or small in its scale no one can escape from employee turnover and it is one of the major problems that every organization confronts of and increasingly a challenge for today's HR managers because of a paradigm shift take place in employee turnover within organizations. Companies normally have its own generalized view regarding employee turnover in terms of withdrawal pattern, employee categories, cause and effect, factors and so on but there are new approaches have been accustomed by employees as such the employees' withdrawal pattern from an organization seems to be a pressing issue now. As in the labor market most of them are millennial and especially frequent employee inter organizational transition as renowned job hopping tendency as one of the form of voluntary turnover becomes a rampant trend among millennial though it had been practiced by preceding generation up to some extent as long as this tendency has been brought up into another extreme owing associated behaviors of millennial. Therefore unique set of behavioral changes of them are treated as central and an influential medium for job hopping. Hence organizations have to mold themselves in order to adapt these changes. Thus, it is worthy to view through the lens of HR managers about this tendency in order to take proactive actions to overcome uncertainties which can be resulted by job hopping. Ultimately this paper incorporates various literature reviews with regard to, unique characteristics of millennial which leads job hopping tendency, major concern of job hopping as managing human at work, the background of Job hopping and the factors which trigger the tendency in order to understand the real scenario behinds prevailing job hopping as a trend among millennial.

Keyword : Voluntary Turnover, Job Hopping, Millennial, Human Resource Management