IMPLICATIONS OF JOB-HOPPING ON EMPLOYEES: A CASE STUDY FROM SRI LANKAN SOFTWARE DEVELOPMENT INDUSTRY

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Abstract

This paper explores the implications of job-hopping on employees in the Sri Lankan software development industry and analyzes to which extent job-hopping fulfills the expectations of employees. This study adopts a qualitative methodology with a case study approach and identifies the gap between the expectations and actual gains of job hoppers in light of Tonnquist's model. Job hoppers in the software industry experience salary hikes soon after changing jobs; however, they suffer from long working hours and lack of breaks. Furthermore, the job hoppers would also face problems related to job security and are entitled to insurance and medical schemes while facing issues related to maintaining cordial relationships with managers and their subordinates. On the other hand, job-hopping aids the employees in climbing the career ladder quickly. However, they might encounter problems in performing duties within their capacity due to a lack of power allocation. In addition, the freedom provided for the newly recruited employees might be limited while they face less opportunities for career development. Furthermore, it was evident that employees carefully evaluate the positive and negative implications of job-hopping before deciding to change the job. The findings of this study will aid employees to make effective decisions on changing jobs while HR managers could incorporate these findings when designing retention strategies for employees. Future researchers could explore the implications of job-hopping in different industries such as education, healthcare, etc.

Keywords: Employee implications, Job-hopping, Software development industry, Tonnquist's model