

JOB-HOPPING – AN ANALYTICAL REVIEW

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ABSTRACT

The problem of job hopping has been researched upon by a number of researchers in diverse fields. In the different sectors, which contribute to form a major chunk of a country's GDP, and, claims to provide employment to a major part of the workforce, it is pertinent, therefore, to analyze the factors which lead to the employee's disengagement from these sectors. Further, with the increasing permeability of boundaries on the global front, thanks to neo-liberalisation waves, the cross-occupational and cross-organizational mobility of the employees has witnessed a phenomenal growth. Concurrent with the job hopping of the employees is the attempt by the organizations to bring in practices which might help in the retention of the employees in a bid to offset the damages of the rising attrition. The present paper is one such attempt at reviewing the literature of the concept of job hopping and retention.

KEYWORDS: Job Hopping, Employee's Disengagement, Cross-Occupational, Cross-Organizational, Retention