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MILLENNIALS AND JOB-HOPPING: REVERSING THE PARADIGM

Pajaree Ackaradejruangsri
Ritsumeikan Asia Pacific University, Japan.
Corresponding Email: pajaree1@apu.ac.jp

Abstract

Over the past years, the job market has shifted in which job-hopping becomes a common trend, especially among the millennials. Even though the millennials plan to work at the companies for at least a year, however, they strongly agree that they are open to new opportunities and ready to hop at any time. A career progression, higher salary, better cultural fit and opportunity to work with multiple sectors are the rationale behind their hop. In fact, the millennials do not see themselves as the job-hoppers, “continuous candidate” is the exact term that they prefer the market to call them. However, the employers have less favored and feel anxiety about this job-hopping trend. They see the job-hoppers as a risky investment. As there is no assurance about their continuity, after months of training and countless investment in human capitals. Therefore, this research focuses on which working benefits do millennials value the most and what motivate them to continue to work hard in an organization. With 236 survey respondents among international students, who currently do job hunting, the result shows training and development, cash bonuses, and retirement, pension fund and loan are the top three working benefits that the millennials are looking for. Whereas free childcare and free lunch, snack and beverage are the least important working benefits. The result of multiple regression also shows good and fun working environment and opportunity for personal and professional growth have the strongest correlations with millennials work related motivation. The overall finding helps to understand the millennial behaviors and how to recruit, retain and develop them for the organizational and personal best.

Keywords: Human Resource Management, Job-Hopping, Motivation, Working Benefits.
