

Job-hopping – is it good or bad?

Experience, Human Nature



It is barely get to hear of a person who started their career with an organization many years back, dedicated his entire career with the organization and finally retired from the same organization. As it is said, nothing last forever; same is in the case with job these days. Jobs today do not last unlike previous generations. In the past few years, job-hopping has become so widespread across the industries that even a four years stint in the same organization is considered to be a stable job. Three jobs in less than a year, no longer raised eyebrows and gaps mouths. Job-hopping, in fact, has become a new mantra for success.

People no longer believe in sticking to one job and waiting for that golden leap to come. So, what's the job-hopping is? In simple terms it is the practice of changing jobs frequently, especially as a means of quick financial gain or career advancement. Basically, there are two kinds of job-hopping - random job-hopping which is moving every time you get a better job offer (the typical quick financial gain job-hopping) and strategic job-hopping which is taking a new job because it enhances and helps build your career. Key reasons for job-hopping Welcome to the world of job-hoppers. It's an employee-driven economy.

With more opportunities and avenues round the corner organization are really at the mercy of the employees. Some of the common reasons for hoping jobs as quoted by job-hoppers include dissatisfaction with the job, lack of challenging work, stagnation or less pay, Poor Human resource policy of the corporate, miss handling of the employees, corporate vision and mission not colliding with the employee's persona, too much control applied on the employees, privileges are being delivered on the basis longevity of

the employees with the corporate, the eye-popping fat salaries and many more.

These appear to be the main reasons for their resignations. Job-hopping also acts as a shortcut to success. Employees make their way to higher levels in the management hierarchy as each job change brings with it a hike in pay and position. Moreover, sticking to the same organization from which you started off your career is passe now. It is believed that those who hang on to the same job are taken for granted and declared not competent enough to move ahead in their career. Job-hopping: How It Effect Your Career Success
Is job-hopping and career success related to each other?

What is the effect of one on the other? Job-hopping affects career success in a negative way. By hopping jobs frequently, you are sending negative signals to your potential employer. Too often, job-hopping employees learn nothing substantial. Companies like to invest on those job seekers who align their career goals with the corporate goals. The reason is simple. They are able to contribute better in the company and if they are constantly moving from one job to another, they send a signal of non commitment. It gives a pessimistic image in the mind of the employer.

Grass is not always green on the other side No doubt job-hopping has become the latest trend today, or a shortcut to success; one cannot jump from one job to another as and when it strikes one's imagination. Moreover, though two or more jobs on a resume no longer are an employment risk, too many jobs in less than two years time portray one as a chronic job-hopper. A series of rapid, random and pointless moves will show up as annoyances on

the resume. Employers view such contenders as dysfunctional - lacking in loyalty, trust and self-motivation.

Quick moves from one job to other raise big questions for prospective employers as to one's staying power and ability to withstand challenges, as well as accept accountability. Employer may feel that you are not committed to a particular organization. The future employers, who are probably looking for a long term employee, might not be impressed with the job-hopping tendencies. They might perceive that one has become a job-hopper may be because of inability to get along with colleagues or employers. It does not even leave substantial time to acquire sufficient experience and hands-on skills.

What's more is that after innumerable hops, one may find himself at the same place where he first started. The downside of job-hopping Many job-hoppers think that jumping from one job to another in rapid succession is a sure way to reach the top. However, they have to encounter the hidden consequences. In unstable industries like hi- tech, advertising and television, job-hopping is the norm. In these industries, workers find out later that a resume with short period is a turn-off to employers. They may suspect a job-hopper of being unable to get along with the co-workers.

Moreover, the job-hopper is also taking on a new boss who may turn out to be a tough leader. Studies indicate that employees often wrongly believe that they will get promotions if they switch organizations. However, the job-hoppers have to overcome obstacles like a clearly hostile boss, demotion or a significant decrease in pay etc. HR experts suggest that not to run out the

first chance you get. A little patience can go a long way. Though job-hopping is a negative signal to prospective employers, but depending on the reasons it can also be a positive.

Mick Hager, a leading HR expert explains the reasons why job-hopping is a bad thing as quoted in the website – [www. greenbaypressgazette. com](http://www.greenbaypressgazette.com).

These include:- * You'll never have the chance to lay down roots, establish a strong reputation and be viewed as an asset to the company. Job-hoppers miss the opportunities given to the solid, loyal, staying- put performers. * Job-hoppers are huge expenses for employers. It takes an employee at least six months to go from being a liability to contributing to the bottom line. That is why employers hate dealing with job-hoppers, they cost too much. Job-hopping sends the message that you are not dependable, suggesting that you lack loyalty and commitment. Please don't tell me the woeful tale of how companies aren't loyal to employees these days – companies are loyal to the dependable, productive ones. * Job-hopping suggests incompetence, if you're so good- why you leave?

* Job-hopping takes a mental toll. At some point you need stability in your life to maintain balance. * Your next boss could be worse! * It suggests you are irresponsible or cannot maintain relationships * It indicates that you lack resolve and the ability to stick-to-it. Employees promote those they trust; trust is earned over time. * It is just plain stupid! In today's new environment, how short is too small to stay at a job? The answer varies among industries and professions. Earlier two to three years used to raise a red flag. Today, depending on the industry, it is 1 to 1.5 years. But what employers are

really looking at, did the person complete the project or commitment that he made? B Lynn Ware, an employee retention expert with the Integral Talent Systems suggest the job-hoppers “ You’re really looking at a very limited window of productivity.

Let’s say someone stays with an organization for 2.5 years. It takes them the first year and a half to really get up to speed. Then they spend their last three to six months looking for the next thing. That leaves about a half year of real productivity”. Look beyond the fat pay offer to avoid another hop in a short time and perhaps less pleasant circumstances. Learning Relevant Skills and Knowledge Matters People who are in the new workforce and have been job-hopping quite a bit, it is advisable to find out what you want.

If you able to recognize it, then find a organization that is willing to train or how they are willing to commit to their employees career in the long term. Instead of job-hopping frequently for career growth, make learning the relevant skills and knowledge in that industry one’s key objective for a successful career. The skills and knowledge that one learns in the process will contribute to career success in the long term. If job-hoppers realize the benefit of committing to a company who is willing to train them for more than two years, hopefully they won’t be job-hopping often anymore. Are job-hoppers are listening!