Implications of Job-hopping on Employees: A Case Study from Sri Lankan Software Development Industry

Nishanthi Sivananthan

199122F

Degree of Master of Business Administration in Information Technology

Department of Computer Science and Engineering

University of Moratuwa

Sri Lanka

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Nishanthi Sivananthan

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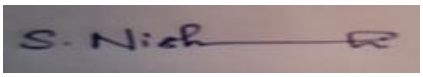

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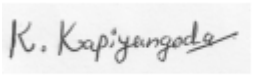

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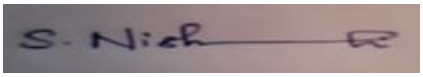

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ABSTRACT

The main purpose of this study was to identify the implications of job-hopping on employees. This study deeply focuses on the implications of staff who are working in the Srilankan software development industry. This research can be an ideal document for employees to get a better knowledge about the implications of job-hopping and guide them to take correct decisions at the correct time. Tonnquist's model of Maslow's Hierarchy of needs was incorporated as a theoretical lens to make sense of how each factor mentioned in the model is getting affected by job-hopping. The study adopted a qualitative methodology. Data has been mainly collected through interviews which were carried on, with employees who have been identified as job hoppers in the software development industry. Employees with different designations (SE, QA, BA, PM) are considered for the interviews. The findings of this study first briefly illustrate how each phase of the theoretical framework is getting implications due to job-hopping. Then some other general implications of job-hopping are also discussed. Next, it clarifies whether employees are achieving the expected outputs by hopping the jobs. Finally, some recommendations were suggested for job hoppers to get the right decisions and mitigate the risks/negative impacts of job-hopping.

Keywords: Tonnquist's model, Maslow's Hierarchy of Needs, Implications, Job-Hopping, Job-Hoppers, Software Development Industry.

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LIST OF ACRONYMS AND ABBREVIATIONS

TA –Thematic Analysis

ASE – Associate Software Engineer

SE – Software Engineer

AQA –Associate Quality Assurance Engineer

QA – Software Quality Assurance Engineer

SQA – Senior Quality Assurance Engineer

BA – Business Analyst

SBA- Senior Business Analyst

TL – Team Lead

PM – Project Manager

KT – Knowledge Transfer

SSE – Senior Software Engineer

OT – Over Time

CV – Curriculum Vitae