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Job Hopping Trends Among Young Graduates in Malaysia

Muhammad Syukri Abdullah

Universiti Kebangsaan, Malaysia

Abstract

In Malaysia, young graduates is increasingly engaging in job hopping, characterized by frequent job changes within short timeframes. However, research on how the Malaysian labor market is responding to young graduates' needs is limited, highlighting a gap that necessitates further exploration. This study aims to examine the relationship between job satisfaction, organizational commitment, compensation, and work-life balance with job hopping among young graduates in Malaysia. Theoretical frameworks such as Socialization Theory and Motivational Theory will be utilized to understand the differing priorities of young graduates and how these priorities influence their job-hopping behavior.

A quantitative research approach is adopted, employing a cross-sectional survey to gather data from a sample of 537 young graduates across various sectors in Malaysia. Stratified random sampling used to ensure diverse representation in terms of industry, job level, and geographical location. Data collection occurs via an online survey platform using Google Form to enhance participation convenience. The analysis is conducted using SmartPLS.

The findings suggest that job satisfaction, organizational commitment, compensation, and work-life balance have a significant influence on job hopping behavior among young graduates. These factors have a profound and statistically significant influence on the tendency of young graduates to frequently change jobs, highlighting the need for organizations to prioritize these areas in their talent retention strategies.

Keywords: Job Hopping, Young Graduates, Malaysia, Job Satisfaction, Organizational Commitment, Compensation, Work-Life Balance