

Generation Z Workforce and Job-Hopping Intention; Study Among University Undergraduates in Sri Lanka

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This study aims to identify the job-hopping intentions of the Generation Z workforce and fill the existing knowledge gap by examining the relationship between intrinsic and extrinsic factors influencing job-hopping intentions among Generation Z undergraduates in Sri Lanka. While literature on extrinsic and intrinsic motivational factors and Generation Z job-hopping intentions exists, there is limited research in Sri Lanka exploring the interplay between intrinsic and extrinsic factors on job-hopping intentions among university undergraduates. Employing a deductive (theory-testing) approach, the research conducted a quantitative survey among 345 final-year undergraduates at a state university in Sri Lanka using a self-administered questionnaire and simple random sampling technique. Data analysis, performed using SPSS, involved descriptive and inferential statistics, including correlation and regression analyses. Findings reveal negative associations between intrinsic and extrinsic motivational factors and job-hopping intentions among university undergraduates in Sri Lanka, suggesting dissatisfaction with both factors may prompt job changes. While providing valuable insights for practitioners, policymakers, and scholars navigating Sri Lanka's evolving workforce dynamics, the study acknowledges its limitation in focusing solely on intrinsic and extrinsic motivational factors. It suggests future research avenues to explore additional variables impacting job-hopping behaviors among Generation Z undergraduates, thereby contributing to a deeper understanding of talent retention strategies and workforce dynamics in Sri Lanka.

Keywords: *Job Hopping Intention, Generation Z, Extrinsic Factors, Intrinsic Factors, Undergraduates*

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