



Lauren Bitter (left) and Nkosinathi Baleni at work. A Regus survey shows that many professionals will quit their jobs because of thwarted hopes of promotion.

PHOTO: LEON NICHOLAS

# Frustrated professionals hop jobs

## Samantha Enslin-Payne

PROFESSIONALS in South Africa may be on the prowl for better jobs, particularly if their current employer has passed them over for promotion, a recent survey shows.

However, recruitment specialists advise against job hopping, saying it harms your long-term prospects.

A survey by Regus, a specialist in workplace solutions, found that the thwarted hope of promotion was the main reason behind professionals in South Africa opting to move to another company.

Regus Middle East and Africa vice-president Joanne Bushell said reports indicated that one of the effects of the recovery was that many employees had started quitting their jobs and looking for new ones. "Businesses that are not providing all the trimmings could be heading for a brain drain of

their best talent," she said.

The survey polled 15 000 respondents globally between February and March.

Of those professionals surveyed in South Africa 44 per cent said they would quit their job due to a lack of promotion despite good work results.

Other reasons were a lack of communication and involvement by top managers, a lack of company vision, overwork and incompetent colleagues.

Theo Smit, a senior manager at Premier Personnel, which recruits for executive and senior management positions, said: "We are not seeing a lot of job hopping, but perhaps because we do not entertain job hoppers. Our clients want candidates who have solid track records, including stability in their current role, good tenure, good experience and valid credentials."

He said new positions were opening up in the market, but

candidates were not changing roles unnecessarily.

It was more prevalent for junior professionals to job hop, while at a senior level people were more cautious about moving. The main reason professionals changed jobs was remuneration, he added.

The risk of being a job hopper was that the cycle would eventually catch up with you as prospective employers would not shortlist because you would be viewed as a risk, he said.

Job hoppers are also considered poor performers as their inability to stay for a reasonable period of time means they either cannot handle pressure or complete long-term projects.

Smit said two years to three years was a reasonable time period to stay in a job. "A repetitive cycle of less than one and half years raises a red flag."

Bonnie Currin, the general manager for PAG's coastal regions, said there was no recent

significant increase of people looking for new opportunities.

However, she said there was always a high volume of career seekers in tough times as people aimed to increase their salary either to cope with the rising cost of living or to improve their lifestyle.

A professional can currently expect an annual salary increase of between 3 per cent and 7 per cent, but those who change jobs to gain a promotion could gain a 10 per cent to 15 per cent increase.

The risks of this are that you could be deemed a job hopper who is disloyal and raise concerns from future prospective employers that any investment in training on you would be wasted.

But Currin said younger people in the workforce did not join a company for the gold watch at retirement and many would stay in a position for about two years to three years.

