

ABSTRACT

There is a job-hopping phenomenon in the millennial generation with a variety of reasons, so they decided to leave their workplace. This study aims to analyze the millennial's reasons do job-hopping and how adaptation processes in their new workplaces. This study uses qualitative methods using phenomenology studies and interviews as data collection techniques. Interviews in this study involved 10 informants who had carried out work reforms at least once.

The results of the study show that there are eight aspects that employees are expected from their workplace, such as training and self-development, career path certainty, working time, work security, organizational culture, communicative leaders, location and idealism.

Keywords: *Millennial Generation, Gen Y, Job-hopping, Adaptation*