

**DETERMINANTS OF JOB-HOPPING INTENTIONS, GENERATIONAL
DIVERSITY AND ACADEMICS' ENGAGEMENT IN SELECTED
UNIVERSITIES IN SOUTHWEST, NIGERIA**

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LIST OF ABBREVIATIONS

ASUU	-	Academic Staff Union of Universities
AVE	-	Variance Extracted Estimate
BE	-	Behavioural Engagement
BU	-	Babcock University
CS	-	Community Service
CU	-	Covenant University
GD	-	Generational Diversity
Gen X	-	Generation Xers
Gen Y	-	Generation Y
GOF	-	Goodness of Fit
JHI	-	Job-Hopping Intention
JP	-	Job Hopping
LASU	-	Lagos State University
LT	-	Labour Turnover
NFI	-	Normed Fit Index
NUC	-	National University Commission
OAU	-	Obafemi Awolowo University
OCB	-	Organisational Citizenship Behaviour
OOU	-	Olabisi Onabanjo University
PLS	-	Partial Least Square
PLS	-	Partial Least Square
RO	-	Research Output
SEM	-	Structural Equation Modelling
SEM	-	Structural Equation Modelling
SRMSR	-	Standardized Root Mean Square Residual
TE	-	Teaching Engagement
UI	-	University of Ibadan

ABSTRACT

Job-hopping phenomenon seems to be common among academic staff of higher institutions. This is due to the increase in the number of Universities around the world. As such, their engagement has been reported to be in a steady decline as academics' mobility increases. Against this background, this study examined the determinants of Job-hopping intentions and academics' engagement in selected Universities in Southwest Nigeria. It also examined the perceived moderating effect of generational diversities on the relationship between determinants of job-hopping intentions and academics' engagement, in terms of research output, teaching and community service engagement. The study is hinged on Job embeddedness theory, Equity theory and Social exchange theory. The study adopted descriptive and explanatory research designs, as well as mixed methods (qualitative and quantitative) that involved the use of questionnaire and key informant interview as research instruments for data collection. To accomplish the objectives of the study, a total of 620 copies of questionnaire were administered to the academic staff of six selected Universities in Southwest, Nigeria. A five-point response Likert scale questionnaire and key-informant interview were used for data collection. Stratified and simple random sampling techniques were used to select the respondents for this study. The data collected were analysed using descriptive and inferential statistics such as frequency distribution and structural equation modelling (SEM). The qualitative data generated through Key-informant interview was analysed through manual thematic analysis. The results from the test of hypotheses revealed that management supports significantly influenced research outputs of academic staff ($\beta = 0.700$, $r^2 = 0.490$; $T_{val} = 6.075$, $p < 0.05$). Perceived promotion opportunity significantly influenced teaching engagement of academic staff ($\beta = 0.561$, $r^2 = 0.315$; $T_{val} = 5.362$, $p < 0.05$). Perceived remuneration significantly influenced teaching engagement of academic staff ($\beta = 0.156$, $r^2 = 0.645$; $T_{val} = 2.535$, $p < 0.05$). Perceived job security significantly influenced community service engagement of academic staff ($\beta = 0.706$, $r^2 = 0.499$; $T_{val} = 6.834$, $p < 0.05$). Similarly, the result revealed that generational diversity has no significant moderating effect on the relationship between job-hopping intentions and academics' engagement, even though job-hopping intentions and generational diversity variables collectively explained 62.7% of the variability of academics' engagement. By implication, generational diversity and job-hopping intentions are predictors of academic staff engagement. Results from the thematic analysis also validated the findings from the test of hypotheses, showing that those who have strong management support are less likely to engage in job-hopping intentions and more likely to be engaged in terms of research output, teaching and community service. It was recommended that management of Universities should ensure a supportive work environment that will ensure equity, justice and fairness. Finally, staff development opportunity should be encouraged as well as robust compensation system for academic staff.

Keywords: Academic staff, Engagement, generational diversity, Job-hopping and Nigerian Universities.

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DEGREE OF DOCTOR OF PHILOSOPHY (Ph.D.) IN INDUSTRIAL RELATIONS AND
HUMAN RESOURCE MANAGEMENT IN THE DEPARTMENT OF BUSINESS
MANAGEMENT, COLLEGE OF MANAGEMENT AND SOCIAL SCIENCES,
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DECEMBER, 2020

ACCEPTANCE

This is to attest that this Thesis is accepted as partial fulfilment of the requirements for the award of the degree of the Doctor of Philosophy (Ph.D) in Industrial Relations and Human Resource Management in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun State

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DECLARATION

I, **IGBADUMHE, ABAYE FRIDAY (16PAC01419)**, declare that this research work was carried out by me under the supervision of Dr. Adeniji, A. Adenike and Dr. Osibanjo, O. Adewale of the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun State. I attest that the thesis has not been presented either wholly or partially for the award of any degree elsewhere. All sources of data and scholarly information used in this thesis were duly acknowledged.

IGBADUMHE, ABAYE FRIDAY

Signature and Date

CERTIFICATION

We certify that the thesis titled “**Determinants of Job-Hopping Intentions, Generational Diversity and Academics’ Engagement in Selected Universities in Southwest Nigeria**” is an original work carried out by **IGBADUMHE, ABAYE FRIDAY (16PAC01419)** in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun State, Nigeria under the supervision of Dr. Anthonia A. Adeniji and Dr. Omotayo A. Osibanjo. We have examined and found this work acceptable as part of the requirements for the award of Doctor of Philosophy (Ph.D.) Degree in Industrial Relations and Human Resource Management.

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DEDICATION

This thesis is dedicated to God Almighty for making this dream a reality

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