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**Shifting or Staying: The job-hopping phenomenon on the Hungarian and Japanese labour market**

The objective of my research paper is to examine and contrast the viewpoints of university students in Japan and Hungary regarding the global phenomenon of "job-hopping" that has become prevalent among young individuals. In my paper, I investigated whether this phenomenon is experienced in the Hungarian and Japanese labour markets. Furthermore, I researched the motivations behind job-hopping among youths and explored possible differences between the two cultures.

To answer my research question, I conducted both secondary and primary research. For my secondary research, I gathered relevant data from international databases. In my primary research, I conducted a survey among university students at Budapest Business University and Kanda University of International Studies. I formulated hypotheses tests based on quantitative data and supported them with qualitative answers as well.

The research results show that the job-hopping phenomenon does indeed exist in the youth labour markets of both nations, regardless of cultural differences. This trend could be attributed to generational differences, technological advancements, and other factors. Both nations exhibit similar motivations; the primary reason for youth job-hopping extends beyond salary expectations. It includes personal aspirations to fulfil their careers, achieve personal growth, gain experience, or simply avoid burnout.

These findings should be acknowledged by organizations so that they can align their strategies with the rapidly changing needs of the labour market. This understanding can help organizations minimize excessive job turnover and gain a competitive advantage in the labour market.

The resume is not part of the paper. It must be uploaded via CooSpace along with the application for the SSA (date later) in a .doc or .docx format**.**

**The resume should follow the scientific structure of the paper. It should contain a short summary of the following elements**

1. *Questions examined in the paper*
2. *Research methodology used in the paper*
3. *Short presentation of the research results*