



Summary: What is the “honeymoon hangover” for new employees?

Conclusion: A strong relationship exists between high levels of job dissatisfaction and turnover. After a candidate has found a new job, their level of satisfactions rises (the “honeymoon effect”), but then dips once the novelty begins to wear off (the “hangover effect”). .

Reference: **The Relationship Between Employee Job Change and Job Satisfaction: The Honeymoon-Hangover Effect**, by W. Boswell, Texas A&M University, J. W. Boudreau, University of Southern California and J. Tichy, Merck and Co. In Press. *Journal of Applied Psychology*. Email Kevin Dowling at kdowling@batrushollweg.com for a copy.

Why this Chapter is Important: It continues to back up research that links job dissatisfaction with turnover, while also showing that high levels of job satisfaction in a new job can be temporary and can be attributed to the novelty of the job. It demonstrates an ongoing relationship between job dissatisfaction, turnover, high levels of satisfaction, then a gradual decline in satisfaction as the cycle restarts.

Major Findings:

- a. Job satisfaction and turnover can be described in a “honeymoon-hangover” model whereby job satisfaction decreases until the individual changes jobs, then the level of satisfaction increases. Gradually, after the novelty wears off, the satisfaction tapers off and then eventually begins to decrease again.
- b. This cycle repeats over multiple job changes. Job satisfaction actually increases with more changes in jobs.
- c. Individuals who do not change jobs frequently demonstrate stable patterns of job satisfaction.

What does it mean to you? High levels of job dissatisfaction can be a warning of potential or impending turnover. However, one should also be cautious of high levels of satisfaction in new employees as this effect may be temporary. New employees could be educated on this cycle and it could perhaps offset dissatisfaction as the novelty of the job wears off.