PETALING JAYA: An employer's organisation and two job consultants feel that job-hopping is a healthy practice, as it will mean the best man gets a particular job.

They said labour mobility should be encouraged as it could stimulate the economy.

The Malaysian Employers Federation (MEF) said it was in the best interests of the nation and the economy that people be allowed to move from job to job.

Its president Md Jafar Abdul Carrim said a wider perspective of labour mobility was needed and it should, in fact, be encouraged.

"This means that the best person gets paid the wages he deserves, and this in turn will stimulate the economy to greater heights," he said when contacted.

Provided employees had served their bonds after receiving training, he added, they should be allowed the flexibility to move.

Jafar was commenting on the advice by Deputy Prime Minister Datuk Seri Najib Tun Razak on Saturday, telling workers not to job-hop but show gratitude by staying with the companies that had trained them.

Aspac Executive Search Sdn Bhd managing director Cheah Eng Kong concurred, saying the "pinching" of workers involved simple economics.

"Companies will use whatever it takes to get talented people. Whoever can pay for that talent will attract those who are talented," he said.

There was, he added, nothing wrong with workers wanting to move.

"Imagine an employee who is stuck in a company with no career path even though he is trained.

"It would not be good for the country or the economy should there be rules limiting labour mobility," he said.

Cheah said it was also the responsibility of companies to find ways to retain employees beyond just training them.

Workforce consultant S. Kanaga said people moved because of pay, career development and the working environment.

"If these factors are not right, they will move. They will no longer be excited with training and loyalty if the employer does not look after their welfare. It is difficult to resolve this problem because loyalty cannot be bought," she said.

Unfortunately, she added, companies often did not increase a worker's pay after providing training as the employee had not gained the experience to justify a higher salary.

"They go somewhere else because their certificate is recognised there," she said.