

Future Workforce “The Millennial”

SS Jeyakkumar*

Research Scholar

Shri Jagdish Prasad Jhabarmal Tibrewala University
Rajasthan, India

Dr.M.P.Hrishikesh

Director

CMR Business Studies
Bangalore, India

Abstract—

The current world talks more about the characteristics, attitudes, behaviors that are exposed by the Generation Y workforce. The generation X has built a perception on what they have seen about the generation Y and the generation Y comes with a different perception about them this study attempts to evaluate and assess their perceptions built by the generation X on generation Y and also to determine what the generation Y thinks about them and their expectation on the managers in the organization

Keywords— Generation X, Generation Y, Perceptions, Expectations

I. Introduction

Progression of the current workforce in any industry can be bifurcated into 2 categories the Generation X & Y, the Generation X are the seniors in the organization and the Generation Y are the juniors as typically people who are born after 1982 and before 2000 are called “The Millennial” maxing to be a 30 years old in an organization and typically the entry level in an organizations is 22 years hence typically people who are 22 – 30 years age bracket in the organizations are called as Generation Y guys who are going to be our potential future workforce as our senior management would approach the retirements and these workforce will start taking senior roles in the organization in the near future. There are a lot of discussions on the evolutions of this workforce and we continuously read or hear about the changing dynamics of attitude and behavior in the work place about the Generation Y and these discussions have gained much importance of late if we deeply analyze the reason for the discussions it is because of the characteristics that the Generation Y exhibit in the work place and there is a difference seen in the reaction of Generation X. I had personally ventured to study on this subject and used both the quantitative and qualitative method. I had studied 100 samples each of Generation X and Y.

On my discussion with Gen X employees on their perception about Gen Y

II. Perception About Gen Y – The Millennial

- The rebels
- The misfits
- The trouble makers
- The one who argues
- The ones who see things differently
- The one who doesn't follow rules
- No respect for others etc;

Upon my discussion with the Gen Y workforce the traits they exhibit are

III. Generation Y – The Millennial Self Perception

- ✓ Confidence
- ✓ Proficiency of Technology (Internet is born during their period)
- ✓ Always on social networking (Everyone will have a smart phone and tablet)
- ✓ They share their views immediately on social media
- ✓ They share the happening personally and professionally at a rapid pace
- ✓ They share different backgrounds, beliefs, values and ethnicities, whilst exhibiting varied perceptions to elements which affect their general way of life.
- ✓ They are quite aggressive
- ✓ They love transparency
- ✓ They wanted them to be included in the discussion hence they are participative in nature
- ✓ The abundant confidence within them helps them to be honest and they think ahead.

On my further discussion with them on their expectation from their managers in the organization are as follows

IV. My Expectations From My Managers In Organization

- ❖ Need managers who speak my lingo

- ❖ Give me feedback then and there (Instant Feedback but in private)
- ❖ One who can guide in right direction
- ❖ Who is energetic and can work in my pace
- ❖ Appreciate my efforts and results
- ❖ Be as a guide , coach and a mentor
- ❖ Who is not biased (typically well balanced)
- ❖ Who is open and transparent?
- ❖ Who has a substance in terms of knowledge

V. Conclusion

The thought process of a generation X & Y are different as the later born during the era of technology and the speed of growth in the world during their period so they are always wanted to be inclusive for a generation X careers is the end means for them but for a generation Y career is just one means and they work for their self satisfaction and vision accomplishments. Hence it's a time and need for the organization to reshape the organization to adapt these workforces.

References

1. Heskett, J.L., Jones, T.O., Loveman, G.W., Sasser, W.E., Schlesinger, L.A. (1994), "Putting the service profit chain to work," Harvard Business Review, pp.164-74.
2. Rucci, A. J., S. P. Kirn and R. T. Quinn. 1998. The employee-customer-profit chain at Sears. Harvard Business Review (January-February): 82-97.
3. Schneider, B. (1985). Organizational behavior. Annual Review of Psychology, 36, 573-611.
4. Jane Dutton, Energize Your Workplace: How to Create and Sustain High-Quality Connections at Work
5. Gartner, Gartner highlights key predications for IT organisations and users in 2010 and beyond, <http://www.gartner.com/it/page.jsp?id=1278413>
6. Kluemper D H, Rosen P A. and Mossholder KW, (2012), Journal of Applied Social Psychology, Social Networking Websites, Personality Ratings, and the Organizational Context: More Than Meets the Eye? <http://onlinelibrary.wiley.com/doi/10.1111/j.1559-1816.2011.00881.x/full>