

# What employees want by generation

Data source: Mazlo | Infographic design by Antonio Grasso for educational and motivational purposes



## Baby Boomers

1946-1964

### BEST WORK TRAITS

- Optimistic
- Enjoy mentoring
- Strong work ethic



## Gen X

1965-1979

### BEST WORK TRAITS

- Independent
- Innovative
- Strong communicators



## Millennials

1980-1995

### BEST WORK TRAITS

- Tech-savvy
- Collaborative
- Focused on the greater good



## Gen Z

Born after 1996

### BEST WORK TRAITS

- Digitally fluent
- Practical
- Flourish in diverse workforces

## What they want from work

- A loyal employer
- Hierarchical culture
- The chance to mentor others
- Respect

- A trustworthy employer
- Problem-solving opportunities
- Competent colleagues
- Autonomy

- An empathetic employer
- Meaningful work
- Training for new skills
- Flexibility

- A culturally competent employer
- Competitive wages
- Mentorship
- Stability

# Generation X And Y And Their Work Motivation

**Ince, Fatma**



## **Generation X And Y And Their Work Motivation:**

**101 Ways to Make Generations X, Y and Zoomers Happy at Work** Cheryl Cran,2010-05-09 101 Ways to Make Generations X Y and Zoomers Happy at Work For Business Owners and Managers **Work in the 21st Century** Frank J. Landy,Jeffrey M. Conte,2010 The workplace in the 21st century is technological and multi cultural Work is often accomplished in teams This work provides students with an up to date knowledge based that will enable them to apply the principles of I O psychology to themselves supervisors subordinates and fellow workers Millennial Philanthropy Holly Hull Miori,2023-05-20 Nearly 75 million people make up the Millennial generation in the United States and yet for many nonprofits this generation remains an untapped resource The most significant transfer of wealth known as the Great Transfer of Wealth is shifting from older generations to the Millennials and younger ones This transfer has prompted nonprofits to navigate new realities caused by the pandemic and other social issues Nonprofits should consider Millennials as a valuable source of people power and philanthropic support Dr Holly Hull Miori an academic researcher and fundraising professional has developed a comprehensive guide that explores the potential roles that Millennials can and should assume in nonprofits including those of donors board members and volunteers Her guide is designed to engage both academic and nonprofit fundraising audiences offering insights and actionable strategies for unlocking the potential of this emerging group The book presents six distinct findings providing innovative ideas that nonprofits and fundraisers can implement to engage the Millennial generation effectively It features a combination of case studies and a roadmap to help readers gain practical insights into engaging this demographic group Leadership Perspectives on Effective Intergenerational Communication and Management Ince, Fatma,2023-01-23 Rapid developments are taking place within society and organizations They demand a flexible responsive and competent workforce Demographic shifts and the increasing shortfall of young workers have resulted in increasing demand for the intergenerational workplace Retaining multicultural workers is practiced in some countries to make use of their rich expertise Experienced older workers are no longer seen as a burden to the economy On the contrary practices such as senior entrepreneurship are also popular Similarly while technological development and differences among employees are discussed in leadership issues diversity is also included Leadership Perspectives on Effective Intergenerational Communication and Management examines the differences between monocultural workers and intergenerational workers in Western and Eastern companies It investigates the technological developments such as Industry 4 0 at the societal or industry levels Covering topics such as intergenerational diversity organizational interactions and employee satisfaction this premier reference source is an excellent resource for business leaders and executives human resource managers sociologists students and educators of higher education librarians researchers and academicians **The New Generation Z in Asia** Elodie Gentina,Emma Parry,2020-10-23 The New Generation Z in Asia Dynamics Differences Digitalization is the first book to compare the Asiatic Generation Z born 1990 1995 in terms of country and culture specific

drivers and characteristics based on interdisciplinary and international scientific research The SAGE Handbook of Aging, Work and Society John Field, Ronald J Burke, Cary L Cooper, 2013-09-19 Aging has emerged as a major and urgent issue for individuals organisations and governments of our time In this well timed and comprehensive handbook key international contributors to the field of study come together to create a definitive map of the subject Framed by an authoritative introductory chapter the SAGE Handbook of Aging Work and Society offers a critical overview of the most significant themes and topics with discussions of current research theoretical controversies and emerging issues divided into sections covering Key Issues and Challenges The Aging Workforce Managing an Aging Workforce Living in an Aging Society Developing Public Policy **NACE Journal** ,2007 *Perspectives in Financial Therapy* Prince Sarpong, Liezel Alsemgeest, 2023-07-18 As we deepen our understanding of the interplay between money and psychology financial therapy has emerged as a popular field of study This book offers a diverse range of perspectives on the practice of financial therapy exploring its benefits challenges and potential critiques The book also provides practical guidance for financial therapists as well as financial planning and mental health practitioners who incorporate financial therapy into their work The book covers a wide range of topics including the neurobiology of financial decision making models in financial therapy online financial therapy generational differences in financial attitudes incorporating financial therapy into divorce planning and techniques for coping with the stresses associated with estate planning The book addresses the need for culturally relevant assessments of financial therapy in African contexts and offers a critical appraisal of the field of financial therapy By providing multiple perspectives and practical guidance this book will be a valuable resource for students scholars and researchers in financial therapy financial planning and related fields as well as the broader field of psychology Management Practices for Engaging a Diverse Workforce Manish Gupta, 2020-11-01 This unique volume shows how to tackle the challenges of diversity in the workplace It addresses the need to keep the workforce engaged while taking into consideration the diverse backgrounds of employees The book explores 12 themes of workforce diversity and culture including differences of race religion gender sexuality income class education level marital status generation age physical ability and more Focusing on the benefits of engaging a diverse workforce the volume considers the issue through the different stages of the human resource process including recruitment selection performance appraisal demand forecasting supply forecasting job description and specification job analysis and evaluation training and development career planning and development succession planning etc Employing an abundance of case studies the volume enables readers to comprehend what it means to have a diverse workforce and how to engage such a workforce for the betterment of the employees as well as the employer The volume acts as a textbook for courses on diversity in human resource management as well as a valuable resource for HRM and other management professionals The discussions and questions sections will be useful for faculty and the short case studies are designed to keep students interested and engaged **Motivation of Generation Z. An Overview of Possible Motivational Incentive Systems**

,2023-07-19 Seminar paper from the year 2022 in the subject Leadership and Human Resources Generation Y Generation Z grade 1 3 AKAD H here Fachschule Banking und Finance AG language English abstract This paper aims to investigate possible motivational incentive systems and motivation that show international companies how to implement and develop business models that meet generation Z s requirements In the beginning the requirements of generation Z are being derived This is a base for next step where possible motivational incentive systems are being presented for companies and management The following part will start with the theoretical and conceptional basics followed by the definition of motivation in a professional context and Alderfer s ERG Existence Relatedness and Growth theory There will be a description of each individual generation on the labor market which leads into possible motivational incentive systems for companies deriving on case studies Following on this there is a discussion of today s challenges that companies are facing The paper will end with a summary of this work a critical review and gives an outlook

**Organisational Behaviour** Ian Brooks,2018-02-16 Brooks offers readers a succinct lively and robust introduction to the subject of organisational behaviour While aiming to encourage and promote the critical examination of the theory of organisational behaviour this book also seeks to enable students to interpret and deal with real organisational problems This new edition has major changes to the text to embrace international contexts and the modern realities of OB It has proved a popular student choice because it combines relative brevity with thorough coverage and plentiful real world examples Popular features for today s organisational behaviour course include More prominent organisational theory coverage \_ this key topic has been moved forward to provide students with an overview of the different ways OB can be looked at early on in the book More coverage of modern communications technologies cross cultural management generational change and the gig economy New and updated case studies and Managerial Implications boxes help to broaden students knowledge and understanding of OB in real organisations Illustration in Film boxes illustrate key ideas through famous films such as 12 Angry Men and The Devil Wears Prada

*Human Relations* Marie Dalton,Dawn G. Hoyle,Marie W. Watts,2004-12 This contemporary text will connect you with the current human relations issues and challenges you will encounter in the twenty first century and will prepare you to confidently put proven theory into action so you get the results you want Authors Dalton Hoyle and Watts use a unique approach that gives you the opportunity to experience and analyze firsthand the contemporary issues of human relations in the twenty first century By weaving their varied professional backgrounds and knowledge into every chapter they provide the insight and awareness that comes only from experience Based on the sound content and research of the previous edition Human Relations 3E aims to deliver a dynamic and real world perspective to human relations Workforce ,2006-07

**Star Team Dynamics** Janelle Brittain,1999 One of the new paradigms for getting things done in corporate America involves the creation of teams But the process is much more than just assembling a group of people with the right knowledge and abilities The process of creating effective teams involves helping the individuals comfortably grow into their new roles

Building on the successes and failures of real life organizations Star Team SM Dynamics is both a step by step guide and a reference manual This valuable book guides an organization from conception through maturation in the establishment of a team based culture supporting collaboration and new communications systems Easy to read and apply the book offers the reader practical tools techniques and processes to organize structures in a way that will be both resilient and responsive Star Team SM Dynamics is perfect for any executive manager team leader and member planning a team based culture

*A Comprehensive Assessment of Work Motivation* Megan A. Kummerfeldt,2003 Abstract *What I Must Do* Hildegonda Josephine Boudens,2006 **The New Brewer** ,2003 **Leading Your Business Forward: Aligning Goals, People, and Systems for Sustainable Success** John Pyecha,Shane Yount,Seth Davies,Anna Versteeg,2013-03-05 IF YOU CAN READ A GPS DEVICE YOU CAN NAVIGATE AND SUSTAIN YOUR COMPANY S PATH TOWARD DRAMATIC GROWTH AND PROFIT SIMPLE IS BETTER Businesses today are overwhelmed by complex expensive and time consuming initiatives These ideas sound great in the boardroom but fail when deployed in the real world You need a business tool that takes your organization where it needs to go and is so simple and repeatable that anyone can use it Just like a GPS helps get us where we are going Leading Your Business Forward lays out a proven but simple process that any business can follow Using the same five simple steps in every car s global positioning system Acquiring Settings Where To Recalculating and Arriving this book demonstrates just how quickly you can energize and transform your workplace Leading Your Business Forward utilizes a simple Leadership GPS to show you how to DETERMINE YOUR ORGANIZATION S LONG TERM GOALS ENGAGE YOUR STAFF TO WORK TOWARD THEM GAUGE AND IMPROVE PERFORMANCE ON AN ONGOING BASIS MANAGE SUCCESS SO IT STICKS You will learn how to apply GPS based methods to mobilize operations while incorporating destination focused initiatives The authors explain why high performing companies devote enormous energy toward three vital components goals people and systems And while the world s most profitable corporations all share a clearly defined vision and mission what s often missing is a direct link between tactical operational goals and strategic direction Not anymore With Leading Your Business Forward you ll learn to incorporate measurable goals into your company s daily regimen Plus you ll have the management tools to maintain teams that are engaged focused accountable and poised to drive results Leading Your Business Forward provides everything you need to determine baseline indicators of capability and measure employee engagement while setting a course for transformation from the inside out Set Your Company s Course for Unparalleled Growth Over the past decade business leaders have been given a number of different road maps to success all of which promised viable how to solutions for business growth They were very good maps yet with few exceptions they did not guide us to a sustainable level of success What s missing A true GPS for leaders Utilizing the five simple steps associated with your car s GPS system this guide shows executives how to manage expectations and measure employee engagement and accountability while boosting productivity Having brought their critical insight and innovation to bear at firms like Michelin

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