

An Analysis on Gen Z Employees' Job Engagement and Attitude towards Work with Special Reference to IT Industry

Dr. G. Bala Murugan¹ and M. Pavithra²

¹Assistant Professor, Department of Management Studies, Anna University, Trichy, INDIA

²Student, Department of Management Studies, Anna University, Trichy, INDIA

²Corresponding Author: pavithra.mv1999@gmail.com

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ABSTRACT

Generation Z, as known or named at another time or place the "Zoomers," is the mathematical disciple following the Millennials. Born betwixt the intervening-1990s and the early 2010s, Gen Z is the first production to have adult completely in the mathematical age. As a result, they are famous for being type of educational institution-savvy and very affiliated. Gen Z is still a different and politically intentional production, accompanying a powerful desire for genuineness and transparency in the guests and brands they support. This abstract supports a brief survey of the traits and principles of Gen Z, emphasize their singular view on the globe and their affect humankind and sophistication.

Keywords-- Purpose-Driven, Flexibility, Career Growth, Work-Life Balance, Diversity and Inclusive, Work Environment, Gen Z, Technology

Therefore, employers and HR managers should consider the needs in the workplace and adapt their policies to recruit, motivate, and retain these developing youth. It is not easy to understand Gen Z to retain talents of modern generation and recognize their advantages to ensure the progress of an organization. If HR managers take into account the characteristics and preferences of Gen Z, they can attract and retain them to train them to become future leaders of the organization. Without understanding this, HR professionals will struggle to recruit and retain the most talented Generation Z candidates and will also fail to motivate them, which in turn will impact organizational performance.

By 2020, Generation Z, those born after 1995, will make up more than 30% of the workforce. It is high time for us to understand who they are and how they think. Only then will we be able to lead them, work with them and develop them when they start their first job.

I. INTRODUCTION

The generation after the Millennials is here. At its core, this new generation is known as Gen Z, but it is also called I Gen, Founders and Centennials. This generation was born in 1996 and has brought with it a new worldview and different expectations as customers, employees and citizens.

People think that the generation after the Millennials is only made up of children. In reality, the oldest members of Generation Z are now up to 22 years old. They are the current newcomers to the workplace and the polling places and will be the fastest growing group of employees and customers. While companies in the 21st century have struggled to identify and implement the needs of Gen X and Gen Y, they must now contend with an entirely new generation, Gen Z.

The task for companies is not only to support Gen X and Gen Y, but also to anticipate the workplace needs of the emerging Gen Z so that groups made up of different generations can operate successfully (Knoll, 2014). Researchers have shown that each generation has a different attitude toward work and the workplace (CIPD, 2008; Harber J., 2011). However, very little is known about Generation Z in terms of their characteristics, desires, character traits, and work style.

II. GENERATION Z BIRTH YEARS AND AGE RANGE

Generation Z is broadly defined as the 72 million people born between 1997 and 2012.

III. REVIEW OF LITERATURE

Alagaraja and Gopalan (2019) The literature review raise that employee date is a fault-finding factor that influences two together task delight and organizational assurance. The authors outlined employee date as the level of affecting relates, commitment, and engrossment that an agent has with their work and arrangement. The research review again found that pertaining to 1000 likely to supply instructions engagement and significant work occurrences over traditional task benefits to a degree salary and benefits.

Amin and Malik (2021) The authors started their literature review by explaining the idea of employee date and allure importance to institutions. They before identified various studies that have shown a beneficial friendship between agent date and job vindication, organizational obligation, and output. The authors also eminent that attendant engagement has

happened connected to lower turnover rates, taller customer delight, and raised profitability for institutions.

Bae and Kim (2019) a brochure review on the relationship 'tween work date and memory intention with Generation Z IT professionals. The authors delimited work engagement as a definite spirits from vigour, devotion, and assimilation towards work, while memory intention refers to an worker's goal to be a guest of their current organization. The review too emphasize the singular traits of Generation Z IT professionals, to a degree their choice for work-history balance, moment for progress and growth, and responsive work arrangements. The authors contended that forming a work surroundings that supports work date between Generation Z IT professionals can increase retention rates and reduce turnover.

Banerjee's (2018) study tries the friendship between worker date and work satisfaction with IT artists in India. The review of literature in this place study covers various appropriate topics had connection with operator engagement and work satisfaction. They specifies a inclusive overview of the ideas of worker date and work delight, in addition to the factors that enhance these ideas. The study's verdicts climax the significance of employee date and work delight in advancing administrative output and employee memory rates, specifically in the IT industry in India.

Debnath and Das (2020) transported a study on staff member engagement and work stance between Gen Z IT artists in India. In the review of research, the authors discussed differing ideas had connection with employee date and work attitude. The authors outlined employee date as "the touching affection and level of obligation that employees have towards their institution and allure aims." They noted that operator date is essential for institutions as it leads to higher output, lower change rates, and better client satisfaction. The authors also conferred the various determinants that can influence employee date, in the way that task delight, organizational idea, guidance, and ideas. They noted that institutions need to establish a definite work environment that promotes operator date through persuasive leadership, ideas, and recognition programs.

Dhanasekar and Karthikeyan (2019) The authors start by delimiting employee date as the impassioned and intelligent attachment of workers to their work and the arranging they work for. They contend that date is a critical factor in the fame of arranging what it has been connected to task satisfaction and administrative obligation. The review of article presented in the item displays that staff member engagement is absolutely had connection with job vindication, administrative assurance, and organizational political independence act. The authors note that busy employees are more inclined exhibit beneficial behaviours that benefit the arranging, to a degree going further their job necessities and advocating their associates.

IV. CHARACTERISTICS ON GENERATION Z EMPLOYEES

- They are creative and ambitious.
- They learn mainly from online sources.
- They share freely through digital media.
- Gen z is comfortable with modern recruitment tools and prefers flexible working arrangements.
- Gen z's attitude towards work environment.
- Gen z is born and brought with current technologies. They are digital centric and technology is their identity.
- They are more realistic about their work expectation and more positive about the future.

V. JOB ENGAGEMENT FACTORS

- Strong Leadership
- Carrying organizational culture
- Challenging and creative job content
- Regular feedback and recognition
- Professional growth and opportunities
- The autonomy to work independently
- Inclusive work environment
- Freedom of thoughts
- Flexibility at work
- Transparent work culture
- Scope of learning and development
- Access to the latest technology

VI. GEN Z'S WORKPLACE VALUES

- Purposeful work
- Work-life balance
- Diversity
- Wellness programs as perks
- Advancement opportunities
- Paid time off

VII. GEN Z DIFFER FROM OTHER GENERATIONS

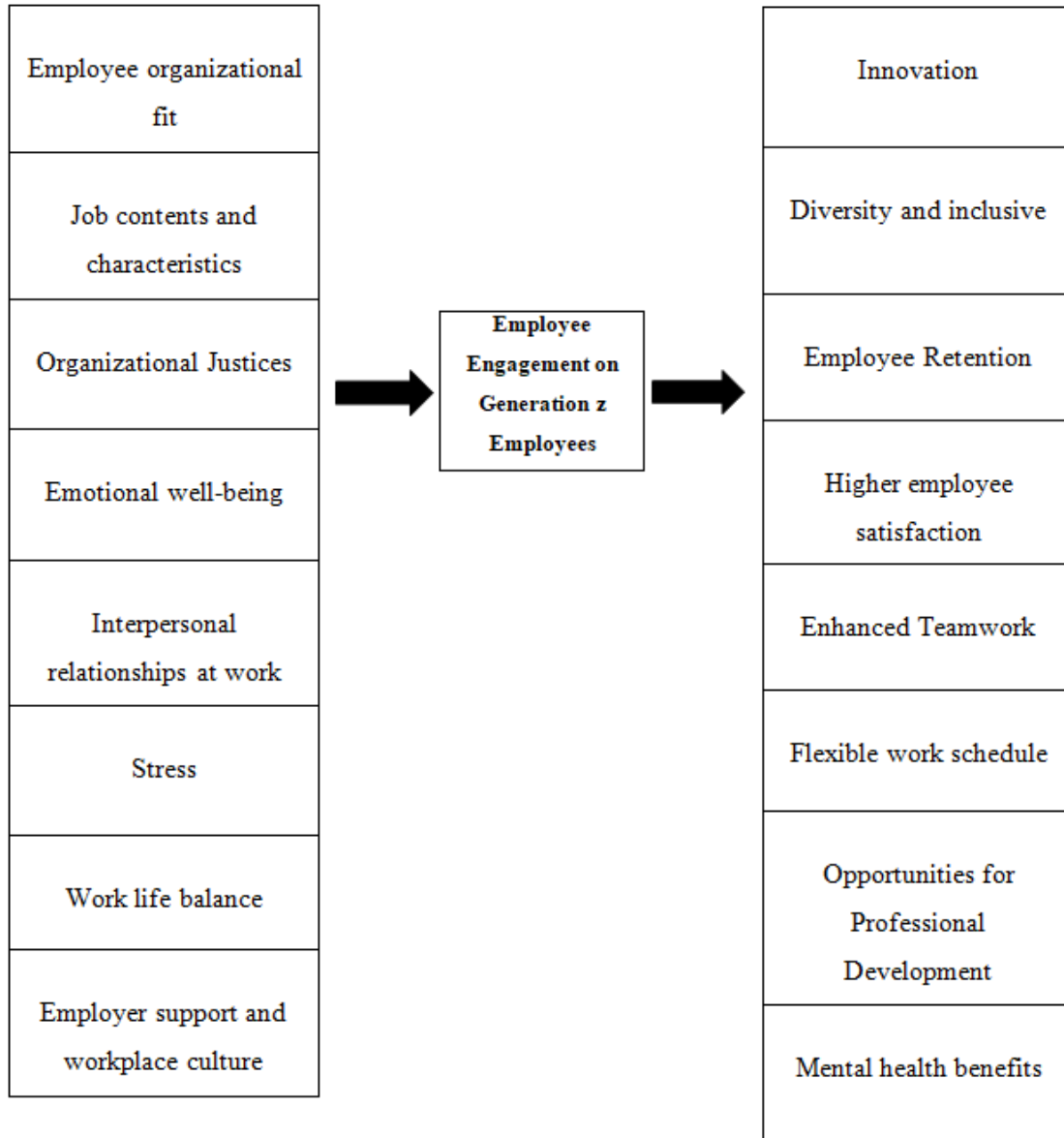
Generation Z was born after the turn of the century. This generation is more racially, culturally and ethnically diverse than any generation before. They are also considered very liberal in their beliefs and are very tech savvy and internet friendly. They were exposed to many technologies at an early age, so they are very comfortable with new things.

VIII. GEN Z WORRIED ABOUT

Generation Z wants mental health care, but worries about the cost of it. Generation Z is more likely

to report receiving treatment or diagnosis for a mental illness, but also most likely to report that they cannot afford mental health services (one-fifth, compared to 14 percent of all respondents).

Framework for Generation Z



VIII. EMPLOYEE ORGAIZATIONAL FIT

Administrative fit is an main consideration for two together employers and staff members, as it can have a meaningful affect job vindication, conduct, and memory. Employers endure strive to found a work atmosphere that joins with their attendants' principles and aims, while agents should cautiously analyse either a potential corporation is a good fit for their own principles and work style before recognizing a task offer.

IX. JOB CONTENTS AND CHARACTERISTICS

A task's constituents and traits refer to the tasks, accountabilities, and necessities guide the role or position inside an organization. Job details and traits are main concerns for both employers and task applicants, as they can help to delineate anticipations and ensure that the right body is doubled with the right task.

X. ORGANIZATIONAL JUSTICES

When staff members see organizational lawfulness, they are more inclined have positive stances toward their work and their organization, and they are more likely to undertake beneficial presence such as participation, novelty, and commitment to the arrangement. On the other hand, when operators perceive bias, they grant permission occurrence negative emotions to a degree anger, disappointment, and resentment, that can bring about negative behaviours to a degree absence, change, and poor performance.

XI. EMOTIONAL WELLBEING

Emotional happiness refers to a state of beneficial insane fitness that admits things to function optimally in their daily lives. It is the skill to manage feelings, accomplish stress, and uphold a sense of balance and central harmony regardless of the challenges that existence presents. Emotional prosperity is not just the absence of negative affections in the way that tension, despair, or anger, but more the vicinity of definite empathy to a degree pleasure, gratitude, and contentment.

XII. INTERPERSONAL RELATIONSHIPS AT WORK

The character of social relationships working can have a important impact on an individual's task delight, performance, and overall happiness. Positive connections can lead to raised task vindication, motivation, and output, while negative connections can lead to stress, exhaustion, and dropped off job vindication.

XIII. STRESS

Stress is a unaffected intellectual and physical reaction to questioning positions. It is a common some existence and can even be advantageous in instigating us to bet money or something else in a gamble or stay alert in troublesome positions. However, incessant or overdone stress can have negative belongings on our material and mental health.

XIV. WORKLIFE BALANCE

Work-life balance refers to the talent to effectively control two together professional and personal trustworthiness in a habit that promotes overall comfort and delight. It involves verdict a healthful equilibrium between work-connected activities, in the way that task duties and course happening, and personal

endeavours, in the way that hobbies, connections, and self-care.

XV. EMPLOYER SUPPORT AND WORKPLACE CULTURE

Manager support and business culture play a fault-finding part in constituting a beneficial and productive work atmosphere. When employers purchase their staff members and create a education of respect, trust, and cooperation, they are more inclined invite and retain top ability, promote change and artistry, and achieve unending business success.

XVI. CONCLUSION

Generation Z seems to have different requirements and motivational factors than previous generations. This generation will bring their own unique requirements to the workplace when they join the organizations. It is important that the organization recognizes what is important to Gen Z before increasing its appeal within and outside the industry to create a culture and workplace that will provide a distinctive advantage in the hunt for top Gen Z talent, which in turn will help the organization grow and remain a consistently successful company.

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