THE HONG KONG POLYTECHNIC UNIVERSITY
DEPARTMENT OF MANAGEMENT & MARKETING
DEPARTMENTAL RESEARCH SEMINAR

Understanding Today's Young Employees: Generational Effects at Work

By

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Time: 2:30 p.m. - 4:00 p.m.
Venue: M802

All interested are welcome
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Abstract

Today’s young adults are different. Many claim to want challenging and rewarding careers, yet they do not take necessary actions to plan and prepare for these careers. Compared to older generations, they are more likely to move from job to job, looking for the right job, much as these young people would surf on the internet, moving from site to site, looking for the right information. A review of generations in U.S. history indicates a cycle of four generations with differentiating values. Understanding how these values shape career expectations can help organizations recruit and retain the next generation of talent. A survey of over 10,000 young adults between the ages of 18 and 28 was conducted to profile their attitudes toward work and general life. Results showed different profiles of young adults based on their centrality to work. Implications for organizations will be discussed.