

Misconceptions about Gen Y could see critical shortage of managers in ten years' time



Younger employees don't cite becoming a manager and running a team as an important long term ambition, according to new research released today from the global people management business, Penna.

The study was conducted amongst 1000 senior managers and 1000 employees who belong to Gen Y and are aged between 18 and 34 years.

The research portrayed a mismatch between what bosses think their workforce want from their careers in the long term, and what is actually important to them.

24% of employers think that one of the most important ambitions for this current generation is to have experienced a variety of jobs and sectors. In addition, a fifth (20%) believes their employees are motivated by wanting to be a manager and lead their own team.

However, the results of the employee research proved that the employers were out of touch with their staff members.

The results were gathered after Gen Y participants were split into 18-24 year old and 25-34 year old categories, and discovered that work life balance and a sense of fulfilment were ranked far higher on both groups' surveyed long term priority lists.

Despite the age range of the Gen Y participants, the findings showed that both groups share exactly the same top three priorities where long term ambitions are concerned.

Although 'earning a great salary', 'being totally fulfilled and happy in my work', and 'to have achieved a great work life balance' make up the top three preferences for employees, their employers believe that there is a significant difference in attitudes and priorities between those at the upper end of the group and those lower down.

Steven Ross, Head of Career Development at Penna said: "Simply guessing what will engage a Gen Y employee, or any employee for that matter, won't work. Organisations that fail to do so could see a decline in engagement levels, and productivity, and increased attrition rates - not to mention a serious shortfall of managers and leaders in ten years' time.

"Whilst things like salary and progression opportunities will never stop being important to them, what this research shows is that they need to be listened to, otherwise organisations could be investing time and energy on development initiatives that don't connect or resonate with them, and that can have serious long term business consequences," he concluded.

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