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Business



GENERATION Y People, born between the 1980 and 2000, known as the Millennials, met as many changes of the world, including technological boom, numerous financial ups and downs, as no other generation. They are the cohort of hardworking people, enormously clever and resourceful, who know what they need in a career and how to get there. The following paper will give certain considerations about what are the Millennials at work and their expectations from the job they search or obtain.

With the rapid changes and development of the modern world, there appeared a need in people who would be able to keep pace with all changes. They would be in step with the times, bringing brand new ideas, creating innovations and developing companies they would work with. People of generation Y or Millennials are the most connected generation in history with the ability and want to face new challenges, have a strong will to mean something to the world and are ready for the constant development of themselves and the environment they live in. They know what they worth, because of the right skill set; they are aware of how much others are paid for doing the same job. And they know how much they need to live. That is why the question of salary is important to them, it is their best motivator.

However, most of Millennials do not negotiate about the salary, preferring to find out all necessary information from the Internet, rather than from the employer. This is one of the sides for improvement, especially of those, who know what they are worth. Millennials pay much attention to the meaningful of the work they perform. They consider themselves the driving force of many of the processes around them and want to be an important part of something bigger. Together with the positive relationship with co-workers such a driving force is one of the keys to the creation of something new and

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innovative. Flexibility of hours and the possibility to work in teams, making friends with people at work, creates for Millennials unique opportunities for development and moves them up in their wants.

For companies, ensuring Millennials with good salaries, learning opportunities, respectful attitude to their ideas, more responsibilities and balancing of work and life spheres will make people of generation Y work at their best for the benefit of themselves and the company.

References

Mooney, J., 2014. Pay Is Millennials' Top Job Concern, Survey Says, Society for human resource management, Available from <http://www.shrm.org/hrdisciplines/diversity/articles/pages/millennial-pay-.aspx>