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Annotated Bibliography Annotated Bibliography Acar, A. B. . Do Intrinsic and Extrinsic Motivation Factors Differ For Generation X And Generation Y? International Journal of Business and Social Science, 5(5). [http://ijbssnet.com/journals/Vol\\_5\\_No\\_5\\_April\\_2014/3.pdf](http://ijbssnet.com/journals/Vol_5_No_5_April_2014/3.pdf)

Acar (2014) determines if a significant variation exists between the generation X and Y regarding intrinsic and extrinsic motivational factors. In addition, Acar investigates one of the two factors, which is important to both the generations. In the study, Acar utilized sampling and questionnaire as the methods for collecting the data. He developed the questionnaire, which focused on measuring the different that exist between these two generation regarding the above motivational factors. The participants were from three different departments of a Turkey bank. The findings of Acar's study demonstrated that the two motivational factors had the same importance for the respondents. Acar, thus, argues that same factors can be motivational to the Generation Y as similar levels as Generation X. However, Acar's study did not consider the educational structure of the participants. This is essential in investigating the relationship between these generations and other variables including the organizational procedures, culture, values, and management style.

Costanza, D., Badger, J., Fraser, R., Severt, J., & Gade, P. (2012).

Generational Differences in Work-Related Attitudes: A Meta-analysis. *Journal of Business & Psychology*, 27(4), 375-394. doi: 10. 1007/s10869-012-9259-4

Costanza et al. (2012) argue that researchers, organizations, and practitioners are interested in the variations that exist among generations on a number of outcomes. Thus, their study focuses on quantitatively assessing the research on generational variations in work-related attitudes as well as <https://assignbuster.com/compile-an-annotated-bibliography/>

providing a guidance into the future practice and research. Costanza and colleagues performed a meta-analysis of the generational variation on three work-related criteria. These included organizational commitment, job satisfaction and intent to turnover. In addition, they reviewed research studies, both published and unpublished. They found that twenty of the studies allowed for eighteen generational pairwise comparisons through the four generations including Generation X, Baby Boomers, Traditional, and Millennial. Their findings demonstrated a relationship, which is moderate to small that exist between the work-related outcomes and generational membership.

Sparks, A. M. (2012). Psychological Empowerment and Job Satisfaction between Baby Boomer and Generation X Nurses. *Journal of Nursing Management*, 20(4), 451-460. doi: 10.1111/j.1365-2834.2011.01282.x

Sparks (2012) reports the differences existing in generational psychological job satisfaction and empowerment. Spark argues that every generation vary in terms of work styles including work ethics, perceptions of leadership, autonomy, involvement, and primary views on what entail quality, innovations, and service. The method used in the study is a secondary analysis of data sets that resulted from sampling conducted with 451 registered nurses, who were employed at five different hospitals in West Virginia. The results demonstrated Baby Boomer nurses had mean psychological empowerment scores being higher than the Generation X nurses. However, no variation reported between the generations regarding the total job satisfaction. The limitation of Sparks' work is that the preliminary study failed to evaluate the generational difference. Thus, there were fewer nurses in Millennial and Veteran generations.

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