

# Millennial benefits

Sociology



MILLENNIAL BENEFITS Affiliation MILLENNIAL BENEFITS The millennial's are concerned in developing their careers. An organization with a clear path and skill development program will be of significant benefit and will attract them to the organization (Shea & Joy, 2012). Institutions can achieve this through opportunities such as training, mentoring and professional development that will make them contribute and engage more in the success of the organization (Sellani, 2000). The generation y as well is demanding, and it is no shock they choose such preference as the insurance benefits. The company, therefore, can set aside some money to pay for this employee wants that includes bonus upon completion of training, health insurance, and movement allowances if they are to be top player recognition in Canada. The millennial has an entirely different outlook to the baby-boomers. They have an experience of direct communication channels and embrace working in teamwork as opposed to the hierarchical systems used by baby-boomers (Ng, Schweitzer, & Lyons, 2010). Strategies used by the organization should embrace togetherness and flat management structures if the generation y is to be effective. The millennial as well is skilled in technology that has enabled them to multitask on various communications platforms (Ng, Schweitzer, & Lyons, 2010). The organization hence should implement the use of social media channels as the fundamental way of communication. This group spends much time on Facebook, Twitter and other social platforms that make this method a better way of communication on their benefits. As a result, the administration procedures should be complete and simple to understand. Rules, policies, and procedures that define the operations of the organization should integrate well with the millennial. If it is an organization handbook, for instance, it should be clear spells out any regulations in the <https://assignbuster.com/millennial-benefits/>

body.

## References

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Sellani, R. J. (2000). Sustaining Distance Training: Integrating Learning Technologies Into the Fabric of the enterprise: By Zane L. Berge (Ed.), The Jossey-Bass Business and Management Series, 413 pages, ISBN 0-7879-5331-8, 2001, by Jossey-Bass Inc., San Francisco, California.

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