

The problems of millennials in the workplace

Sociology



**ASSIGN
BUSTER**

21st century issues faced due to millennials Introduction The term millennials are the group of the human race approximately born in the year 1984 to date in 2018, also known as persons that reach adulthood in the 21st century.

Millennials are entering the workforce and there is a few issues raised by the older generation of managers. Millennials are judged as different and lazy and incompetent.

Literature review

In this literature the problems raised in the workplace by millennials in the workplace will be reviewed, to see which issued are rose up under the future of the workforce and recommendations followed on how issues can be solved or avoided. Issues with millennials in the workplace Millennials have been over protected In an interview Simon Sinek explained that millennials are a product of parenting fails. Because they were over protected and from a young age told they are special, and simply rewarded even though they didn't deserve it. Children are being raised to believe that coming in last still needs to be rewarded and simply just participating is enough to go through life. That only leads to lazy or individuals that have no confidence and no motivation to work hard. Then when they finally enter the workplace, they struggle to fit in or reach job satisfaction for the reason of their lack of knowledge of hard work to achieve something as they strolled easy through life and attained things they didn't actually deserve.

Social media and technology

We live in a world controlled by Instagram and Facebook, millennials most would struggle with normal interactions away from media platforms. It would not be uncommon for any millennials to be found at work or during works hours to be on their phone or computers to check their social media to the point of almost every hour.

Social media has become an addiction under millennials, to the extent where that will not enough attention or “ likes” could lead to possible depression or lead to bad habits which will affect their attitudes and willingness to work in the workplace. According to the study by Jasmine Knight-McCord, Cleary, Herron and Emanuel the most used social media sites are as follows.

Instagram

Instagram is an application where users upload photos and videos to share with their friends, is found to be used the most with a 29% under an overall result of all social media outlets.

Snapchat

Snapchat is an application allows its users to send to other their friends photos that perish in 1 to 10 seconds , Snapchat is in 2nd of most used application with a 24% overall result.

Facebook

Facebook lets users set up a profile and post photos as well updates, conversations and links, and the like other people’s photos etc. Facebook is in third place in overall users with a 23%.

LinkedIn

LinkedIn is directed at experts interested in expert networking. Individually user's sets up a profile like their resume and then can link to others that they identify. LinkedIn is one of the least used of the social apps with only a 2% overall result.

Pinterest

Pinterest is a customized media platform that allows users to “ pin” and form media subject into collections.

Twitter

Twitter is an application that allows its users to “ tweet” about basically anything they feel or is on their mind, to get reaction from others

YouTube

YouTube is a video sharing site, Google owned.

Following the information from the journal young millennials have become obsessed with their social media influencing their work due to constant updated and states checks and likes taking place hourly. With the failing of companies and business of the 21st century, not working hard and efficient cannot be afforded with the youth sidetracked by the use of social media in works hours.

Millennials and the economy

The Millennial is entering the workplace during the worst economy since the Depression. According to Douglas (2010), the Millennial do not have any clue how to manage their finances. They have a lack of awareness about savings,

pensions, and investments. They have a huge amount of debt, relative to their income, and spend more money than they earn. Rawlins, Inuvik and Johnson (2008) point out that the Millennial earn to spend, with no thought given to saving. The job itself does not excite many of them.

Unemployment and slow economic growth are some of the biggest concern for the millennial generation. According to a new survey “ Keeping up with the Millennial” by brand agency Space, the Millennia’s are becoming credit averse and have less disposable income, 30% are unable to save and 70% do not have a credit card.

Millennials with lack of experience

Millennials are unfortunately living in a world where experience is needed from the get go. Most companies require applicants with work experience 3-5 years for entry level job opportunities. The problem being that these individuals have just finished their degrees, having little to none working experience. This issues causes discouragement under millennials because of the lack of job opportunities presented for them.

Millennials that are overqualified

Some millennials find themselves in the predicament where they are over qualified for the job their seeking, having the needed 3-5 years working experience. Having the right amount or even more qualifications and credentials for a position sounds easy to get, but millennials face the challenge of managers uncertain and cautions for individuals who seem too skilled and good for the job. Managers will argue that the person will require

a too high salary, or will get bored with their position and will leave quick and easily.

Millennials and religion In his journal study Nathan Gerard has come to the conclusion that religion and culture, a 51% of millennials in the survey identified having religious philosophies that influence them in their decision making. Religion was on the decline as 17% of the group testifying that religion played more of a role in their interpretations of death and dying in contrast with their elders.

Millennials and ethical issues

A majority of the Millennial support same-sex marriage and the legalization of marijuana. They are more liberal in their opinions. They are more open-minded and value equal rights and receptive to new ideas and ways of living. Most of them agree that abortion should be legal in all cases, 65 % of young people agree that abortion should be legal in every circumstance. The Millennial were encouraging of permitting gays and lesbians to marry legally. A new Pew Research Centre finds that the percentage in support has grown from 53% in 2007 to 74% in 2017. Only 32% were against same-sex marriage.

The Millennials are in favor of legalizing the use of marijuana. Eight years ago, 34% support the legal use. Today it is 69%. Support for legalization has grown fast over the decade.

Recommendations

The first recommendation will be to teach the youth that not everything in life is easy, something take time and hard work and just being there and <https://assignbuster.com/the-problems-of-millennials-in-the-workplace/>

showing is not enough. That is what parents need to teach their kids, not in a brutal or disrespectful manner.

The only one to understand how hard things can get is to learn at a young age unfortunately. To close the gap on the millennials and non-millennials is to have the same understanding about hard work and how to achieve goals through it.

The workplace should install policies of no social media uses during working hours and should be monitored to reduce workers slacking on the job.

Companies should offer more internships to give new graduates a chance of learning and finding job that their well suited for.

As well as giving the over experienced of qualified millennials a chance instead of just shooting them down.

Religion and beliefs can also not be forced on any one, it would be of the best just to respect someone and their opinions even if they do not agree with you.

Millennials grew up in a new world other than their elders where it is okay to be yourself and love who you want, which should also be accepted. As long as it does not influence their work it should not be a problem.

Conclusion

Millennials are the future if managers like it or not, the best way is to try and create an understanding of their circumstances and try to close the gap of the 2 generations. As technology continues to grow and improve daily,

millennials will have the best understanding of how to use it to in building and creating new companies and improving the existing ones. Thus millennials will be the future managers and CEOs of companies so it is important that the managers of today help and guide them in understanding how the world of business works. Do managers really hate millennials, or maybe the older generation just has a misunderstanding of their circumstances Is their fault for the way their being raised or grew up in a technologic world, the answer is no. millennials did not choose to be born when they did, and life has changed and people are blaming it on them and that's the wrong way of looking at it.