



# THE EXPECTATIONS FROM THE FIRST JOB OF GEN Z PURSUING MANAGEMENT POST-GRADUATION DEGREE.

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*Abstract:* The Generation Z are the new job entrants in the job market and in a decade they will be occupying more than 50% of the job market. The earlier research on Gen Z has pointed out the traits of this generation which makes them difficult to work with. Though this generation is technologically advanced or truly digital generation they lack the core skills to work in the technical domain which is a big contradiction. These generations are topping the list of other generations in rejecting a job offer very easily. This research is a study of MBA freshers who are in the process of taking up jobs in the job market. This research studies the expectations of the MBA freshers from their first job.

**Index Terms - Gen Z, Employability, Expectations, skill-sets,**

## I. INTRODUCTION

The current workforce in India has a majority of Millennial. As per the report of PWC The Global Workforce Hopes and Fears survey 2022, 54% of India's workforce is Millennial while 26% is Generation X while 15% is Generation Z and 5 % are baby boomers.

The Generation Z is the new entrant in the job market in India the population of Gen Z is approximately 116 million, (Suneera Tandon, 2023) and they will replace the Generation X and the baby boomers in the next decade. The business of today are ready to add the Generation Z in their workforce and look forward towards the Generation Z to add the value in the business which are growing day by day.

The Gen Z are those born between the years late 1990's and early 2010's. The Generation Z is also called Gen Z, I Gen or post millennial have many qualities which make them unique. They are truly digital, they are collaborative, and they care about others and are pragmatic in approach. The Gen Z are financially minded.

Indian organizations are facing challenges with Gen Z at work (Ghura, 2017). The primary reason for this is this generation is innovative and entrepreneurial in nature. A report published in 2023 on the Gen Z status states that Gen Z lacks motivation, they lack effort and their productivity is lower.

Another survey report which is published by McKinsey and Company states that 55% of the Gen Z generation face issues related to mental health.

49% of the business leaders find it difficult to work with Gen Z. They have cited reasons like perceived lack of technological skill, effort and motivation. According to a survey by Adobe this generation is more productive between 6:00 pm to 3:00 am. Thus this is one of the reasons why the Gen Z can have problems related to work at other times of the day. Most of the respondents in the above survey have revealed that they might change jobs next year thus bringing the concern of the stability of these people in the

organization who would give them the first opportunity. Hence these people may create trust issues with the business leaders as they find them a little flighty in nature

A survey done by Deloitte states that almost 37% of Gen Z job aspirants have rejected their first job offer citing reasons of personal ethics.

Work is central to the identity of the 49 % of the Gen Z though they very much seek the work life balance. The Gen Z have issues related to living from paycheck to paycheck and are under the constant fear of the economic uncertainties. Thus they have concerns related to their increase in salaries, job flexibility and also their search for new job opportunities.

In the study (Singh, 2014) have expressed some of the career expectations of Gen Z generations

- ✓ The Gen Z love to do their work with less hassles hence they do not like to wait for permissions, they like work flexibility and decision making.
- ✓ They want sufficient leaves.
- ✓ The Gen Z are inventors and hence they want a work profile which would help them in being innovative.
- ✓ They like to have a good life hence they expect a good remuneration at work
- ✓ The Gen Z do not want to work in any organization for long hence they have a flighty tendency to move to a job which may fulfill their goals.
- ✓ Gen Z are happy to work in their domain skills.
- ✓ They love to imbibe the global work values.

The study (Singh, 2014) has revealed the attributes of the Gen Z generation. The study reveals the following traits of Gen Z

1. Active, motivated and goal oriented.
2. They are researchers and observers
3. They are aware about the laws, rules and regulations
4. They have knowledge about their social responsibilities towards society.

As per the study the Gen Z will pose a challenge to the business leaders, managers, supervisors and HR leaders of every sector.

From the literature review there are few conflicts arising as

1. Gen Z are flighty in their nature and will tend to change jobs. They lack skills. They lack motivation. They are interested only in materialism.

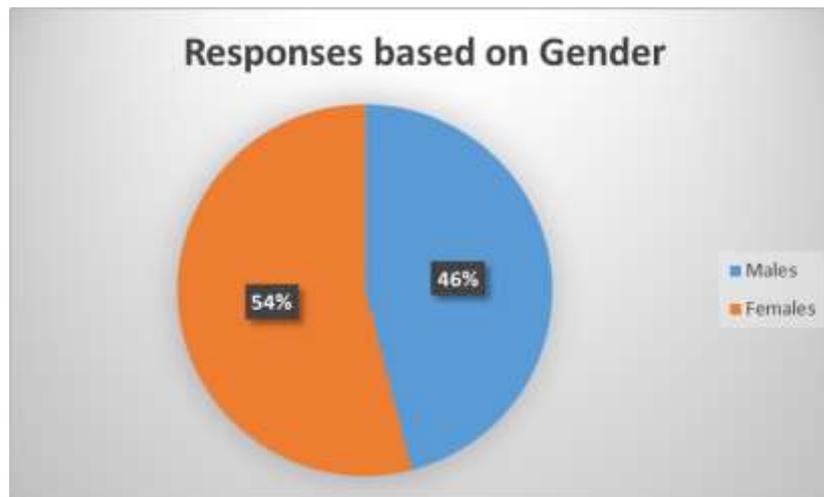
This study is carried out to find out the mindset of the students pursuing their post graduate degree in management science in Pune and help the Organizations looking forward to offer the job opportunities for these students.

**Research Methodology:** - The research methodology used for this survey is quantitative research as the research has to be carried to help us to understand the trends and patterns in the fresher MBA students with respect to their job prospects.

A questionnaire was sent to 600 students and a response of 114 students was collected.

## Analysis of the Data

1. 46% of the respondents are females as compared with the Males which is 54%.



2. More than 62% of students have expressed that they are looking for jobs with a high job security.
3. More than 33% of the respondents have stated that the CTC is a very important factor while looking for the first job while more than 27% have expressed that CTC is not important for their first job.
4. More than 53% of the respondents are looking for good designation
5. It is really interesting that 75% of respondents want to join a job which will give them an opportunity to learn new skills, acquire new knowledge and help them with the learning and development opportunities.
6. 37% of the respondents have acknowledged that earning good incentives is very important and 37% of respondents have acknowledged that it is important to earn good incentives.
7. 32% respondents have said that it is very important to have a high social status attached to their first job profile while 34% respondents have acknowledged that high social status is not that important for them.
8. 79% of respondents have said that creativity is the important factor they will look for in their first job.
9. 75% of respondents have responded that they are open to learning new technology.
10. 52% of respondents have acknowledged that they would not prefer a traveling job.
11. 78% of the responded have preferred that they need comfort and a safe workplace.
12. 83% of the respondents positively for a workplace which has friendly coworkers and good work culture.
13. 82% of respondents want to work with a supportive supervisor in their first job.
14. 77% of the respondents need a job which helps them to maintain a good work life balance.
15. 69% of respondents need autonomy to make their decision in their first job itself.
16. 78% of the respondents are looking to work with reputed and good brands in their first job opportunity.
17. 75% of the respondents want to work with organizations which are fair and impartial.
18. 78% of respondents are looking to work with an organization which helps them with constructive feedback and recognizes them for their performance.
19. 79% of respondents want to be included in the feedback mechanism to share their inputs / opinions.
20. 83% of the respondents have responded that they want to work with organizations which would provide them with good career opportunities.

### Analysis and conclusion from findings.

1. From the study it is observed that the MBA freshers, though interested to join a job with high CTC can overlook the CTC if they get to work in the creative field or they know that they would have job security or a good work life balance. The Gen Z can join a company which offers them to learn and improve on their skill sets.
2. This research survey had a good number of female respondents and they participated in the survey showing that females from management fields are likely to take up career opportunities after their post-graduation. Hence now companies can offer them job opportunities.
3. Most of the Gen Z are not interested in taking up the job which requires them to travel extensively.
4. Most of the Gen Z MBA freshers want to work with organizations which give them flexibility to work, including them in decision making and feedback processes.

Thus conclusion from this research is that though the earlier research have concluded the negative traits and problems with Gen Z. The organizations can work around the expectations. They can offer them good learning opportunities, career progression and offer them an inclusive environment. They will be able to work with Gen Z and get the expected work out of them

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