

NWU BUSINESS SCHOOL

Assignment Cover Page

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MODULE CODE	MBAB822
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DECLARATION OF OWN WORK

I declare that this assignment is my own original work. Where secondary material has been used (either from a printed source or from the internet), this has been carefully acknowledged and referenced in accordance with North-West University (NWU) requirements. I understand what plagiarism is and am aware of the NWU's policy as well as the Business School's guidelines in this regard.

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Su bmission date is 28 September 2018

1. Title: Managers hate millennials in the workplace

2. Abstract

In this research, the researcher has researched about managers and millennials using inductive research method. The aim was to investigate the issues that affect millennials and also to see if indeed managers hate them. It can be stated that manager do not hate millennials, all they need to do is to understand them better as per recommendation. This will create a good work environment for the millennials. The finding are shows that millennials have a vital role to play at the workplace, and the manager should not be threatened by the presence of millennials, all they need to do is to know how to manage them for the benefit of the organisation. Millennials as a generation are making a mark in the workplace in general.

Keywords: Millennials, Managers, Inductive research, workplace, Generation

3. Introduction

Today, the workplace composes of a significant number of the millennial generation known as millennials. There isare a different definition of Millennials, In this study, they are defined as those born between 1977 and 2000, became the largest population segment in the United States in 2015. Millennial employees, generally defined as those born between the mid-1970s and early 2000s, will soon comprise half of the workforce.

While both positive and negative generalisszations are accepted of youthful labouurers known as millennials, creative associations need a maintenance plan set up to suit the blasting workforce. (Nolan, 2015:1)

2. Literature review

Twenty to thirty -year-year olds, by and large, characterisszed as those conceived between the mid-1970s and mid-2000s, will belong to half of the workforce. While

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both positive and negative generalizations of these youthful specialists are circulating, creative associations need an arrangement set up to utilize and hold their blasting section into the workforce. (Nolan, 2015:1)

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More than whatever else, twenty to thirty-year-olds are characterized by their immersive utilization of innovation like Facebook, twitter etc. There is little uncertainty that recent college grads are changing the work environment (Ferri-Reed, 2014:13)

Millennials are also known-known also as Generation Y. They make up to somewhere in the range of 50 and 80 million workers in the U.S. working environment. There are a few monikers specialists use to depict Generation Y, including: the entitled age, net age (NetGen), screenagers, Google age, and computerized locals; yet the most well-known nickname is millennials. (Kilber et al., 2014:1-2)

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The Millennials have been depicted as universally mindful, socially uncouth, innovatively refined, needy, narcissistic, team players, hopeful, bad work attitude, multiple tasks masters, aspiring, and inquisitive. With such a wide range of perspectives, this research uses inductive research method to give clarity on the Millennial Generation, concentrating on their work esteems, and how their passageway into the working environment will affect hierarchical culture in the years to come. (Watson et al., 2018:209-226)

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The millennials have certain behaviour and characteristics like, parents are over protective of them, marry same-sex partner, how they deal with social issues in their own way, they use social drugs like marijuana, just to mention the few. Knowledge does not affect has no effect on addictive tanning conduct, self-esteem is contrarily connected, and narcissism is completely interceded by appearance inspiration. (Salas-Wright & Vaughn, 2017:231-233)

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(Steinmetz, 2015) states that parents of millennials are more openly protective of their children than any other generations. This pattern differs from the encounters of

past ages whose young people were set apart by the fact that their parents are not as protective as the parents of millennials.

In Canada, total family unit level information delivered by Statistics Canada for 2016 demonstrated that families owed more than \$1.67 in credit showcase obligation for each dollar of ~~extra balanced~~~~balanced extra~~ cash. Normal home costs in ~~the~~ Canada have expanded by 33% since 2016. Unstable business, for example, transitory, contract, and low maintenance positions expanded by about 10% from 2011-2014 among specialists in the Canada, Hamilton and Burlington (Worth & Tomaszczyk, 2017) This made it difficult for millennials to progress financial or to be able to afford houses because of increased costs of living hence they stay with parents

Social media sites are important part of many millennials' lives. According to the Pew Research Centre done in 2010, Millennials, known as Gen Y, are spending most of their time on the internet, 75% of them are affiliated on social networking site, as opposed to only 50% of Gen Xers and 30% of Boomers, this sets the millennials out as the more technologically advanced generation. (Pate & Adams, 2013)

According to Gibson, Social media has accelerated the same-sex marriages and acceptance of this marriages. (Gibson, 2018:13). According to Gilbert's study was workplace spirituality does not ~~affect~~~~have effect on~~ resistance ~~of changing to~~ ~~change~~ in the general working population and ~~in~~ the Millennial generation. (Gilbert, 2018:10)

According to Berger's study (Berger, 2018), Bergers discovered measurements demonstrating that Millennials are either direct (39%) or liberal (31%) in their legislative issues, with moderately few of them (26%) depicting themselves as conservatives. The hugeness of these figures is self-evident, to the extent political issues are concerned, yet there is the subject of how regularly Millennials take part in the elections.

The literature review has a lot to say about the millennials as the generation, they can stand for their rights, and they are smart. Their access to ~~the~~ technology makes them important for the survival of the organisation.

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5. Inductive discussion

Spirituality of millennial

[W](#)orkplace spirituality does not affect resistance to change in the general working population and in the Millennial generation(Gilbert, 2018)

I agree with the findings that there is no correlation between age and workplace spirituality. Separate research can be easily found on millennials and theories that address spirituality in the workplace, but there is a gap in the literature linking millennials' spiritual needs to low retention rates.

Home life and workplace of millennials

Millennials are not seeing workplace life and home life as something separate. Instead of looking for work-life balance, millennials are settling for a work-life blend (Wang, 2015).

I agree with the findings, workplace and home life have to be mixed ~~together~~ to find a good balance between the two. This work-life mix will transform into good performance simply because the millennials will be happy at their workplace. Happiness brings good results.

Politics

Not only were millennials directly affected but most of them also witnessed their parents who had lifelong careers lose it all. The millennial generation is seen as more collectivistic ~~versues~~ individualistic and is more likely to be part of voters, community servers, demonstrators and part of social (Rouse & Ross, 2018)

Marriage

Since the recession began, fewer Millennials have married. Consequently, only 25% of Millennials got married in 2012, as opposed to 30% of 18- to 31-year-olds who tied a knot in 2007. Generally few wedded Twenty to thirty ~~year-year~~ olds live in

their folks' home (3% in 2012), so the downturn in pre-marriage ceremony might be related with an increase in the number of millennials living at home with parents. (Fry, 2018)

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Lack of employment

Unemployment has made young adults' ability to own their own houses and move out of the parental home more difficult. One road by which youthful grown-ups change by in accordance with troublesome work economic situations is to move back home. Having a job will result in millennials living independently from parents. In 2012, 29% of employed Millennials lived under their parents, compared with 45% of unemployed Millennials. (Fry, 2018)

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I agree with literature even though most of the employed millennial prefer to live with parents but also the increased rate of unemployment among the millennials makes it difficult for the unemployed millennials to find work. Having a job may result in one living freely from their parents

Religion

The available literature shows that millennials a significant number are a religious generation. (Nelson *et al.*, 2017)

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I agree fully with this finding. They are less religious as compared to other generations.

Social issues

The millennials are more aware of the role that they play in the corporate more accountable. They lead awareness campaigns across the world. (Nelson *et al.*, 2017)

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I agree with the finding. This generation is more active than any other generation and they use the technology so well to cover more supporters their campaigns.

6. Recommendations

The researcher has recommended the following recommendations in order to make sure that the manager understands and work peacefully with millennials.

Stay connected

The millennials need a good support system in the workplace. The manager must make sure that millennials feel welcomed and as part of the team. The manager must know all the millennials by names.

Make it meaningful

The managers must make sure that the millennials are given duties or projects that are valuable, and this will make the millennials feel important and also as part of the organisation.

Create goals together

Managers must make sure that the millennials are part of planning stages and the contribute in developing goals of the organisation.

Provide flexibility

The managers must make sure that there is flexibility in the work schedule of the millennials. The millennials value having free time more, so the manager must allow them to work anywhere they like as long as the work is done efficiently and timeously. They must be allowed to work from home. Most companies in South African are practising this.

Encourage Team

The managers must allow millennials to work in teams. They are team players. They operate more efficiently in teams.

Recognise Success

The managers must see and appreciate the value that the millennials add to the team. The millennials must be acknowledged for success.

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7. Conclusion

In conclusion, the researcher believes that managers do not have any reason to hate millennials, Managers should have take time to learn how the millennials s want to be treated and also how to enhance their full performance at the workplace.

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ASSESSMENT RUBRIC INDIVIDUAL ASSIGNMENT

Name:		
Module:		
Date:		
Assessment criteria	Mark allocation	Result
1. Reading – range and understanding. Your ability to select appropriate information, prioritise it, and use it for the task at hand (review these issues, select key information and explain why this information is important).	20	<u>11</u>
2. Pathways to ideas and understanding. Your ability to demonstrate in writing how the ideas presented in the course has enhanced your knowledge of the discipline and its relation to other disciplines.	25	<u>14</u>
3. Independence – critical engagement, the ability to question, ability to make connections and identify contradictions. Your ability to think critically in writing about the information and your experiences, but on some levels, taking more than one factor into account.	25	<u>15</u>
4. Evidence of ability to translate theory into practice – application of ideas to case studies or real-life examples. Your ability to deal with complex situations and problems and find information that is relevant to the particular issue you are dealing with.	20	<u>11</u>
5. Writing – style and coherence of arguments, referencing, and presentation of ideas, range and quality of material included.	10	<u>6</u>
Total	100	<u>57</u>
6. Plagiarism Report. Marks deducted for plagiarism infringements -10 (5 % - 20 % out of single source) -20 (21 % - 40 % out of single source) 0 (41 % - 60 % out of single source) - Disciplinary steps (anything higher than 60 %)		-00
Total mark:	/100	



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General Remarks / Comments: Assignment

Remarks / Comments: Plagiarism (If applicable)

Disciplinary Action to be taken (If applicable)

YES

NO

Prof PA Botha

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