# Understanding the career aspirations of Gen-Z

Generation Z in short Gen-Z, are individuals who are born between the mid-1990s & early 2010s or 2014s and have career aspirations for themselves. They want good career & financial growth, a healthy lifestyle, skill development & learning, the flexibility of remote work & work-life balance. These aspirations of Gen-Z are not properly understood by employers, society, and institutions. As a result, both Gen-Z & employers and institutions are facing difficulties. So, let us discuss 6 different questions regarding this.

## Who is affected?

Employers or organizations are affected when they don’t understand the career aspirations of Gen-Z. One of the reasons for not understanding this is the age gap. They will be unable to attract & hire skillful individuals. Gen-Z has some new & unique ideas that can solve many different problems in an optimized way. They can also know about some trending technology which can be beneficial for the team. This will lead to the growth of the organization. Consequently, it is also a loss for Gen-Z for not getting enough opportunities that they deserve.

Universities and colleges will provide outdated syllabi if they are unable to understand the career aspirations of Gen-Z. This will lead to less number of students being enrolled in their institution as they are not providing the required knowledge as per the current market situation. For example, I belong to a Tier-3 college, & some subjects I have learned were either not useful or only theoretical but no practical knowledge, which results in not having a good job. So, Gen-Z themselves need to upgrade their skills as per the market situation.

In the future, Gen-Z contributions will be high for the country’s growth. Hence, their career aspirations need to be understood.

## What is happening?

Today, Gen-Z is looking for remote work flexibility, work-life balance & career growth, skill development & continuous learning, and work satisfaction. When an employer or company fails to fulfill any of these things, Gen-Z is looking for other opportunities. As a result, they switch to some other companies frequently. Some also start their own business & become entrepreneurs.

Another thing that Companies do is that they mention so many skill requirements in the job description that the fresh talents might not have them all & leads to frequent rejections, which decreases confidence in them. The primary example is myself, applying for multiple companies but seeing the requirements, demotivates me & makes me think about how an individual can have all these. I have also discussed with my friends & they feel the same. I also know one of my friends who has good programming skills & knowledge of multiple technologies but he was unable to get a chance to give interviews due to his percentage in class 12.

Apart from this, they give such a low salary which becomes unmatchable with the skills they require. So, companies need to rethink that fresh talents even the experienced & they cannot have it all. We all gradually learn while working.

Companies are also doing termination or layoff of employees when employees don’t have the technology requirements they want. This is due to universities & colleges especially Tier-3 not providing the knowledge for technologies & tools, for example, AI (Artificial Intelligence) that are required for the current market situation, which leads to a lack of skills in the new talents.

## When is this happening?

After COVID-19 companies started the work-from-home (remote work) or hybrid work model. This has changed the mindset of Gen-Z because doing remote work saves a lot of time for traveling to the office. This also saves money as it saves rental & traveling expenses. Moreover, employees can spend time with their family as it's good for their mental health after long working hours. It also made them think that if the same work can be done from their comfort zone then why they should go to the office, which is true.

Now, a few of the companies like TCS are asking to do work from the office only. When working in the previous organization I thought that if I had to connect virtually with my colleagues then what was the requirement to work from the office 5 days a week?

## Where is this happening?

This is happening in both the developed & developing countries, especially in the IT sector. Gen-Z are unable to get jobs because they lack the knowledge of the required tools & technologies. Mass layoffs have been done during the COVID-19 pandemic & currently due to the recession. I & my friends are laid off & now we are facing difficulty in getting a link for a test or interview. But we are still learning something new technologies or brushing up on skills.

Now, companies are hiring experienced candidates. They hire new talents only if they are highly skilled in the required technologies they want because they don’t want to spend much on training. Sometimes, they hire new talents with low salaries which is not enough.

## Why is that a problem?

Since Gen-Z will be contributing to the growth of the country, their understanding of career aspirations needs to be understood. Failing to do so, will not only impact Gen-Z but also organizations & country’s financial growth. Companies that fail to understand this will struggle to hire fresh talents in their organization. Gen Z also needs to understand that all the things they want can’t come at the same time it will take some time. Instead of becoming fully dependent on the college they also need to upgrade themselves because there are companies in the market that provide the benefits that they want but the company also requires some unique thing in the candidate which makes them stand out from the crowd.

## Objective

The main objective is to create awareness among the people why they need to understand the career aspirations of Gen-Z.