**KULTUREHIRE – 6 BUSINESS QUESTIONS TASK**

**“UNDERSTANDING THE CAREER ASPIRATIONS OF GEN-Z”**

Questions to answer:

1. Who is affected?
2. What is Happening?
3. When is this happening?
4. Where is this happening?
5. Why is that a problem?
6. Objective

In this Task of Conveying the Business Question I would like to take Person X as the Example. This Person X is Great Aspirant towards the field of Data and want to pursue his career in the field of data who is still pursuing his Under Graduation. This is the most common problem scenarios I’ve came across and experienced. The Person X is pursuing Under graduation in YYY College in which the Person’s first 2 years in the Graduation has gone in vain by Online Classes, in which the Person X and his friends did not know the Seriousness and they did not get any guidance on how to proceed since they have completed School and joined the College in which they are staying back in Home and did not get any exposure. After getting into Pre-final and final year of graduation they gradually started realising about the Skills they have to be developed and the career aspiration they have to choose, different persons get different Aspirations like Person X getting aspired in the field of Data. The On-Campus placements started, and some Companies started coming they slowly realising how to proceed which is even late which they should’ve been done on 1st and 2nd years of the Graduation. They’ve chose different streams according to their Interest and Started preparing. In which the College is providing training for placements which is of not their stream even though they are compelled to attend for their attendance. Trying so hard Person X gets an internship offer which might get converted to Full time based on Performance, Days passed. Suddenly the Company where Person X got offer rejected their offer due to Recession after couple of months after hiring. Now, the Person has to start from the scratch Preparing specifically for Companies, which he feels as the downfall and the Backward movement in his Career

* the Question 1 Who is affected from this Scenario, Students who want to pursue on different careers are compelled to sit on training which is not relevant to what they want to pursue, secondarily the Person X who feels as Downfall should’ve kept him Updated and Kept on Studying even after when he got offer from the Company.  
    
  E.g.: Me trying to become a Data analyst, my friend wanted to become a full stack web developer but my College was consistently giving training on Aptitude and Programming languages.

* The second Question What is happening is that What the Colleges provide Training without getting the opinions and interests of the students.  
    
  E.g.: They did not consider our Opinion of Giving specific set of training for their respective Career aspirations for our batch, but they have started that type of training for our juniors.
* the third Question These scenarios are happening in a Recession period where it is Necessary for the students to grow their skill and stick on to whatever the job, they get in which the College tries to Train on specific skillset to Get their jobs, but students have the Confidence of shining on their own interests.
* The fourth Question is, this is happening in a college scenario not only for specified set of Graduations but to all who wanted to pursue their careers.

E.g.: This is not the case only in my friends circle but for all set of students whom I Know some of other Core departments wanted to get into core companies but they are made to sit.

* the Fifth Question is Why is that happening So, it is considered as a problem because due to the communication gap between Gen-Z and their parents Gen-Z most of the times have to choose a path that is against their will and happiness. Let me explain with my personal example. So, when I was choosing my career almost everyone told me the reason to change my career path rather than encouraging me. They told me that there are not many jobs in this field, they don’t hire freshers, you are not that kind of guy. And also, from the college side they wanted to ensure students with a minimum guaranteed experience and Job.  
    
  Note: Everything mentioned on these Scenarios are real incidents since I’ve considered the same as the Examples for the scenarios, these are scenarios which have been on the real life incidents  
    
  Conclusion: career is a serious thing and takes time to build. So, one should consider every factor while choosing their career as it is a long-term commitment.