**Problem Statement**

# **What**

1. What are advantages GenZ’s have which make them better workforce than previous generations ?

* GenZ’s are born in age when knowledge work is dominant than industrial work.
* Their knowledge and skill set has fully developed at the time of course studies.
* They have technological advantages like Wi-Fi, high speed internet, availability of research and documents on internet.

1. What are the career experiences of GenZs?

* Negotiate for compensation for direct report.
* Deeply involved or entangled in disagreements, arguments, or disputes within the workplace.
* Terminating their employment with the organization, typically due to reasons such as poor performance, misconduct, redundancy, or breaches of company policies.
* Choose to work at other organization for financial growth over promotion in current organization.
* Need to manage their low performance.

# **Why**

1. Why understanding GenZ’s is important ?
   * GenZ’s will surpass previous generation to become most populous generation.
   * GenZ’s are about to enter in workforce that you produce provide and create, which will effect businesses.
2. Why there is declined in Planned Career in GenZ’s ?

* Only 37% of GenZ’s knows what they want from applied position.
* GenZ’s grows in technological advanced surrounding which makes life easier and faster.
* They seek rapid growth and reward for their efforts.

# **When**

1. When did career expectations of GenZ’s changes?

* From 2017 from age 21 to 24.
* After technological development.

# **Where**

1. Where GenZ’s found their new employment ?

* GenZ’s are eager for rapid growth and reward, so they mostly look for organization where they will get paid more than previous one.

# **Who**

1. Who are getting affected by GenZ’s career preference ?

* Most of the industries, organizations and employers getting affected by GenZ’s career preference.

# **How**

1. How we can influence GenZ’s for their Career ?

* GenZ’s spend most of the time with their parents, professors in educational institute, by teaching them about career development.
* GenZ’s focused on skill development, in this training also we can influence them about career planning.

# **Conclusion**

We can bridge the gap between GenZ’s career preference and employer expectations by analysis GenZ’s needs. As GenZ will be next workforce, it is very crucial for every organization to understand GenZ’s preferences. By understanding skill preferences and educating them about long term career planning organizations can make best use of GenZ workforce.