**Understanding Career aspirations of Gen-Z**

**Objective**: To educate the general public about the career aspirations of Gen-Z.

There is all together a shift in mindset of most people especially in Generation Z after covid, world came to a standstill and that’s when we learnt that work can not only be done sitting in office but be actually be done sitting at home as well, no matter what especially with the breakout of technologies it has been proved many a times, where all were stranded at their respective homes, but still work kept coming in .

The entire working mindset has been drastically changed; we can admit that. Also, the great example was Gen-z who especially are technology freak made a huge impact in drafting modern life, credit must be given to them as well, they are adaptive, flexible, intelligent and above all have a flexible and open mindset.

We can say this mindset was craved in only because of the culture they were brought up in, especially with both parents working and at the time when technology was at its peak, thus they are more independent and like that mentality and seek no bossing attitude, things can only be made understandable with inclusive talks and the benefits about it need to be communicated and hence communication mode should be open rather than a closed one. Also, we can see they are not bound to step away from taking risks, and hence which shows their attribute and mentality towards more openness, which improves their productivity naturally.

Thus, an employer, while drafting its employee manifesto must look and consider including the following work culture which adheres or caters to its young people’s need, because if its not looked into it will not cater to the masses.

Hence Structuring Self-development plans and trying to be more inclusive would only help in talent retention. As it would be the key for any organization and the cost behind all cannot be compromised. Thus, Improving the entire system and thereby benefiting the organization as well.

Because we can see that this generation is adaptive and keeps a learning attitude so including self-development programs will benefit only companies in long turn, also having a open feedback mechanism would help to solve many problems quickly and may also help have a newer perspective or innovative ways, gone are the days of dictatorship and managers rule. India is stepping forward towards the young innovative minds. Let’s nurture those talents for a better Future. Hence understanding the talent, giving enough opportunities will build the organization at large.