Name: Dwi Fitria Astari Lubis

5W+1H Analysis: Gen Z in the workforce

1. **Who** is Gen Z and Who is the employers?

Gen Z: Young individuals born between 1995 and 2012

Employers: An individual or organization that hires and pays people to work for them.

1. **What** are Gen Z and employers' challenges?

Gen Z faces challenges in pursuing desired roles due to employers' perceived lack of understanding and experience in their aspirations.

Employers challenge difficulties in managing Gen Z employees.

1. **When** will the challenges between Gen Z and employers become more apparent in the job market?

When Gen Z becomes a larger part of the workforce.

1. **Where** is the impact of the challenges between Gen Z and employers felt?

* Workplace Dynamics
* Organizational Performance
* Economic Impact
* Social Impact

1. **Why** do both Gen Z and employers face difficulties in the current job market?

Economic fluctuations can impact hiring budgets and business growth, making it challenging to expand the workforce. Recent economic downturns and inflation have made job hunting more competitive and increased financial pressures for young adults.

The rapid pace of technological change often creates a mismatch between the skills Gen Z graduates with and the skills demanded by employers. Keeping up with technological advancements and ensuring employees have the necessary skills can be costly and time-consuming.

Understanding and adapting to the values, expectations, and work styles of Gen Z can be difficult for some employers. Gen Z often enters the workforce with high expectations regarding salary, work-life balance, and career growth, which can sometimes conflict with employer offerings.

1. **How** can the challenges between Gen Z and employers be solved?

While challenges exist, there are also opportunities for growth and collaboration between Gen Z and employers. Providing on-the-job training or management training to upgrade the skills that employers expect, introducing workflow and work culture to Gen Z, ensuring clear communication for mutual understanding, and focusing on creating a work environment aligned with Gen Z values can help bridge the gap.

It must cost a lot to create on-the-job training or management training. There must be an agreement between the employer and Gen Z/freshers to commit to not resign from the job for at least 2 years, or according to the company's policy.