Problem:Carrer Aspirations Of Gen Z

WHO WHAT WHEN WHERE WHY OBJECTIVE

For our problem statement, firstly we will focus on *Who is getting affected* by not understanding the career aspirations of Gen Z? Gen Z like my sister when she passed out her senior secondary examination had a colossal world with manifold opportunities in different avenues. She wanted to become a photographer, and amidst covid, she passed her entrance exam too, but our family insisted on her for engineering. Keeping her passion aside, she chose that without any interest, but she was getting affected as soon she will find difficulty in managing her work-life balance and there is no scope for her personal growth Apart from her even Employers are effected when they hire, they will miss the innovations which one passionate engineer can provide to the firm and as a result *what happens* is there is lack of growth and efficiency, poor workspace culture in the company. Hence, Decrease in Productivity would lead to an increase in turnover On a larger scale, a generation that is not fulfilling its potential could impact economic growth and development another important question is *when this is happening*, in our case her Career point was the stage next to that while her job search, if employers don’t focus on Gen Z career aspiration they might fail to find the right employee to hire that would not only hinder one’s personal growth but results into long term impact on well-being. This could lead to a sense of fulfillment and regret later in life and at their workspace if they are not able to settle their work-life balance which would end in frustration and have a negative impact. Coming to *where it is happening*, in our example, House was the point where it was happening reasons could be miscommunication and lack of knowledge regarding that field. It can be a workspace where an employer fails to understand demands and creative thinking ability or institution. When Gen Z are not supported to follow their aspiration, that can turn to discouragement and strip away their independence as they have to face a battle between passion and pressured goals. *Why is that problem?* When Gen Z are pressurized to follow some other passion that hampers their mental health might lead to ongoing tension and conflicts within the household and in the case of the workspace this would affect teamwork. If they don't understand Gen Z's aspirations, the individual might miss out on valuable connections and end up in job roles that don’t coordinate with skills and goals, and that would hinder society in one way or another. By stripping their innovative skills and confidence, there will be a lack of young entrepreneurs in our country. Also, there would be saturation in education level, if the institution fails to match up to Gen Z aspirations and introduce courses up to that level.

*OBJECTIVE:* Not understanding the career aspiration of Gen Z can lead to a disconnect between the their actual potential and contribution to the workforce. Thus, to maintain a good productive environment, It’s crucial to embrace the aspirations of Gen Z.