

# UNDERSTANDING ... THE CAREER ASPIRATIONS OF GEN-Z



## PROBLEM STATEMENT

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# UNDERSTANDING THE CAREER ASPIRATIONS OF GEN-Z

Generation Z (Gen-Z) refers to the generation of people born between 1997 and 2012. The oldest members of Gen Z are starting their post-education years, with new careers and possibly families; the youngest is 10. They are also known as Zoomers

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Understanding the **career aspirations** of **Gen-Z** is very much essential and beneficial for society. It simply means understanding the career expectations and aspirations of new generations, But it's a big curse nowadays, a big problem, so here is the problem stated by 5W's.

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## **WHO** is affected ?

- 1.The **GEN-Z**: Searching for jobs, getting demotivated, frustrated, lack of employment, etc.
2. The **HR**: Not getting valued employees.
- 3.The **MD & CEO**: Lack of excellent employees, relatively very slow growth of the organization.
- 4.The **Country & Society**: Without understanding the perspective, ambition, and excellence of Gen-Z, the country or maybe society can't get developed.
- 5.**Old Generation Manager**: Old managers are generally stereotypes. The thinking process of Gen-Z doesn't match with those managers, also the old generation manager thinking not at all matches with the young professionals. Gen-z are really very much ambitious about their career, thinking majorly about new and creative ideas, accepting challenges and much more. On the other hand, old managers are **conservative** and **orthodox**.
- 6.**Competiton** and **Self-Competition**: Gen-z themselves are too competitive with their future career aspirations. Due to which market competition also increases.

**7. Doctors Profitable Aspects Increases:** Due to Gen-z's Self-Confidence, egoistic nature, they themselves plays with their health by working 7hrs. a day, 10hrs. a day, 15hrs. a day.

**WHAT** is happening?

Recession, lack of employment, layoffs, corruption in government jobs, Competition in job market, etc.

**WHEN** is this happening?

It's happening now in the current situation. exactly after Post-Covid. After recession in **USA** and layoffs in Twitter.

**WHERE** is this happening?

Looking globally, it's worldwide. Professionally, it occurs between employer and employee, manager and staff, employee and employee, interviewer and interviewee, etc.

In Personal life, it occurs between parent and children, teacher and student, also from relatives and neighborhood.

**WHY** is this happening?

This is happening because everyone is running in horse contest and wants to be at the top, defending others in that contest. Also, ego is the one of the topmost reasons for this clash.

Competitions or clashes between industries, between two managers, and even between two employees of either the same field or different, due to which aspirations of GEN-Z are not generalized properly.

## **OBJECTIVE** behind writing?

Understanding the perspective of gen-z is very much important, due to lack of mutual understanding of their carrier aspects, new generation get's into wrong way or a wrong path or maybe wrong addictions. They should be treated with respect and proper guidance should be given to whomsoever for they work in the organization or may be particularly for any aspects.



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