How Millennial Workplace Experiences Are Impacted by Perceptions of the Millennial Generation

Elena Sixtos, Master of Arts Candidate
Human Dimensions of Organizations, The University of Texas at Austin

Introduction

The Millennial generation makes up the largest segment of the U.S. labor workforce and will continue to increase while millions of older workers retire over the next decade.

Public perception of the generation has become increasingly negative in nature. With such a significant penetration within the U.S. workforce, it is important to understand how the negative public opinion translates to the Millennial workplace experiences.

This study provides insights directly from Millennials and contributes to understanding the unique workplace experience of this generational cohort as it relates to the negative public perception.

Methods

Literature review of existing literature and studies pertaining to the Millennial generation, to include intergenerational studies.

Quantitative Research conducted via electronic surveys to capture insights of working Millennials.

Qualitative Research conducted through one-on-one interviews with working Millennials.

Results

Millennial Generation

Ages 23 – 38

“Younger” Millennials

Ages 23 - 30

“Older” Millennials

Ages 31 - 38

50/50 split amongst younger and older cohort members who identify as “Millennial”

65% of Millennials surveyed indicated negative workplace impact

Study found that profession/field of work does not contribute to workplace experience.

Conclusions

This research project contributed to the existing literature regarding the Millennial generation and workplace experiences.

Research may be leveraged by organizational leaders to raise awareness regarding:

• Millennial employee impacts by the negative perception of their generation.
• Awareness that “older” Millennials may still associate to the generational term.

Acknowledgements

Thank you to the HDO staff and faculty for their support throughout my graduate school journey. Special thank you to Dr. John Traphagan and Dr. Elizabeth Keating for dedicating time to my research project. I am also grateful to the HDO classmates who helped make this an unforgettable experience.

Further Information

Elena Sixtos
elenasixtos@utexas.edu

Literature Cited