The Impact “Generation Y” has on Talent Management and the workplace

The “Generation Y” (Gen Y) are those born from the years of 1977 till 2001 and generally obtained the highest level of education compared to previous generations of Baby Boomers and Generation X. This is the population group with interests spanning across the digital era, on social hub like Facebook, Twitter, playing video games and any other related IT and technology-savvy segments in which their talent management is more recognized. The presence of Gen Y at the workplace is reportedly more on the exit behaviors and intentions, decreased loyalty, negative voicing and neglect behaviors, but more innovative and possess outsourcing opportunities especially when compared to previous generations of Baby Boomers who in contrast are more loyal and expect a safe working arrangement and long term employment security. As much as these are experienced generally, some caution is, of course exercised and recommended.