

Gen Z Will Transform the Workplace—Are Employers Ready?

The stakes are high for Gen Z workers, and as they take their places in organizations their expectations about work, money and the workplace itself will change how business is done. Employers who fail to understand them will be left behind.

So say report findings from Nintex, which also says that as more Gen Z employees enter the workplace, bosses are realizing that they don't really understand this latest generation of workers. In addition, says the report, Gen Z is sufficiently different that their influence on the workplace will change how a lot of things are done.

For instance. Gen Z workers aren't like job-hopping millennials; in fact, 60 percent of Gen Z respondents plan to stick it out at their first job for more than a year, with 71 percent of that group saying they intend to be there for two or more years.

Of course, those plans could change if Gen Z expectations are not met—such as a promotion within a year of starting their first job (expected by 53 percent of respondents) or the even more precocious 30 percent who say they'll be looking for that promotion within 9 months.

It's not because they feel entitled, though—weighed down by student debt, they want that promotion for the extra money it will bring so that they can

work harder at digging themselves out from under financially. In fact, they're already worried that their choice of degree might not get them paid enough to pay off their loans or to support a family—since they chose those degree fields out of sincere interest rather than financial concerns.

In addition, managers beware: these workers want face time—meetings in person instead of virtual check-ins (the latter only espoused by a mere 4 percent).

And look out if the tech at your company inspires fear of replacement or elimination rather than enthusiasm over new ways to get work done: despite the fact that they—and their bosses—know that they're the resident tech experts, and that those bosses will adopt new tech and tools recommended by these youngest workers, Gen Zers will stand against new tech rather than being enthusiastic adopters.

Still, they have no patience with tools and tech that don't get the job done; bosses can expect 79 percent of Gen Z workers to circumvent IT already in place to use something that's more efficient and productive. Not that they'll submit an official request for assistance with malfunctioning tech; just 48 percent will do so while the rest either turn to Google or to coworkers for help.

By Marlene Satter