

**COMPARING GENERATION 'X' AND GENERATION 'Y' ON
WORK-RELATED BELIEFS**

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Abstract

In the workplace of today, an unprecedented four generations of workers work side by side. While this blend of generations adds valuable diversity to the workforce, it also adds complexity. It is vital to examine the possibility of significant generational differences in order for HRD practitioners and scholars to understand the focus and direction of strategies intended to improve individual and organizational performance.

In Sri Lankan context, few empirical studies have been conducted on Comparing Gen X and Gen Y on Work-Related Beliefs. So there is an empirical knowledge gap exists in the Generation differences and Work-related beliefs. Hence this study attempts to fill this knowledge gap.

The present study selected 200 direct workers by using stratified simple random sampling technique from D Samson Industries (Pvt) Ltd in Galle District. Only 179 questionnaires were received and used for analyses. The data were analyzed by using descriptive and univariate analyses with the support of Statistical Package for Social Science (SPSS 19.0).

The results showed that the higher levels of Employee Engagement for Gen X members than Gen Y members. Although there was no statistically significant differences between the members of the two generations on beliefs regarding Career Development and Team Work. Further the present study found Gender Differences on Work-Related Beliefs. Although there was no significant difference between male and female on beliefs regarding three Work-Related Beliefs. But comparing the mean values that women had higher level of beliefs regarding three Work-Related Beliefs than men in respect of Gen X and also Gen Y, male employees have higher level of beliefs regarding for three Work-Related Beliefs. Further the present study found Experience Differences on three Work-Related Beliefs. Although there was no significant Experience Differences between the members of the two generations on beliefs regarding three Work-Related Beliefs.

Keywords: Generation X, Generation Y, Employee Engagement, Career Development, Team Work

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