

EXISTENCE OF GENERATIONAL DIFFERENCES IN THE MODERN WORKFORCE: DO THEY MATTER?

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The study extends generational theory while considering the inter and intra-generational differences among Generation X and Generation Y. As the majority of the current workforce comprises of the two generations- Gen X and Gen Y, this study would try to explore how Gen X differs from Gen Y and also if there is an existence of heterogeneity among Gen Y based on their year of birth (life stage theory). The difference in the perception towards Career, Life and Voice orientations as perceived by the generation groups was examined using a survey instrument. For this purpose, Gen Y was divided into Older Gen Y and Younger Gen Y. Even though, ANOVA with Tukey HSD revealed that there were differences in perception of Gen X and Gen Y, the differences were not much evident as expected and the study was also able to identify the existence of heterogeneity within Gen Y population.

Keywords: *Generational theory; Heterogeneity of generations; Life stage theory; Perception*
