

GENERATION Y

How leaders can increase Millennials' performance and retain them within the organization

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Who are they?

- Born between 1980 and 2000
- Technology-savvy, efficient, impatient
- Millennials speak up about concerns and opinions
- Feedback addicted

How to increase their performance

Result from my online survey with 411 Austrian Millennials



- Meaningful work
- Having enough free time (Work-life balance)
- Flexible working time
- The opportunity to personally develop
- To have fun in the job



- Employee benefits (car, phone)
- Good reputation of the company
- To design and personalize my workplace
- Security to keep my job

How to retain them within the organization

Result from my online survey with 411 Austrian Millennials



- The remuneration
- A pleasant work environment
- Meaningful and senseful tasks
- Good relations with my colleagues
- Having enough free time (Work-life balance)



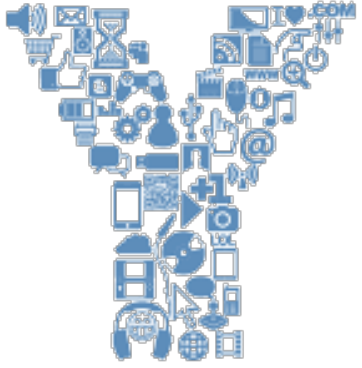
- Additional offers in the organization (sports facility, kindergarten)
- Employee benefits (car, phone)
- Good reputation of the company
- To design and personalize my workplace



Some implications for practice

- Time off for special achievement (e.g. early, successful project fulfillment)
- Focus on actual work outcome, not work hours
- 360° degree Feedback; then set clear and defined goals for future
- Mentoring and coaching; collaborative and participative leadership style
- Connecting emotionally creates stronger linkages to employer
- „Cafeteria-System“: employee chooses from various benefit options
- More attention, time and energy to needs of Generation Y employees

GENERATION



THANK YOU

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