

Generation Z and the Future of Work: Expectations for a Healthy Workplace

Adriana Adamek¹, Anamarija Brkić², Ana Živković³

^{1, 2, 3}Faculty of Economics and Business in Osijek

Abstract

This study examines the most important work expectations of Generation Z, focusing on aspects of a healthy workplace. The research was conducted with a sample of 113 Croatian students representing Generation Z. It assessed their preferences regarding various workplace factors, including the type of work arrangement, benefits, employee health and safety, employee mobility, training and advancement opportunities, job security and work atmosphere. The results of the research conducted on the observed sample reveal some valuable insights into expectations. Above all, the majority of respondents expect development opportunities, a workplace that encourages creativity and innovation, recognition for their work, but also psychological counseling or psychological help. They also expect a pleasant working atmosphere, international experience and the promotion of diversity. The results suggest that flexibility in work arrangements is still an important priority for Generation Z, but only in relation to work location: the majority of respondents expect to be able to telecommute, but what is particularly interesting is that half of respondents still expect fixed working hours, which contradicts expectations and other studies. With Generation Z already quite sluggish in the labor market and their younger generations just entering the workforce, these results highlight the evolving expectations of the youngest generation of workers and provide insights for employers looking to adapt their organizational policies to meet the needs of Generation Z.

Keywords: HRM, job satisfaction, work arrangements, work atmosphere, work conditions