

Do new age employees suffer from an attitude problem?

Born and bred on the internet, transportable technology, and instant access to everything, do their hunger for success and life on their own terms translate to an attitude problem?

BY SANNITA CHAKRABORTY SAHA

Must be coached and energies channelized for balance and stability

New age employees have grown in the age of technology and hence take to technology like fish to water. They want perspective, meaning and purpose in everything as is evident in every decision of their lives.

They question the ambiguous and seek new challenges; they want to take on the world and win it over in a day or two!! They have humongous expectations from themselves and others and are unafraid to raise difficult questions. They have a different attitude than their parents or even their senior colleagues. They look for meatier roles where their contributions are felt and are flexible.

The new age employees are a different lot - they cannot be lured by fat pay packages alone. They need their flexibility and their space. They are rational and aggressive in going after what they want - and the employers need to be cognizant of their requirements.

Having said that, they must be coached and their energies channelized to be balanced and stable. They must be handheld to focus on their dreams and achieve them in a systematic manner - allowing them to learn and identify their own fallacies; slowing them down a little to reiterate that "Rome wasn't built in a day"; driving the point home that "ends don't necessarily justify the means" and most importantly, focusing on building sustainable profitable organizations. They must be given the right direction and perspective - while the enthusiasm is infectious, it may not always make up for the experience that they miss.

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New-age employees' attitude is a basket of proactive and reactive attributes

With advent of e-age, speed has become order of the day, dominated by attitude towards instant results. Same has now got up with engagement sojourn where every new induction look for quick fixes and swift climb in career ladder regardless of gestation period of every assignment/job demands for. Some new age employees, by and large, are characterized by Persistence and Resistance - Persist "what should be done?" & Resist to "change and what ought not to be done?"

They without getting into bottom of the existing scenario of the enterprise insist, at times, on gen-next ideas to prevail over the conventional practices already in place and thus, alignment to the new situation takes a slow pace. In the process of quick fixes, some do have tendencies to deviate in discipline of focus, self-control and attractions/temptations.

Foregoing on the attitudinal issues of new age employees in the emerging scenario, on the positive side, I find prospective entrants and existing youngsters have, of late, displayed tremendous maturity, courtesy in language, attire and want to be tech-savvy with latest technology, prefer paperless work and explore the unexplored. It is heartening to find that young entrants prefer to use e-intelligence to solve the issues and find speedy solution than the conventional approach.

While new-age employees' attitude is a basket of proactive and reactive attributes, never-the-less, with the passage of time, most of them get aligned to the culture of the workplace and work as a team while rest inevitably get dropped out.



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