Gen X Or Gen Y:

Who would Yyou prefer to hire for your company?

While, Gen X is perceived to handle responsibilities better, Gen Y is technically well versed and adequately exposed to the happenings around. Employers maintain varied positions over this perennial issue of contention.

BY **AJAY KUMAR**

Gen Y is more adept to change, tech savvy and show a high level of dedication

In a majority of our profiles, we hire Gen Y since they are more adept to change, are tech savvy, show a high level of dedication and involvement at work. At the same time they need guidance and nurturing to develop their skills. Drishti is a young organization fueled by young blood and we believe in developing our own leaders for the road ahead.

In some of our senior profiles though, we seek maturity and experience. Gen X brings knowledge and understanding to the workforce pool and set the right direction to Gen Y and also the Organization. Since our Gen X employees are just a few years older than Gen Y, we try to maintain an insignificant age difference between our Gen Y and Gen X employees for a better cohesiveness. The balance between these two generations is essential.

The Millennials are relatively fresh, especially at the professional front. They have the ability to work incredibly hard and lay intense focus for long hours. On the other end, boomers can offer a pool of knowledge as they have spent decades in learning. Their experience enables them to quickly accomplish a given task with operative solutions. Employees with experience can share their learning's and best practices with Millennials, they in return seek guidance from mentors to progressively take business to the next level.

Young adults represent the most highly educated talent pool to enter the workforce, on the other end boomers are positively poised to shape an organization. The boomers are up to date not only with the technology, but also with the current happenings. This makes them informative and all the more productive. They possess great execution skills, whereas, the Millennials are good managers and can effectively handle multi-tasking.

Gen X proves to be great team leaders and possess entrepreneurial skills

The typical challenge is about managing the generation gap, the Millennials v. Gen Y - each with its own characteristics and significant differences. In today's competitive environment, it is imperative to hire employees from both the generations. To innovate, a workplace needs a mix of people who can bring an array of expertise different working style and skills and those who can complement each other to build a strong team.

The environment at the workplace has to be filled with people who are hard-working yet entrepreneurial, have problem-solving abilities and are team players. Since each generation brings its unique set of skills, they actually complement each other and present huge learning opportunities. Gen Y is tech savvy and easily adaptable to changes. Gen X proves to be great team leaders and possess entrepreneurial skills.

Hiring only one generation and excluding the other could create a skewed atmosphere, thereby losing out on the much required benefits. Rather than deciding between black and white, I would have a mix of the two, tempering the exuberance of youth and focus brought by experience.

Currently, more organizations are engaging multi-generations to work alongside as it assists in problem analysis from two or more perspectives and suggests a wise, fair and more importantly an effective solution. Moreover, the trend to hire a mix of Millennials and baby-boomers creates potentially innovative breakthroughs in productivity. Business leaders today are constantly embracing this trend to innovate and gain a competitive edge over others.

For an organization to proliferate, the combination of the experience of Gen X and the innovation of Gen Y is an essential requirement. An organization cannot survive and stand just with the help of one type of employees.

BIPASHA DAS
AGM - Human Resources, Ameyo

Ms. Bipasha Das has an experience in HR of over 11 years. She is responsible for Ameyo's people function which includes talent acquisition, internal culture building, defining policies, processes and practices and advisor to Leadership on talent engagement. possesses an insightful knowledge on the various HR functions and people management.

VIDUR GUPTA
Founder, Spectrum Talent Management

Mr. Vidur Gupta, Co founder of Spectrum Talent Management believes that the contribution to the company comes from the employees. Mr. Vidur Gupta is a graduate from IHM Bangalore and an MBA from Amity Business School and School. He has extensive experience in hiring at all levels in India and abroad.