

GENERATIONAL DIFFERENCES IN WORK ATTITUDES A COMPARATIVE ANALYSIS OF GENERATION Y AND X FROM HABIB METRO BANK

By

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MBA Thesis

2nd Half-semester Progress Report & Thesis Approval Statement

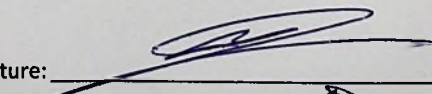
Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	24-Nov-15	University	To Discuss about Questionnaire data and Methodology	Ammar!
6	22-Dec-15	University	To Discuss about data analysis and How to use data in SPSS.	Ammar!
7	01-Jan-16	University	To Discuss about critical debate & Overall conclusion & Recommendation	Ammar!

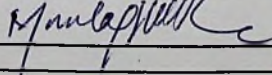
APPROVAL FOR EXAMINATION

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ABSTRACT

Purpose

The purpose of this study is to evaluate the generational differences of Gen X and Y on the work attitude of the Habib Metro Bank. This study provides an intense awareness of the generational differences in the workplace of the branches of Habib Metro Bank which has a significant influence on the work attitudes of the employees of both Generation.

Methodology

This research study is an exploratory and descriptive. In this study, using the primary data through questionnaire survey and data is collected by distributing the 50 questionnaire papers to the managers of the branches of Habib Metro Bank. To analyze this primary data, Descriptive Statistics, Linear Regression analysis including the ANOVA and Coefficient tested were applied by using SPSS software.

To compare the generational differences of Gen X and Gen Y, the independent variables Time Flexibility, Work Life Balance, Team Orientation vs. Individualism and Motivation are tested in order to check their impact on the work attitude which is dependent variable.

Findings

The comparative analysis and findings of this research study proposed that the work attitude of the employees is significantly influenced by the changes in generational differences. Newer Generation Y and preceding generation X both have different preferences and working styles in the workplace which influences on their work attitude. The Descriptive statistics and regression analysis tests were applied and results show that generational differences of Gen X and Y has a significant impact on the work attitude on the context of time Flexibility, Team Orientation vs. Individualism, Work Life Balance and Motivation.

Practical Implications

The results of this study might help to the managers and employees of the Habib Metro Bank in order to understand the generational differences which directly affect the work attitude.

Keywords: Work Attitude, Generation X, Generation Y, Millennials.

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