

## **Executive Summary**

The organisations today have evolved with increased digitization and technology. It is important to integrate the human resources and policies pertaining to the same along with this transformation. It hence becomes imperative that, organisations understand the requirements and temperaments of employees and take measures to incorporate the understanding into Human Resource Policies. It is in this background, that this study on Work Expectations of Millennials have been undertaken. Millennials or Generation Y currently forms the largest group of working population. These tech savvy generation looks for flexibility and work life balance along with regular feed backs and updates on their work profile. The Research has been conducted with an objective to study the current work environment and the impact of millennials on the same. The Research also analyses the factors influencing the millennial's choice of work in order to understand their work expectations. The population under study is the Millennials working in Banks, Insurance, BPO, KPO, IT Sectors and also self-employed in the vicinity of Thane city. The Survey conducted on the basis of Simple Random Sampling Method. For developing sample design, the information collected from total 153 millennials from Thane City the Primary data has been collected using a structured Questionnaire method has been used with different types of questions such as close ended based on Likert 5-point Scale and 7-point scale and Rank order in order to get the views of Millennials. The data hence collected was analysed using statistical tools and techniques like measures of Central Tendency, Chi Square, ANOVA, and has been presented using tables and graphs for the ease of interpretation. The testing of the Hypothesis revealed that the present environment is conducive to the expectations of the millennials. Opportunities for growth was found to be the most sought after factor for selecting a job from the millennial perspective. It was also found that the millennials gave significant importance to quality of life compared to emotional satisfaction while opting for a job. The availability of incentives, flexible working hours, recreation facilities were among the many sought after variables at work place. They preferred an organisation which provided them the career advancement and Training and development. Surprisingly the option for international assignments were not much sought after by the millennials. To conclude, the study has brought to light many aspects of millennials and their work expectations which can prove useful to organisations employing them. Though a job hopping generation, they are high on the loyalties and can be productive if given a conducive work environment. The study is limited to Thane City and certain selected Work spaces and the same can be extended in scope with respect to population and area of study.