



Research Paper

## Bridging the Generational Gap Within the practice of Architecture

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**ABSTRACT** : Understanding the two Generations : Millennial and Generation Z. This paper gives an overview of the problems faced in an architectural work environment caused due to the conflicts, shifts and ideology in decision-making, different working styles, and work ethics by the two generations. The data was collected from millennials and Generation Z through and quantitative analysis. This research concludes by identifying the gap between both the generation and bridging them through efficient solutions.

**KEYWORDS**: Millennial, Generation Z, work ethics, conflicts

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### I. INTRODUCTION

*“Treat Your Employees Like They Make A Difference ... And They Will”*

James’s goodnight

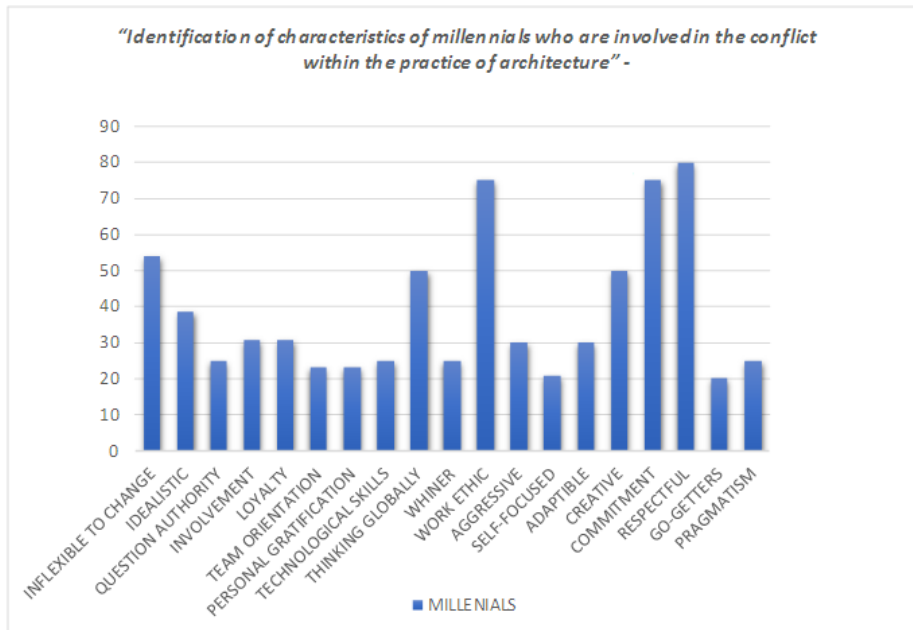
The generational gap is defined as the result of a difference in opinions, conflicts, shifts and ideology in decision making, having different working styles, and work ethics by two or many generations. This paper gives an outline of the problems that need fixing for a more efficient work environment and gaining the trust of the co-working generation. The two-generation taken for the analysis are Millennials and Generation Z. these two generations at work, interact with each other on a daily account. Sometimes this gives rise to arguments, frustration, conflict, misbehavior traits and misunderstanding. Yet each generation has something worth and enlightening to offer. – a difficulty derived from troublesome employees, bad mindsets, egoistic workers, downsizing, rightsizing, change, technology, foreign competition, bosses, cubicle envy, or greed in ethics, ambitions, point of views, mindsets, demographics, and generations in conflict.

The history and adaptability of the generations now in the workspaces show that they already are, in many ways, stepping into each other’s shoes.

The worldviews of some things are in direct conflict because these generations bring different values, motivations and life experiences to the workplace. Every age has an exceptional point of view on the universe of work. Its individuals will generally have comparative viewpoints concerning what is an alluring workplace; the idea of the group they would decide to be a piece of; and – maybe generally frustrating to coaches – inclinations for getting, processing, sorting out, and refining data and abilities. There is an age gap between these two that impacts at workplace on an enormous premise. The effect is a negative one because it reduces the effectiveness of the work environment and must be bridged to maximize the performance of interns and seniors. To take care of the issues of failure inside the age gap, pioneers in the working environment should comprehend the contrasts between the two ages and ability to manage them, instead of negligence. In terms of what is the most effective way to address the perception gap between Millennials and Generation-z, this article will outline some of the potential ways to narrow the generational divide. 15 participants were recruited, and the results were analyzed on millennials and Generation Z.

## II. ANALYSIS

### 2.1 “Identification of characteristics of millennials who are involved in the conflict within the practice of architecture”

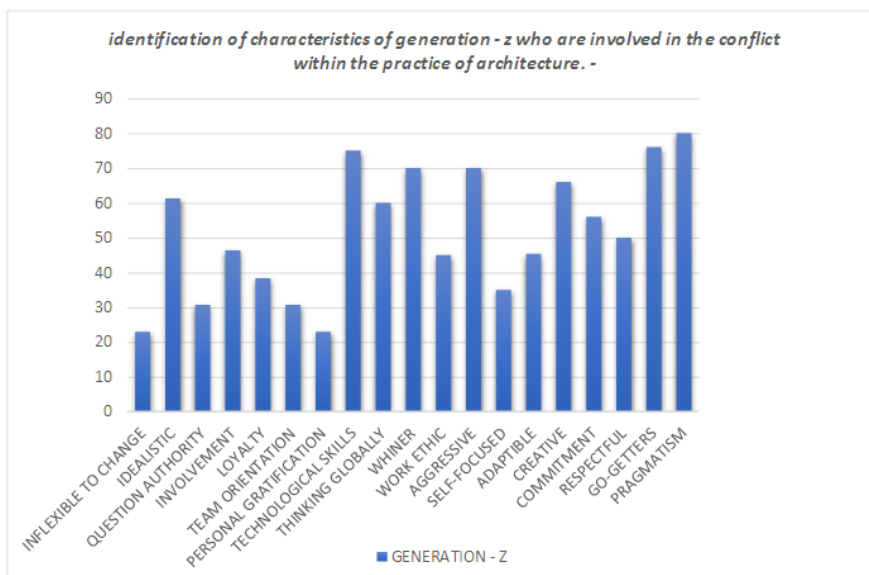


Characters identified from the qualitative survey, who were having a conflict with millennial generation, shows the conflict operates itself from inflexibility to change, being idealistic, questioning authority, having involvement, loyalty, team orientation, professional gratification, technological skills, thinking globally, whining, having work ethic, aggressive, self-focused, adaptive, creative, committed, respectful, go-getters and being pragmatists.

The qualitative survey had results from 15 respondents and the analyzed percentage of each MILLENNIAL characteristic involved in the conflict arrived from the survey are as below:

55% inflexibility to change, 38% being idealistic, 25% questioning authority, 31% having involvement, 31% loyalty, 24% team orientation, 24% professional gratification, 25% technological skills, 50% thinking globally, 25% whining, 75% having work ethic, 30% aggressive, 21% self-focused, 30% adaptive, 50% creative, 75% committed, 80% respectful, 20% go-getters and 25% being pragmatists.

### 2.2 “Identification of characteristics of generation - z who are involved in the conflict within the practice of architecture” –

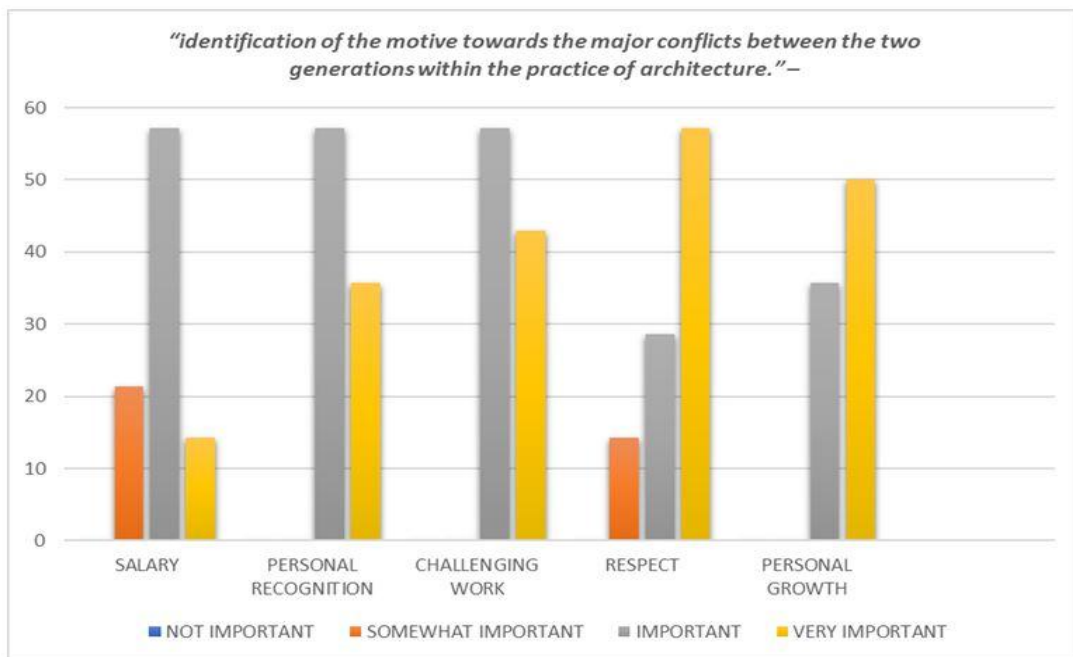


Characters identified from the qualitative survey, who were having a conflict with generation Z, shows the conflict operates itself from inflexibility to change, being idealistic, questioning authority, having involvement, loyalty, team orientation, professional gratification, technological skills, thinking globally, whining, having work ethic, aggressive, self-focused, adaptive, creative, committed, respectful, go-getters and being pragmatists.

The qualitative survey had results from 15 respondents and the analyzed percentage of each GENERATION - Z characteristic involved in the conflict arrived from the survey are as below:

23% inflexibility to change, 61% being idealistic, 31% questioning authority, 45% having involvement, 38% loyalty, 31% team orientation, 22% professional gratification, 75% technological skills, 60% thinking globally, 70% whining, 45% having work ethic, 70% aggressive, 35% self-focused, 45% adaptive, 65% creative, 55% committed, 50% respectful, 78% go-getters and 80% being pragmatists.

### 2.3 “Identification of the motive towards the major conflicts between the two generations within the practice of architecture.” –

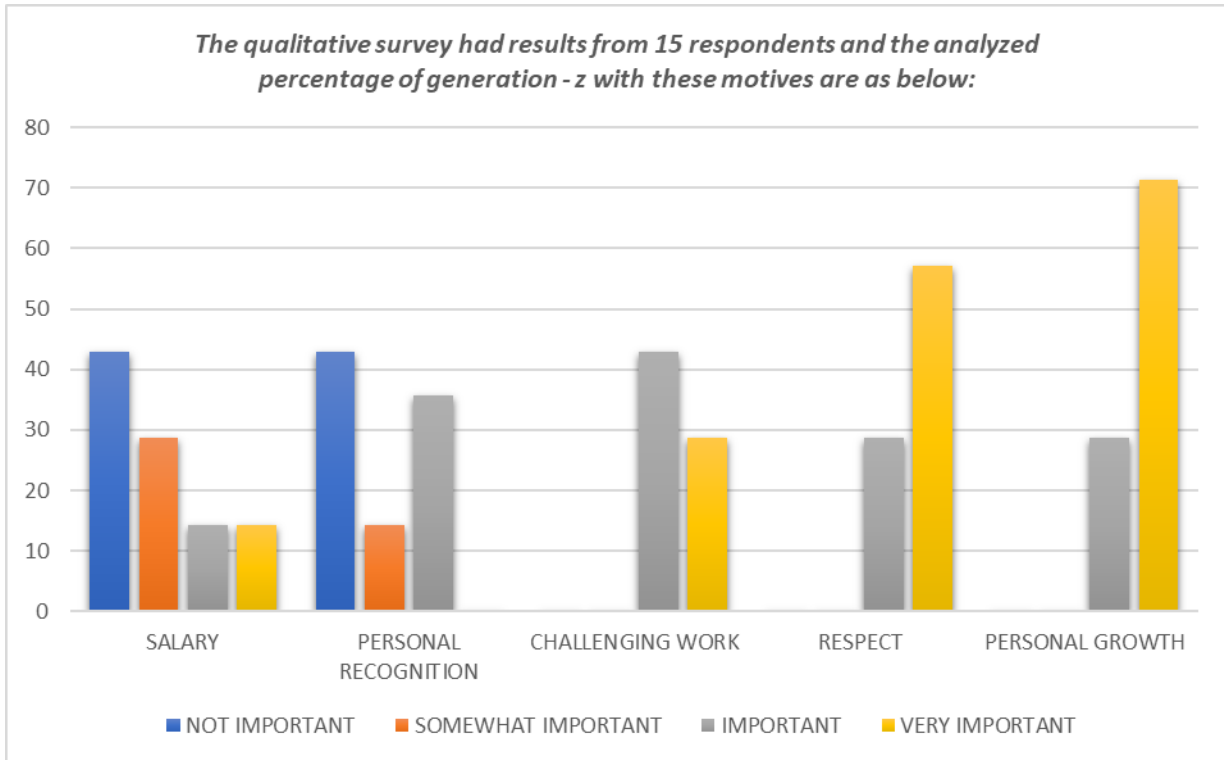


Characters identified from the qualitative survey, who were having a conflict were parameters such as salary, personal recognition, challenging work, respect and personal growth.

The qualitative survey had results from 15 respondents and the analyzed percentage of the millennial generation with these motives are as below:

Salary: 57.1% Concluded important, 21.4% concluded it is somewhat important and 14.3% concluded it as very important. Personal recognition: 57.1% Concluded it important, 35.7% concluded it as very important. Challenging work: 42.9% Concluded it was very important, 57.1% concluded it as important. Respect: 57.1% Concluded it was very important, 28.6% concluded it as important, 14.3% Concluded it as somewhat important. Personal growth: 35.7% concluded as important, 50% concluded it is very important.

**2.4 The qualitative survey had results from 15 respondents and the analyzed percentage of generation - z with these motives are as below:**



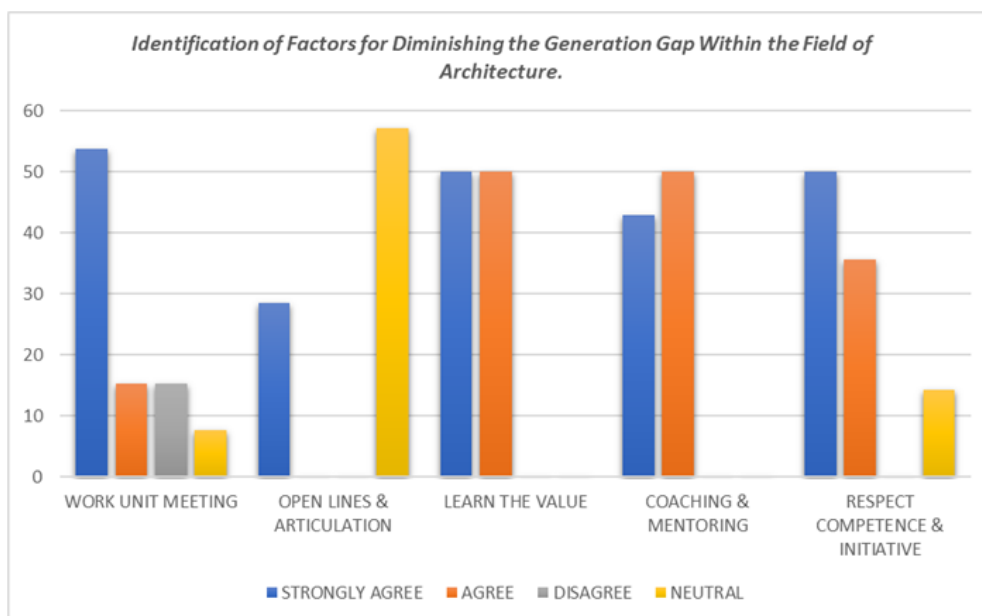
Salary: 42.9% concluded it is not important, 28.6% concluded it is somewhat important, while both important and very important have 14.3% each.

Personal recognition: 42.9% concluded it is not important, 14.3% concluded it is somewhat important, 35.7% concluded it important.

Challenging work: 42.9% concluded it as important, 28.6% concluded it is very important.

Respect: 28.6% concluded as important, 57.1% concluded it is very important. Personal growth: 28.6% concluded as important, 71.4% concluded it is very important.

**2.5 “Identification of Factors for Diminishing the Generation Gap Within the Field of Architecture” –**



An attempt to diminish the reason that is widely causing this generation gap was formulated based on opinion on all survey factors studied above and few possible solutions based on opinions have been concluded. Work unit meeting, increase open lines of communication to voice and articulate differences in work styles and values, learn to value the difference and to leverage the talents of all members, coaching and mentoring, respect competence and initiative where few of the feasible solutions that were opinionated from the survey conducted.

Work unit meeting: 53.8% strongly agree, 15.4% agree, 15.4% disagree and 7.7% are neutral. Increase open lines of communication to voice and articulate differences in work styles and values: 28.6% strongly agree and 57.1% are neutral. learn to value the difference and to leverage the talents of all members: 50% agree and 50% strongly agree. Coaching and mentoring: 42.9% strongly agree and 50% agree. Respect competence and initiative: 50% strongly agree, 35.7% agree and 14.3% are neutral.

Most respondents agree that all items are intended to bridge the gap between generation z and millennials, according to the majority of respondents. the most effective ways to reduce the gap between these two generations are the following approaches, based on the results as shown. last of all, the respondents were asked to make any suggestions for the most effective ways to reduce the gap.

their views on the topic in particular and their solutions for the matter. These questions were open-ended. There were many written comments on the survey. Even though written comments cannot be statistically analyzed, it is important to include them in this study because they can provide us with specific information. Every written comment about the most effective ideology to decrease the generation gap received is included here and none have been edited.

### **III. CONCLUSION**

The age gap in viewpoints, perspectives, and practices is the same old thing, in any case, it very well may be hard to accommodate in the working environment. to vanquish the strain, start by seeing each side's perspective. absence of consideration regarding generational contrasts will make any organization less alluring to youthful enlisted people, coming about in higher selecting costs and more prominent trouble in tracking down the right representatives. this is a huge motivation to foster this exploration to recognize the mediation to diminish the hole among millennials and generation z.

### **IV. APPENDIX**

#### **Appendix A**

##### *WRITTEN COMMENTS ON VIEWS ON BRIDGING THE GENERATION GAP BETWEEN GENERATION - Z ARCHITECTS AND SENIORS/MILLENIALS?*

➤ It's very important ➤ to understand that in our generation things have become more challenging and expensive. So, our survival is essentially more tough ➤ Gap should be filled only through the architecture only ➤ Personally, I enjoyed my internship because of so many group meetings/ group works/ learning and cooperation with both junior architects and chief architects!! They thought of me without hesitating!! ➤ It is social stigma change. too much exposure for social media. so, juniors think, they have better knowledge ➤ Bridging the workplace generational gap in the workplace is more important now more than ever. ➤ Youngsters give a creative idea ➤ Creating a good bond with the architects of the present generation.

#### **Appendix B**

##### *WRITTEN COMMENTS ON PURPOSE TO SOLVE THE GENERATION GAP DISPUTES/REQUIREMENTS?*

➤ For better work environment ➤ For most architectural firms, it'll be a major requirement to solve ➤ There is a change in universal learning. So, as we have a cultural background in India. when the learning process is entirely different. the ethics of learning is slowly vanishing young ➤ To bring lesser notice on who's more experienced in their work. ➤ Disputes ➤ The purpose is to create a good architectural environment that creates a co-working space among everyone.

#### **Appendix C**

##### *WRITTEN COMMENTS ON CREATING AN ATMOSPHERE WITH MUTUAL EMPATHY AND RESPECT WILL BRIDGE THE GAP! IF YES. STATE YOUR VIEWS. IF NO. STATE YOUR VIEWS.*

➤ This topic is a major issue. could solve for upcoming generations who are all capable of working but seniors attitude makes them feel not to work ➤ Question would have been the much simpler way. I think the answers

what you are expecting through this .is not sufficient to > Use full for all. > I personally feel the gap must be bridged > Excellent > A very brilliant topic which brings out the generational gap faced at the workplace > Good topic. More to think > Must Gather input and listen > Keep open communication and work unit meetings regularly. > We have employees from both groups working together, when there is a problem both groups are asked for their input > Open and direct dialogue to discuss the differences and understanding amongst each other. > Training in communication styles and preferences. Consistent handling of issues and concerns > Treat the department as a team and let everyone voice their opinion > Team emphasis – everyone’s important and contributes toward the goal.

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