

# YOUNG PROFESSIONAL'S ATTITUDES IN TERMS OF WORK AND PERSONAL LIFE

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**Abstract** - *This study focused on the Attitude of Young Professional's in the work place balance. It sought to answer and present the attitude of the Young Professional's as well as their personal life. The study was conducted in Cabanatuan City and the respondents were the 75 Young Professional's working or from five leading banks in the city. This study used Descriptive method of research because this type of methods describes the nature of phenomenon under investigation after a survey of current trends, practices and condition that relate to that phenomenon. The study found out that Young Professionals are innovative and they are actively participating in decision making if asked they are also respectful to their superior. In terms of personal life, Young Professional's are notable for their commitment to friends, family and hobbies, even at the expense of face time at work. It is concluded that, the respondents are committed to their present work however they are not happy or satisfied to their present job, they are vulnerable to the situation in their work place and tend to become participative in some discussion, value respect and they are obedient to the authority and they are productive in their work as they assure the balance of their health, physical and emotional condition to their work. It is recommend that the employer or manager should Develop a Mentorship or Coaching Program because Young Professional's has no thinking to stay longer in their present work, they should be treated fairly and respectfully, to form positive connections with colleagues and feel proud of what they do and its impact on the world. Encourage them to join teams and provide a work environment that stresses teamwork. They are used to working in groups and teams. And for the Young Professional's, they should embrace collaboration or team work.*

**Key Words:** *Young Professional's, Generation, Attitude, Work*

## I. INTRODUCTION

The Young Professional's generation, born between 1980 and 2000 now entering employment in vast numbers, will shape the world of work for years to come. Attracting the best of these Young Professional's workers is critical to the future of your business. Their career aspirations, attitudes about work, and knowledge of new technologies will define the culture of the 21<sup>st</sup> century workplace.

The contemporary business environment is said to be dynamic and challenging because of digitalization and globalization. As competition has become more intense in several industries, rapid adjustment and response to the changes in the business environment is often required. Also, the efficient use of resources has become increasingly important in order to gain competitive advantage and remain profitable. These phenomena have influenced the employees of several companies as they are offered flexible working arrangements in order to become more efficient, productive and satisfied with their jobs.

Leaders are increasingly turning their attention to the Young Professional's generation, whose attitudes and preferences may profoundly reshape workplaces and society. However, according to Gallup (2016) latest report, How Young Professional's Want to Work and Live, finds that Young Professional's struggle to find good jobs that engage them. Young Professional's have the highest rates of unemployment and underemployment in the U.S. Young Professional's apply the same mindset of "change" to the workplace. They want to be free of old workplace policies and performance management standards, and they expect leaders and managers to adapt accordingly. They see work and life as closely intertwined. Because of this, Young Professional's want to have a different relationship with their manager. They

want their manager to care about them as an employee and a person.

Golden, (2001;) Pedersen & Lewis, (2012; Grant et al) pointed that simultaneously, changes in ways of living and attitudes in several cultures has caused work to become less central in the lives of many people. Hence, issues such as well-being and family have become increasingly important. Nevertheless, several studies indicate that particularly knowledge workers are often expected to be accessible outside of their regular office hours, and the line between professional and personal life has become more blurred.

Nowadays managing work life balance is a challenge for everyone especially to the employee and employer who are engage in service industry where employee is loaded with works. Because most of the people are deceive by the misconception that success are measured by means of possessions of material things and financial gains. This concept easily makes an individual fall in the trap of working long hours, neglecting of personal and relationship responsibility, and personal happiness. The balance between once personal life and employment work loads are sometimes neglected, according to (Holden R. and Renshaw B. 2002) "to ensure a balance of work and personal life, one must be able to assess what cost they are willing to sacrifice for success". In most cases many of us don't know how to put a limitation on how much we need to sacrifice in our personal life for our work, and on the other hand how to put a limitation on our work for our personal life.

Thus, the researchers come up with the interest to present the attitudes of Young Professional's in the work place as they see that the Young Professional's are facing problems or in the struggle to balance their personal life and their respective job assignment.

The banking industry is one of the most emerging industry in the Philippines, it is forecast to develop and grow over the next years. The researcher saw a need to study this industry with regards to the work life balance of its employees focusing on the Young Professional's generation in their organizations because the menace of work- life imbalance is noticeable in banking industry]. The Young Professional's is having a large portion of employment nowadays in the workforce. The researchers wants to describe the inter - relatedness of work life balance towards the attitude of Young Professional's in the workplace. The study will focus on the attitude of the Young Professional's employee such as commitment, innovative, and respectfulness, it will also view some of the problem encounter by the Young Professional's in achieving a work life balance by describing their time at work and in their personal life.

## II. STATEMENT OF THE PROBLEM

Generally, this study aimed to assess the attitude of Young Professional's in terms of work life balance. Specifically, this study sought to answer the questions of how may the attitude of the respondents be described in terms of the following; commitment, innovativeness, and respectfulness? And how may the personal life of the respondents be described?

## III. RESEARCH METHODOLOGY

The researchers used the descriptive method in gathering data in determining the Attitude of Young Professional's in terms of work life balance. The main concern is to present the procedures to be used in gathering, consolidations and statistically qualifying the information which served as basis for the establishment of the trend of the reactions to the topic discussed in this study. Descriptive Method of Research was used by the researchers because this type of methods describe the nature of phenomenon under investigation after a survey of current trends, practices and condition that relate to that phenomenon. It involved analysis of an extremely broad range of phenomena. Its result is comprehensive presentation and interpretation of statistical tabulations of data yielded by a survey. The researchers chose the local base on their own interest and also the prevalence of issues that concerns the research paper. The respondents were all working in selected bank in Cabanatuan city.

The researchers employed purposive random sampling. Purposive Sampling technique means choosing the sample with an underlying purpose. The researchers made particular point and chose sample with their purpose in mind. Through purposive sampling, the researchers got respondents from the five selected leading rural bank in Cabanatuan City. The total number of respondents were seventy five (75) Young Professional's with the average distribution of fifteen (15) Young Professional's per bank. The researchers sought the assistance of respondents to come up with analysis interpretation and conclusions of the study entitled "Young Professional's Attitude in Terms of Work Life Balance". Also, the researcher employed personal interviews and observation in some instances, such as when certain information seems not accurate. The research instrument used in data gathering is questionnaire checklist. It is the most appropriate tool in collecting data, all information the researchers want to know are already there and the respondents answered based on the options given. The researcher used the following statistical tools.

IV. RESULT AND DISCUSSION

This chapter covers the presentation, analysis and interpretation of data for the study entitled “ Young Professional’s Attitude towards Work Life Balance”.

1. Table 1.1 to 1.3 present the attitude of Young Professional’s, their commitment, innovativeness and respectfulness in the work place.

**Table 1.1 Commitment**

Commitment	WM	Verbal Interpretation
1. I participate in achieving the goals of the company.	3.96	Agree
2. I am punctual on my work.	4.24	Agree
3. I demonstrate dedication and commitment to the tasks assigned to me.	4.18	Agree
4. I stay longer beyond my official time.	4.92	Strongly Agree
5. I intend to stay longer in my present job.	2.24	Disagree
<b>Total Weighted Mean</b>	<b>3.90</b>	<b>Agree</b>

Table 1.1 shows the attitude of the respondents in terms of commitment in their respective work place, it is vividly shown that among the statement, statement number 4 “I stay longer beyond my official time “ got the highest mean of 4.92 and verbal interpretation of Strongly agree, On the other hand statement number 5 “I intend to stay longer in my present job“ got the lowest mean of 2.24 and verbal interpretation of Disagree. In addition, the commitment of the respondents got the total weighted mean of 3.90 and verbal interpretation of agree. It implies that the respondents are committed to their present work however they are not happy or satisfied to their present job.

According to Rappler.com (2016) Young Professional’s also grew up under heavy supervision and were constantly praised by family and mentors. Raised in a very supportive environment, they developed strong personal values and a deep desire to make meaningful

change. The Deloitte survey revealed that at work, Young Professional’s are ready to leave their company if they don’t feel motivated to lead, or if their skills aren’t being fully utilized.

According to a published review on Young Professional’s in the workplace by Karen Myers and Kamyab Sadaghiani. They expected to stay within a company for a long time. In contrast, Young Professional’s don’t mind job-hopping to seek career growth: 6 out of 10 will leave their current job in the next four years, according to Deloitte’s 2016 Young Professional’s Survey which included participants from the Philippines.

This seeming lack of loyalty and perseverance may worry managers and CEOs. The key to getting the best out of Young Professional’s is to look at their context: what kind of world they grew in, what values they prioritize. With a nuanced approach, their perceived traits can become opportunities to drive them – and the company – to be better.

**Table 1.2 Innovativeness.**

Innovativeness	WM	Verbal Interpretation
1. I am zealous to create new ideas for the company	3.93	Agree
2. I always come up to a sound suggestion to problems.	4.17	Agree
3. I can easily cope up with the company’s development	3.58	Agree
<b>Total Weighted Mean</b>	<b>3.89</b>	<b>Agree</b>

Table 1.2 shows the attitude of the respondents in terms of innovativeness, it is vividly shown that it has a total weighted mean of 3.89 and verbal interpretation of Agree. Among the statement, statement number 2 “I always come up to a sound suggestion to problems.” Got the highest mean of 4.17 and verbal interpretation of agree, followed by statement number 1 “I am zealous to create new ideas for the company” with the mean of 3. 93 and verbal interpretation of Agree then statement number 3 got the lowest mean of 3.58 likewise with verbal interpretation of Agree. It implies that the respondents are vulnerable to the situation in their work place and tend to become participative in some discussion.

According to Lomboy (2016) Young Professional’s thrive when they can conceptualize and learn from their mistakes on the go. They are also great

team players. In the office, experiment with collaborative set-ups for certain tasks. In the big picture, the company benefits if employees can innovate and produce output faster. If the Young Professional’s are provided with an opportunity to align their personal goals with the company’s, then they will be motivated to help the company grow along with them. According to Myers and Sadaghiani (2016), Young Professional’s will see involvement in big projects as a means of gaining more career experience; thus, they will contribute well.

**Table 1.3 Respectfulness**

Respectfulness	WM	Verbal Interpretation
1.I respect the people around me irrespective of their position	4.93	Strongly Agree
2. I respect the opinion of others	4.93	Strongly Agree
3. I show appreciation and gratitude for any form of assistance granted to me by others.	4.90	Strongly Agree
4. My supervisor treats me well.	3.78	Agree
<b>Total Weighted Mean</b>	<b>4.63</b>	<b>Strongly Agree</b>

Table 1.3 shows the attitude of respondents in terms of respectfulness, it is vividly shown that it has a total weighted mean of 4.63 and verbal interpretation of Strongly agree. It can also be seen from the table that statement number 1 “I respect the people around me irrespective of their position” and 2 “I respect the opinion of others” comprise with the mean of 4.93 and verbal interpretation of strongly agree. It implies that the respondents value respect and they are obedient to the authority.

Rob Wormley (2015) pointed and in accordance to his study, listens to their ideas and complaints, and show that they have value by doing more than giving lip service. Create a process that allows for the consideration and implementation of those ideas. Young Professional’s want to know their voice is heard.

2. Table 2.1 presents the attitude of a Young Professional’s on how they managed their Personal Life while working as a professionals.

**Table 2.1 Personal Life**

Personal Life	WM	Verbal Interpretation
1. I find time to pursue for my professional advancement.	4.14	Often
2. I have time to think, plan and schedule my day-to-day activities.	4.56	Always
3. I am able to balance my physical and physiological.	4.62	Always
4. I find time or spend some time for my family and friends.	3.69	Often
6. I can easily get along with my co-workers.	4.28	Often
<b>Total Weighted Mean</b>	<b>4.25</b>	<b>Often</b>

Table 2.1 shows the personal life of the respondents with a total weighted mean of 4.25 and verbal interpretation of Often, it can also be seen from the table that among the statement, statement number 3 “I am able to balance my physical and physiological’ got the highest mean and verbal interpretation of always, while statement number 4 “.I find time or spend some time for my family and friends” got the lowest mean of 3.69 and verbal interpretation of often. It implies that respondents are productive in their work as they assure the balance of their health, physical and emotional condition to their work.

Empirical research by Twenge and colleagues (Twenge and Campbell 2001; Twenge and Nolen-Hoeksema 2002) and Twenge (2000) found that following more than a decade of historical events and cultural changes that negatively impacted children’s sense of well-being, the 1980s adolescents and young adults have reported higher levels of self-esteem and lower levels of depression. While those studies gathered data only from college students, and levels of confidence may change considerably once students enter the workplace, other research also supports the conclusion that Young Professional’s are unusually and extraordinarily confident of their abilities (George 2008; Greenfield 1998). Greenfield proposes that this confidence has been buoyed by an educational system with inflated grades and standardized tests, in which many Young Professional’s are expert in performing well.

Under Commitment, statement number 4 that says “I stay longer beyond my official time “ got the highest mean of 4.92 and verbal interpretation of Strongly agree, On the other hand statement number 5 “I intend to stay longer in my present job“ got the lowest mean of 2.24 and verbal interpretation of Disagree. In addition, the commitment of the respondents got the total weighted mean of 3.90 and verbal interpretation of agree.

Innovativeness has a total weighted mean of 3.89 and verbal interpretation of Agree. Among the statement, statement number 2 “I always come up to a sound suggestion to problems.” Got the highest mean of 4.17 and verbal interpretation of agree, followed by statement number 1 “I am zealous to create new ideas for the company” with the mean of 3.93 and verbal interpretation of Agree then statement number 3 got the lowest mean of 3.58 likewise with verbal interpretation of Agree.

Respectfulness has a total weighted mean of 4.63 and verbal interpretation of strongly agree. It can also be seen from the table that statement number 1 “I respect the people around me irrespective of their position” and 2 “I respect the opinion of others” comprise with the mean of 4.93 and verbal interpretation of strongly agree.

Personal life has a total weighted mean of 4.25 and verbal interpretation of Often, it can also be seen from the table that among the statement, statement number 3 “I am able to balance my physical and physiological” got the highest mean and verbal interpretation of always, while statement number 4 “I find time or spend some time for my family and friends” got the lowest mean of 3.69 and verbal interpretation of often.

#### V. CONCLUSION AND RECOMMENDATION

Based from the summary of findings the following conclusions were drawn; the respondents are committed to their present work however they are not happy or satisfied to their present job. They are vulnerable to the situation in their work place and tend to become participative in some discussion. They value respect and they are obedient to the authority and they are productive in their work as they assure the balance of their health, physical and emotional condition to their work. Based on the summary of findings and conclusions, the recommends that the employer or manager should develop a Mentorship or Coaching Program because Young Professional’s has no thinking to stay longer in their present work. The managers should treat them fairly and respectfully, to form positive connections with colleagues and feel proud of what they do and its impact on the world. Take advantage of the Young Professional’s’ comfort level with teams. Encourage

them to join teams and provide a work environment that stresses teamwork. They are used to working in groups and teams and for the Young Professional’s, they should embrace collaboration or team work.

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