

## LIST OF TABLES

Table No.		PAGE
1	Sector Wise Distribution .....	5
2	Name and Birth Years of Generations.....	10
3	Population Stratification.....	40
4	Sample Size Determination.....	41
5	Various Dimensions Covered in Questionnaire, their Measures and Scales Used.....	45
6	Internal Consistency table.....	48
7	Statistics Used for Analysis.....	49
8	Respondent's Demographic Profile.....	52
9	Representation of Women in Workforce of Gen Y.....	56
10	Gen Y Category and No. of Subordinates Crosstabulation.....	59
11	Factor Loadings from Principal Axis Factor Analysis with Varimax Rotation for a Three-Factor Solution for Factors Considered by Gen Y's While Opting for First Job.....	60
12	Total Variance Explained.....	61
13	Descriptive statistics for the three factors.....	61
14-22	Test Statistics: Work Condition and Work Comfort.....	62-68
23-29	Test Statistics: Opportunity for personal development and Due to family needs.....	68-73
30-36	Test Statistics: Factors influencing choice of Profession.....	73-78
37-43	Test Statistics: Motivating factors to continue in the job....	79-84
44	Factor Loadings from Principal Axis Factor Analysis with Varimax Rotation for a Two- Factor Solution for Factors that may be decisive to switch over jobs in future.....	85
45	Total Variance Explained.....	86
46	Descriptive statistics for the two components.....	86
47-55	Test Statistics: Job Conditions, and Ethics and Values of Future Organisation.....	87-92
56-62	Test Statistics: Seeking Lifetime employment.....	92-95
63-69	Test Statistics: Attitude towards Learning New Skills.....	96-101

70-76	Test Statistics: Preferred Thrust Areas of Training and Development.....	102-109
77-85	Test Statistics: Perception about Characteristics of a 'team' at the Workplace...".....	109-113
86-94	Test Statistics: Feelings of Gen Y Leading to Distraction in Work.....	114-118
95-103	Test Statistics: Perception towards Trade Unions.....	118-122
104-110	Test Statistics: Preferences for Utilization of ICT.....	123-128
111-117	Test Statistics: Factors Preferred By Gen Y to Feel Sense of Belongingness.....	129-135
118-124	Test Statistics: Perception about Factors Affecting Morale at Workplace.....	135-140
125	Factor Loadings from Principal Component Analysis with Varimax Rotation for attitude towards an array of professional and personal characteristics.....	142
126	Total Variance Explained.....	144
127	Nomenclature of Indexed Components and Internal Consistency Table.....	145
127a	Grouping of Items for Non-parametric Analysis (Customised).....	145
128-136	Test Statistics: Openness in communication, Social Networking and Egalitarianism.....	146-152
137-143	Test Statistics: Delegation of Authority by Gen Y Managers.....	153-157
144-150	Test Statistics: Job Engagement.....	157-162
151-157	Test Statistics: Technology adaptability.....	163-166
158-164	Test Statistics: Awareness about Jobs, Job Trends, and Entrepreneurial Desire.....	167-171
165-171	Test Statistics: Compliant Organisation, Bosses' Authority and Trend Follower.....	172-175
172-180	Test Statistics: Job Hopping Characteristics.....	176-180
181-185	Financial Analysis of Sample Organisations.....	181-186
186	SWOT Analysis Format.....	196
187	SWOT Matrix: Gen Y's Characteristics .....	198