



Hungarian University of Agriculture and
Life Sciences
Department of Foreign Languages

Specialist Training Programme in Professional
Communication in a Foreign Language

**Generations in the labour market, the labour
market study of the 'Z' generation**

Pálinkás Kornél

2023

Abstract

In my thesis, I present the concept of generation and its different definitions for each discipline, along with the concept of the labour market and its situation in Hungary is presented. Then I present the generations living today in general, and then the 'Y' and 'Z' generations are described in detail together with the labour market expectations and job selection preferences of the two generations. In my research, I am looking for the answer to whether the salary is still the most important aspect for generation 'Z' when they are selecting a job, and then because of their high expectations, they have a harder time finding a job than the other generations, finally can they balance work and their private life? While I was reading the literature, I noticed that no one has ever investigated this problem yet. I thought that I would examine the question at my own workplace, which is a multinational company employing several generations, so I could get a comprehensive picture of the questions that are being examined. During my research, I used an online questionnaire and conducted in-depth interviews with the investigated age group, and then I analyzed these questionnaires and in-depth interviews question by question.

During the research, I came to the conclusion that two of my three hypotheses were confirmed, and one was disproved, so it can be said that for generation 'Z', salary is still the most important aspect when selecting a job, furthermore, due to their high expectations, they find it more difficult to find a job, but due to their attitude to work, they are able to balance work and private life. In my opinion, this research can be useful for my employer and other companies as well, since as more and more generations work side by side in the labour market, it becomes more and more difficult for employers to manage different attitudes and morals.

Key terms: Labour market, Generational theories, 'Z' generation, Labour market expectations