

A hand is shown pointing towards a glowing digital interface. The interface features a central oval containing an icon of three stylized human figures. This central element is surrounded by concentric circles and a grid of lines, with various data-like symbols and glowing points scattered around. The overall aesthetic is high-tech and futuristic, with a blue and white color scheme against a dark background.

Talent Acquisition

Gen Z—the first generation of true digital natives



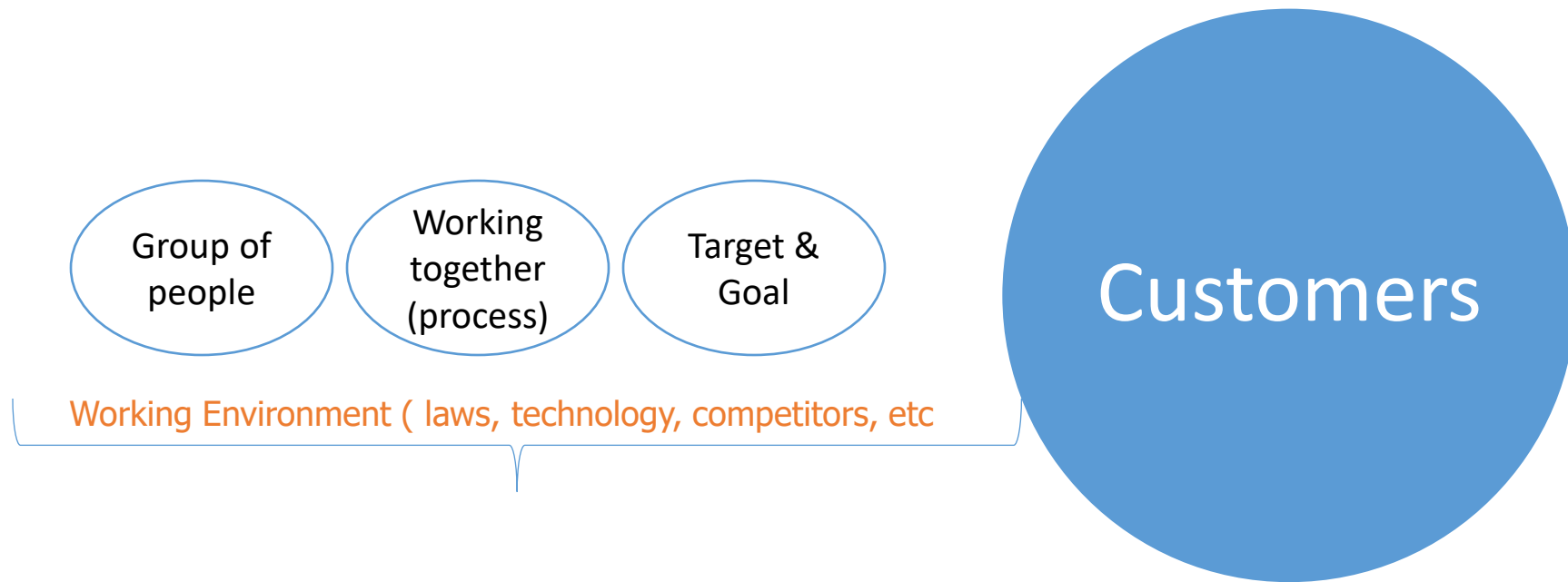
Executive Summary

In a highly competitive job market, where skilled workers are in high demand and there is a limited pool of qualified candidates, Companies always strive to attract and retain the best employees.

In the war for talent, Companies need to be proactive in attracting and retaining top performers. This may involve offering competitive compensation and benefits packages, providing opportunities for career growth and development, creating a positive company culture, and offering a work environment that supports work-life balance and employee well-being.



Organization

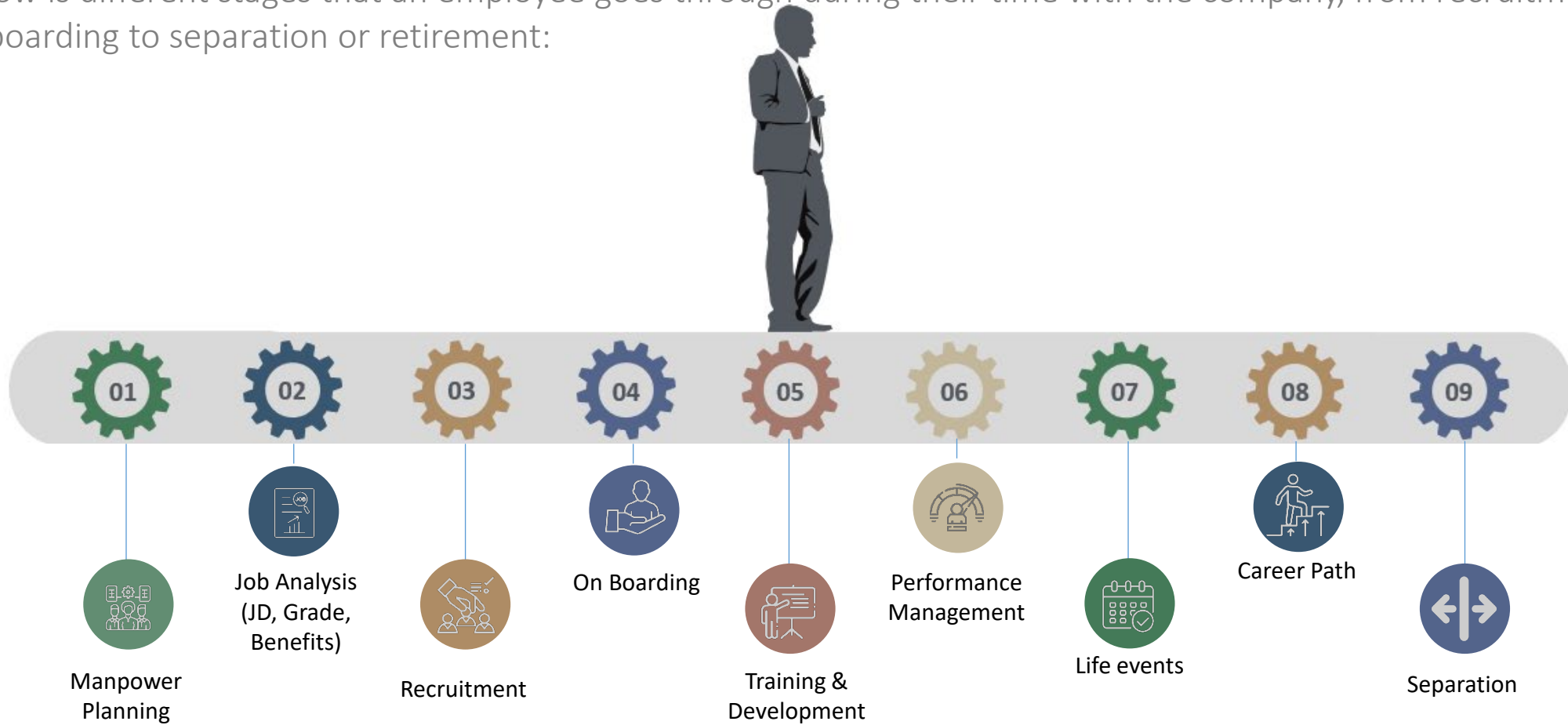




Employee lifecycle

By understanding the Z generation employee lifecycle, Companies can create strategies and processes to support employees at each stage of their tenure with the company, from job design, attracting and retaining top talent to supporting their ongoing development and growth.

Below is different stages that an employee goes through during their time with the company, from recruitment and onboarding to separation or retirement:





Gen Z inspiration

Who they are?

- Born after 1996
- Grew up deeply connected to technology
- More independent
- More entrepreneurial
- More communicative
- More competitive
- More motivated by security
- Driven by career/financial goals



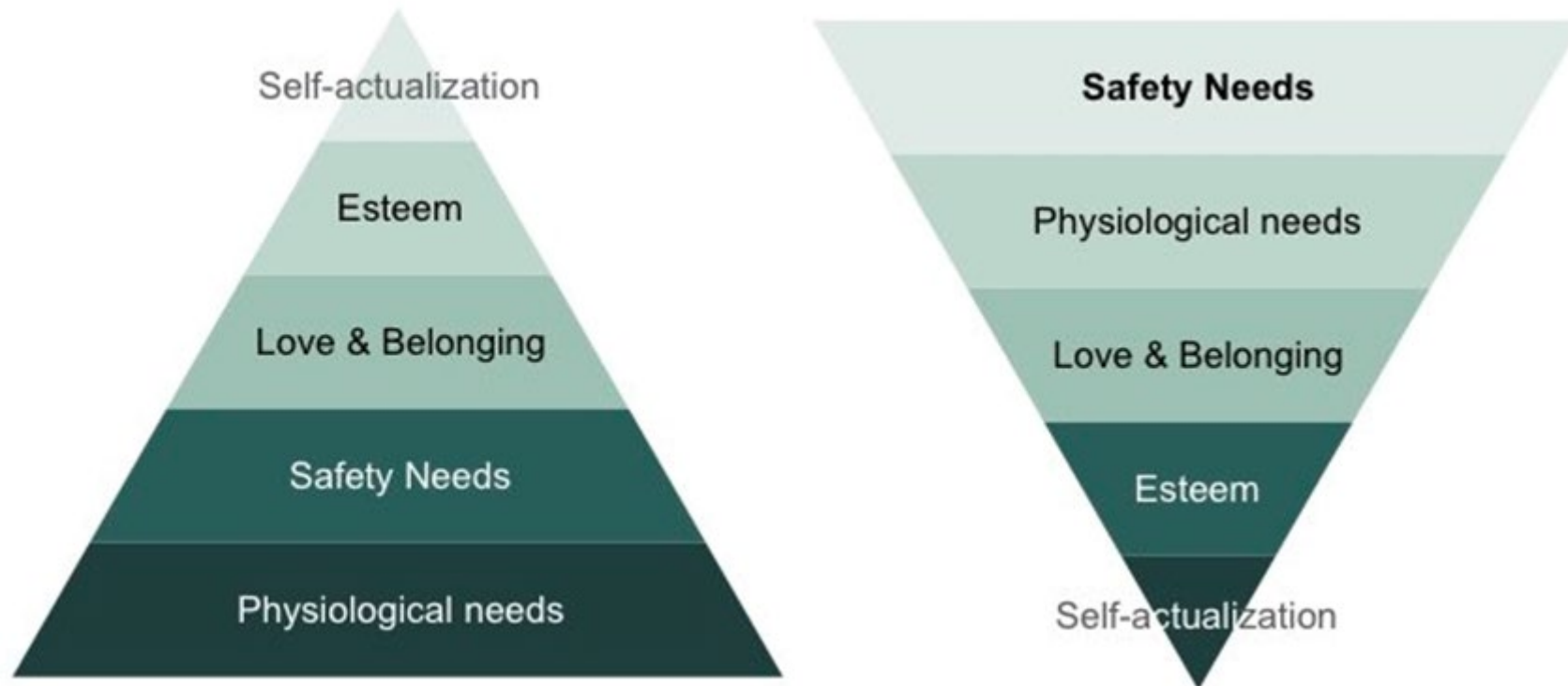


Gen z inspiration and Maslow's hierarchy

Generation Z is often associated with innovation, activism, and a desire for social change. They have grown up in a world that is more connected, diverse, and rapidly changing than ever before. As a result, their values and aspirations are often different from those of previous generations.

One way to understand the aspirations and motivations of Generation Z is through Maslow's Hierarchy of Needs.

For Generation Z, Maslow's hierarchy of needs may look slightly different than it did for previous generations.





Skills vs experience (most needed skills for future)

When it comes to hiring, both skills and experience are important factors to consider. However, the relative importance of each can vary depending on the specific job requirements.

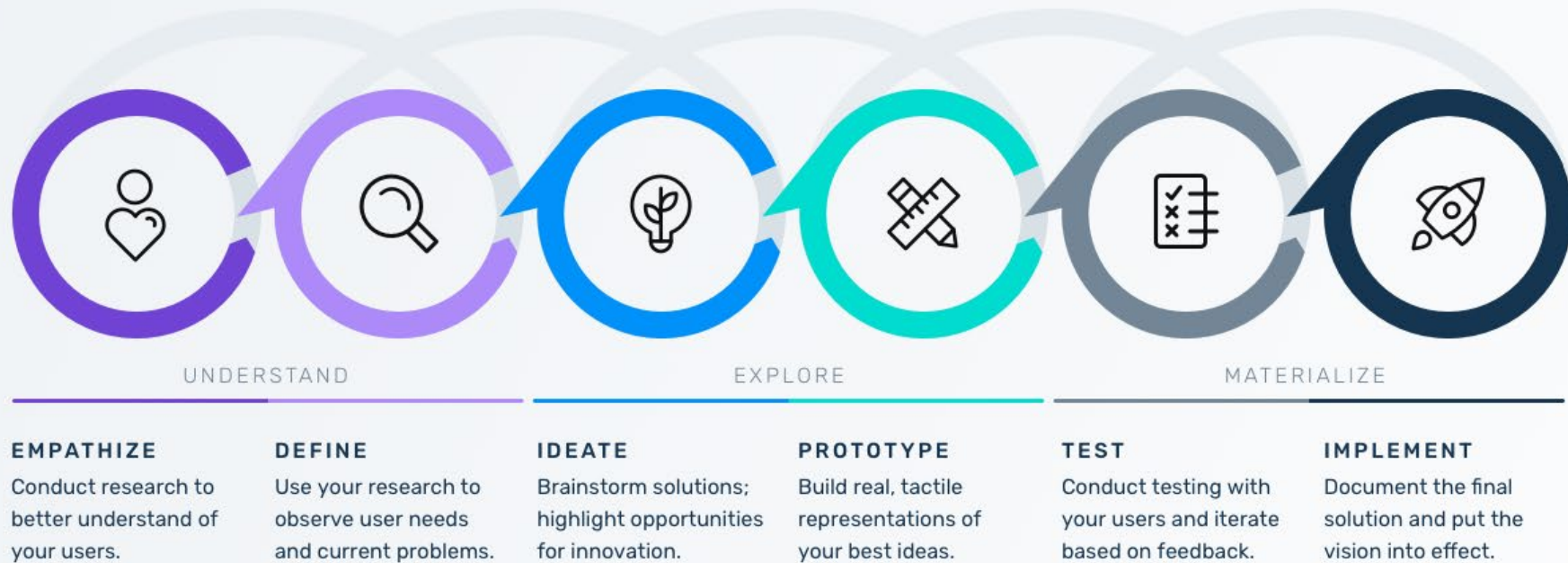
When hiring for a job that requires specific technical skills, having the necessary skills is often more important than experience. However, in jobs that require a lot of interaction with people, such as customer service or management, experience can be more important than technical skills.

High-income skills to learn:

- Data analysis, analytical thinking and innovation
- Design thinking
- User experience
- Project management
- Content creation and management



Design Thinking

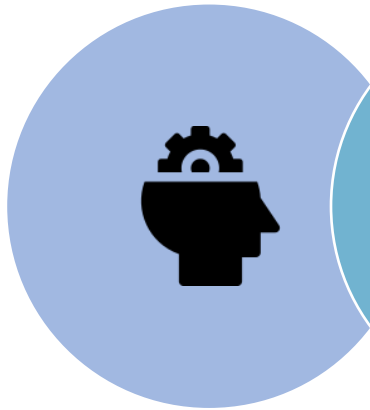




Salary Scale

5 essential factors for determining compensation:

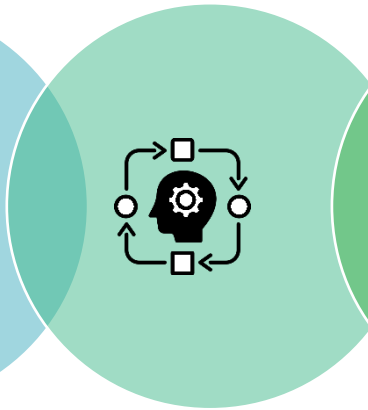
Years of
experience



Education
level



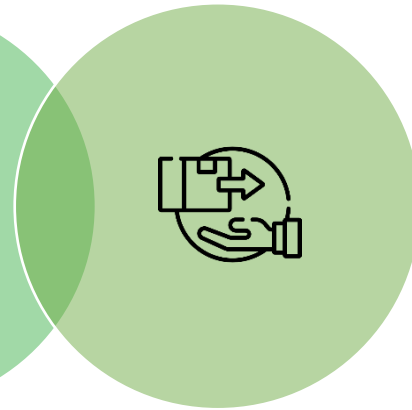
In-demand
skill sets



Industry



Supply and demand
(Locations)





Employee Benefit Mix

The employee benefit mix has been evolving over time, offering a range of financial and non-financial benefits to attract and retain employees.

Financial Benefits

- Retirement Benefits
- Health Insurance
- Life and Disability Insurance
- Bonuses and Incentives
- Stock Options and Equity

Non-Financial Benefits:

- Flexible Work Arrangements
- Professional Development: training programs
- Wellness Programs.
- Paid Time Off
- Volunteer Opportunities



High performance team

What is high performance team model?

A "high-performance work team" refers to a group of goal-focused individuals with specialized expertise and complementary skills who collaborate, innovate and produce consistently superior results.

8 characteristics of high-performing teams and how to cultivate them in your own teams. High-performing teams:

- Have clear goals tied closely to team and organizational priorities
- Understand how their work fits into the organizational mission
- Have defined roles and responsibilities
- Communicate clearly and respectfully
- Manage work and deadlines based on priorities
- Trust and respect each other
- Celebrate success together and recognize contributions
- Practice continuous learning