The Influence of Generations Y and Z on Career Future

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Abstract

Career planning is important for both organizations and employees. It is important for the organization to know its employees well. Organizations that have information about the career planning attitudes of their employees can meet the career needs of their employees. Considering the demographic structure of the organization will provide mutual benefit when evaluating the career planning attitudes of the employees. In this context, generational differences should be considered when creating career plans for employees. In this study, basically the effect of generational differences on career planning attitudes of employees is examined. Attitudes towards career futures of Generation Y, which is an important part of the business world, and Generation Z, which has just entered the business world, have been compared. The sample of the study consists of 292 people born in 1980-2002, representing the Y and Z generations. The Career Future Inventory (KARGEL) is used in the study to measure positive career planning attitudes. In this study, it is concluded that there is a significant difference between Generation Y and Generation Z in the career optimism sub-dimension of the career future inventory. This study also examined the impact of factors such as gender, marital status and family support on career future.

Keywords: Generations, Gen Y, Gen Z, Career, Career Future

Y ve Z Kuşakların Kariyer Geleceği Üzerindeki Etkisi

Özet

Kariyer planlaması hem organizasyonlar hem de çalışanlar için önem taşımaktadır. Organizasyonun çalışanlarını iyi tanıması önemlidir Çalışanlarının kariyer planlama tutumları hakkında bilgi sahibi olan organizasyonlar çalışanlarının kariyerlerine ilişkin ihtiyaçlarını karşılayabilmektedir. Çalışanların kariyer planlama tutumlarına ilişkin değerlendirmeler yaparken organizasyonun demografik yapısının göz önüne alınması karşıklı fayda sağlayacaktır. Bu bağlamda, çalışanlar için kariyer planları oluşturulurken kuşaksal farklılıklar dikkate alınmalıdır. Bu çalışmada temel olarak kuşaksal farklılıkların çalışanların kariyer planlama tutumları üzerindeki etkisi incelenmiştir. İş dünyasının önemli bir parçası olan Y Kuşağı ile iş dünyasına henüz giren Z kuşağının kariyer geleceklerine yönelik tutumları karşılaştırılmıştır. Araştırmanın örneklemi Y ve Z kuşağını temsil eden 1980-2002 doğumlu 292 kişiden oluşmaktadır. Araştırmada pozitif kariyer planlama tutumlarını ölçmek amacıyla Kariyer Geleceği Ölçeği (KARGEL) kullanılmıştır. Bu çalışmada, kariyer geleceği envanterinin kariyer iyimserliği alt boyutunda Y Kuşağı ve Z Kuşağı arasında anlamlı farklılık olduğu sonucuna varılmıştır. Bu çalışmada ayrıca cinsiyet, medeni durum ve aile desteği gibi faktörlerin kariyer geleceği üzerindeki etkisi de incelenmiştir.

Anahtar Kelimeler: Kuşaklar, Y Kuşağı, Z Kuşağı, Kariyer, Kariyer Geleceği

Intruduction

People are affected by the social, economic, and political events of the period in which they lived. Therefore, people who have been exposed to similar events in a given time period can be classified as people of the same generation. Today, an institution needs to invest in human capital to become

competitive and to be successful. To develop human capital at the individual and group level, the organization needs to know its employees well. Individuals belonging to different generations also show different characteristics within the organization. To invest in human capital, human resources professionals must pay attention to the needs of their employees, considering intergenerational differences.

The term generation is used to describe communities of people born in certain periods of time and have similar social, economic, and social conditions (Kırık, & Köyüstü 2018). People from the same generation are often affected by the same conditions, have been exposed to the same political, and legal sanctions, affected by the same economic conditions, and have the same social and cultural values. Given all these, it is normal to have qualitative differences between generations, different generations can evaluate the same events in different ways (Keleş, 2011).

Generational boundaries do not have clear cut points and generation boundaries are mentioned differently in various sources by years. For example, in McCrindle and Fell's (2019) study, Gen Y (1980-1994), Gen Z (1995-2010). Agarwal and Vaghela (2018) regarded the generation after 1995 as generation Z. According to PEW Research Center, 1996 is the last birth year of Generation Y. The generation born between 1981-1996 is considered to be the Y generation and individuals born after 1996 represents Generation Z. (Dimock, 2019). Harvard Business Review magazine and the American Psychological Association have also described those born in 1997 and later as Gen Z (APA, 2018; Bresman, & Rao, 2017). However, the issue of where Generation Y ends and where Generation Z begins is still controversial because technology is a determining factor for both generations (Moore, & Jones, & Fraizer, 2017).

Studies show that, on average, the 15-year time span appropriate for generational boundaries (McCrindle, Fell & 2019). In the light of the literature, in our study, Generation Y (1980-1996) remained in a range of about 15 years. The beginning of the birth year of the generation Z is also determined as 1997.

Gen Y

Generation Y is also called millennials and digital natives. The reason they are called digital natives is that Generation Y is the first generation to grow up with computers, smartphones, and the internet (Moore, & Jones, & Fraizer, 2017). The difference of the generation Y from the previous generations has been the growth with technology (Dewanti, & Indrajit, 2018). Harber (2011), described this generation as a 24-hour-a-day plug-dependent generation. Generation Y handles many of its tasks through technology. Generation Y prefers communication by message or e-mail rather than face-to-face communication, unlike previous generations. (Dewanti & Indrajit, 2018). Generation Y, which is one of the younger generations in business life, has distinctive features (Kim & Knight & Crustsinger, 2009).

Previous research shows that Generation Y has a better work-life balance than previous generations. Accordingly, Generation Y prefers more flexible working conditions. Generation Y is a social generation and prefers teamwork to individual work. They also enjoy working with different ethnic groups, and their good social behavior, such as humility, helps them succeed in teamwork (Harber, 2011). Another striking feature of Generation Y is that they should not want to work in a job that will not benefit their professional development and as a result, they change jobs very often (Kim, & Knight, & Crustsinger, 2009). Because of the easy and fast job changes in Generation Y, we can say that the feelings of workplace loyalty and belonging are quite low (Garlick, & Langley, 2007).

Gen Z

Generation Y is the first generation to grow with technology, but Generation Z is born into technology (Moore, & Jones, & Fraizer, 2017). The generation that follows the millennials is the Z

generation. (Harber, 2011). Individuals born in the period between the mid to late 1990s are generally considered to be generation Z (Moore, & Jones, & Fraizer, 2017). Generation Z is also known as internet kids, iGen, or media generation (Levickaite, 2010).

The business community has devoted quite a lot of time to understanding the needs of and developing qualities of Generation Y. When businesses are dealing with Generation Y, Generation Z, also called iGeneration, has started to enter the business world. It is expected that the wishes and needs of Generation Z change the workforce. (Agarwal & Vaghela, 2018). For example, for Generation Z, Work-Life Balance is very important in terms of career decision (Kirchmayer, & Fratričová, 2020). The main things that distinguish the internet generation from the previous generations are their self-confidence, their fondness for freedom, their individualism, and, of course, their dependence on technology (Berkup, 2014). According to a study by the Pew Research Center, members of the internet generation spend an average of 9 hours a day on smartphones or technological devices (Pew Research Center, 2014). The internet generation can access any information they want quickly and easily, and as a result, they exhibit impatient personality traits (Berkup, 2014). The attention span of an average Generation Z person is 12 seconds shorter than that of a person in the millennium generation. Ratey refers to this condition in Generation Z as "acquired attention deficit disorder" (Shatto, & Erwin, 2016). Even so, their attention spans are short, they can do a lot of work together because multiple attention capabilities have improved thanks to technological devices such as tablets and smartphones. (Berkup, 2014). Generation Z, which is growing with the Internet and technology, prefers to access information shortly. For example, when they want to learn something, they prefer to watch YouTube videos instead of reading long articles. Although this path saves time, it can interfere with in-depth learning (Puiu, 2017).

Due to their age, very few of the generation Z are in business life. Competencies expected from Generation Z in the business world; efficient use of technology, global perspective, multitasking success, and creativity. Also, it is thought that the generation Z will prefer individual work to group work and will like personalized work (Berkup, 2014).

Work-Life and Career Development

The way of working and the meaning attributed to work has changed throughout the history of humanity. For example, in the age of slavery, work was seen as a burden, so the master's kept slaves for their work (Öztemel, & Yüksel, 2011).

Today Career development was started to become a very important topic. When literature is examined, career development takes its roots from psychology. Concerning career development, personality psychology and developmental psychology fields are based (Richardson, 1993). When we look at the work on a psychological basis, many theories emerge. Freud, for example, considered the work to be a tool for the release of spiritual energy and the relief of one's depression and conflicts. Abraham Maslow thought that one reason why people work and have career goals was to be able to provide 'self-realization' at the top of the Pyramid of Needs. Neff, on the other hand, tried to understand the need for people to work, starting at the bottom of Maslow's pyramid; the persons who meet their basic needs want to socialize, get respect from others and showcase their creativity (Öztemel, & Yüksel, 2011). Occupational Characteristics of Generation YZ.

Table 1. Characteristics and Thoughts of Y and Z Generation

Business Feature	Y	Z
Business Ethics	Enthusiastic	More Realistic
Opinion on Business	Work is done to make a difference.	Work is done with enthusiasm and energy.
Personality Traits	Have political consciousness, high expectations, team founder, savvy to differences, self-confident, open to challenges	Tech-savvy, early maturing, pampered, amplified, risk anti, protected
Business-Related Features	- Wanting to know the reasons - To want to be praised in front of everyone. - Enjoying a fun workplace - To think that money isn't motivating. - Want instant responsibility - Ask for time-limited small goals - To think that work-life balance is important - Not to want a long-lasting relationship with a business - Trust abilities.	-Creative and being collaborative -Universal social and economic problems having to solve -Self directing -To process information very quickly - To be smarter

(Çetin, & Karalar, 2016, Table 1)

Thoughts about career prospects or career-future consist of one's thoughts and forecasts about professional life. On the other hand, studies show that people's career and life expectations yield parallel results. People listed their career expectations following general living conditions. Career-related developments affect the overall lifestyle and self-worth (Tanç, 1999). One of the highest-rated values among the business values of the Z generation is career developments. They want to work long-term in companies that will give them the opportunity for growth and development. The Y generation, which frequently changes jobs, does not have long-term career plans in the same place (Agarwal & Vaghela, 2018). The increase in unemployment and economic stagnation in recent years have been effective in shaping the career goals of Generation Z (Kapil, & Roy, 2014). The Internet generation, who do not want to miss career opportunities, want to specialize in various fields (Kızıldağ, 2019). For Generation Z, which has witnessed difficult periods, wages and other ancillary rights are very important in addition to career development (Wozniak, 2016). Generation Z prefers jobs that will contribute to their career development because they aim to constantly develop and rise (Deloitte, 2017).

In the literature, we see that Generation Y employees are considered demanding. According to the literature, the career expectations of generation Y are higher than the previous generations and it has not seemed realistic. The career prospects of generation Y are summarized in 5 themes: "work/life balance, good pay and benefits, opportunities for advancement, meaningful work experiences, and a nurturing work environment" (Schweitzer, & Lyons, 2010, p.282). According to the findings of Schweitzer and Lyons (2010), the most important career prospects of Generation Y have been advancement opportunities.

Career Future Inventory

Rottinghaus, Day, and Borgen have developed the scale of career futures, and since 2005 there have been many studies on the scale. The scale was later adapted to the Turkish sample by Basic Kalafatı in 2012. The psychometric properties of the scale were examined with reliability and validity

measurements. The scale consists of 3 sub-dimensions and 25 items. Internal consistency coefficients were listed for each sub-dimension: career compatibility (0.83), career optimism (0.82), and information about the labor markets (0.62) and total (0.88). So, the scale is a reliable tool that can be used in career work. The validity checks were made with the criteria correlation analysis and the validity level was found to be sufficient (Kalafatı, 2012).

We have certain expectations about our professional life and career. We can talk about many factors that affect our expectations, our belief in ourselves, our feelings about our career, our characteristics, our successes, and failures, in short, we can say that our expectations shape our subjective experiences and environmental influences.

The career future scale is basically developed to measure individuals ' attitudes, feelings, beliefs, values, and judgments about their career future. The theoretical basis of the scale is based on Super's professional development theory, from which Savickas developed the concept of "career compatibility". Carver and Scheier also discussed the concept of "optimism" in a career context. Both concepts positively change the career development of individuals. The individual's high career compatibility and career optimism increase their tendency to use their strengths and they strive to achieve success (Rottinghaus, Day & Borgen, 2005).

This scale will help in the field of career counseling and psychology. University graduates who are anxious to find a job are increasing and getting desperate. The concept of career optimism is very important in this context. Experts in career counseling should also take into account the career optimism of young people in search of work, for this purpose this scale can be used in this field (Erdoğmuş Zorver, & Owen, 2014).

The career future scale measures individuals ' positive career planning attitudes. The level of career compatibility is higher when people exhibit more positive attitudes when planning careers, and they can cope better with issues (Erdoğmuş Zorver, 2011).

According to the data obtained from the scale, we can say that people who have high career compatibility and career optimism will be in the successful and more demanding group in the future. In this study, we will evaluate the expectations of university students and university graduates from their careers according to the type of generation they belong to.

Scale Sub-Dimensions and Career

Career compatibility, the ability to deal with the problems faced by a person in his or her professional life, the ability to evaluate opportunities and adapt to changes can be defined as (Erdoğmuş Zorver, 2011). Savickas, (1997) career adjustment and the ability to adapt to new roles and changing situations is defined as a person's career have talked about some of the factors that affect compliance; self-awareness, self-confidence, control over one's own life, family support, and social support the compatibility of career affects a person's optimism level. The term" career harmony "developed from the term" career maturity " within the framework of Super's professional development theory. Career maturity improves as one discovers one's professional interest and realizes their abilities, but career cohesion is a more comprehensive, advanced, and forward-looking concept than that (Hall and Chandler, 2005). Career compatibility is closely related to the concepts of interest, curiosity, trust, and control. The interest of a person's career begins to form with dreams and plans related to his future professional career, the concept of curiosity develops with the research of the professions and jobs that the person considers appropriate to him in line with their interests. The concept of trust is the hero behind the positive results of one's work while taking responsibility for the person's career, or in other words, being in the hands of the person is explained by the concept of control (Savickas, 2005).

Optimism is defined as a belief that good things will happen in the future. Career optimism is related to the positive expectation that the person will successfully climb the career ladder, positive thoughts about the person's career, and self-belief about the person's career and profession (Kalafatı, 2012). Many sources stress that career optimism has a positive contribution to Career Development. If the person has career optimism, he/she has more control over his / her career. Individuals with positive beliefs about their career make more effort for their goals or career. So, career optimism results in success as a result of more effort. (Carver, & Scheier, 1998). Even when an optimist encounters a problem, they find the strength to overcome it (Crane, & Crane 2007).

Another sub-dimension of the scale relates to knowledge of the labor markets, and one's awareness of employment and the labor market is measured by the last 3 articles of the scale (Kalafatı, 2012).

Career Studies

When reviewing career development studies in Turkey, we see that the work is usually related to occupational choice (Erdoğmuş Zorver, 2011). As the choice of profession is usually done in high school period, this study makes it worthwhile to conduct this study with university students and university graduates. The perceptions and expectations of individuals who have chosen their profession towards their career future are important in this context.

Similar Studies

When the literature is examined, it is possible to find studies on the perception of career future or career expectations of the people. However, there are very few studies on the intergenerational examination of individuals' perceptions of career future, and these studies have been conducted between older generations (Silent, Baby Boomers, X and Y).

For example, in 2008, a study was conducted on the career beliefs of the previous four generations, as a result, study, no significant difference was found between generations in terms of career beliefs. However, the career belief mentioned here examines the type of career, organizational trust, and career success assessment (Macky, & Gardners, & Forsyth, & Dries, & Pepermans, & De Kerpel, 2008).

A similar study in our country was carried out by Şen and Kanbur in 2017. However, this study does not include Z generation, the study compares the X and Y-generation employees in terms of their career adaptability and career satisfaction levels. According to the data obtained from the study, career adaptability showed a significant difference between the X and Y generations. The average of the career adaptability scores of generation Y was higher than generation X (Şen, & Kanbur 2017).

This research is important because it will examine the expectations and attitudes of Generation Z, which has not yet participated in business life, about the career future planned and Generation Y, the majority of the business world. Studies are comparing the characteristic features of the Y and Z generations in the literature, but no studies are comparing these two generations in terms of the belief or expectation of the career future. Since a similar study has not been found in the literature, this study has the feature of being the first study comparing Y and Z generations in terms of belief in career future.

This research is important as it will benefit the executives who plan human resources in the field of business. The research aims to examine whether career expectations and career-future differ among generations.

Hypotheses of Research.

H1: Career Future attitudes differ between Generation Y and Generation Z.

H1a: There is a significant difference between Generation Y and Generation Z in the career compatibility sub-dimension of the career future inventory.

H1b: There is a significant difference between Generation Y and Generation Z in the career optimism sub-dimension of the career future inventory.

H1c: There is no significant difference between Generation Y and Generation Z in the job market information sub-dimension of career future inventory.

H2: There is a significant difference between working and non-working individuals in terms of career future attitudes.

H3: There is a significant difference between male and female individuals in terms of career future attitudes.

H4: There is a significant difference between married and single persons in terms of career future attitudes.

H5: Career future attitudes differ according to an economic level.

Method

Participants

The data of this research collected from individuals born in 1980-2002 who are either university students or university graduates, representing Generation Y and Z.165 persons representing generation Y were born in 1980-1996, and 127 persons representing generation Z were born in 1997-2002.

Design

This research is mainly carried out with quantitative measurement techniques as it includes intergroup and intragroup comparisons. Anova (variance analysis) has been used to interpret research data. Also, linear regression analysis was performed to measure the impact of family support on career future.

The research data collected with demographic information form and career future inventory. The demographic information form consists of 9 questions. "Career Future Inventory" consists of 25 items and 3 sub-dimensions. The alpha coefficient of the "Career Future Inventory" was found to be .88 and the scale was considered reliable since this value is greater than .70 (Kalafatı, 2012). The research data will be collected via the internet.

Result

For all groups, data is normally distributed with 95% confidence. Sig. value is p>0.05, the H0 hypothesis for homogeneity test is accepted. Variances of groups are homogeneous with 95% confidence.

Table 2. Career Future Inventory Descriptive Statistics

	N	Mean	Std.Deviation
SMEAN_CFI	292	3,7728	,52151
SMEAN_compatibility	292	3,5704	,53648
SMEAN_optimism	292	3,3054	,43482
SMEAN_information	292	2.2831	,35570

The scores of the Career Future Inventory and its sub-dimensions are presented in the chart, ranked from the highest to the lowest. Accordingly, the arithmetic mean of the scale scores M = 3,772, the standard deviation SD = 0.52, the arithmetic mean of the career compatibility sub-dimension scores

M = 3,5704, the standard deviation SD = 0.536, the arithmetic mean of the career optimism sub-dimension scores M = 3.305, standard deviation SD = 0.434, arithmetic mean of career information sub-dimension scores M = 2.283, standard deviation SD = 0.355.

According to the results of Anova analysis, it is observed that the career Future Thoughts of Generations Z and Z do not differ significantly (F=1,062, p>.05). This finding shows that the career future ideas of members of Generation Y and Z are not different from each other.

Table 3. Y and Z Generations Career Optimism sub-dimension ANOVA Results

	Sum of Squares	Df	Mean Square	F	Sig.
BetweenGroups	4,576	1	4,576	26,307	,000
Within Groups	50,443	290	,174		
Total	55,019	291			

According to Table 3, the Y and Z generations differ significantly in the optimism sub-dimension of the career future inventory (F = 26,307, P <.05).

In the sub-dimension of optimism, the Z generation got higher scores than the Y generation. The thoughts of Generation Z's career future are more optimistic than Generation Y. Y(M=3,1956). Z(M=3,4481).

Table 4. ANOVA Results of the Career Future Inventory of Women and Men

		Sum of Squares	df	Mean Square	F	Sig.
SMEAN_CFI	Between Groups	1,093	1	1,093	4,062	,045
	Within Groups	78,052	290	,269		
	Total	79,145	291			
SMEAN_compatibility	Between Groups	1,161	1	1,161	4,078	,044
	Within Groups	82,591	290	,285		
	Total	83,753	291			

As can be seen in Table 4, ANOVA was conducted to see if the career future attitudes differ between men and women. Men and women differ significantly in their thoughts on career future (F = 4,062, P <.05). Men scored higher on average than women. Male (M = 3.8742). Female (M =3.7359). While there was no significant difference in the optimism and information sub-dimensions of the Career Future Inventory, there was a significant difference between the men and women in the career compatibility sub-dimension. (F = 4,078, p <.05). Average scores in the career compatibility sub-dimension: Male (M = 3.6748) Female (M = 3.5323).

Table 5. ANOVA Results of Economic Level Differences

		Sum of Squares	df	Mean Square	F	Sig.
SMEAN_CFI	Between Groups	3,132	2	1,566	5,954	,003
	Within Groups	76,014	289	,263		
	Total	79,145	291			
SMEAN_comp atibility	Between Groups	3,480	2	1,740	6,265	,002
	Within Groups	80,273	289	,278		
	Total	83,753	291			
SMEAN_optim ism	Between Groups	1,302	2	,651	3,503	,031
	Within Groups	53,716	289	,186		
	Total	55,019	291			
SMEAN_infor mation	Between Groups	1,537	2	,768	6,294	,002
	Within Groups	35,282	289	,122		
	Total	36,819	291			

ANOVA was made to understand whether career future thoughts/attitudes differ according to an economic level. It was concluded that there was a significant difference in the economic level, which was grouped as low, medium, and high, over career future attitudes (F=5,954, p<.05). The economic level has a meaningful effect on all sub-dimensions. Multiple comparisons have been made with Post-Hoc to understand the source of the difference. Participants with high economic levels differ significantly from participants with low and medium economic levels (p<.05).

ANOVA was made to test whether career future thoughts/attitudes changed according to the size of the place experienced. It was concluded that the size of the place experienced had no significant impact on career future attitudes (p>.05).

Table 6. ANOVA Results of Working and Non-Working Person's

		Sum of Squares	df	Mean Square	F	Sig.
SMEAN_comp atibility	BetweenGroups	1,451	1	1,451	5,112	,025
	Within Groups	82,302	290	,284		
	Total	83,753	291			
SMEAN_optim ism	BetweenGroups	1,643	1	1,643	8,927	,003
	Within Groups	53,375	290	,184		
	Total	55,019	291			

The sub-dimensions of career future inventory, career compatibility, and career optimism, vary significantly between working and non-working. Career compatibility sub-dimension; working (M = 3,6566, p<.05), non-working (M=3,5127, p<.05). Career optimism sub-dimension working (M=3,2137, p<.05), nonworking (M=3,3668, p<.05). Participants who have a job think they can better adapt to

changes in their careers, while those who do not have a job have more optimistic attitudes about their careers.

Table 7. ANOVA Results of Married and Single Person's

		Sum of Squares	df	Mean Square	F	Sig.
SMEAN_optim ism	BetweenGroups	1,834	1	1,834	10,001	,002
	Within Groups	53,184	290	,183		
	Total	55,019	291			

In addition, there was a significant difference between married and single persons in the sub-dimension of career optimism. Married (M=3,1479, p<.05), single (M=3,3453, p<.05). Single participants have more optimistic career attitudes than married ones.

Table 8. Coefficients

Model	Unstandardized B	Coefficients Std. Error	Standardized Coefficients Beta	T	Sig.
(Constant)	3,379	.117		28.879	.000
Family_Support	.049	.014	.201	3.486	.001

Linear regression was performed to test the impact of family support on career future attitudes. It is concluded that the model is meaningful, F (1,292) =12,152 p<.05, R2=, 040. A significant and positive relationship was found between family support and career future attitudes, β = .201, t = 3, 48 p <.05. So as family support increases, scores from career future attitudes increase.

Discussion

We are influenced by the characteristics of the period we live in and important historical events, so we have different values from the previous and next generations. The values adopted lead to different job preferences and therefore different career preferences. For example, Generation Y, known as the millennium generation, prefers jobs that allow freedom of work and creativity, while Generation Z also seeks feedback from self-experienced people.

The new owners of the workforce, Generation Y and Generation Z, like working with high technology, and again, these younger generations attach great importance to personal success. So they want to plot a career path that brings personal success. Human resources professionals and career consultants should aim to increase the well-being of the company by taking into account the career needs and motivations of the younger generation (Prawitasari, 2018).

When generation Y and Z are compared, generation Y is more materialist in terms of business values. Besides work-life balance is among the most important work values for the Z generation. (Agarwal & Vaghela, 2018). Generation Y is more materialistic than Z, so this can lead to differentiation in career goals and expectations. Perhaps the reason why the Z generation is found more optimistic in our study and literature may be that they are less materialistic.

Compared to the Y-Z generations, Gen Z is more optimistic about their careers. More than half of Generation Z are optimistic about their career future. Compared to Generation Y, they are less stressed and more motivated to work (Ferry, 2019). In the light of these studies, while the a and c clause of Hypothesis 1 coincides with our study. In our study, a significant difference was found between the Y-Z generations in the career optimism sub-dimension. This finding is supported by the literature. It can be said that the Z generation has more optimistic attitudes about their careers. B clause, that is, the career compatibility sub-dimension does not coincide with the literature. Generation Z, which has not yet made a career choice at the undergraduate level, is not represented in this study, so there may be no significant difference in this dimension.

According to TUIK 2017 data, the rate of women employees in business life is lower than that of men. The assignment of women in family or child care, leaving their jobs for reasons such as marriage and children, and institutions that perceive marriage and children as obstacles cause women to be less represented in business life.

In the research of Maksüdov et al., it was found that career compatibility and career optimism levels did not differ significantly between genders, however, it was concluded that the levels of career compatibility and optimism of men were higher than women when averages were compared. Conversely, Coetzee and Harry's 2015 study found that women's career compatibility and optimism scores were higher than men's (Maksüdünov, & Yamaltdinova, & Abdildaev, 2019).

In our study, men scored significantly higher than women on the scale of career future. This difference may be due to the fact that the role and value of women in society vary according to the geography in which they live.

In Turkey, the burden of shared responsibilities such as home and children only on women may have caused women to perceive their career future more negatively. Single participants in the study received significantly higher scores than married participants in the career optimism sub-dimension. In our study, if we consider that most of the participants are women, we can say that the responsibilities that women take after marriage negatively affect their career prospects.

According to the findings of Özmutaf, Aktekin, and Ergani (2018), single women experience less work stress than married women. The fact that married people have more work stress than singles can be explained by increased responsibility with marriage. These findings coincide with our study. Single individuals have more positive attitudes and expectations than married people about their career future. Again, in our study, we showed that men have more positive thoughts about their career future.

The literature supports that the competence expectations of those who receive family support in their career have increased. Parental attitude is also found to be related to the support and trust in the family in the children's problem-solving competence. (Bahadır, 2018). There are many factors that affect the career future of individuals. One of the most important of these is family support. The literature shows that family support directly affects both positive career prospects and career compatibility (Taş, & Özmen, 2019). Family support in careers has been studied by many researchers. Family support also appears to be important in other career-related sub-dimensions. In our study, a positive and meaningful relationship was found between career future and family support, so we can say that it overlaps with the literature.

The largest limitation of this study was that people representing Generation Y were in the 24-40 age range, while those representing Generation Z were in the 18-23 age range. So, the representation ratio of Generation Z has been quite limited. Since the research was conducted on individuals who have made their professional choice and who have studied at the university or graduated from the University, the representation ratio of Generation Z is limited. However, understanding the beliefs of Generation Z regarding their career future can contribute to the business world.

The working partners of Generation Y will gradually be made up of the members of Generation Z, so the career prospects of this generation should be well understood. The repetition of these and similar studies in the coming years will increase the reliability rate. The expectations of Generation Z from the business world, working partners, leaders, and themselves should be well understood.

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