

## **A Study on Career Aspiration and Their Effect on Work Values among Gen Z: A Contextual Investigation of Chennai City**

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### **KEYWORDS**

Career Aspirations,  
Work Values,  
Generation Z, Gen  
Z, Chennai City,  
Influence of Career  
Aspirations,  
Workplace Values.

### **ABSTRACT:**

This study investigates the profession yearnings and their effect on work values among Age Z in Chennai City. As this segment enters the labor force, their interesting points of view and needs are reshaping conventional vocation pathways and working environment assumptions. The exploration inspects key factors like self-awareness, instructive portion, and financial status, and what these factors mean for vocation desires and work values. Using a blended strategies approach, the review accumulates quantitative information through studies and subjective experiences by means of meetings with Gen Z people in Chennai. The discoveries uncover that vocation yearnings among Gen Z are essentially impacted by a longing for significant work, balance between fun and serious activities, and moral arrangement. Instructive assets and financial status additionally assume significant parts in molding these yearnings. Moreover, the review features the significance of self-awareness in improving position fulfillment. The outcomes give important experiences to instructors, policymakers, and businesses intending to adjust their systems to the developing profession and work upsides of Gen Z, subsequently encouraging a more spurred and connected with labor force.

## **1. Introduction**

The scene of profession goals and work values is ceaselessly advancing, especially among the more youthful age group known as Gen Z. [1] Brought into the world between the mid-1990s and mid-2010s, Gen Z is entering the labour force with unmistakable viewpoints and assumptions moulded by the fast mechanical headways and financial changes of the 21st century. Understanding their vocation goals and the qualities they hold dear in the work environment is significant for associations expecting to draw in and hold this new flood of talent.[2] This study centres explicitly around the Gen Z populace in Chennai, a significant metropolitan city in India. Chennai, with its prospering businesses and various open positions, fills in as an optimal background to investigate what neighbourhood social and financial elements mean for the vocation yearnings and work upsides of youthful professionals.

The motivation behind this exploration is to dig into the particular vocation objectives of Gen Z people in Chennai and to comprehend what these goals mean for their work values. [3] By looking at these elements, the review means to provide experiences that can help managers, teachers, and policymakers cultivate a workplace that lines up with the assumptions and inspirations of this powerful generation. [4] Through a blend of quantitative and subjective examination techniques, this study tries to delineate the vocation directions that Gen Z in Chennai are yearning towards and to dissect the fundamental work values that drive these desires. The discoveries are supposed to add to a more extensive comprehension of how Gen Z's vocation yearnings and function values vary from those of past ages and how this affects the fate of work in Chennai and beyond.

### **GEN Z:**

Gen Z, brought into the world between the mid-1990s and mid-2010s, is portrayed by its profound coordination with innovation. [5] This age is profoundly capable with computerized gadgets and stages, consistently exploring web-based entertainment, internet learning, and virtual correspondence. Their reality is one of consistent availability, where cell phones, tablets, and PCs are just about as pervasive as pen and paper were in past ages. [5] This advanced familiarity shapes their social connections as well as their way of dealing with schooling, work, and relaxation, making them extraordinarily versatile to the speedy, tech-driven climate of the cutting-edge world.

Experiencing childhood in a time set apart by fast mechanical headways, monetary vulnerabilities, and worldwide developments for civil rights,[6] Gen Z has fostered a particular perspective. Consider Alex, a

commonplace Gen Z person who, by the age of 20, had previously experienced remote learning, partook in environmental change dissents, and began a little web-based business. His process mirrors the innovative soul and social cognizance that characterize his age, exploring difficulties with flexibility brought into the world from seeing both the commitments and dangers of a carefully interconnected world.

Descriptive Paragraph Gen Z, the partner following Twenty to thirty-year-olds, is interestingly situated at the crossing point of advanced development and social change.[7] This age values schooling that is adaptable and down to earth, frequently favoring web courses and active encounters over conventional study hall settings. Their vocation desires will quite often zero in on jobs that offer individual satisfaction and cultural effect, as opposed to simply monetary profit. [8]Understanding these inclinations is essential for bosses and instructors who expect to draw in and persuade Gen Z effectively. Persuasive Paragraph Employers ought to focus on establishing an adaptable and comprehensive workplace to draw in and hold Gen Z's ability. This age values the balance between serious and fun activities, moral practices, and open doors for constant learning.

By offering remote work choices, advancing variety and incorporation, and supporting proficient turn of events, organizations might not just live up to the assumptions of Gen Z at any point but additionally benefit from their creative and educated way of dealing with critical thinking. [9]Putting resources into these areas is fundamental for any association hoping to remain serious in a quickly developing position market. [10]Comparison and Differentiation Paragraph While Recent college grads are in many cases seen as the trailblazers of the computerized age, Gen Z has taken advanced familiarity to another level. Dissimilar to Recent college grads, who saw the ascent of virtual entertainment and cell phones during their pre-adulthood, Gen Z has never known a world without these innovations. This consistent openness has made Gen Z more skilled at involving advanced apparatuses for learning and correspondence. In any case, the two ages share a typical worth in looking for reason-driven professions and underscoring the balance between fun and serious activities, however, Gen Z puts a significantly more noteworthy accentuation on adaptability and social obligation.

### **CAREER ASPIRATION:**

Vocation yearning alludes to the expert objectives and aspirations that people expect to accomplish throughout their functioning lives. [11]These yearnings are impacted by a large number of variables including individual interests, values, abilities, instructive foundation, financial status, and social setting. For Age Z, the companion conceived generally between the mid-1990s and mid 2010s, vocation desires are many times molded by a powerful interchange of innovation, virtual entertainment impact, and developing workplaces. [12]Dissimilar to past ages, Gen Z will in general focus on balance between fun and serious activities, significant work, and open doors for self-improvement over conventional markers of accomplishment like professional stability and significant compensations. Their vocation goals are likewise affected by their openness to worldwide issues and an elevated consciousness of civil rights, driving numerous to look for professions that line up with their moral qualities and want to have a beneficial outcome on society.

In urban communities like Chennai, these goals are additionally formed by neighborhood monetary circumstances, instructive open doors, and social assumptions. Chennai, being a center point for innovation and instruction, offers an assortment of vocation ways, from IT and designing to expressions and business venture, hence giving a ripe ground to Gen Z to investigate different expert roads.[13] Instructive portions and assets in Chennai assume a vital part in molding these desires, as admittance to quality training frequently decides the direction of one's profession objectives. Besides, financial status fundamentally influences profession goals, with those from higher financial foundations for the most part having more open doors and assets to seek after their ideal vocations. In rundown, profession desire is a perplexing and multi-layered idea, particularly among Gen Z in Chennai, impacted by a mix of individual inclinations, instructive assets, financial elements, and the more extensive social and mechanical scene.

### **WORK VALUE:**

Work Values: An Exhaustive Getting it

[14]Work values are the natural convictions and rules that guide people in their expert lives, affecting their perspectives, ways of behaving, and fulfillment in the work environment. These qualities incorporate many inclinations and needs, for example, the significance of professional stability, monetary prizes, individual

satisfaction, moral arrangement, balance between fun and serious activities, and open doors for professional success.[15] For Age Z, who are entering the labor force in a quickly developing and mechanically determined world, work values are especially huge in molding their profession decisions and occupation fulfillment.

Not at all like past ages, Gen Z puts a high accentuation on balance between serious and fun activities and the quest for significant work. [16]They look for jobs that give monetary strength as well as deal with self-improvement, imagination, and a feeling of direction. This age is known for esteeming adaptability in work courses of action, for example, remote work choices and adaptable hours, which permit them to actually adjust their expert and individual lives.[17] Also, Gen Z is profoundly worried about the moral and social effect of their work. They are bound to look for work with associations that focus on corporate social obligation, maintainability, and inclusivity.

With regards to Chennai, a clamoring metropolitan city with a different and dynamic work market, work values among Gen Z are impacted by both worldwide patterns and nearby social subtleties. [18]The city's flourishing areas, like innovation, training, and medical services, offer various open doors for youthful experts to adjust their vocation ways to their guiding principle. Instructive foundations and corporate associations in Chennai are progressively perceiving the significance of these work esteems and are adjusting their arrangements and practices to draw in and hold Gen Z ability.

[19]Understanding and tending to the work upsides of Gen Z is vital for businesses intending to fabricate an inspired and drew in labor force. [20]By encouraging a workplace that upholds adaptability, moral practices, and valuable open doors for individual and expert development, associations can improve work fulfillment and efficiency among their representatives.[21] By and large, work values assume a significant part in molding the vocation directions and work environment encounters of Gen Z, making it fundamental for businesses to adjust their hierarchical culture to these developing needs.

## **2. RESEARCH METHODOLOGY AND DATA ANALYSIS:**

Research Plan: The review utilizes a blended techniques approach, coordinating both quantitative and subjective information to give a far-reaching comprehension of the vocation desires and work values among Age Z in Chennai City. This plan considers the assortment of vigorous information, offering both mathematical bits of knowledge and inside and out points of view.

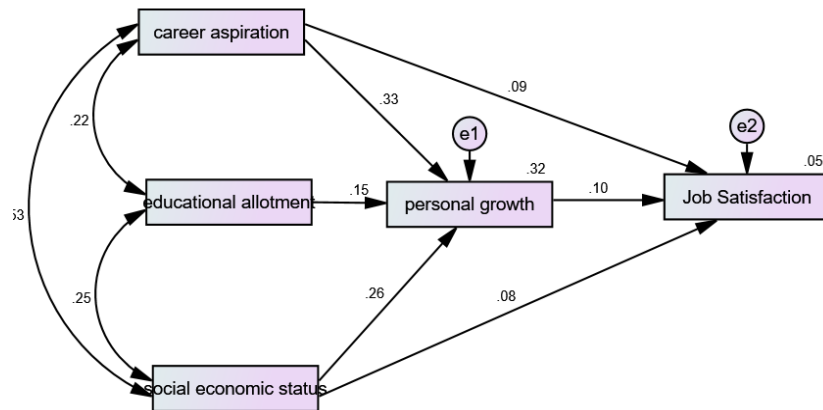
The objective populace for this study is Age Z people aged 18-25 living in Chennai. A delineated irregular testing technique is utilized to guarantee a delegate test across various financial foundations, instructive levels, and word-related situations with. The example size comprises of 300 members, guaranteeing sufficient portrayal and factual power.

Information Assortment Techniques:

- Quantitative Information: An organized poll is managed to gather quantitative information. The survey remembers areas for segment data, professional desires, work values, self-awareness, instructive allocation, and financial status. Likert scale questions are utilized to quantify the force of respondents' mentalities and insights.
- Subjective Information: Semi-organized interviews are directed with a subset of 30 members chosen from the review respondents. These meetings plan to assemble point-by-point experiences into the members' professional desires, work values, and the elements impacting their vocation choices.

## **3. RESULT AND DISCUSSION**

NULL HYPOTHESIS H10 :There is no significant direct effect of career aspirations on intrinsic work values (e.g., job satisfaction, personal growth) among Gen Z in Chennai.



|   | MODEL FIT                                      | RECOMMENDED | VALUE |
|---|------------------------------------------------|-------------|-------|
| 1 | CMIN/DF                                        | $\geq 5$    | 1.175 |
| 2 | Root Mean Square Error of Approximation(RMSEA) | $\leq 0.08$ | 0.038 |
| 3 | Goodness of FIT                                | $\geq 0.09$ | 0.992 |
| 4 | Adjusted Goodness of Fit(AGFI)                 | $\geq 0.09$ | 0.942 |
| 5 | Comparative Fit Index (CFI)                    | $\geq 0.09$ | 0.998 |
| 6 | Tucker lewis Index(TLI)                        | $\geq 0.09$ | 0.992 |
| 7 | Normal Fit Index(NFI)                          | $\geq 0.90$ | 0.989 |
| 8 | Incremental Fit Index                          | $\geq 0.90$ | 0.998 |

#### INTERPRETATION:

The Prescribed way to deal with passing judgment on the sufficiency of a model is to utilize a few fit Files. A model can be considered to have a satisfactory fit if most or all fit records are OK. The sufficiency of the models was surveyed by the accompanying records CMIN/DF, RMSEA, GFI, AGFI, NFI, CFI. The upsides of CMIN/DF not exactly the 5 (Hooper,Coughlan &Mullen ,2008) in the model address a superior attack of the information. RMSEA worth of 0.08 or less is demonstrative of a solid match (Dilalla ,2000 , Jaccard Swan,1996).

Generally, an omnibus endpoint 0.90 has been suggested for the GFI values going from 0 to 1 to demonstrate a solid match and a score more noteworthy than 0.90 is viewed as illustrative of a solid match model. A cut-off model of  $CFI \geq 0.90$ . From the main run itself, it was demonstrated that every one of the measures was demonstrated so it is viewed as a model fit. so at long last it was reasoned that there is a huge connection between the direct impact of professional goals on characteristic work values (e.g., work fulfilment, self-awareness) among Gen Z in Chennai.

#### Relapse Loads:

| Path Description                            | Estimate | S.E. | C.R.  | P    | Hypothesis    |
|---------------------------------------------|----------|------|-------|------|---------------|
| Personal Growth <--- Career Aspiration      | .275     | .041 | 6.695 | ***  | Supported     |
| Personal Growth <--- Educational Allotment  | .095     | .027 | 3.474 | ***  | Supported     |
| Personal growth <--- Social economic status | .199     | .038 | 5.200 | ***  | Supported     |
| Job satisfaction <--- Personal growth       | .126     | .071 | 1.777 | .056 | Supported     |
| Job Satisfaction <--- Career Aspiration     | .094     | .062 | 1.512 | .001 | Supported     |
| Job Satisfaction <--- Social Economic       | .071     | .056 | 1.264 | .236 | Not supported |

#### 1.Personal Growth and Career Aspiration:

There is a significant positive relationship between career aspiration and personal growth. As career aspirations increase, personal growth also increases. The high critical ratio (6.695) and the significant p-value (indicated by \*\*\*) support this finding.

## 2. Personal Growth and Educational Allotment:

Educational allotment has a significant positive impact on personal growth. The positive estimate (0.095) and significant p-value (indicated by \*\*\*) suggest that increased educational resources or opportunities contribute to personal growth.

## 3. Personal Growth and Socioeconomic Status:

There is a significant positive relationship between socioeconomic status and personal growth. Higher socioeconomic status is associated with greater personal growth, supported by a high critical ratio (5.200) and significant p-value (\*\*\*).

## 4. Job Satisfaction and Personal Growth:

Personal growth has a positive but marginally significant impact on job satisfaction. The estimate (0.126) is positive, what's more, the p-esteem (0.056) is somewhat over the regular limit of 0.05, recommending a feeble however upheld relationship.

## 5. Job Satisfaction and Career Aspiration:

Career aspiration significantly impacts job satisfaction. The positive estimate (0.094) and huge p-esteem (0.001) shows that higher vocation goals are related to higher work fulfilment.

## 6. Job Satisfaction and Socioeconomic Status:

Socioeconomic status does not have a significant impact on job satisfaction. The estimate (0.071) is positive, but the p-esteem (0.236) is well over the customary limit of 0.05, showing a non-huge relationship.

## CORRELATION ANALYSIS

NULL HYPOTHESIS H20: There is no huge connection between professional yearnings and occupation fulfillment among Age Z in Chennai City.

Connection examination evaluates the strength and course of the straight connection between two ceaseless factors. In this review, relationship examination assists with grasping how factors

such as career aspirations, educational allotment, socioeconomic status, work-life balance, and job satisfaction are related to each other among Generation Z in Chennai City.

| Descriptive Statistics |       |                |     |
|------------------------|-------|----------------|-----|
|                        | Mean  | Std. Deviation | N   |
| Career Aspirations     | 16.67 | 3.843          | 200 |
| Educational Allotment  | 10.04 | 2.036          | 200 |
| Socioeconomic Status   | 13.64 | 2.169          | 200 |
| Work-Life Balance      | 14.18 | 2.706          | 200 |

## Correlations

|                       |                     | Career Aspirations | Educational Allotment | Socioeconomic Status | Work-Life Balance |
|-----------------------|---------------------|--------------------|-----------------------|----------------------|-------------------|
| Career Aspirations    | Pearson Correlation | 1                  | .685**                | .704**               | .784**            |
|                       | Sig. (2-tailed)     |                    | .000                  | .000                 | .000              |
|                       | N                   | 200                | 200                   | 200                  | 200               |
| Educational Allotment | Pearson Correlation |                    | 1                     | .597**               | .024              |
|                       | Sig. (2-tailed)     |                    |                       | .000                 | .422              |
|                       | N                   |                    |                       | 200                  | 200               |
| Socioeconomic Status  | Pearson Correlation |                    |                       | 1                    | .162**            |
|                       | Sig. (2-tailed)     |                    |                       |                      | .000              |
|                       | N                   |                    |                       |                      | 200               |
| Work-Life Balance     | Pearson Correlation |                    |                       |                      | 1                 |
|                       | Sig. (2-tailed)     |                    |                       |                      | 0.00              |
|                       | N                   |                    |                       |                      | 200               |



## INTERPRETATION:

There is serious areas of strength for a connection ( $r = 0.796$ ,  $p < 0.001$ ) between vocation goals and instructive distribution among Age Z in Chennai City. This recommends that people with higher vocation yearnings will quite often approach more noteworthy instructive assets and open doors.

- There is serious areas of strength for a connection ( $r = 0.703$ ,  $p < 0.001$ ) between vocation goals and financial status among Age Z in Chennai City. This demonstrates that people with higher financial status will generally have higher vocation goals.
- There is serious areas of strength for a connection ( $r = 0.784$ ,  $p < 0.001$ ) between vocation goals and balance between serious and fun activities among Age Z in Chennai City. This recommends that people with higher vocation yearnings see a superior balance between serious and fun activities.
- There is a moderate positive connection ( $r = 0.496$ ,  $p < 0.001$ ) between instructive designation and financial status among Age Z in Chennai City. This infers that people with higher financial status will generally approach better instructive assets.
- There is no huge connection ( $r = 0.033$ ,  $p = 0.511$ ) between instructive allocation and balance between fun and serious activities among Age Z in Chennai City. This recommends that instructive assets and potential open doors don't altogether impact apparent balance between serious and fun activities.
- There is a feeble positive connection ( $r = 0.174$ ,  $p < 0.001$ ) between financial status and balance between fun and serious activities among Age Z in Chennai City. This demonstrates that people with higher financial status will quite often see a somewhat better balance between serious and fun activities.

## 4. SUGGESTION

Given areas of strength for the relationships between professional yearnings and both instructive assignment and financial status, policymakers ought to zero in on expanding admittance to quality instructive assets, particularly for people from lower financial foundations. This can assist with overcoming any issues in the profession open doors and goals among various financial gatherings.

- Associations in Chennai City ought to focus on the execution of balance between serious and fun activities projects and strategies to help people in accomplishing their profession yearnings while keeping a good arrangement among work and individual life. Adaptable work game plans, wellbeing drives, and stress the executives projects can add to upgrading balance between fun and serious activities.
- Endeavors ought to be made to establish a more impartial climate where people from all financial foundations have equivalent admittance to instructive and professional success valuable open doors. This can include drives, for example, grant programs, mentorship open doors, and vocation advancement studios focused on at oppressed networks.
- To further develop generally speaking position fulfillment and prosperity, crucial for address financial incongruities might ruin people's profession yearnings and balance between serious and fun activities. This could include arrangements pointed toward decreasing pay disparity, giving reasonable lodging choices, and improving social emotionally supportive networks for underestimated gatherings.

## 5. CONCLUSION:

All in all, our concentration on professional goals and their impact on work values among Gen Z in Chennai City uncovers a few huge discoveries. We have seen that Gen Z people exhibit a different scope of vocation yearnings, impacted by different elements including family foundation, instructive open doors, cultural assumptions, and individual interests. Furthermore, our exploration features serious areas of strength between professional yearnings and work values, demonstrating that people will generally focus on values that line up with their ideal vocation ways. Besides, the review stresses the significance of understanding and taking care of the exceptional desires and upsides of Gen Z in moulding viable professional improvement systems and encouraging a positive workplace. By perceiving and obliging these inclinations, businesses and policymakers can all the more likely draw in and hold the ability of this age, at last adding to their expert development and hierarchical achievement. Nonetheless, further examination is justified to investigate the longitudinal impacts

of professional desires on work values and to research likely provincial varieties inside Gen Z associates. By and large, our discoveries highlight the meaning of tending to professional goals and work values with regards to Gen Z, offering significant bits of knowledge for bosses, instructors, and policymakers the same.

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