

Organizational Commitment and Generational Difference, Revisited 10 years later – Generation X vs. Generation Y

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ABSTRACT

The literature on generational differences in peer-reviewed journals supports the notion that each generation is unique, based on shared birth years, experiences and significant life events at critical development stages. In the decade that has passed since the publication of the study entitled “A Study of the Relationship Between Generational Group Identification and organizational Commitment: Generation X vs. Generation Y” the number of generations working together has increased from four to five.

Members of these two generational groups have matured over the past ten years, entering a new place in the life cycle. This replication study will extend the initial research, examining the same generational groups, to distinguish between “age” and generation as possible drivers of differences. The current study will also employ a research design with a broader base of subjects, namely adult students and alumni from a fully-online business college versus the initial sample from a large Internet Services company located on the west coast. This allows for a nationally representative sample that may include individuals from a broader variety of classes and socioeconomic statuses.

Keywords: generational differences, Generation X, Generation Y, organizational commitment