

ABSTRACT

The purpose of this study was to study and analyze employee preferences regarding an effective work environment in accordance with generation X, to find out and analyze employee preferences for an effective work environment in accordance with the generation Y, and to find out and analyze whether there were significant differences regarding preferential preferences for intergenerational work.

The results of the questionnaire indicate that 76.9% Generation X states that the Physical Work Environment and non-physical work environment are in the category that corresponds to the continuum line. In Generation Y, the response to the work environment is 61.9%. This shows that the Physical Work Environment and Non-Physical Work Environment are in accordance with the category Not in accordance with the continuum line.

Based on the results of statistical calculations using the Mann Whitney test There are significant differences in the Work Environment based on segments, compared with the Environment on Generation X and Generation Y dimensions and non-physical work environments in Generation X and Generation Y.

Keywords: Generation X, Generation Y, Work Environment, Comparative Study, Mann-Whitney Test.