

THE EFFECTS OF MILLENNIAL AND NEW GENERATION ENDORSEMENT PATHS ON ORGANIZATIONS' TALENT MANAGEMENT PROGRAMS

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The purpose of the present pilot study was to test a survey for use in future research to identify factors that might affect the talent management of Millennials and new generations within the workforce. The participants of this pilot study were all affiliated, either through employment or education, with a coalition in a southwest U.S. metropolitan city, whose goal is to create a national model for experiential learning at all levels. The primary objective of the present study was to test the survey instrument, which was created by drawing on the work of experts in the areas of work/life balance, organizational commitment, turnover intention, generational values, and person/organization fit. Cronbach alpha was used to test the reliability of the results and Chi Square to determine the significance of any relationships between the survey constructs and demographic variables.