

The Gen Zs Strike Back

Often looked down by their older peers and colleagues for being “fragile”, “entitled” and “opinionated”, Gen Zs in Malaysia enter and remain in jobs with added pressure to prove themselves. In Report 3 of our research series, **Gen Zs in the Workplace: Challenges & Opportunities**, the Green Ribbon Group examines the results of our online survey and speaks to eight Gen Zs about these perceptions, as well as their work experience. Below are their responses to some issues associated with their generation.

Your thoughts on flexible working arrangement?

“I don’t know any other work arrangement besides the hybrid arrangement because I started work during the pandemic.”

Gen Z 6, Healthcare & Medical

“WFH all the way. A dealbreaker for me if it isn’t offered.”

Gen Z 4, Human Resources

“Fixed working arrangements do not have an impact on productivity. Ultimately we just need to finish our work. As long as we do that, what's the problem?”

Gen Z 1, Finance & Financial Services

What does job satisfaction mean to you?

“A workplace that makes you happy, where personal growth and gaji are important .”

Gen Z 3, Consulting

“I haven’t thought about it much. It’s like I’m on autopilot.”

Gen Z 8, Energy

“I value quality over quantity. I need to be able to split work from life.”

Gen Z 5, Entertainment, Media & News

Do social media trends affect your perception of workplace mental health?

“I’m chronically online and really influenced by what I see online. But I think it’s where employees vent about their work.”

Gen Z 7, Fresh Graduate

“Social media affects how we look at a lot of things. In some ways it has benefited my gen but not in others.”

Gen Z 2, Fresh Graduate

“I wouldn’t say social media influences my perception. Ultimately it’s how I feel.”

Gen Z 1, Finance & Financial Services

“Social media does not affect me at all. I cry and cry and cry and then just get on with it.”

Gen Z 8, Energy