

Generation Y and Their Job Performance

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Abstract

Despite many theoretical and empirical studies on millennials, there has not been much research done on factors affecting millennials' job performance considering the fact that these millennials will be the major component of the workforce in the future workplace. Therefore, the purpose of this research is to examine how the moderating impact of "supervisor support and co-worker support" as well as "supervisory communication" and "co-worker communication" affects millennials' in-role behaviour and their job performance. The data was collected using a structured questionnaire and a purposive sampling technique. The sample consisted of 263 Sri Lankan knowledge workers between the ages 20-35. It was found that in role behaviour has an impact on job performance among millennial knowledge workers. Supervisory communication has a positive moderating impact and co-worker communication has a negative moderating impact on the relationship between in role behaviour and job performance. However, contrary to the hypotheses, 'supervisor support' and 'co-worker support' did not have a moderating impact. Important implications for academics and practitioners were discussed.

Keywords: In role behaviour, Supervisor support, Co-worker support, Supervisory communication, Co- worker communication, Job performance

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