



Between the Hope and Desperation Regarding Future Security and Job Obtainability; the Late Zee Generation. An Empirical Study Among the Youth of Baluchistan

¹Dr. Muhammad Rahim -Email- rahim.sociology@um.uob.edu.pk

²Dr. Syed Amir Shah -Email- amir.polscience@um.uob.edu.pk

³Dr. Aurangzaib Alizai -Email- aurangzaib.alizai@gmail.com

¹Lecturer, Department of Sociology, University of Baluchistan, Quetta.

²Lecturer Department of Political Sciences, University of Baluchistan, Quetta.

³Assistant Professor, Department of Gender and Development Study, University of Baluchistan, Quetta.

Article Details:

Received on 21 Aug 2025

Accepted on 19 Sept 2025

Published on 20 Sept 2025

Corresponding Author*:

Dr. Syed Amir Shah

Abstract

Zee generation is the cohort of individuals born during 1996-2010. However, the late Zee generation are those individuals who born after 2000 till 2010. In Pakistan more than 8 million youths entering into the job market annually and these are all those individuals who come from the late Zee generation. Contextually, this goal was set forth for the study to know the future security and job obtainability of this age group in relation to their futuristic hope and desperation. As it is evident that the circle of job obtainability is shrinking day by day. The organizations need skilled and professional degree holders, but in developing counties like Pakistan it is still quite lagging in this scenario. This study was carried out in Balochistan to understand the attitude of the late Zee generation regarding their future concerns and optimism level. The study was conducted through the positivist approach of quantitative research, where survey method was employed to gather the data. The data was gathered from male youths of the said age. The findings of the study outlined that the late Zee generational cohort were more desperate than the hopefulness regarding their future. They viewed that they have very less job opportunities, which is lowering their futuristic ambitions. Moreover, they expressed that they are facing a huge number of hurdles and difficulties while obtaining jobs.

Key Words: Zee Generation, Job Obtainability, Future Security, Hope, Desperation



Introduction

Succeeding to the generation Y or the millennials born during 1980-1994 (Jain & Pant, 2012; Kersten, 2002; Niemiec, 2000) the generation Zee born during 1995-2010 grown up in the era of modern technology. The children of this generation are more oriented with the modern technology and considered them as the children of internet (Levickaite, 2010). They usually spent more than six hours a day on mobile and focusing social media applications especially (Kim et al., 2020). This generation has very frequent access to the internet while living in the technological and digital atmosphere and often they are called as "I Generation" (Tari, 2011), however, their more attachment to technology is not thought beneficial. For Zaleski (1996) the future of Gen Zee is vulnerable in terms of fear, uncertainty and unwanted changes that could occur. So, in this context the life is not easy for this generation. This cohort has not grown up only in the backdrop of the modern technology but also there is a menace of various global economic recessions and depressions (Mujibah & Faizah, 2023). The life standard of this generation is different from the old generation. The words, slang and expressions used by this generation are unique and strange to their parents (Andrea, Gabriella & Timea, 2016).

The members of this generation are more self-reliant, individualistic and having belief on freedom. Their socialization is more often carried out throughout internet owing to their frequent contact with the digital devices (Berkup, 2014). This generational cohort giving more weightage to transparency, self-reliance and personal freedom. They are more flexible and anti-traditional, and showing no compromise on these things. These are in turn the hallmarks of their work ethics. Ignoring this age group could create frustration among the members, and consequently impacting the production level and reducing employees' work engagements (Bascha, 2011). The individuals of Zee generation are however more practical and intelligent but not much wiser. They are very brave and positioning the front role. Always look for the opportunities and challenges and feeling no hesitation about the changing situations. In this regard they are more active and impatient than their senior generations (Tari, 2011). The members of this generation favor the small families and smaller numbers of siblings. They were born at the time when the universal birth rate dropped to below than 2 per women (McCrindle, 2010). The cohort of this generation is crucial not because of their large size but also their authority to change the decisions as taken by their parents. This age group is more oriented with e-commerce and purchase through virtual stores for saving their time instead purchasing in the physical stores (Perlstein, 2017). A survey carried out in 2014 concluded that the Gen Zee individuals identify themselves as hard workers, caring, liberal, tech-savvy and committed (Iorgulescu, 2016; Koulopoulos & Keldsen, 2016).

As the youth of the Gen Z are graduating from universities and entering into the job market, and thinking about the importance of the workforce (Aggarwal et al., 2022). So, in this context they are more curious about their job (Khshal & Nargundkar, 2020; Trang et al., 2016). Their level of maturity increasing their anxiety. During this age period the youth are more vulnerable to anxiety than the older generation owing to their more tendency to rely on maladaptive coping mechanism whenever come across any unforeseen situation (Damayant, Kusumawati & Safitri, 2025; Dewi, 2021). As youths of this generation are more savvy to internet. However, they must look beyond the world of the internet where the environment is full of uncertainties. The helplessness has spread its arms everywhere in the social milieu creating difficulties for the youth cohort (The E.



Casey Foundation, 2023). Thus in this scenario the feelings of this generation is jeopardized in terms of social insecurity and future prospects which is impacted by their financial weight as taken through the loan debt in addition to the competitive job market (Kumari, 2024). It is further said that the generation Z is more susceptible than the older generations in terms of experiencing anxiety and worrisome, and later leading to chronic stress (ASA, 2019). Nevertheless, this generational cohort is living in a very stressful and complicated environment. The frequent booming in the globalization, the digital connectivity and the social pressure are creating a sort of problems and difficulties for this age group which ultimately effecting their mental health (Kumari, 2024). Moreover, a study conducted by Twenge (2017) argued that this group of individuals emerged as a group of people passing through the particular type of difficulties effecting their mental health and their well-being. Unlike the older generations this generation is in tight grip of continuous social pressure, swift technological advancement and frequent digital connectedness.

The members of Z generation are quite different from the members of the Y generation as they are more entrepreneurial, tolerant, trustworthy and less tended towards money than the generation Y. They are more optimistic about their future and stay realistic about their work expectations (Singh & Dangmei, 2016). As this generation is the newest in the workforce, the organizations are to face the experiences and amalgamation of the four different generations at the same time. These contradictories and conflicting work experiences and preferences regarding learning styles, attitudes and communication patterns resultantly promoting to work-value conflicts within the organizations (Lyons & Kuron, 2014; Solaja & Ogunola, 2016). The generation Zee as a digital native are highly oriented towards achievement, seeking productive and meaningful work (Schroth, 2019) and always accepting the challenging job (Bresman & Rao, 2017). Thus, in this context, it is necessary that the organizations should understand the motivations of the newest generation in the workforce and sensibly think that how to adjust and also retain this generation in the organization (Barhate & Dirahi, 2021). Additionally, they are more curious about their future and well aware of their familial and economic complications, which definitely impact their emotional life and developmental outcomes (Park & Lee, 2023). Contextually, the studies suggest in this situation the parents have the most important role to provide necessary support; and hence financial instability is associated with the increasing rate of risk factor reducing the children's socio-emotional development (Fatimah et al., 2020; Runcan, Nadolu & David, 2023).

The active cohort of the late Zee generation is desperately concerned about the environmental issues. They think seriously about the looming shortage of water indicating their highly sensibility towards the natural resources (Mihelich, 2013). They claim that they are mature and they should be heard irrespective of their age being young. The study further elaborate that technology is the part and parcel of their life and they are more savvy to technology but lack of the skill to problem-solving and having no sense of the responsibility to show in a specific situation, analyze the situation and make a decision (Coombs, 2013).

Hypotheses of the Study

Hypo. No 1: There is positive correlation between the optimism level of late Zee generation about finding a permanent job and the job market in Balochistan in line with the expertise and skills of youth



Hypo. No 2: The organizations who prioritize experience over qualification shrinking job opportunities have direct link with the lack of the absence of skilled and professional education which is creating hurdles in availing job

Study Objectives

1. Investigating the level of hope of the late Zee Generation regarding their future job obtainability and social security
2. Exploring the desperation level of the late Zee generation regarding their future prospects and the hurdles impeding them from obtaining job

Methods and Materials

Generation Zee is more conscious about their future regarding their job obtainability and the risk that is expected about their social security. So, contextually, this study was carried out to understand the thinking level of the late Zee generation who are between the hope and desperation regarding their future security and job obtainability. The study was conducted through the realist and positivist approach of quantitative research of social research, in which survey method was considered as the best method to conduct the study and fetch the data. The respondents for the study were the youth from Balochistan while focusing the Quetta district, where the people living from across the province. The data was collected through well-structured questionnaire while distributing the questionnaire among them. The study respondents were included all those youths who were born during 2000 to 2010 as the late Zee generational cohort. The data was collected from male and female both through disproportionate stratified random sampling, where 300 questionnaires were distributed among the male Zee cohort and 100 among the female Zee generational individuals. This strategy was adopted because of the tribal nature of society, and it was quite inaccessible to approach girls easily. The questionnaire consisted of some personal questions however the major part was related to the central theme of the topic. In this regard 400 questionnaires were distributed among the respondents however, around 300 questionnaires were returned and they were filled from respect. The remaining around 100 questionnaires found unreturned. After collecting the data, it was further analyzed through SPSS version 23. The data sheet was formed first to upload the questions and data then it was classified on the basis of univariate and bivariate to conclude the data process in various tables. Later on it was interpreted in easy words so that to make it easy for the common men.

Results and Findings

In the questionnaire the respondents were asked in the beginning about their demographic profile. In this context, it was found that the ages of the respondents were between 17 and 24 years in total. They were divided among different professions like studentship, self-business, government jobs, private jobs, and other professions. Similarly, their qualification was varied. The respondents interviewed, had have BS degree, also there were respondents with intermediate and metric degrees, additionally, there were some students who were illiterate. However, the major portion of the respondents were intermediate degree holders. Furthermore, gender-wise the data was collected from both genders disproportionately.



Responses of the respondents regarding their views about job obtainability (hope) and their distribution in the respective category

S No	Statements	SA <i>f & %</i>	A <i>f & %</i>	N <i>f & %</i>	DA <i>f & %</i>	SDA <i>f & %</i>
I	You believe that there are job opportunities in Balochistan relevant to your field	(66) 22%	(80) 27%	(04) 1.5%	(74) 24.5%	(76) 25%
II	The job market in Balochistan is in line with your expertize and skills	(38) 12.5%	(92) 30.5%	(10) 3.5%	(113) 37.5%	(47) 15%
III	You think that you can find a permanent job in Balochistan within the next two years.	(67) 22.5%	(107) 35.5%	(06) 2%	(78) 26%	(42) 14%
IV	You feel most often anxious about your future employment.	(114) 38%	(128) 42.5%	(08) 2.5%	(36) 12.5%	(14) 4.5%
V	You feel disappointed about your education as there are less opportunities for jobs	(96) 32%	(96) 32%	(04) 1.5%	(65) 21.5%	(39) 13%
VI	You feel inferior when you compare yourself with the youth of other provinces.	(55) 18.5%	(103) 35%	(00) 0%	(68) 22.5%	(74) 24%
VII	There is very high competition in Balochistan regarding jobs obtainability	(162) 42%	(116) 38.5%	(06) 2%	(10) 3.5%	(06) 2%
VIII	Social media provided you new insights for career opportunities	(96) 32%	(140) 46.5%	(16) 5.5%	(40) 13.5%	(08) 2.5%

The research data in the above table explaining the respondents' answers regarding job obtainability in future. In this context a number of questions were asked from the respondents to know their views about the topic. For this cause the respondents were asked about their belief that there are job opportunities in Balochistan regarding their field. While responding to the questions 27% of the respondents agreed with the answer that there are job opportunities for their future in Balochistan, however, in the contrary 25% of the respondents expressed that they are strongly disagree with the statement. Furthermore, 24.5% of the respondents replied that they are disagree with the above assertion. However, 22% of the respondents strongly agreed with the statement and only 1.5% of the respondents opted the neutral option regarding this question.

In the next question as portrayed that the job market in Balochistan is in line with the expertize and skills of the respondents. The respondents in this regard were more in the position of disagreement. Thus, 37.5% of the respondents argued that they are disagree with the declaration that the job opportunities in Balochistan relevant to their field. Contrarily, 30.5% of the respondents responded that they are viewing that they are agree with the statement. However, on the other side 15% of the respondents showed strongly disagreement with the assertion and on the other side 12.5% of the respondents answered with the strongly agreed with the statement. Moreover, 3.5% of the respondents neither agreed and nor disagreed.

The table further elaborate the data that you think that you can find a permanent job in Balochistan. In this scenario 35.5% of the respondents found agree that they can find a



permanent job in Balochistan within the next two years. Nevertheless, 26% of the respondents viewed in the other way and shared that they are disagree with the proclamation. Contrarily, 22.5% of the respondents expressed that they are strongly agree with the statement, however, 14% of the respondents remained with the answer that they are strongly disagree and only 2% of the respondents replied with the neutral answer.

The table next eliminate data about that the respondents feel most often anxious about their employment. In this perspective majority of the respondents were viewing in the favor of the statement. Contextually, 42.5% of the respondents answered that they are agree with the statement that they feel most often anxious about their future employment. Furthermore, 38% of the respondents marked that they are strongly agree with the statement. But on the other side 12.5% of the respondents responded that they are disagree with the above assertion. 4.5% of the respondents replied that they are strongly agree with the statement and just 2.55% of the respondents neither agreed nor disagreed with the statement.

Moreover, the data in the table elucidate about the question that the respondents feel disappointed about their education as there are less opportunities for jobs. Based upon the responses of the respondents 32% of the respondents shared that they are strongly agree and agree with the declaration that they feel disappointed about their education as there are less opportunities for jobs each. Furthermore, 21.5% of the respondents documented that they are disagree with the above argument and further 13% of the respondents viewed that they are strongly disagree with the statement and only 1.5% of the respondents marked the neutral option.

The data in the table next explains about the statement that they feel inferior when they compare themselves with the youth of the other provinces. Consequent upon the respondents were found 35% of the total number in favor of the statement and shared that they are agree with the proclamation that they feel inferior when they compare themselves with the youth of the other provinces. Contrarily, 24% of the respondents denied and expressed that they are strongly disagree with the statement and moreover, 22.5% of the respondents replied that they are disagree with the statement and on the side other 18.5% of the respondents showed their strongly agreement with the assertion.

In the next question the respondents were asked about the question that there is very high competition in Balochistan regarding jobs obtainability. In this regard a huge number of the respondents expressed their consent. Contextually, 42% of the respondents contented that they are strongly agree with the statement that there is very high competition in Balochistan regarding jobs obtainability. Viewing similar 38.5% of the respondents moreover shared that they are agree with the declaration, however, on the opposite side 3.5% of the respondents affirmed that they are disagree with the statement, while only 2% of the respondents viewed as they are strongly disagreed and neither agree nor disagree with the claim each.

The table at the end documents data and elaborate the statement regarding the social media as providing new insight for career opportunities. In this way majority of the respondents affirmed the assertion and 46.5% of the respondents expressed that they are agree with the statement that the social media provided them new insight for career opportunities, further 32% of the respondents viewed that they are strongly agreed with the proclamation. Nonetheless, 13.5% of the respondents replied that they are disagree



with the statement. Similarly, 5.5% of the respondents marked the neutral option in the questionnaire and only 2.5% of the respondents strongly disagreed.

Responses of the respondents regarding their views about the threats and challenges (desperation) availing jobs, and their distribution in the respective category

S No	Statements	SA f & %	A f & %	N f & %	DA f & %	SDA f & %
I	Limited job opportunities in your field are doubling your anxiety level	(108) 36%	(156) 52%	(00) 0%	(30) 10%	(06) 2%
II	The organizations prioritize experience over qualification shrinking job opportunities	(121) 40.5%	(149) 49.5%	(06) 2%	(22) 7.5%	(02) .5%
III	The mental health issues and unemployment are linked with each other	(100) 33.5%	(122) 40.5%	(12) 4%	(54) 18%	(12) 4%
IV	The absence of skilled and professional education creating hurdles in getting a job.	(148) 49.5%	(129) 43%	(03) 1%	(18) 6%	(02) .5%
V	Political interference depriving deserving youth from jobs	(129) 43%	(135) 45%	(10) 3.5%	(22) 7%	(04) 1.5%
VI	The absence of merit disappointing competent students to get a good job.	(112) 37.5%	(132) 44%	(08) 3.5%	(23) 7.5%	(25) 8.5%
VII	The political leaders distribute jobs among their families and party workers giving no opportunities to others	(150) 50%	(106) 35%	(04) 1.5%	(34) 11.5%	(06) 2%

In the above table the data has been elaborated regarding threats and challenges faced by the respondents in job obtainability. In this connection, various questions were kept in front of the respondents in this domain. Consequent upon, the respondents were asked that limited job opportunities in their field are doubling their anxiety level. Based upon the responses of the respondents almost all of the respondents showed their concerned about this question. In this perspective 52% of the respondents expressed that they are agree with the statement that limited job opportunities in their field are doubling their anxiety level. Additionally, 36% of the respondents shared that they are strongly agree with the statement. Nevertheless, 10% of the respondents disagreed and only 2% of the respondents were strongly disagree with the claim.

Moreover, the table eliminate the data about the question that the organization prioritize experience over qualification shrinking job opportunities. Owing to this, 49.5% of the respondents affirmed that they are agree with the assertion that the organization prioritize experiences over qualification shrinking job opportunities. Similarly, 40.5% of the respondents responded that they are strongly agree with the statement. However, 7.5% of the respondents argued that they are disagree with the declaration. 2% of the respondents neither agreed nor disagreed only .5% of the respondents were strongly disagreed with the proclamation.

Data in the table next explains that the mental health issues and unemployment are linked with each other. Consequent upon the question a huge number of the respondents affirmed and resultantly 40.5% of the respondents shared that they are agree with the



assertion that the mental health issues and unemployment are linked with each other. Similarly, 33.5% of the respondent strongly agreed. But, 18% of the respondents viewed adversely and viewed that they are disagree with the argument and 4% of the respondents expressed that they are strongly disagree and the same percentage of the respondent marked the neutral option in the questionnaire each.

In the above table the respondents were asked about the question that the absence of skilled and professional education creating hurdles in getting a job. Contextually, 49.5% of the respondents viewed in positive way and shared that they are strongly agree with the declaration that the absence of skilled and professional education creating hurdles in getting a job. Furthermore, 43% of the respondents documented that they are agree with the statement, however, on the contrary 6% of the respondents disagree with the proclamation. Similarly, 1% of the respondents opted the neutral option in the questionnaire and only .5% of the respondents responded through strongly disagree option.

The table moreover, describe data that political interference depriving deserving youth from job. In this reference 45% of the respondents agreed with the statement that they view the political interference depriving deserving youth from jobs. Similarly, 43% of the respondents shared that they are strongly agree. But on contrary 7% of the respondents argued that they are disagree with the assertion. Nevertheless, 3.5% of the respondents opted the neutral option and only 1.5% of the respondents replied with strongly disagree option.

In the table the data further explains about the statement that the absence of merit disappointing competent students to get a good job. In this perspective a large majority of the respondents affirmed the statement where 44% of respondents viewed that they are agree with the claim. Additionally, 37.5% of the respondents strongly agreed with the statement, but on the other side 8.5% of the respondents showed strongly disagreement and 7.5% of the respondents shared that they are disagree with the proclamation and not the least 3.5% of the respondents marked the neutral option in the questionnaire.

The table at the end illuminate data about the asking question from the respondents that the political leaders distribute jobs among their families and party workers giving no opportunities to others. In this context, a huge majority of the respondents answered in the positive way and 50% of the respondents expressed that the they are strongly agreed with the argument that the political leaders distribute jobs among their families and party workers giving no opportunities to others. In addition to this 35% of the respondents showed agreement with the statement. However, 11.5% of the respondents replied that they are disagree, similarly, 2% of the respondents answered with the strongly disagreement and only 1.5% of the respondents viewed neither agree nor disagree.

Correlation between the optimism level of late Zee generation about finding a permanent job and the job market in Balochistan in line with the expertize and skills of youth

You think that you can find a permanent job in Balochistan within the next two years.	The job market in Balochistan is in line with your expertize and skills	
	Pearson correlation	.302**
	Total number	300

*and**. Correlation is significant at the 0.01 and 0.001 levels [2-tailed]



The data in the above table explains the optimism level of the late Zee generation about finding a permanent job and the job market in Balochistan which is in line with the expertize and skills of youth where ($r = .302^{**}$ $p < 0.01$). Contextually, these values depict that there is positive correlation between the optimism level of the late Zee generation about finding a permanent job and the job market in Balochistan is in line with the respondents expertize and skills having the p-value less than 0.001 which elucidate the correlation is significant. By implication it indicates that change in the attitude of the respondents regarding the optimism level of the late Zee generation about finding a permanent job are expected to have an equal effect on the job market in Balochistan which is in line with the expertize and skills of youth.

Correlation between the organizations who prioritize experience over qualification shrinking job opportunities and lack of the absence of skilled and professional education creating hurdles in job getting

The organizations prioritize experience over qualification shrinking job opportunities	The absence of skilled and professional education creating hurdles in getting a job.	
	Pearson correlation	.256**
	Total number	300

*and**. Correlation is significant at the 0.01 and 0.001 levels [2-tailed]

In the table the data elucidate the organizations who prioritize experience over qualification shrinking job opportunities and the absence of skilled and professional education creating hurdles in getting a job where ($r = .256^{**}$ $p < 0.01$). In this context, the above values describe that there is a positive correlation between the statement that the organizations who prioritize experience over qualification shrinking job opportunities and the absence of skilled and professional education creating hurdles in getting a job with the p-value less than 0.001, which explicate that the correlation is significant. By inferences it concludes that change in the responses of the respondents regarding the organizations prioritize experiences over qualification shrinking job opportunities are expected to have an equivalent effect on the absence of skilled and professional education creating hurdles in getting a job.

Discussion

The late Zee generation is entering into job market as they are a verge to graduate or many of them have graduated from different universities. But contrarily there are very scant opportunities to accommodate the huge number of this generational cohort. This was the motto to put behind this study. The finding concluded that the respondents were found more desperate and anxious about their future security. They shared that their degrees are not aligned with the job market failing them to achieve good jobs. Moreover, they regretted that they have less opportunities according their degrees. However, they argued that they are not inferior than the students coming from the other provinces. Further, they affirmed that there is very high competition in Balochistan impeding them to achieve jobs. Nevertheless, regarding the questions that whether they can find a job within the next two years, unexpectedly a large number of the respondents expressed that they are able to get job in the next two years. The respondents confessed that they get much insight from social media while pursuing their career opportunities. Additionally, during the study the respondents communicated that there are very limited job opportunities in their field which are doubling their anxiety level. The respondents contended that the organizations prioritize experience over qualification which ultimately shrinking job opportunities. As it



is evident from the studies that the people have no experience in the relevant field in the research locale and around. So, this situation resultantly leading the young bulk or the member of late Zee generation towards mental health issues. Moreover, the respondents agreed that there is shortage of skilled and professional education causing the rate of unemployment high. Nonetheless, political interference is another factor doubling the anxiety and desperation level of the late Zee generation regarding their job obtainability. Similarly, the violation of merit is another dilemma disappointing the competent youth to get the desired and deserving jobs. The study outlined ironically the political parties and the leaders distribute jobs among their families and worker leaving the deserving students in the lurch to avail opportunities.

Conclusion and Recommendations

The most crucial bulk or cohort of individuals across the globe of this time is the Z generation. It is the age group where its members are at the climax of youthful age with full physical energy, and more emotional than the rational sensibility. In this way, they are more important to be focused to engage. In Pakistan there are literally very limited opportunities for this generational cohort. It is a tradition in the south Asian countries that the students when complete their education, they are expected to find job, if they fail to find job, then they desperately turned to a number of mental related illnesses and issues, and moreover many of them divert to anti-social and criminal activities. Thus, in this context, it is suggested to provide the young bulk with the education which is aligned with the international standards; update the curriculums and the course content and syllabuses. Focus the professional and skilled based education. Promote critical thinking and discourse among the students. Make the students to become job creator not job seeker. Leave the out dated, obsoleted and traditional teaching and learning methods. Adopt pragmatic approach and involve students in practical and professional activities during the academic period. Encourage them to become self-dependent and self-reliant.

References

- Ágnes, U. T. (2020). Transformation of Z-Generation in the context of globalization and place marketing: the case of Hungarian students.
- Akinwale, G. A. (2024). Cultures of Desperation: Exploring Gangsterism and Cultism in the Modern Digital Age. *Journal of Terrorism and Defence Studies*, 1(1), 29-36.
- Barhate, B., & Dirani, K. M. (2022). Career aspirations of generation Z: a systematic literature review. *European journal of training and development*, 46(1-2), 139-157.
- Beardsley, C. (2022). Gen z and anxiety for future generations: can it be prevented. *A Thesis Presented to the faculty of California State University, Stanislaus*.
- Bencsik, A., Horváth-Csikós, G., & Juhász, T. (2016). Y and Z Generations at Workplaces. *Journal of competitiveness*, 8(3).
- Berkup, S. B. (2014). Working with generations X and Y in generation Z period: Management of different generations in business life. *Mediterranean journal of social Sciences*, 5(19), 218-229.
- Chambers, J., & Dhu Da, S. N. (2024). "Living With" Revolution: The Everyday Experiences of Myanmar's Generation Z Revolutionaries. *Journal of Contemporary Asia*, 54(5), 781-800.
- Chicca, J., & Shellenbarger, T. (2018). Generation Z: Approaches and teaching-learning practices for nursing professional development practitioners. *Journal for nurses in professional development*, 34(5), 250-256.



- Damayanti, T. E., Kusumawati, M. W., & Safitri, W. (2025). An analysis of the association between sociodemographic factors and anxiety levels in generation z. *Journal of Advanced Nursing and Health Sciences*, 32-39.
- Dangmei, J., & Singh, A. (2016). Understanding the generation Z: the future workforce. *South-Asian journal of multidisciplinary studies*, 3(3), 1-5.
- Dikeç, G., Öztürk, S., Taşbaşı, N., Figenergöl, D., & Güler, B. B. (2023). The perceptions of generation Z university students about their futures: a qualitative study. *Sci*, 5(4), 45.
- Flynn, D., Mthimunya, K., Mthimunya, B., Johnson, A., Douglas, J., & Alderson, J. (2025). The impact of anxiety on undergraduate generation Z nursing students during clinical placement: A narrative synthesis. *Nurse Education Today*, 147, 106596.
- Jain, V., & Pant, S. (2012). Navigating generation Y for effective mobile marketing in India: a conceptual framework. *International journal of mobile marketing*, 7(3), 56-65.
- Kumari, C. S. R. (2024). Self-Esteem, Coping Strategies, and Anxiety Among Generation Z: A Correlational Study. *Global Research Journal of Social Sciences and Management*, 2(1), 1-12.
- Levickaite, R. (2010). Generations X, Y, Z: How social networks form the concept of the world without borders (the case of Lithuania). *LIMES: Cultural Regionalists*, 3(2), 170-183.
- Lyons, S., & Kuron, L. (2014). Generational differences in the workplace: A review of the evidence and directions for future research. *Journal of organizational behavior*, 35(S1), S139-S157.
- Mujibah, S. N., & Faizah, I. N. (2023, August). Description of Future Anxiety on Generation Z. In *Proceeding of International Conference On Psychology, Health and Humanity* (Vol. 1, pp. 149-156).
- Nargundkar, R. V., Nafees, L., & Kushal, S. (2020). Young adults and their digitally extended selves: Assessing the impact of gender. *Journal of Public Affairs*, 20(3), e2064.
- Runcan, R., Nadolu, D., & David, G. (2023). Predictors of Anxiety in Romanian Generation Z Teenagers. *International Journal of Environmental Research and Public Health*, 20(6), 4857.
- Schroth, H. (2019). Are you ready for Gen Z in the workplace? *California management review*, 61(3), 5-18.
- Solaja, O. M., & Ogunola, A. A. (2016). Leadership style and multigenerational workforce: A call for workplace agility in Nigerian public organizations. *Leadership*, 21(01), 46-56.
- Trang, N. M., McKenna, B., Cai, W., & Morrison, A. M. (2024). I do not want to be perfect: investigating generation Z students' personal brands on social media for job seeking. *Information technology & people*, 37(2), 793-814.
- Zaleski, Z. (1996). Future anxiety: Concept, measurement, and preliminary research. *Personality and individual differences*, 21(2), 165-174.