Appendix

DISCUSSION NOTES

Chapter 1: What Is Millennial Generation?

1. Define Millennial Generation.
2. What features do Millennials have?

Chapter 2: The Differences between Millennial Generation and Other Generations

1. In Taiwan, Millennial is called “Strawberry Generation”; this means that Millennial Generation cannot bear pressure from daily life, workplace, or other aspects. They like strawberry, when you press it which is rotted. Do you agree this viewpoint?
2. What difficulties Millennials confront when they seek jobs?
3. Do you agree that there are many differences between Millennials and other generations? Set up an example to explain your thoughts.

Chapter 3: The Important Issues for Millennial Workers

1. Do you pay attention to the interpersonal relationships with your families, friends, classmates, or other people?
2. Do you like to communicate with other people? And, what the communication approaches or skills do you tend to use?
3. Do you avoid conflict? When you confront conflict, how do you deal with?

Chapter 4: Recruiting

1. What kind of the recruitment approach(es) can attract the Millennial job seekers?
2. What the difficulties do you think which impact recruitment process?
3. What information should be showed in the recruitment advertisement?
4. If you were a recruiter or HR, how to judge the applicants are appropriate or not?

Chapter 5: Training and Development

1. Which educational training method you prefer to? Explain your reasons.
2. Do you consider that the educational training is important for an employee? Why?
3. From your viewpoints, what the elements should be included in the educational training process?
4. Try to design a set of educational training process.

Chapter 6: Pay/Salary/Wage and Benefits

1. What elements should be considered to design a salary structure?
2. If you obtain less salary than your classmates, what is your perception? When you feel negative mood, how do you adjust your feelings?
3. If you are an employer, an employee ask you to increase his or her salary, how to deal with this situation?
4. If you are a human resource specialist, how to attract Millennial workers from the salary and benefits viewpoints?

Chapter 7: Promotion

1. What disadvantages of glass ceiling? Do you have any approaches to solve it?
2. What characteristics or personal traits are able to assist an individual obtain more promotion chance?
3. Do you consider that Millennial workers have higher expectation to promote than other generations? Describe your reasons.
4. Peter Principle is harmful for companies and workers. If you were an employer, do you know how to avoid it before you decide to promote a certain worker?
Chapter 8: Career Development

1. What is your expectation for your career?
2. What is your career goal? How to attain your career goal?
3. If you obtain a job, you find this company system does not suit you, but it is beneficial for your career development, what decision you make?

Chapter 9: The Future Challenge of Millennial Workers

1. What challenges of Millennial workers will confront besides external environment and demographic structure?
2. After reading this book, what the characteristics of Millennial individuals and workers?