

ABSTRACT

The purpose of this study is to explore the perceptions of Millennial generation superiors in perceive, understanding and developing the work aspirations of generation Z employees in the corporate environment, especially in energy industries in Central Java, Indonesia. The energy industry in Indonesia is currently facing the challenge of generational diversity in its workforce, especially generation Z who has begin dominating the workforce. Therefore, it is necessary to explore the Millennial generation's superiors regarding their perception on Generation Z's work aspirations in order to understand and develop foremost work aspirations.

The research method used in this study is phenomenological qualitative research method. Research informants were taken from several energy companies in Central Java who held positions as managers in the organization.

Based on the findings, it was found that the aspirations of generation Z employees are work-life balance, flexibility of working time, continuous learning & career development, environmental concern, advance technology implementation, and contributing to the social community. There are foremost things that generation Z employees must consider; adaptation to company rules, ethics and communication, work mentality, basic fundamentals in carrying out tasks, company culture, and mastering technology.

Keywords: *Millenial Generation Perception, Generation Z, Work Aspirations, Qualitative Research, Energy Industry*