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***Millennial Managers? Think Again.
Millennials Choose a Career for Me over Being the Boss***

- **Being the boss is low priority for Millennials -**
Does not prioritize leadership as top career goal
- **Millennials are eager to learn individual skills, just not management - Millennials**
prize IT, interpersonal and technical skills over managerial skills
- **Men aspire to leadership roles slightly more than women -**
*Globally, millennial men aspire to manage, get to the top and start their own company more than women, **however, in India; there is not much of the difference.***

New-Delhi (NOVEMBER 17, 2016) – Instead of climbing the corporate ladder, Millennials are focused on learning the technical and personal skills to ensure long-term career security, according to a study released today by ManpowerGroup (NYSE: MAN). Out of 1000 Indian millennials surveyed, they prioritize recognition and purpose. Asked about their top career goals, Millennials said: To be a recognized expert in their field (18%), making a positive contribution (17%) and working with great people (16%). They are looking for work they believe in and learning the skills to build a ‘career for me.’

AG Rao, Group Managing Director of ManpowerGroup India, said, Today organizations are increasingly emphasizing on the millennials’ wants and needs, to make full use of their skills, it is very important to be more cognizant of what Millennials want. They’re looking for jobs that give them a sense of fulfillment or meaning, allow them to be authentic and play to their strengths, offer opportunities for learning and growth, and empower them to take initiative. Millennials want to do meaningful work and be a part of something that will have a positive impact on the world.

Today, companies support and train millennials to be open to feedback, which translate into learning and growth and give them a sense of belonging to their employers. Millennials like being independent because it allows them to showcase their creativity and problem-solving ability, Independent employees are great self-motivators, added Mr. Rao.

“Millennials want employment security and are pursuing a ‘Career for Me’ to get it. They see traditional managerial paths as less appealing than learning technical and personal skills,” said Mara Swan, Executive Vice President, Global Strategy and Talent at ManpowerGroup. “Loyalty is a two way street. To cultivate the next generation of leaders, employers need to show Millennials how taking on managerial roles aligns with their long-term career goals and will help make them more employable in the future.”

- **Being the Boss is a Low Priority for Millennials.** Globally, just 22% of Millennials rank aspiring to leadership roles as a top career priority. In India, it stands at 34%. This figure includes: managing others (6%), getting to the top of an organization (14%) and owning my own company (14%). All three ranked at the bottom of Millennials' list of career priorities in almost every country except Mexico, where their entrepreneurial drive put "owning my own company" at the top of the list (31%).
- **Men aspire to leadership more than women.** The United States, Singapore and Switzerland have the largest gender gaps. France is the only country where men and women aspire to leadership roles equally. In India, only 1% gap exist which states an equal aspiration among men (34.7%) and women (33.80%) for leadership roles.
- **Millennials are eager to learn individual skills, just not management.** 63% of Indian Millennials want to develop their technical, personal or IT/technology skills in the next year (Globally 68%), while just 37% want to improve people management or leadership skills (Globally 32%). For Millennials, skills are the new currency: In India, 82% of Millennials would change jobs for the same pay, but more skills training opportunities.
- **Millennials are pleased but not satisfied with management.** 81% of Indian millennials are pleased with how they are being managed; however, most Millennials rank their own people management style more positively than that of their managers when it comes to: listening (55% for Millennials vs. 46% for managers), offering feedback (69% for Millennials vs. 58% for managers), and giving encouragement (72% for Millennials vs. 61% for managers).

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About the Research

ManpowerGroup commissioned thought leadership consultancy Reputation Leaders to conduct a quantitative global study of 19,000 working Millennials and 1,500 hiring managers across 25 countries to understand what Millennials want now and in the future, and help individuals and organizations succeed in the changing world of work. Millennials were identified as those born between 1982 and 1996.

Fieldwork took place between February and April 2016. Participating countries included: Argentina, Austria, Australia, Belgium, Brazil, Bulgaria, Canada, China, France, Germany, Greece, India, Italy, Japan, Malaysia, Mexico, Netherlands, Norway, Paraguay, Singapore, Serbia, Spain, Switzerland, the United Kingdom and the United States.

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About ManpowerGroup India

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