

Millennials rate bosses highest

WALL STREET JOURNAL STAFF

What do twentysomethings like? Their bosses, it turns out.

In a recent U.S. study, members of the so-called millennial generation rated their managers more highly than did Generation Xers or baby boomers. Sixty-eight per cent of millennials – those born between 1982 and 1996 – rated their managers' overall performance "good" or "very good."

Their older colleagues weren't nearly as impressed with their bosses' skills. Fifty-nine per cent of Generation Xers rated their bosses' overall performance favourably, while only 55 per cent of baby boomers did. Only 51 per cent of boomers said their company values their contribution, while 60 per cent of millennials did.

In other measures, such as their

boss's ability to manage people and keep commitments, respondents fell into similar age-group patterns. The survey of 11,000 respondents, by human-resources firm Kenexa, was conducted last spring.

Brenda Kowske, research manager at Kenexa, said younger people may be more open to being managed.

"Millennials are more willing to take direction and accept authority," she said. "As we grow older, our ideas become more concrete and less flexible."

David Lewis, president and chief executive of OperationsInc LLC, a human-resources consulting firm, said baby boomers' muted praise may also stem from being "traumatized" by the soft job market and having endured several economic slumps.

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