

# AN APPRAISAL OF MILLENNIAL WORKPLACE MOTIVATIONAL FACTORS IN RESIDENT ONLY COUNTRY CLUBS: FRENCHMAN'S CREEK, FLORIDA

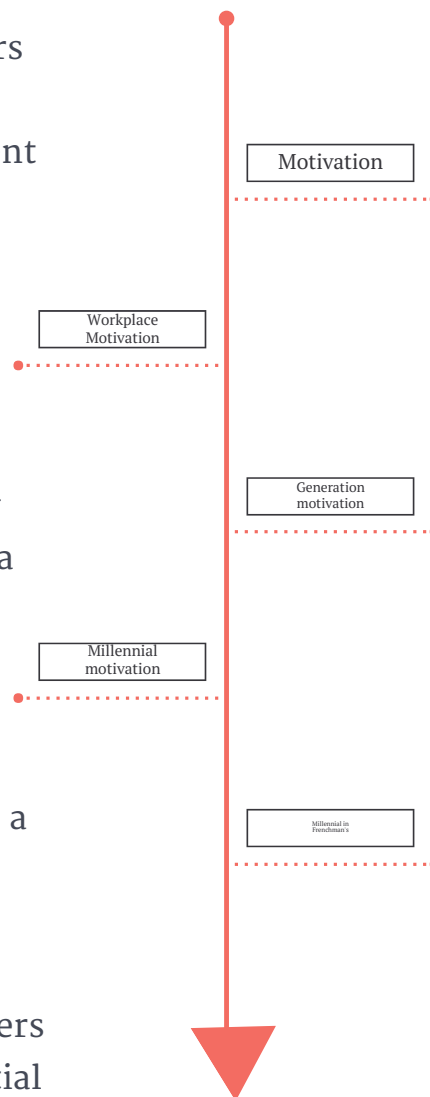
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## Aim

Attempt to showcase the difference in motivational factors between millennials and other generations in the case of resident only country clubs.

## Objectives

- To critically review secondary literature on motivational theories related to hospitality workplaces in order to create a framework of enquiry for the primary research.
- To investigate the current motivation levels of differing 'generations' of employees in a resident only Country Club in Florida USA
- To provide a range of recommendations to the owners of the Country Club on potential strategies to improve employee motivation within their workplace



## literature Review

There is no solid way of determining what motivation really is. And whether motivation comes from within or because of other external influence, or perhaps both.

Maslow's hierarchy of human needs

According to Maslow, A. H (1943) people are motivated to obtain certain needs, and when a certain is fulfilled, the person will try to fill full the next one.

Maslow (1943) has created a theory that there are five stages of motivational needs. The five-stage model can be interpreted as the lowest one would be a human basic needs, in order words the need to survive.

# Methodology

Using both primary and secondary data for a point of analyzing data from a critical point of view.

The author plans to use mainly on quantitative research, as it can be easily measured and since there is need for a large variety of people in order to tackle the different generation. (Gill et al., 2008) – Conduct surveys, as they cover a larger range of different personals. The main population of the study are going to be the employees of Frenchman’s Creek, whether they have worked there before or are currently working there.

## Anticipated Findings

The collections of the data that the author would collect will help and approve the companies’ motivation approach. It will show an insight to the variety of skills the company might be lacking. Moreover, to help the company take advantage of the benefits of a multigenerational workplace.

The Different generations  
Traditionalists (1922–1945)  
This the generation known to be going to an era of suffocating conformity, this generation went through war and also postwar.

Baby Boomers (1946–1946)  
The generation that are the largest generation is the workplace.

Gen X (1965–1980)  
It started at this generation to being raised up by a high rate of blended families, as well this generation were also brought up in the shadow of the influential of the bloomer generation.

Millennial (1980–2000)  
This is the fastest growing generations and stands around 25% in the united states workplace.

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