

Mentoring Needs and Expectations of Generation-Y Human Resources Practitioners: Preparing the Next Wave of Strategic Business Partners

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Abstract

As organizations prepare for the arrival of Generation-Y HR practitioners as the next generation of strategic business partners in our 21st century

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workplaces, questions ignite about Generation-Y's values and aspirations, and how we can engage them in our workplaces. At the forefront of organizational initiatives is mentorship which has resurged as a leading employee development tool. The purpose of this paper is to: examine the benefits of mentorship and the challenges and opportunities of Generation-Y engagement in the workplace; present results from a study on mentoring needs and expectations of Generation-Y HR practitioners; and; present a mentorship model built on collaboration and an action research framework. Surveys, focus groups, and one-on-one interviews with 452 participants generated robust data on the needs and expectations of



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