Millennial Generations & Their Parents: Similarities and Differences

Suad. M. A. Sulaiman[1] & Sura. R. A. Al-Muscati[2]

[1] Sultan Qaboos University, AlKhod, Muscat, Oman

[2] Whispers of Serenity Clinic, Athaiba, Muscat, Oman

Correspondence: Sura. R. A. Al-Muscati, Whispers of Serenity Clinic, Athaiba, Muscat, Oman. E-mail: suraalmuscati@gmail.com

Abstract

This study aims to investigate the similarities and differences between the youth generation and their parents. The youth's generation's personality characteristics, work values, life style, social and cultural values, preference of communications ways seems different from their parent's generation. The previous information helps parents to provide effective parenting strategies to develop their offspring's personalities, abilities, and potential to the ultimate level. Also, the research findings will help family counselors, university counselors, educators, and administrators to understand the youths, as well as provide effective services for them to enhance their growth level in different areas. A sample of 616 students consisting of male and female students was selected randomly from eight scientific and humanities colleges at Sultan Qaboos University. A questionnaire was used to measure factors that generate similarities and differences between the youth generations and their parents. The reliability and the validity of the instrument were high and suitable for implementation. The study shows that the millennial generation has similarity to parents in the cultural values, work values. Differences indicated in the communication styles and optimism in the new generations due to social media and technology effect. Farther results of the current study were discussed in details. This study gives the needed insight for the governmental agencies in getting better understanding of the needs of current youth. The recommendation for parents, family counselors, university counselors, educators and administrators was discussed.

Keywords: personality characteristics, work values, life style, social and cultural values, preference of communications

1. Introduction

Today administrates, teachers, and counselors at schools, parents at home encounter difficulties in understanding new generation who live in global society. It seems at times the millennial generation have their sub culture differ from previous generation culture which create a huge gap between the two generations. All that leads some times to misunderstanding, misinterpretation, arguments, disagreement and conflicts between the two generations and effect their relationship, rapport and bond which reflect on youth's healthy development. It is very essential to understand the millennial generation and their needs so parents, teacher, counselors can approach them effectively and guide them to face successfully different obstacle that they may encounter in their life during the critical stages of their development until they become independent.

Various studies have shown the similarities and differences between the millennia's generation's personality characteristics, work values, life style, social and cultural values, preference of communications ways are different from their parent's generation. According to Kupperschmidt (2000) a generation is an identifiable group, which shares years of birth and hence significant life events at critical stages of development. In general, most researchers agrees that there are four broad generations of employees: Veterans (1925-1944), Baby Boomers (1945-1964), Gen X (1965-1981), and Gen Y (1982-2000) (Hart, 2006; Yu & Miller, 2003). Additionally, according to Wong, Gardiner Lang and Coulan (2008) a generational group share both historical and social life experiences, which influence the mechanism in which they develop, and distinguish one generational group from another.

The millennial generation is said to be born between the years of 1979 and 1994, this generation is new to the workforce (Jennings, 2000). This generation is the "technology" generation and are "connected" 24 hours a day. This generation also exhibits a remarkable appetite for work (Ryan, 2000).

In terms of discussing personality characteristics, it is essential to define personality. According to Saville et al. (1984) an individual's personality is represented by their preferred way of behaving, thinking and feeling.

Various studies have investigated existing generational differences between people of different birth cohorts. For example, in their study, Twenge (2001b) established that the degree of assertiveness exhibited by American women had risen and fallen in parallel to changes in women's social status between the years 1932-1993, moreover, Twenge (2000) claims that meta-analyses of American data between the years 1952 and 1993 showed a dramatic raise in levels of anxiety and neuroticism. As a result Twenge (2000) concluded that social change, as well as socio-cultural environment can be assumed to personality traits. Furthermore, the latter study emphasizes the link between birth cohort and personality traits, and implies that socio-cultural environments can have a strong influence on the way in which individuals develop.

In a further study, Twenge (2001a) conducted a cross-temporal meta-analysis in which he examined American college students varying extraversion scores across birth cohorts in order to see the impact of the larger socio-cultural environment on a person's personality. Twenge's (2001a) study concluded that 14-19% of the variation existing in extraversion scores can be attributed to changes in birth cohort.

Various researchers have emphasized the necessity of dealing with the generational differences that seem to exist in worker's work values. Recent literature reports many differences existing in terms of work values between the Baby Boomers and Generation Xers that leads to conflict (Adams, 2000). This necessity was particularly highlighted by Fyock who warned in 1990, that these generational differences may play a role in causing misunderstandings, miscommunications and mixed signals.

It is important to note that the meaning of work has dramatically changed over the last few decades (Steiner & Steiner, 2000). The 16th century, witnessed the growth of the Protestant Work Ethic (PWE) from the conviction that hard work, dedication, frugality, and perseverance were essential in getting God's pleasure and particularly important for salvation (Steiner & Steiner, 2000).

In particular, values can be assumed to mean what individuals believe to be fundamentally right or wrong (George & Jones, 1999). Thus, George and Jones (1999) stipulate that work values consist of what the individual believes to be right or wrong in the work setting (George & Jones, 1999). However, they claim that this definition may be too simple, and that today's worker may be obligated to participate in decision-making, problem-solving, trouble-shooting, and managing.

According to Karp et al. (1999) individual's from the generation X tend to be more focused on extrinsic rather than intrinsic motivation at work. Furthermore, current research seems to indicate that Generation X workers work values are considerably variant from those of the Baby Boomers. As the Generation Xers (newer employees) have been shown to be more oriented and to display less loyalty to the company (Smola & Sutton, 2002). Additionally, the generation X-ers place a higher emphasis on early promotion than their older counterparts, and were less likely to perceive work as an important aspect of life, and when asked, they claimed that they would be more likely to quit their jobs in the event of winning a large sum of money (Smola & Sutton, 2002).

Moreover, Smola and Sutton (2002) research shows that values, and in particular work values are more influenced by life events and socialization experienced by the individuals than they are by the individual's age and maturity. In their research, Smola and Sutton (2002) compared 27-40 year olds and 41-65 year olds in 1974 to 27-40 year olds and 41-65 year olds in 1999. This comparison showed that both age groups in 1999, as opposed to those in 1974, felt that it was less essential that a worker feel a sense of pride in one's work. Moreover, in 1999, both age groups were less likely to associate job performance with worth as an individual (Smola & Sutton, 2002).

Accordingly, Smola and Sutton (2002) concluded that the findings of the study indicate that both age groups in 1974 had a stronger conviction that working is strongly associated with being a "better" person. Thus, this pattern reflects the degree to which work has been given a lower priority in the last few years, as well as an increasing trend in which personal value is no longer associated with a person's job or hard work (Smola & Sutton, 2002). Thus, overall, the previous findings indicate that work values are more impacted by generational experiences than by age and maturation (Smola & Sutton, 2002).

Additionally, the similarities and differences between the millennia's generations preference of communications ways are variant from their parent's generation. Technology has changed society in a number of ways. Millennial utilize technology different than the previous generations. Research indicates that major innovations in software and hard-ware technology which has changed the way that individuals communicate. Of these, includes the rise in social networking platforms (e.g., MySpace, Facebook, LinkedIn, and Ning). These social networking platforms

has made it easier for people to interact with others synchronously and asynchronously, regardless of location, and to engage in communities of similar interest and practice (Deal, Altman, & Rogelberg, 2010).

In terms of lifestyle, the millennial generation grew up in a world of advanced technology, information and digital media (McMahon & Pospisil, 2005). Moreover, this generation has been exposed to IT from a very young age. Accordingly, this generation places a high emphasis on multitasking, and tend to rapidly switch from one activity to another, with minimal adjustment time, as exhibited by their tendency to multitask by being connected to their friends via SMS, mobile phones, and email while also playing computer games, watching TV and listening to music (Brown, 2000). The millennial generation also differ from their parents in terms of their accommodation to fast good, and fast style of life (Frand, 2000). The millennial generation is also noted to be more in favor of experimenting with numerous career paths, and emphasize the importance of seeking personal development and growth over career building (Howe & Strauss, 2000).

Furthermore, according to Paul (2001) one of the greatest distinctions in terms of life style between Generation Y (also known as the millennial generation) and their parents generation X is their attitude about money. The generation Y tends to be very optimistic about their earning power (Paul, 2000). In March 2001, Northwestern Mutual poll of college seniors indicated that 73 percent confirmed that they thought it would be very likely that they would be able to afford the same lifestyle they had grown up in, while 21 percent claimed it was somewhat likely (Paul, 2000).

Lastly, in terms of social and cultural values, generational differences between the millennial generation and their parents, Robert Moore in 2005 notes the emergence of a new kind of individualism by China's millennial youth. Today's Chinese millennial are the children of the Cultural Revolution generation (Moore, 2005). Additionally, as a result of globalization, as well as their fascination by Western pop cultural, this generation has developed a range of viewpoints, and attitudes that are dramatically different from that of their parents, in particularly a belief in a form of individualism titled "ku" that stands in direct opposition of Chinese social and cultural values of collectivism (Moore, 2005).

2. Methodology

Research Questions:

1) Are there differences in Personality Characteristics between the youth generations and their parents? What are these differences and similarities?

2) Are there differences in life Style between the youth's generations and their parents? What are these differences and similarities?

3) Are there differences in Social norms & Cultural values between the youth's generations and their parents? What are these differences and similarities?

4) Are there differences in Communication Ways between the youth's generations and their parents? What are these differences and similarities?

5) Are there differences in Work Values between the youth's generations and their parents? What are these differences and similarities?

2.1 Sample

The sample was selected randomly and consisted of 616 students which is 6.58% from the study population during summer semester 2014 at Sultan Qaboos University. The sample details are in Table 1.

Table 1. Sample details

Total	College		Gender	College Year
	Art	Science		
8%	23	12	48	M
15%	54	38	92	F First
19%				
	48	64	112	M
				Second

30%	84	100	184	F	
17%	46	60	106	M	
7%	24	18	42	F	Third
3%	14	10	24	M	
1%	6	2	8	F	Fourth
100%	312	304	616	Total	

2.2 Research Questionnaire

The researcher prepared the questionnaire from literature review on related studies, and from the qualitative study (N=12), and pilot study (N=80). The research questionnaire after conducting face validity consist of 7 dimensions, 50 items measuring the gap between generations on seven sub scale as follow: (1) extremely don't agree, (2) don't agree, (3) don't agree to certain extend, (4) agree to certain extend, (5) agree, (6) extremely agree. Table 2 shows items distribution on each dimension.

Table 2. Items distribution on each dimension

Items N	Items	Dimension	No
7	8, 25, 30, 34, 36, 47, 48	Personality Characteristics	1
7	6, 12, 14, 16, 22, .37, 42	Technological Information	2
7	3, 9, 11, 18, 21, 26, 39	Life style	3
7	15, 27, 33, 38, 41, 45, 46	Social norms & Cultural values	4
7	1, 2, 5, 17, 23, 44, 50	Communication Ways	5
7	4, 7,10, 19, 20, 28, 43	Information Level	6
8	13, 24,29, 31, 32, 35,40, 49	Work values	7
50		(7) dimensions	Total

The researchers used the following criteria to outline the student's response range:

Low agreement (L):   1.00-2.66

Moderate agreement (M):   2.67-4.33

High agreement (H):   4.34-6.00

Questionnaire reliability was measured through Alpha Cronbach by measuring internal consistency for each questioner dimensions (0.04-0.60), and the internal consistency of the questioner (0.85). The Table 3 shows the result.

Table 3. The result of questionnaire reliability

Dimension		No
Personality Characteristics	0.51	1
Technological Information	0.40	2
Life style	0.42	3
Social norms & Cultural values	0.60	4
Communication Ways	0.53	5
Information Level	0.47	6
Work values	0.52	7
Total	0.85	8

3. Result and Discussion

3.1 Are There Differences in Personality Characteristics between the Youth's Generations and Their Parents? What Are These Differences and Similarities?

The researchers calculated the means, stander divisions, ranks, and percentage of each item on the sub scale of the study to know the answer: are there differences in Personality Characteristics between the youth's generations and their parents. To measure youth's agreement level of their personality characteristics difference and their parents. Table 4 shows the responses of the sample on the first sub scale items (personality characteristics).

Table 4. Means and standard deviations and ranks to the responses of the sample on the first dimension (Personality Characteristics) in descending order (N0.* = 616)

Rank**	No	Statements	Mean	SD	Percentage***	Level of approval
1	72	Balance between work & life	5.05	1.06	92.6%	High
2	96	Accomplishing self-satisfaction	4.04	1.19	70.3%	Medium
3	50	Using single & available product	3.90	1.17	69.0%	Medium
4	94	Spending & saving money concept	3.99	1.28	68.7%	Medium
5	16	Concentrating on luxury & perfection life	3.25	1.33	45.2%	low
6	68	Less responsible & more depended on others	3.20	1.56	44.5%	low
7	60	Dependent on house maid	3.13	1.54	41.3%	low

*No. of sample **Based on the means ***Agree Percentage

The above result indicates that most student like to balance between work & life which highly different than their parent generation who associate job performance with worth as an individual (Smola & Sutton, 2002). This finding goes with Smola and Sutton (2002) that work has been given a lower priority in the last few years, moreover personal value is no longer associated with person's job or hard work. Additional finding suggested that there is medium differences between two generation in accomplishing self-satisfaction with suggest that the millennia's generation satisfaction from life come when they balance it with work.

Moreover, the spending and saving money concept is moderately similar between the two generation, however according to Paul (2000) there is difference in attitude towards money between the two generation, the millennial generation are very optimistic about their earning power. Moreover, they are modestly similar to their parent in using single & available product instead of having multiple cell phones or products. This could be explained due to Omani culture which is generous with gests as an Arabic culture but at the same time avoids excessive and unnecessary expanses.

3.2 Are There Differences in Life Style between the Youth's Generations and Their Parents? What Are These Differences and Similarities?

The researchers calculated the means, stander divisions, ranks, and percentage of each item on the sub scale of the study to know the answer: are there differences in Life Style between the youth's generations and their parents. To measure youth's agreement level of their Life Style difference and their parents. Table 5 shows the responses of the sample on the second subscale items (Life Style).

Table 5. Means and standard deviations and ranks to the responses of the sample on the third dimension (Life Style) in descending order (N0.*=616)

Rank**	No	Statements	Mean	SD	Percentage***	Level of approval
1	72	My Family provides my basic & luxury needs	5.00	1.16	89.4%	High
2	6	Different life style preference (awaking up, ect)	4.71	1.22	85.5%	High
3	18	Practicing a activities & hobbies	4.26	1.22	76.1%	Medium
4	42	Interests in Life	4.25	1.26	78.1%	Medium
5	36	Using different products at same time	4.00	1.30	69.4%	Medium
6	52	Degree of using mobile phones & entertainment	3.96	1.33	66.5%	Medium
7	22	Connecting with the family	3.69	1.50	58.4%	Medium

*No. of sample **Based on the means ***Agree Percentage

The above result indicates most student agreed that their families provide for them not only basic needs but also luxury needs, Bengston (1975) found the two generation are similar in the term of materialism. On the other hand the students stated clearly that they prefer life style different from their parents, the millennial generation has more exposure to different experiences and cultures because they live in globalization and advanced digital technology (Sulaiman & Al-Muscati, 2014) which changed their life style such as awaking up time, staying up late, practicing different sports and hobbies, frand (2000) stated millennial generation differ from their parents in terms of their accommodation to fast food, and fast style of life. On the other hand excessive use of mobile/cell phone and creation activities and connecting with families was moderately similar between two generations.

3.3 Are There Differences in Social Norms & Cultural Values between the Youth's Generations and Their Parents? What Are These Differences and Similarities?

The researchers calculated the means, stander divisions, ranks, and percentage of each item on the sub scale of the study to know the answer: Are there differences in Social norms & Cultural values between the youth's generations and their parents. To measure youth's agreement level of their Social norms & Cultural values difference and their parents. Table 6 shows the responses of the sample on the third subscale items (Social norms & Cultural values).

Table 6. Means and standard deviations and ranks to the responses of the sample on the fourth dimension (Social Norms & Cultural Values) in descending order (N0.*=616)

Rank**	No	Statements	Mean	SD	Percentage***	Level of approval
1	90	Appreciate different values than parents	3.88	1.30	66.5%	Medium
2	66	Favoring personal development over accomplishing work missions	3.86	1.32	64.2%	Medium
3	92	Participating in social events with family	3.67	1.35	58.4%	Medium
4	76	Imposes on social customs & traditions	3.57	1.39	55.8%	Medium
5	30	My parents relationship with my grandparents stronger than mine with them	3.50	1.52	51.6%	Medium
6	82	Holding social customs & traditions in exaggeration	3.15	1.48	41.9%	low
7	54	Imposes on traditional clothes	2.79	1.51	33.9%	low

*No. of sample **Based on the means ***Agree Percentage

The research finding suggest that there is moderate and high similarity between the millennial generation and their parents in the area of social norms and cultural values such as: the values they hold, balancing between personal values and work values, following social values through attending social events, and having strong family values. In addition the two generation are similar in fallowing cultural values: such as social customs and traditions

especially wearing Omani national official cloths. These findings are different than Bengston (1975) and Moore (2005) who reported that the millennial generation' viewpoints and attitudes are towered collectivism.

3.4 Are There Differences in Communication Ways between the Youth's Generations and Their Parents? What Are These Differences and Similarities?

The researchers calculated the means, stander divisions, ranks, and percentage of each item on the sub scale of the study to know the answer: are there differences in Communication Ways between the youth's generations and their parents. To measure youth's agreement level of their Communication Ways difference and their parents. Table 7 shows the responses of the sample on the second subscale items (Communication Ways). Table 7 shows means and standard deviations and ranks to the responses of the sample on the fourth sub scale.

Table 7. Means and standard deviations and ranks to the responses of the sample on the fourth sub scale (Communication Ways) in descending order (N0.*=616)

Rank**	No	Statements	Mean	SD	Percent age***	Level of approval
1	2	Consulting peers when confused	4.34	1.27	79.4%	High
2	4	Communicating with parents on social network	3.9	1.46	66.1%	Medium
3	46	My dependence on technology generated gap	3.33	1.30	45.5%	low
4	34	Using words from other cultures creates misunderstanding	3.21	1.31	40.3%	low
5	100	Using words from other languages effect on our communications	2.99	1.40	36.1%	low
6	10	Learning new language effected on my communication	2.78	1.50	32.9%	low
7	88	Narrowing dialog due lack of my participatory involvement	2.74	1.45	30.0%	low

*No. of sample **Based on the means ***Agree Percentage

The result show the millennial generation are different from their parent's generation, they highly prefer to consult with peers when they are confused and need support. Using social networking platforms has made it easier to interact with each other regardless of location (Deal, Altman, & Rogelberg, 2010). In addition they communicate mediatory with their parents on social network and believe their dependence on technology is low, may that be explained through Omani's live in a collective society and the youths still place higher priority on collectivist society and highly interact social face to face (Sulaiman & Al-Muscati, 2014). Moreover, the result reveled that the two generation communication is not effected due to youth learning new languages or using words from other languages or cultures, also the two generations have great dialog with each other as the participate in taking decisions.

3.5 Are There Differences in Work Values between the Youth's Generations and Their Parents? What Are These Differences and Similarities?

The researchers calculated the means, stander divisions, ranks, and percentage of each item on the sub scale of the study to know the answer: are there differences in Work values between the youth's generations and their parents. To measure youth's agreement level of their Work values difference and their parents. Table 8 shows the responses of the sample on the fifth subscale items (Work values). Table 8 shows means and standard deviations and ranks to the responses of the sample on the fifth sub scale.

Table 8. Means and standard deviations and ranks to the responses of the sample on the fifth sub scale (Work values) in descending order (N0.*=616)

Rank**	No	Statements	Mean	SD	Percentage***	Level of approval
1	62	Attend work provides convenient & flexible hours	4.30	1.33	77.1%	Medium
2	80	Prefer rest than formalities at work	4.15	1.29	72.8%	Medium
3	98	Prefer on his development &career advancement	4.08	1.23	71.9%	Medium
4	64	Attend own rest & health than meeting work deadline	3.76	1.46	58.4%	Medium
5	70	Prefer work through emails & calls than meetings	3.67	1.47	55.5%	Medium
6	48	Don't accept any job & job opportunities	3.58	1.32	53.9%	Medium
7	26	Don't accept to work morning & evening	3.42	1.22	48.7%	low
8	58	Personal meeting waste of time at work	2.81	1.37	29.7%	low

*No. of sample **Based on the means ***Agree Percentage

The research finding suggest that there is moderate and high similarity between the millennial generation and their parents according to the youth's perceptions in the area of work value. Both generation are moderately similar in attending work provides convenient and flexible hours, prefers rest than formalities at work, concentrate on their career development and advancement this goes with Howe and Strauss findings (2000) that they emphasize the importance of seeking personal development and growth over career building. Also they prioritize health over work, prefer using technology to do work, and chose the work they like, so they don't accept any work this goes with Howe and Strauss findings (2000) that millennial generation prefers to experiment with numerous career paths. The millennial generation and their parents generation prefer to work in government organizations over private organizations, 65% of youths in higher education institutes and 87% of job seekers prefer to work in government organizations in Oman (National institute for statistics and information, 2015), because work values are more influences by life events and socialization experienced by individuals than they are by individual's age. This pattern reflects the degree to which work has been given a lower priority in the last few years, as well as an increasing trend in which personal value is no longer associated with a person's job or hard work (Smola & Sutton, 2002). In addition there was similarity in refusing to work for long hours and two shifts, moreover both generation think personal meeting are not waste of time at work that could be explained in a collective society such as Oman, meeting with people at work take high priority to finish any business deals, tasks, or work.

3.6 Are There Differences in Technological Information between the Youth's Generations and Their Parents? What Are These Differences and Similarities?

The researchers calculated the means, stander divisions, ranks, and percentage of each item on the sub scale of the study to know the answer: are there differences in Technological Information between the youth's generations and their parents. To measure youth's agreement level of their Technological Information difference and their parents. Table 8 shows the responses of the sample on the six subscale items (Technological Information). Table 9 shows means and standard deviations and ranks to the responses of the sample on the six sub scale.

Table 9. Means and standard deviations and ranks to the responses of the sample on the fifth sub scale (Technological Information) in descending order (N0.*=616)

Rank**	No	Statements	Mean	SD	Percentage***	Level of approval
1	44	Technology provides all the knowledge witch save my time & efforts to accomplish my work Prefer technological communication upon face meeting	4.79	1.19	88.7%	High
2	74		4.41	1.17	82.6%	High
3	84	Technological knowledge make us work smartly	4.10	1.23	72.6%	Medium

4	12	Spending time on social network created generation gap	3.57	1.47	52.8%	Medium
5	24	Parents don't acknowledge important of networking	3.44	1.32	48.7%	low
6	24	Being away increased the Technological gap	3.25	1.58	47.1%	low
7	32	Parents know new technological programs &terms	3.14	1.26	39.7%	low

*No. of sample **Based on the means ***Agree Percentage

The above result indicates that most student agreed that technology provides all the knowledge which saves time and efforts to accomplish any task at work, also they prefer technological communication upon face meeting, and technological knowledge make them work smartly regardless of time or location saving time and efforts. Moreover, the student think parents cannot acknowledge importance of networking and few of them think there parents know technological programs and terms. This finding agrees with Deal, Altman and Rogelerg (2010) that the social network platforms opened tremendous ways of communication regards of location and made it easier for people to interact synchronously and asynchronously.

3.7 Are There Differences in Information Level between the Youth's Generations and Their Parents? What Are These Differences and Similarities?

The researchers calculated the means, stander divisions, ranks, and percentage of each item on the sub scale of the study to know the answer: are there differences in Information Level between the youth's generations and their parents. To measure youth's agreement level of their Information Level difference and their parents. Table 10 shows the responses of the sample on the six subscale items (Information Level). Table 10 shows means and standard deviations and ranks to the responses of the sample on the six sub scale.

Table 10. Means and standard deviations and ranks to the responses of the sample on the fifth sub scale (Information Level) in descending order (N0.*=616)

Rank**	No	Statements	Mean	SD	Percentage***	Level of approval
1	14	Intellectual level of my generation is different from individuals in the previous generation	4.38	1.15	82.9%	High
2	86	I will raise my children with modern education in a manner different from how I had been raised	3.67	1.47	55.2%	Medium
3	8	My parents can help my young siblings only in some subjects because of the difficulty of modern curriculum	3.41	1.46	52.3%	Medium
4	38	The entry of new terms in Arabic language gave negative impact on their dialogue with previous generation	3.29	1.36	45.8%	Medium
5	20	My family favors a traditional treatment instead of visiting hospitals	2.94	1.45	33.2%	Medium
6	40	Learning other sciences has increased the gap between me and my parents	2.73	1.41	30.6%	Medium
7	56	My parents don't like the way I talk with them	2.17	1.30	17.1%	Low

*No. of sample **Based on the means ***Agree Percentage

The result show the millennial generation perceive that the intellectual level of their generation is moderately different from their parents who come from the previous generation, but they will raise their children with modern education in a manner different from how they had been raised. Also, they think their parents can help their young siblings only in some subjects because of the difficulty of modern curriculum in Omani schools. In addition they think the entry of new terms in Arabic language gave unexpected impact on their dialogue with their parents, and learning other sciences has increased the gap between them. Moreover, they think their family favors a traditional treatment instead of visiting hospitals. These findings could be explained by the low

information gap exist between the two generation because Oman is a collective society (Sulaiman & Al-Muscati, 2014) and family boned, interaction and information exchange is very strong.

Recommendations:

1) This study gives the needed insight for the governmental welfare agencies in getting better understanding of the needs of current youths to provide suitable aides and services for them.

2) Understanding the millennial generation personality characteristics, life style, social norms and cultural values, communication ways, and work values will help youth from same generation to understand themselves better, develop healthier, communicate effectively and achieve their goals in life.

3) Understanding the millennial generation personality characteristics, life style, social norms and cultural values, communication ways, and work values will help parents, teachers, administrators, counselors, educators, leaders to guide youths efficiently through their career and life path, and work with them effectively.

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