

Annotated Bibliography Sample

Introduction

Organizational culture is shaped by many internal and external factors. My research attempts to identify three key factors influencing organizational cultures where multiple age groups, e.g. Boomers, Generation X, Millennials (Generation Y), Generation Z (Centennials) mix and mingle as co-workers. As the Director of Organizational Development, I am in a position of power, i.e. I design and develop training programs for new recruits. The purpose of my research is to identify three key influencers that might underpin the design and development of safety training and orientation programs at WorkSafeBC.

Myers, K. & Sadaghiani, K. (2010). Millennials in the workplace: a communication perspective on millennials' organizational relationships & performance. *Journal of Business Psychology*, 25, 225-238. Doi: 10.1007/s10869-010-9172-7

Myers and Sadaghiani (2010) explore stereotypical characteristics of Millennials as this population demographic integrates into workplace organizations and influences organizational cultures. **Myers et al** suggest that Millennials: employment expectations, use of advanced technologies, and orientation toward achievement and leadership opportunities, will enable them to succeed in diverse, team oriented, and technologically savvy work environments. **The authors** suggest that robust open communication strategies will enhance organizational relationships and work performance.

Although not a conclusive study, **this article** identifies one significant influencer of organizational culture: communication. Communication is one of three key influencers that shape and direct organizational culture.