



GENERATIONAL WORLDVIEW DIFFERENCES AND SOCIO- PSYCHOLOGICAL ASPECTS OF ACCEPTING AND MANAGING INTERGENERATIONAL CONFLICTS

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Abstract

This article examines the differences in worldviews, values, and behavioral patterns among contemporary generations—Baby Boomers, Generation X, Generation Y (Millennials), Generation Z, Generation Alpha, and Generation Beta. Special attention is given to intergenerational conflicts arising from technological advancement, value divergence, and communication styles. The study is supported by statistical data from official and reputable sources, and it proposes constructive approaches to accepting and managing generational conflicts in modern society.

Keywords: generations, worldview, intergenerational conflict, statistics, communication, empathy.

Introduction

Modern society is characterized by the coexistence of multiple generations within the same social, professional, and familial environments. Each generation is shaped by specific historical, economic, cultural, and



technological conditions, which significantly influence its worldview and value system. As a result, differences in attitudes toward work, communication, technology, and social norms often lead to intergenerational misunderstandings and conflicts.

According to recent global statistics, Millennials and Generation Z together constitute approximately 75% of the global workforce, highlighting the increasing interaction between younger and older generations in professional environments (Market.biz, 2025). This growing overlap makes the study of generational differences and conflict management increasingly relevant.

The purpose of this article is to analyze generational worldview differences using statistical evidence and to explore effective ways of accepting and managing intergenerational conflicts from a socio-psychological perspective.

1. The Concept of Generation and Factors Influencing Worldview Formation

A generation is defined as a group of individuals born within a similar time frame who experience common historical events and social conditions during their formative years. Generational worldviews are shaped by several key factors, including:

historical and political events;

economic stability or crises;

education systems;

technological development;



cultural and social norms.

These factors directly affect individuals' beliefs, behaviors, and communication styles, making generational diversity both inevitable and significant.

2. Contemporary Generations and Their Worldviews

2.1 Baby Boomers and Generation X

Baby Boomers (born 1946–1964) tend to prioritize job stability, discipline, loyalty, and traditional social values. They often perceive work as a long-term commitment and may show resistance to rapid technological changes.

Generation X (born 1965–1980) represents a transitional generation that balances traditional values with modern adaptability. They are generally independent, pragmatic, and capable of adjusting to both analog and digital environments (CompleteController, 2024).

2.2 Generation Y (Millennials)

Millennials (born 1981–1996) value personal development, meaningful work, flexibility, and work-life balance. This generation is highly familiar with digital technologies and constitutes a major portion of today's workforce (Market.biz, 2025).

2.3 Generation Z

Generation Z (born 1997–2012) is considered the first fully digital generation. Raised in an environment dominated by the internet, smartphones, and social media, they favor rapid information exchange, visual content, and



global connectivity. They also demonstrate strong preferences for diversity, inclusion, and mental well-being.

2.4 Generation Alpha and Generation Beta

Generation Alpha (born 2013–2024) is growing up in an era of advanced digital tools, artificial intelligence, and interactive learning environments. Their cognitive development is strongly influenced by visual and technology-based content.

Generation Beta (born from 2025 onward) is expected to grow alongside artificial intelligence, automation, and virtual environments. This generation is predicted to exhibit global thinking, adaptability, and close human-AI collaboration, while facing the challenge of maintaining human values in a highly technological world.

3. Generational Differences: A Statistical Analysis

3.1 Work Preferences and Technological Engagement

Recent studies reveal significant statistical differences among generations:

79% of Generation Z prioritize work-life balance, compared to 55% of Baby Boomers (Market.biz, 2025).

92% of Millennials and Gen Z actively use digital tools at work, whereas only 60% of Baby Boomers report the same level of usage (Market.biz, 2025).

80% of Millennials express interest in freelance or gig-based employment, compared to 25% of Baby Boomers (Market.biz, 2025).



60% of Gen Z prefer virtual meetings, while 50% of Baby Boomers favor face-to-face communication (Market.biz, 2025).

These statistics clearly demonstrate how technological adaptation and work values vary significantly across generations.

3.2 Intergenerational Conflict: Statistical Evidence

According to a Robert Walters study, 53% of Millennials reported experiencing intergenerational conflict in the workplace, most frequently with Baby Boomers (Robert Walters, 2023). The main causes of conflict include:

differences in work values and organizational culture (37%);

resistance to technological change (24%);

differing expectations regarding career progression and communication styles.

3.3 Digital and Media Consumption Differences

Research indicates that Generation Z spends an average of 5.1 hours per day on social media, significantly more than older generations (TVTechnology, 2024). This disparity in media consumption affects attention span, communication preferences, and information processing, contributing to intergenerational misunderstandings.

4. Accepting and Managing Intergenerational Conflicts

4.1 Empathy and Active Listening



Empathy allows individuals to understand the historical and social context behind another generation's worldview. Active listening reduces defensiveness and promotes mutual respect.

4.2 Reframing Communication Strategies

Effective intergenerational communication requires adapting communication methods. For example, combining digital tools favored by younger generations with structured communication preferred by older generations can bridge gaps.

4.3 Respect and Tolerance

Acknowledging that each generation contributes unique strengths fosters tolerance. Respecting diverse perspectives transforms conflict into collaboration and learning opportunities.

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