Appendix

Letter for Information about the Research Study and Your Participation

Thanks for the Participation!

Title of the research: Exploring Intergenerational Communications at Workplace.

You are asked to participate in a research study conducted by Vibhav Singh, MPhil, from the School of Management and Labour Studies at the Tata Institute of Social Sciences. Data collected shall contribute to my dissertation (PhD).

The purpose of the study is to explore how does intergenerational communication takes place at an organizational level. It also aims at investigating the problems that different generations face while communicating with each other and how do they resolve it.

As you have volunteered to participate in the study, I would be interviewing you to seek your opinions on the above mentioned areas. Duration of the interview would be around 60 minutes. In addition, there will be a template that would take approximately 10 minutes to fill.

Any information that is obtained in connection with this study will remain confidential and will be disclosed only with your permission.

If you have any questions or concerns about the research, please feel free to contact Vibhav Singh at 9819991936, or singh_vibhav@yahoo.co / Vibhav.singh@tiss.edu

Thanking you,

Vibhav Singh
PhD Scholar
Management and Labour Studies
Tata Institute of Social Sciences
Mumbai
Some of the Questions Asked in the Field

- What comes to your mind when I say older/younger/middle-aged generation?
- Are you satisfied when you get chance to communicate with your peers/older people/ middle-aged /younger people?
- Are you comfortable interacting with your older/middle-aged/ younger counterparts? What are the possible reasons that make you comfortable?
- Do you value and are proud to be part of older/middle-aged/younger generation?
- Does being part of older/middle-aged/younger generation is a positive experience?
- Do you find support and comfort being part of older/middle-aged/younger generation?
- What medium you generally adopt in order to communicate with older/middle-aged/ younger generation?
- Indulging in a direct and straightforward communication would be a better option with older/middle-aged/younger generation?
- Are you able to assert yourself while communicating or you are a silent listener to what is being said?
- At a regular basis are you able to communicate what you intent to with older/middle-aged/younger generation?
- Communication with the older/middle-aged/younger generation is flows smoothly or is tough task. Is there a sense of awkwardness or tension?
- Do you form an impression about older/middle-aged/younger generation even before interacting with them?
- Do you feel that the way you have been brought up before joining the organization has influenced the way you communicate with older/middle-aged/younger generation?
- Do you feel that change in values from generation to generation influences or cause communication divide?
- What beliefs do you hold of the older/middle-aged/younger generations while communicating with them?
• Do you change your way of communication while interacting with older/middle-aged/younger generation?

• Have you ever faced generational conflict/differences while communicating with your counterparts?

• Does your organization take cognizance of it? Do they adopt specific measures to deal with it?

• At an individual level, what mechanisms do you adopt to overcome communication divide?
Checklist

AGE:                                  SEX:                              LEVEL:

Please mention one significant event that defines your generation?

Please respond to following dimensions while locating yourself in your growing up phase?

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Response</th>
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<tbody>
<tr>
<td>Technology during your growing up phase</td>
<td></td>
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<tr>
<td>National economy during your growing up phase</td>
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<tr>
<td>Major Political events during your growing up phase</td>
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<tr>
<td>Family-structure (Joint/ Nuclear)</td>
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<tr>
<td>Major sports events that influenced India around your time</td>
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<tr>
<td>Career Aspirations (Doctor, Engineer, MBA, PhD., MCA etc)</td>
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<tr>
<td>Leaders that have influenced you</td>
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<tr>
<td>Entertainment (Famous movie stars of your time)</td>
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<tr>
<td>Any other event that defines your generation</td>
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