

Is Newer Generation of Physicians Ready to Take on the Health Care Challenge?

Zehra Surani¹ and Salim Surani^{2*}

¹University of Phoenix, Arizona, USA

²Texas A&M University, Texas, USA

*Corresponding Author: Salim Surani, Texas A&M University, Texas, USA.

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Entitled, slackers, Nexters, Gen Y, etc., are some of the terms we the Gen X and the baby boomers use for millennial. While the total numbers of people in the United States are 328,054,892 as of July 4, 2018 [1]; millennials make up an influential portion of this population. Millennials, population aged between 19 and 36 years of age “now number 75.4 million, surpassing the 74.9 million Baby Boomers (ages 51-69)” [2]. Millennial are going to be the biggest workforce surpassing baby boomers in all walks of life in near future. Isn't it time we learn who these millennial are? Pretty soon these millennial will be running most of the ERs, hospitals, and clinics. Individuals born between 1982 and 1999 are considered millennial [3]. Millennials are perceived to be more optimistic and cooperative than previous generations, and most of them have professional training and educational backgrounds [3]. Millennials have the highest number of graduates with a diploma or degree from colleges or universities [3]. According to Gursory, Chi, and Karadag [4], millennials prefer to be casual at work and expect management to care for their well-being. Zemke *et al.* [3] observed, this generation has the highest level of tolerance at the workplace than any other generation across multiethnic and multicultural communities. Their tolerance for ethnicity, age, and gender is high, as they prefer the world to be a better place for all [4]. Furthermore, millennials show great collaboration at work, prefer a highly flexible work schedule [5], and desire following directions provided there is flexibility to allow them to execute required tasks [4,6]. The common source of motivation is based on having effective teamwork with members of their teams [7]. Considering their experience in attaining equal opportunities and status at schools, they display their capacity in engaging in teamwork, expecting feedback, and practicing instant communication at the workplace [4]. Importantly, millennial are raised in an era of advanced technology and can proficiently integrate information, have a high

capacity for multitasking, and can grapple with comprehensive knowledge [8].

A recent qualitative study conducted on primary care, hospitalist, and pulmonary/critical physicians revealed that millennial physician possess the parallel ideologies as their cohort, but when it comes to the patient care they carry the similar beliefs as their predecessor [9]. There are 10 elements that were identified by the millennial physicians that motivates and satisfies them: Having a sense of achievement, autonomy, receiving feedback, work environment, career advancement, flexible work schedule, work-life balance, skills development, nature of work, and fair compensation [9]. Millennial physicians do believe there is a definite generational gap in healthcare. Because the previous generation did not have access to technology at their fingertips, they relied more on their experience, as opposed to evidence. Millennial physicians highlighted that older physicians do not always notice their hard work, as their work-life-family preferential balance overshadows their hard work and dedication. One of the participant stated, “The older folks think we don't work as hard and think that we have less dedication, and I can say because every generation look down upon the next generation, but this is the new reality” [9]. He further shared, “I believe whether physician is using a feather, a pen, or an iPhone, to us, patient care is still our passion and priority” [9].

In conclusion, whether we like it or not, we believe it or not, the millennials are entering the work force. As a society and health care system, it is up to us to make the necessary changes to utilize them to their fullest extent by changing the way we provide the health care. As the providers and recipients of the care, both will have different levels of expectations and changing the way the health care is delivered will benefit all, when we work with mutual understanding and respect!

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