

**UNIVERSIDAD ESAN**



**“Self-efficacy of the Mexican millennial generation. An investigation  
on training programs in Mexico”  
Business Plan**

In collaboration with:



Master in Management  
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## **ABSTRACT**

In recent years, the millennial generation has increased its participation within organizations worldwide, including the one from Mexico and soon it will become the largest generation in the workplace. Therefore, focusing resources aimed at empowering this generation becomes indispensable if organizations aim to succeed in this competitive and global era. One of the factors that increases the performance of a person at the workplace is the self-efficacy.

The purpose of this research is to examine the positive and significant impact of different variables on the Mexican millennial employees' self-efficacy. Three variables were examined, training programs for Mexican millennial employees based on their own needs and attitude towards lifelong learning as independent variables and Mexican millennial employees' self-efficacy as a dependent variable. For this purpose, data was collected from two hundred fifty-seven Mexican millennials that are currently working in a private or public organization in Mexico through questionnaires. Data from target respondents was analyzed in the form of reliability analysis. Correlation and hierarchical multiple regression were applied to find the impact of the independent variables on the dependent variable. Findings of this research reveal that training programs for Mexican millennial employees based on their own needs and attitude towards lifelong learning have both a positive and significant impact on Mexican millennial employees' self-efficacy.

Keywords: self-efficacy, education at work, training, training need assessment, lifelong learning, millennial generation, Mexico.