

ABSTR ACT

The Relationship Between Social Dominance Orientation and Ageism Among Gen X and Y Employees Toward Gen Z

Haswita Anggesti¹⁾, Supriyanto²⁾

¹⁾ *Student of Psychology Department, Pembangunan Jaya University*

²⁾ *Lecturer of Psychology Department, Pembangunan Jaya University*

The entry of Generation Z into the workforce has raised concerns among Generations X and Y, who consider Gen Z more difficult to work with than previous generations. Generational gaps in the workplace often occur, where older generations uphold the values of hierarchy, seniority, and loyalty. Meanwhile, the younger generation is often stigmatized negatively, such as being considered lazy, unable to withstand pressure, less collaborative, and having poor work ethic and communication skills. This kind of stereotype is the basis for the emergence of ageism, because age discrimination is often rooted in beliefs about the characteristics of certain age groups. SDO explains the tendency of individuals to support dominance and hierarchy between groups, which can trigger stereotypes and discrimination against Gen Z. This study aims to determine the relationship between SDO and ageism in Gen X and Y employees towards Gen Z. The subjects were 389 employees who had worked with Gen Z for at least six months. The instruments used were the SDO7 Scale and The Workplace Ambivalent Youngism Scale (WAYS). This study used a quantitative approach, with correlation data analysis techniques. The results of the study showed that there was a significant positive relationship with a correlation score of ($r = 0.559$, $p < 0.001$). These results indicate that there is a significant relationship between Social Dominance Orientation and ageism.

Keywords: *Social Dominance Orientation, Ageism, Generations X, Generations X, Generations X*

References: 36

Publication Date: 1969-2025