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SOUTHEAST ASIA BUILDING



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# Redesigning the office to attract and retain millennials

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Photos courtesy of dormakaba



**M**illennials (also known as Generation Y), the generation born between 1981 and 1996, are taking offices by storm. By 2025, 75 percent of the global workforce will be millennials. In parts of Europe and North America, they are already the largest working cohort.

Millions of millennials worldwide share common experiences: They survived the 2008 financial crisis. They were online all their adult lives, and are probably more educated than their parents. While generational traits might differ across cultures, these events shaped some of the core values of this generation.

As a result, millennials tend to be tech-savvy, achievement-oriented, and more global-minded. Growing up in a time of

global insecurity, this generation identifies strongly with their work.

These traits make millennial employees a significant asset for companies. However, in their continuous quest for purpose and self-improvement, millennials are not afraid to leave a company that does not meet their expectations. Inefficient and unpleasant work environments are among the top reasons that compel them to seek greener pastures. To retain talent and reduce turnover, how can modern offices adjust themselves to meet the expectations of the millennial majority?

## **Fear not the flexibility**

Rigid schedules and inflexible attitudes in work are the





Hybrid or full telecommuting has benefits not only for the employee, but can allow the employer to reduce costs simultaneously.



exivo is a simple, flexible and secure access control system that offers a user-friendly solution for your organisation.

quickest ways to alienate the millennial employees. According to one study, 77 percent of millennials believe flexible jobs would make them more productive. Some studies even show that millennials would favour flexibility over a pay rise. While the members of this generation are some of the hardest workers, they often display a common desire to perform their duties on their own terms. Hence, office cultures that are willing to accommodate flexible working schedules not only attract and retain the millennial talent more, but maintain a high level of morale and productivity.

In recent years, the global pandemic has forced an upward adoption of "working from home". As markets reopen, many companies are taking advantage of the digital infrastructure they have built over the course of the pandemic to continue a hybrid or complete remote work arrangement. Although some may still prefer to work from the office, many millennials have expressed their preference for the flexibility to decide.

The strict adherence to returning entirely working from office has even been noted a "red flag", and a sign of an organisation that is rigid and archaic.

As telecommuting options increase job satisfaction, a digital infrastructure to allow this is imperative for future-forward companies to thrive.

### Drastic digital integration

The 2010s were a breakthrough period for the popularization of smartphone technologies. Once considered a luxury, smartphones, among other digital gadgets, are now ubiquitous.

Millennials were the first generation who were able to spend the majority of their adult lives online and continuously connected. This connectivity had a dramatic impact on anything from the way they consume the media to their approaches to work. Hence, they demand their ideal office to be well-integrated with these technologies that make their lives easier. Millennials no longer expect to wait in line to punch

a card, or fill out timesheets.

From personalized access to the offices using smartphones to the IoT-powered office lightning, digital integration keeps millennial workers happy.

### Spiking up the sustainability

As the world is facing a climate change emergency, millennials are among the groups concerned most about the issue. From favouring clean energy to optimizing their water use, they take more eco-friendly decisions in day-to-day life than the previous generations. Hence, they want their offices to reflect these values and are committed to sustainability.

With their great love for indoor plants, millennials also favour biophilic elements in office design – which reduce the stress levels of employees.

Attracting and retaining the millennial talent is only one perk of sustainable office environments. Greener offices cut costs and create a more productive, happier, and healthier work environment for everyone.

### Millennials are re-defining work

Millennials are not the future; they're the present. Over the next several decades, their values and demands will keep shaping the global economy and shift the work culture.

The companies who understand the needs of millennials and cater to them are poised to take full advantage of one of modern history's most drastic demographic changes.



dormakaba is the first company in the access solutions industry to have emissions targets approved by the Science Based Targets initiative. A wide range of dormakaba products have Environmental Product Declarations (EPDs) available – a documentation of each product or product group's environmental impact along its whole life cycle.



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our innovative new Inverse Function, operate by pulling in fresh air, and redirecting smoke to provide an increased layer of fire protection.



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