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USE AND PERCEPTION OF TECHNOLOGIES AT WORK BY GENERATION Z: EMPIRICAL STUDY*

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Abstract. New technologies are fundamentally transforming the work environment, influencing communication patterns, work processes, and information management. This article presents the results of an empirical study focused on the perception and use of technical systems and digital devices by Generation Z employees within Slovak organizations. Data were collected in the first half of 2025 from a sample of 98 respondents across large and medium-sized enterprises. The findings reveal that a vast majority (91.8% of respondents) use technology daily and perceive it as an indispensable tool for efficiency, flexibility, and information access. Statistical testing confirmed a significant positive correlation ($r_s = 0.412$, $p = 0.001$) between the frequency of technology use and the subjective feeling of self-fulfilment at work. Conversely, the study identified a significant negative correlation ($r_s = -0.394$, $p < 0.001$) between perceived insufficient management support for digitalization and the willingness of employees to retain in their positions upon reaching financial independence. Despite high adaptability, respondents expressed concerns regarding technological failures and the lack of systematic training. The results emphasize that for Generation Z, technology is not merely a tool but a catalyst for motivation, provided it is accompanied by adequate organizational support.

Keywords: Generation Z; technological adaptability; technology perception; work environment

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1. Introduction and theoretical background

The first chapter establishes the theoretical framework of the research, focusing on the dynamics of digital transformation and its impact on business processes. Subsequently, it analyses the specific characteristics and technological competencies of Generation Z as key actors in the contemporary labour market. The theoretical background concludes with a bibliometric analysis that identifies current scientific trends and maps the state of knowledge on digital technologies and generational behaviour in the Scopus database.

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1.1 The impact of digital transformation on business processes

The emergence of modern technologies is changing the dynamics of the work environment, reflected in different communication patterns, work processes, and information processing. This shift is not merely a change in tools, but a fundamental digital transformation that redefines the relationship between human capital and technological infrastructure (Smerek, 2025). The introduction of digital tools brings greater efficiency, but at the same time requires the adaptation of skills and consideration of security and personal data protection. Furthermore, organizations must address the psychological impact of these changes, such as technostress and the increased cognitive load placed on employees navigating complex digital ecosystems (Silberg et al., 2021).

New technologies facilitate automation and optimization of business processes, leading to increased productivity and efficiency. Tools such as business analytics and digital platforms streamline operations and reduce the time required for routine tasks (Abdussamad et al., 2022; Rana et al., 2025). By offloading repetitive administrative burdens to automated systems, employees can pivot toward high-value activities such as strategic decision-making and creative problem-solving (Kucharčíková & Mičiak, 2018). The adoption of innovative technologies, such as IoT and AI, drives innovation within organizations, allowing them to stay competitive in rapidly evolving markets. These technologies enable the development of new products and services, often leading to the emergence of entirely new business models based on data-driven insights, thereby enhancing the organization's market position (Jokonya, 2015; Kim et al., 2024).

With the rise of remote and hybrid work models, technologies have become essential for maintaining business continuity and employee engagement. Tools that support remote work are crucial in adapting to global challenges and ensuring organizational resilience (Selimovic et al., 2021; Galanti et al., 2023). However, the transition to virtual environments necessitates a rethink of leadership styles and organizational culture, emphasizing trust-based management and asynchronous communication. The ability to foster a sense of belonging and maintain a unified corporate identity within a multigenerational workforce — where digital natives and seasoned professionals collaborate across different technological fluencies — has become a defining characteristic of successful modern enterprises.

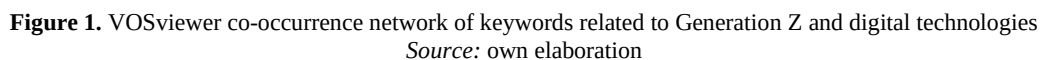
1.2 Expected technical skills of Generation Z

These rapid changes in the work environment are also most impacting Generation Z. Generation Z is often referred to as “Digital Natives,” “Post-millennials,” or “Zoomers,” representing the first cohort that grew up in an environment of full digitalization and unlimited access to information (Żarczyńska-Dobiesz & Chomątowska, 2014). Unlike their predecessors (Generation Y), Generation Z does not know a world without the internet and perceives the virtual space as a complementary part of reality (Kiedik et al., 2023). Although minor deviations in temporal definition appear in the literature, there is a prevailing consensus that these are individuals born approximately between 1995 and 2010 (Jurenka et al., 2018; Andruszkiewicz et al., 2023). They grew up in a digital world and naturally expect modern technologies to be integrated into their work routines. Their familiarity and comfort with digital tools significantly shape how they approach work, collaboration, and career development.

Generation Z is characterized by a high level of comfort and engagement with AI and digital technologies. Unlike their predecessors (Generation Y), their relationship with technology is symbiotic rather than adoptive; they do not merely use digital tools, they integrate them into their cognitive processes (Starecek et al., 2018). These tools are not only enhancing productivity but also altering traditional work processes and environments (Hessari et al., 2024; Jo & Park, 2024). Organizations that strategically implement digital tools and provide training and support see higher engagement levels among Generation Z employees. These strategies help in fostering a culture of innovation and adaptability (Tursunbayeva & Chalutz-Ben Gal, 2024; Afrin et al., 2025). Based on the above theoretical foundations, it is important to examine how Generation Z perceives and uses new technologies in the workplace, as their digital prowess and expectations significantly affect the efficiency, collaboration and adaptability of organizations. The main aim of the article is therefore to present the results of a questionnaire survey that focused on the use and assessment of the impact of new technologies on Generation Z employees, thereby providing a practical perspective on the theoretically predicted trends and challenges. Ultimately, deciphering the interaction between Generation Z and the digital ecosystem is crucial for

1.3 Bibliometric analysis

While theoretical foundations define Generation Z as technologically proficient, the breadth and complexity of the scientific scope in this field necessitate a systematic mapping of existing knowledge. The following analysis visualizes the interconnections among key concepts and reveals which areas of digital transformation are most emphasized within the scientific community. To further contextualize the current scientific discourse surrounding this research phenomenon, a bibliometric co-occurrence analysis of author keywords was conducted using the Scopus database. The resulting network visualization (Figure 1) maps the intellectual structure of the field, identifying 106 items organized into 5 distinct clusters with a total of 1,726 links.



The central position and significant size of nodes such as "Generation Z" and "perception" confirm that understanding the subjective attitudes and psychological framing of this cohort remains a consistent and primary objective of scientific interest throughout the entire observed period. Furthermore, the proximity and strong links between the terms "Generation Z", "artificial intelligence", and "digital technology" validate the symbiotic relationship mentioned earlier in this chapter and demonstrate how the academic discourse has shifted from general digitalization towards the specific integration of artificial intelligence. A significant cluster displayed in turquoise and green shades, typical for the 2022 to 2023 period, highlights terms such as "human", "behaviour", and "trust". This suggests that as the scientific discipline has matured, the transition into virtual environments has increasingly been viewed through the lens of behavioural research and human capital management rather than merely technical tool implementation. The latest trends, represented by the yellow-coded nodes from 2024 and later, point to an intensive specialization of research into generative AI, specifically ChatGPT, as well as the fields of Fintech and the Metaverse, which is in direct alignment with the rapid evolution of the current

digital ecosystem. Ultimately, deciphering the interaction between Generation Z and the digital ecosystem is crucial for organizational sustainability. As this generation gradually becomes the dominant force in the global labour market, their ability to leverage AI and advanced digital tools will likely dictate the pace of corporate evolution. This study seeks to bridge the gap between theoretical expectations and the lived professional reality of these employees, offering insights that can help managers harmonize technological advancement with human potential.

2. Methodology

The aim of the research was to find out how the use of technology affects the work of Generation Z employees and how members of Generation Z themselves perceive the impact of these technologies on their work. A total of 98 respondents (members of Generation Z) from large and medium-sized organizations in Slovakia participated in the empirical study. A questionnaire designed specifically for the purposes of the research was used as a research tool, distributed online during the first half of 2025. Respondents indicated how they use technical devices and systems in their work, assessed the overall impact of the technologies used, and evaluated the associated risks and benefits. For the statistical processing of the gathered data, descriptive and inferential statistics were applied. Categorical data were processed through absolute and relative frequencies, while subjective perceptions and attitudes were captured using ordinal Likert-type scales.

To examine the relationships between variables and verify the research hypotheses, Spearman's Rank Correlation Coefficient (r_s) was employed, as the data exhibited an ordinal character and did not meet the assumptions of a normal distribution. This non-parametric approach allowed for a robust analysis of the dependencies between the frequency of technology use, self-fulfilment, and the impact of management support on employee retention. The overall structure of the research sample and its demographic characteristics are detailed in the following section. In order to meet the main objective of the article, the following research questions (RQ) were therefore defined:

RQ1: What is the frequency of use of technical devices/technical systems in the work activities of Generation Z?

RQ2: How does Generation Z evaluate the impact of technical devices/technical systems on their work?

RQ3: How Generation Z perceive concerns and positives resulting from the introduction of new technologies?

To meet the main objective of the article, the following research hypotheses (RH) were therefore defined.

RH1: There is a statistically significant relationship between the frequency of use of technical equipment/systems and the degree of subjective feeling of opportunity to do things at work in which the respondent excels.

RH2: Respondents who perceive insufficient management support for digitalization as a significant barrier show a lower willingness to remain in their jobs if they are financially independent.

Table 1 presents the basic demographic characteristics of the research sample, where AF represent absolute frequencies, and RF represent relative frequencies in percentages.

Table 1. Structure of the research sample

Demographic characteristics	Men		Women		Sum	
	AF	RF [%]	AF	RF [%]	AF	RF [%]
Job position						
Employee - specialist	21	21.43	11	11.22	32	32.65
Administrative position	11	11.22	27	27.55	38	38.78
Production position	6	6.12	3	3.06	9	9.18
Managerial position	4	4.08	6	6.12	10	10.20
Other	2	2.04	7	7.14	9	9.18
Level of education						
High school with graduation	22	22.45	15	15.31	37	37.76
Bachelor's degree	13	13.27	28	28.57	41	41.84
Master's degree	7	7.14	10	10.20	17	17.35
High school without graduation	1	1.02	1	1.02	2	2.04
Doctoral study program	1	1.02	0	0.00	1	1.02

Sector						
Industrial production	33	33.67	19	19.39	52	53.06
Services	9	9.18	32	32.65	41	41.84
Public administration	2	2.04	3	3.06	5	5.10
Sum	44	44.90	54	55.10	98	100.00

Source: own elaboration

Based on the data in Table 1, the research sample consisted of 98 Generation Z respondents, of whom 54 (55.10%) were women and 44 (44.90%) were men. In terms of job position, respondents were most often represented in administrative positions (38.78%) and employee-specialist positions (32.65%). Management (10.20%), production (9.18%) and other positions (9.18%) were less represented. In terms of education, respondents with a Bachelor's university education (41.84%) and with a high school with graduation (37.76%) prevailed. The largest part of respondents worked in the industrial production sector (53.06%), followed by the service sector (41.84%), while public administration was represented to a lesser extent (5.10%).

3. Results and discussion

The following section focuses on the presentation of the results of the empirical research. The obtained data are analyzed and interpreted in relation to the established research questions.

RQ1: What is the frequency of use of technical devices/technical systems in the work activities of Generation Z? The evaluation of the first research question is presented in Table 2.

Table 2. Frequency of use of technical devices/technical systems

Intensity of technology use	Men		Women		Sum	
	AF	RF [%]	AF	RF [%]	AF	RF [%]
Every day	42	42.86	48	48.98	90	91.84
Several times a week	1	1.02	4	4.08	5	5.10
Occasionally (irregularly)	0	0.00	1	1.02	1	1.02
Once a week	0	0.00	1	1.02	1	1.02
Never	1	1.02	0	0.00	1	1.02
Sum	44	44.90	54	55.10	98	100.00

Source: own elaboration

The evaluation of the first research question (Table 2) points to a very high level of technology use in the work activities of Generation Z. As many as 91.84% of respondents reported that they use technical devices or systems on daily basis, with this trend being significant for both men and women. Only a minimal part of respondents use technology less often or not at all, which indicates that technology is an integral part of the working life of Generation Z.

The digital native nature of Generation Z leads to continuous connectivity, where technology is used throughout the workday for various purposes, including communication, collaboration, and task management. This constant use of technology is a defining characteristic of their work style (Spencer, 2023).

RQ2: How does Generation Z evaluate the impact of technical devices/technical systems on their work? Table 3 includes the results of RQ2.

Table 3. The impact of technical devices and systems on the work activities of Generation Z

Technology impact assessment	Men		Women		Sum	
	AF	RF [%]	AF	RF [%]	AF	RF [%]
Necessity	30	30.61	39	39.80	69	70.41
Benefit	12	12.24	10	10.20	22	22.45
Partial improvement	2	2.04	2	2.04	4	4.08
None	0	0.00	3	3.06	3	3.06
Sum	44	44.90	54	55.10	98	100.00

Source: own elaboration, 2025

The results of the second research question, presented in Table 3, indicate that Generation Z perceives technology primarily as an indispensable part of their work. This option was mentioned by 70.41% of respondents, with a slightly higher representation of women. A significant proportion of respondents (22.45%) evaluate technology as a benefit, while only a small percentage perceive it as a partial improvement or do not evaluate its impact at all. Overall, the results indicate a predominantly positive and pragmatic perception of technology in the work environment of Generation Z.

Modern technologies serve as both motivators and facilitators of job satisfaction for Generation Z. These tools enable efficient task completion and enhance engagement by providing dynamic and interactive work experiences (Schmid and Dowling, 2022). Figure 2 presents the results of the evaluation of RQ3.

RQ3: How Generation Z perceive concerns and positives resulting from the introduction of new technologies?

As part of the evaluation of RQ3 (Figure 2 and Figure 3), responses to questionnaire questions were used, in which respondents had the opportunity to provide multiple answers.

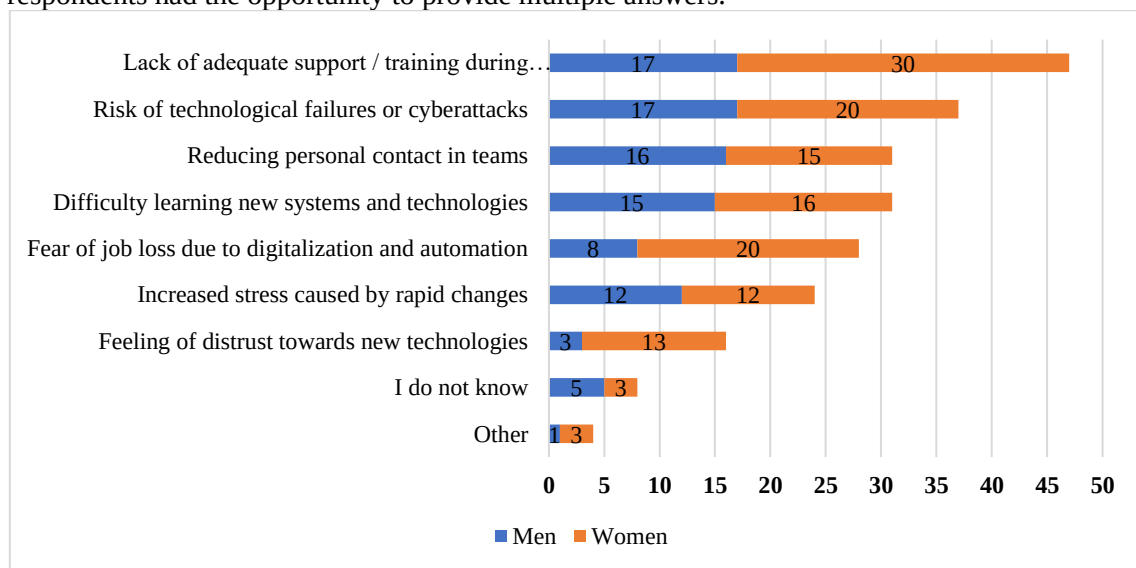


Figure 2. Concerns of Generation Z related to the introduction of new technologies

Source: own elaboration

The partial evaluation of the third research question (RQ3), presented in Figure 2, shows that Generation Z has the greatest concern about the lack of adequate support or training when implementing new technologies, with 17 men and 30 women reporting this possibility. Similar concerns were also identified in other research, where the authors defined that the need for continuous upskilling to keep pace with technological advancements is a challenge. Organizations must provide ongoing training and development opportunities to sustain engagement and competence (Luis Romero-Gazquez et al., 2022). The second most common concern is the risk of technological failures or cyberattacks, identified by 17 men and 20 women.

Other significant concerns include reduced personal contact in teams (16 men, 15 women) and the difficulty of learning new systems and technologies (15 men, 16 women). Fear of losing one's job due to digitalization was reported by 8 men and 20 women, while increased stress caused by rapid change was reported by 12 men and 12 women. A smaller proportion of respondents perceive a sense of distrust towards new technologies (3 men, 13 women) or are unable to express themselves (5 men, 3 women). Concerns classified as other were reported by 1 man and 3 women. Overall, the results suggest that concerns of Generation Z are mainly practical-organizational, with women more likely to perceive lack of support, fear of losing one's job and distrust of technology as problematic. Men are more likely to worry about technological disruptions and reduced contact in teams. Despite their tech-savvy nature, Generation Z faces challenges such as balancing work-life boundaries in an always-connected digital environment. The pressure to remain constantly available can lead to stress and

burnout (Trifan & Pantea, 2023). Figure 3 shows the evaluation of the second part of RQ3, i.e., the positives perceived by Generation Z resulting from the introduction of new technologies.

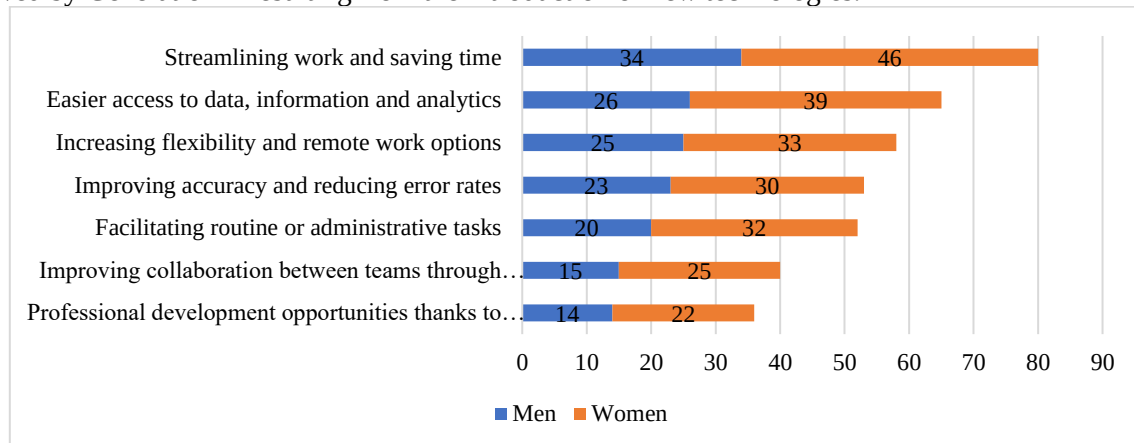


Figure 3. Positives according to Generation Z related to the introduction of new technologies

Source: own elaboration

The evaluation of the second part of the third research question (RQ3), presented in Figure 3, shows that Generation Z values work efficiency and time savings the most, with 34 men and 46 women citing this benefit. The second most frequently cited benefit is easier access to data, information and analytics (26 men, 39 women), followed by increased flexibility and remote work options (25 men, 33 women). Other significant benefits include improved accuracy and reduced error rates (23 men, 30 women), ease of routine or administrative tasks (20 men, 32 women), improved collaboration between teams through digital tools (15 men, 25 women), and opportunities for professional development thanks to technology (14 men, 22 women). Overall, the results indicate that women perceive the positive impacts of technology to a greater extent than men, especially in terms of saving time and making work more efficient, while men most value the practical benefits related to accuracy, flexibility, and availability of information. The integration of AI and automation into routine tasks is perceived positively, with Generation Z valuing the reduction in monotonous tasks and the opportunity to engage in more meaningful work (Palazzan, 2022). Table 4 contains an overall assessment of Generation Z's perception of technology.

Table 4. Evaluation of the overall perception of technology by Generation Z

Overall perception of technology	Men		Women		Sum	
	AF	RF [%]	AF	RF [%]	AF	RF [%]
Very positive – I consider them a significant contribution and improvement to me or my work	16	16.33	20	20.41	36	36.73
Rather positive – I see them as a useful tool to make work easier	21	21.43	26	26.53	47	47.96
Neutral – I have no strong opinion, neither positive nor negative	5	5.10	8	8.16	13	13.27
Rather negative – I am concerned about their impact on my work	2	2.04	0	0.00	2	2.04
Sum	44	44.90	54	55.10	98	100.00

Source: own elaboration

Table 4 contains an overall assessment of how Generation Z perceives new technologies. The results show that the majority of respondents have a positive attitude towards technology.

The most common answers were “Rather positive – I see them as a useful tool to make work easier”, which was given by 21 men (21.43%) and 26 women (26.53%), a total of 47 respondents (47.96%). The second most common answer was “Very positive – I see them as a significant benefit and improvement to me or my work”, which was given by 16 men (16.33%) and 20 women (20.41%), a total of 36 respondents (36.73%). A smaller part of the respondents are those who have a neutral attitude towards technology – 5 men (5.10%) and 8 women (8.16%), a total of 13 respondents (13.27%). A rather negative attitude, i.e., concerns about the impact of technology on work, was reported by only 2 men (2.04%) and no women. Overall, the results show that

Generation Z perceives technology mostly positively, with women slightly more often evaluating technology as very beneficial. Negative attitudes or concerns on the part of respondents are minimal, which indicates a high openness of this generation to the introduction of new technological tools. The results of the third cohort, as Generation Z is sometimes referred to, are consistent with previous research. Generation Z is generally receptive to new technologies, demonstrating high adaptability and comfort with digital tools. This generation upbringing in a digital era equips them with skills to seamlessly integrate technology into their work processes (Moravcova-Skoludova & Vlckova, 2018; Trifan & Pantea, 2023). Their preference for flexible, tech-driven work environments highlights the need for organizations to adopt digital workplaces that support remote and hybrid work models (de Moraes et al., 2022; Annapurna et al., 2020).

RH 1: There is a statistically significant relationship between the frequency of use of technical equipment/systems and the degree of subjective feeling of opportunity to do things at work in which the respondent excels.

Before testing the hypothesis, respondents who answered “I don’t know” were removed from the research sample. Hypothesis testing examines the relationship between the frequency of use of technological devices and the opportunities that their work provides them to do what they do best, i.e., their opportunities for self-realization and application of their abilities (Table 5).

Table 5. Testing the relationship between the frequency of use of technical equipment/systems at work and the feeling of self-fulfilment

Spearman's rho	Coefficient	The frequency of use of technical equipment/systems	Personal fulfilment at work
The frequency of use of technical equipment/systems	Correlation Coefficient	1.000	.412**
	Sig. (2-tailed)	-	.001
	N	84	84
Personal fulfilment at work	Correlation Coefficient	.412**	1.000
	Sig. (2-tailed)	.001	-
	N	84	84

** Correlation is significant at the 0.05 level (2-tailed).

Source: own elaboration

As part of the research, the authors analyzed the relationship between the frequency of using technology and the subjective perception of self-fulfilment among members of Generation Z. Hypothesis H1 assumed the existence of a statistically significant positive correlation between the frequency of use of technical devices and the respondent's feeling that their work allows them to use their best abilities. Given the ordinal nature of the data (Likert scales and interval frequency), Spearman's correlation coefficient (Spearman's rho) was used to verify the relationship. The resulting correlation coefficient value of $r_s = 0.412$ indicates a moderately strong direct linear dependence. The achieved significance level $p = 0.001$ is lower than the specified critical value of the alpha coefficient $= 0.05$, which allows us to reject the null hypothesis and accept hypothesis H1 (Table 5). The statistical testing the VH1 confirms that more frequent use of digital technologies among Generation Z correlates with higher job satisfaction and a feeling of effective use of one's own talent. This can be explained by the fact that the cohort studied consisted of representatives of Generation Z, for whom technology is not just a work tool, but a natural environment for achieving goals (results). Technological infrastructure in the workplace is becoming a critical factor for Generation Z, allowing them to hand over routine tasks to systems and focus on higher value-added activities where they can apply their potential. The results suggest that organizations that invest in modernizing and digitizing processes can indirectly increase the level of intrinsic motivation among young employees. The absence of technology or low frequency of its use can lead to a feeling of stagnation or untapped potential among this generation. However, when interpreting the results, it is also necessary to take into account the nature of the job positions – in this context, technology acts as a catalyst for self-fulfilment, not as its sole source.

RH 2: Respondents who perceive insufficient management support for digitalization as a significant barrier show a lower willingness to remain in their jobs if they are financially independent.

Before testing the hypothesis, respondents who answered “I don’t know” were removed from the research sample. As part of the statistical processing of data, we proceeded to test the second research hypothesis, which assumed the existence of a negative correlation between the perception of insufficient management support in the digitalization process and the level of internal motivation of respondents to remain in their current job. The hypothesis testing (Table 6) focused on demonstrating the relationship between the perceived lack of support from management in implementing digitalization and willingness to retain in employment once financial independence has been achieved.

Table 6. Testing the relationship between the insufficient management support and the feeling of self-fulfillment

Spearman's rho	Coefficient	Insufficient management support	Willingness to retain in employment once financial independence has been achieved
Insufficient management support	Correlation Coefficient	1.000	-.394**
	Sig. (2-tailed)	-	.000
	N	95	95
Willingness to retain in employment once financial independence has been achieved	Correlation Coefficient	-.394**	1.000
	Sig. (2-tailed)	.000	-
	N	95	95

** Correlation is significant at the 0.01 level (2-tailed)

Source: own elaboration

Given the ordinal nature of the data obtained and the violation of the assumptions of normal distribution, Spearman's correlation coefficient was used to determine the degree of association between the variables under study. The results of the analysis showed a statistically significant, moderately strong negative correlation ($r_s = -0.394$). The achieved significance level ($p = 0.001$) is significantly lower than the predetermined critical value of the significance level ($\alpha = 0.01$), which provides sufficient statistical basis for rejecting the null hypothesis of independence of the observed phenomena. The coefficient value found (-0.394^{**}) indicates that as the perceived lack of management support for the implementation of digital technologies increases, respondents declared willingness to continue working in their current position if they become financially independent decreases significantly (Table 6). This inverted relationship confirms that management support is a critical determinant of employees' internal stability and their loyalty to the organization, which goes beyond purely economic motivation. Based on the results achieved in the table, we conclude that research hypothesis H2 has been confirmed.

4. Conclusions

Based on the research carried out, it can be stated that new technologies play a significant and stable role in the working life of Generation Z. Respondents use them extensively on a daily basis (91.84%) and perceive them as a natural and indispensable part of their work activities, with 70.41% of the sample identifying technology as a necessity. Technological tools are primarily a means for this generation to make work more efficient, save time and increase flexibility, which is also reflected in the positive assessment of remote work options and better availability of information. Statistical testing confirmed these observations, revealing a significant moderate positive correlation ($r_s = 0.412$, $p = 0.001$) between the frequency of technology use and the subjective feeling of self-fulfilment at work (RH1), proving that technology acts as a catalyst for professional satisfaction.

At the same time, however, it turns out that the intensive use of technologies also brings certain challenges. The most frequently identified concerns include the risk of technical failures or the weakening of personal contact between members of work teams, but most importantly, the lack of professional support and training, which was identified as a major barrier. The research further demonstrated that organizational support is crucial for retention; a significant negative correlation ($r_s = -0.394$, $p < 0.001$) was found between perceived insufficient management support for digitalization and the willingness of employees to remain in their jobs (RH2). The results also indicate slight differences in the perception of benefits and risks between men and women, which points to the need to take into account the diverse experiences of employees, especially

regarding the higher fear of job loss due to digitalization observed in women. Overall, the results can be interpreted as confirming the high degree of adaptability of Generation Z to technological changes, which aligns with the bibliometric trends identified in the Scopus database showing a shift toward AI integration and human-centric digital management.

The originality of this study is based on the combination of the analysis of subjective work-related self-fulfilment and the intensity of technology use among Generation Z, as well as the investigation of the role of perceived organizational support in the context of digitalization. In contrast to previous studies that investigated technological adoption or attitudes toward digitalization in isolation, this study provides empirical evidence of the dual role of technology as both a source of professional satisfaction and a potential risk factor in the case of insufficient organizational support. Additionally, the findings related to gender differences in perceived digitalization risks, especially related to the fear of job loss, contribute to the understanding of the heterogeneous experiences of Generation Z, which are not yet explored in the existing literature.

This represents significant potential for organizations, especially if the introduction of technologies is accompanied by systematic education, clear communication and adequate support from the employer. These factors can contribute to better use of technological innovations and to strengthening employee satisfaction and engagement. The size and structure of the research sample, which was limited to 98 respondents operating in Slovakia, as well as the use of a questionnaire based on subjective assessment, can be considered a limit of the research. In the future, it would be appropriate to expand the research to include a larger number of respondents, or possibly qualitative methods. There is also space for further research by comparing Generation Z with other generations or analyzing the impact of specific technologies, such as generative AI or the Metaverse, in individual sectors. In summary, it can be stated that Generation Z perceives new technologies mainly as a benefit, while their effective use can significantly support a modern and flexible work environment. However, success depends on the ability of organizations to create conditions that will allow employees not only to use technologies, but also to fully develop their potential.

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