

THE MOST ACTIVE AND PRODUCTIVE GENERATION OF BUSINESS LIFE: GENERATION Y

Assoc. Prof. Dr. Sezer Cihan Günaydın Kesken, a faculty member at Istanbul Gelisim University, talked about the duties of the employer and how the working conditions should be so that different generations working together in the same workplace can work more efficiently and harmoniously.

Assoc. Prof. Dr. Sezer Cihan Günaydın Kesken, Head of Aviation Management, Faculty of Applied Sciences at Istanbul Gelisim University (IGU), evaluated what different generations expect from management and managers in business life, their career goals, their commitment to their organizations and what problems they encounter while working together at work.

ONE OF EVERY 4 GENERATION Z YOUTH WANTS TO BE AN ENTREPRENEUR!

In recent years, the concept of generations is one of the most researched and emphasized issues in terms of the success of management practices. Assoc. Prof. Dr. Kesken stated that the Y generation, born between 1977 and 2000, is the most active and productive generation in business life. She explained how the Y generation, who is open to innovations and changes, and the Z generation, who aim to be the manager of their own business, can work together in the millennium age where changes are experienced at a dizzying speed. She also added the following:

“Generation Y are distant from authority figures. Rather than using position-based authority, they want to work with managers they respect and believe can be role models for them. This generation, which is very fond of their freedom, does not like to take orders and to be under authority. Hence, it is a generation that cannot be managed with oppressive and authoritarian management models. However, Generation Z is a generation that uses the most successful technology of all generations, is very good at adapting to new developments, is particularly ambitious, and has common goals such as earning the financial means to build their lives the way they want, and starting their own business. According to the research, 1 out of every 4 people in the Z generation wants to be an entrepreneur and set up their own business.”

“THE BEHAVIOR OF INDIVIDUALS CANNOT BE EXPLAINED BY GENERATION CHARACTERISTICS”

With a solid understanding of the expectations and preferences of emerging generations, companies will be equipped to attract the next generation of talent, maximize their potential, alleviate the inevitable intergenerational challenges, and leverage intellectual diversity through an intergenerational diverse workforce. Nevertheless, it is not as deep and strong as the personality phenomenon of an individual being a generation Y or Z. Behaviors of individuals cannot be explained by generation characteristics alone.

In order for both generations to be more productive in common working areas, the following can be done:

- It is significant for the management of the Y generation to measure the employee engagement survey for periods of 3-6 months and to determine the intention and reasons for leaving the job.
- Gen Y will never be satisfied in a job where they cannot use their skills and potential. Therefore, having the opportunity to transfer to other positions within the company will increase the sense of belonging of this generation.

- Generation Z needs to work with “facilitator” managers who will guide them in terms of career but at the same time leave them autonomous in their choices and support their entrepreneurial spirit.
- A motivation and rewarding policy that will reward the highly creative and innovative ideas of Generation Z should be implemented.

PSYCHIATRIC EVALUATION IS SIGNIFICANT IN BARIATRIC SURGERY!

Bariatric surgery is becoming more and more common in Turkey as well as in the world. Emphasizing the importance of psychiatric findings in bariatric surgery, Assoc. Prof. Dr. Güzin M. Sevinçer stated that patients should be routinely evaluated for eating disorders, psychiatric and psychosocial disorders before and after the procedure.

The significance of psychiatric and psychosocial evaluation in bariatric surgery is increasing day by day. Accordingly, many weight loss surgery centers apply a multidisciplinary patient evaluation approach, which also includes psychiatric and psychosocial evaluation. There is no consensus guide that has been accepted in the world on this subject yet. In this context, there are different expert consensus texts and they are taken into account by health authorities.

ROUTINE TREATMENT AND FOLLOW-UP ARE REQUIRED

The importance of psychiatric evaluation in bariatric surgery has not yet received the attention it deserves by bariatric surgeons, patients and even mental health professionals. Whether a psychiatric evaluation is necessary, how the evaluation methods should be, the qualifications and competencies of the people who will make the evaluation, the quality and adequacy of the evaluation are among the topics that need to be discussed. Assoc. Prof. Dr. Güzin M. Sevinçer, a faculty member at Istanbul Gelisim University Faculty of Economics, Administrative and Social Sciences, Department of Psychology, made a statement on the subject: “Bariatric surgery patients should be routinely evaluated in terms of eating disorders and other psychiatric and psychosocial disorders before and after the surgical procedure, and the necessary cases should be submitted to psychiatry evaluation for more careful treatment and follow-up.”

EXPERT CONSENSUS GUIDELINES MUST BE BUILT

Careful consideration of patients in terms of psychiatric and psychosocial aspects is an essential issue in terms of preventing negative effects on weight loss after surgery as well as increasing the quality of life individually. Assoc. Prof. Dr. Sevinçer underlined that expert consensus guidelines should be built to discuss these issues on the relevant platforms and demonstrate a common approach.

FOR THOSE LOOKING FOR A DIFFERENCE IN THE MUSLIM FESTIVAL OF SACRIFICES: SUJUK MEATBALLS

One day before the Muslim festival of sacrifices, the rush of sacrificing and the excitement of the big family tables began. Instructor Chef Erkan Kiyicioglu explained how to make sujuk meatballs and how to store the meat.

Big tables and a family gathering come to mind when one thinks about the feast. Instructor Chef Erkan Kiyicioglu from Istanbul Gelisim University (IGU), Faculty of Applied Sciences, Gastronomy and Culinary Arts Department stated the following: "During the Eid-al-Adha, a large amount of meat is thrown without use, due to mistakes made in the part of preserving the meat after the sacrifice. It is not right approach to cook the meat immediately after the sacrifice."

QURBAN MEAT SHOULD BE CONSUMED AFTER WAITING A FEW DAYS

Sacrificed animal meat is divided into 3 equal parts. It is considered appropriate to distribute a piece to the poor/needy who cannot sacrifice, to offer a piece to the guests who come to the house, and to consume the remaining pieces by family members. Instructor Chef Erkan Kiyicioglu indicated: "Conservation of meat is very significant. If the meat is shredded without adequate cooling, it is difficult to separate the meat from the bone. Meat is wasted since the bones are not stripped sufficiently. In order for the meat to break down better, in bone (carcass) form, it should first be brought to room temperature in a cool place without covering it, if possible, it should be cooled at +4 degrees in the refrigerator by hanging it (12 hours for small cattle and 24 hours for bovine animal) and then it should be shredded." He also added that the meat should be consumed after waiting for a few days. During this waiting period, thanks to the enzymes naturally found in the meat structure, the meat begins to loosen and mature in terms of taste, and the cooking time is shortened."

FRIED MEAT IS ESSENTIAL FOR THE SACRIFICE HOLIDAY

"Fried meat, which is a classic of Eid-al-Adha, is kept in the refrigerator by many people. First of all, may your eid qurban be blessed. Fried meat, which is an indispensable part of Eid al-Adha, must first be chopped and melted in a saucepan. After the tallow is removed from the saucepan, the chopped meat should be added and it should be roasted. Salt should be added after reaching the desired cooking degree", said Chef Erkan Kiyicioglu.

FOR THOSE LOOKING FOR DIFFERENCE: SUJUK MEATBALL

Many butchers prepare the qurban meat for storage as ground meat. Instructor Chef Erkan Kiyicioglu shared the recipe for sujuk meatballs, which can be made with minced meat and which will be loved by those looking for a different taste.

1160 gr (6-7 portion)

Ingredients:

800 gr ground beef

200 gr beef tallow oil

12 gr ground red pepper (3-4 teaspoons)

12 gr hot ground pepper (3-4 teaspoons)

3 gr black pepper (1 teaspoon)

2 gr ground allspice (1/2 teaspoon)

10 gr cumin (3 teaspoons)

15 gr medium-sized garlic (5-6 cloves)

17 gr salt (4 teaspoons)

Sugar 6 gr (1,5 teaspoons)

Water 100 gr (1/2)

Green pepper 150 gr (7)

Medium-sized Tomato 400 gr (3)

Bread (2)

Preparation:

- Take the ground beef and its tallow in a bowl.
- Pestle the garlic thoroughly with 7 grams of salt.
- Add the spices, remaining salt and garlic to the ground meat and oil and start kneading. Wet your hands and knead for 15 minutes.
- Let it rest in the refrigerator for about 10 hours.
- Cut into 20-gram pieces. Form round meatballs 1-centimeter thick.
- Cook it in the grill pan.
- Cut the tomatoes into 2 cm-thick and grill them, and grill the peppers.
- Cut the bread in half lengthwise. Then cut it in half again and dip it in the oil of the meatballs on the grill and fry.
- Place 8-9 meatballs, two pieces of tomato and 1 green pepper per portion on the bread and serve.

THERE WILL BE INTENSITY IN DOMESTIC TOURISM DURING EID AL-ADHA

Holiday plans were made with the extension of the Eid-al-Adha holiday to 9 days. Making evaluations about the sacrifice holiday, which coincides with the most active period of the summer season, Asst. Prof. Dr. Dilbar Guliyeva from Istanbul Gelisim University (IGU) stated there will be intensity particularly in domestic tourism.

THERE WILL BE MORE DEMAND FOR ONE-WEEK TOUR PACKAGES

Asst. Prof. Dr. Dilbar Guliyeva from Istanbul Gelisim University Tourism Guidance Department indicated the following:

“The fact that the sacrifice holiday coincides with the period when the most tourists come to the country will have a positive effect on the tourism sector. There will be a lot of activity during Eid-al-Adha in the tourism regions. It will be easier to see this intensity, particularly in domestic tourism. It is probable to see that there would be a slight rise in the number of tourists coming from Islamic nations because of the significance of Eid al-Adha for the Islamic world. People have made vacation plans as a result of the holiday's nine-day duration. The tourism industry will see significant activity as a result of this circumstance. Demand will be high, particularly for one-week vacation travel packages.”

After the 2019 summer season, it is anticipated that this summer will be the busiest yet since it will be the time of year when Covid-19's effects will be at their lowest and the effect of people being cooped up in their houses would gradually diminish.

ANTALYA WAS THE MOST PREFERRED PLACE FOR HOLIDAYS AGAIN!

The fact that tourism companies offer advantageous holiday packages for a one-week holiday in hotels caused tourists to prefer hotels more during the Eid al-Adha period. Asst. Prof. Dr. Guliyeva also remarked that Antalya will be the most preferred over other tourism regions in this period as always. After a long time, the financial gain will be provided again in holiday destinations such as Kemer, Alanya, Tekirova and Göynük.