

Cross-Functional Teamwork: An Opportunity to Mitigate Generational Stereotypes in the IT Industry

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Abstract

This study seeks to elucidate how cross-functional cooperation functions as a means to alleviate generational stereotypes among employees in the IT sector in Metro Manila, Philippines. A descriptive-correlational research design will be employed in this study. The study aimed to describe the elements of cross-functional teamwork (e.g., shared goals, interdependent tasks, diverse skill integration, direct interaction) that influence the reduction or reinforcement of these generational stereotypes. Determine the differences in the perceived effectiveness of cross-functional teamwork in mitigating generational stereotypes when IT professionals in Metro Manila are grouped according to their demographic profiles. The findings suggest that cross-functional teamwork is a powerful mechanism for reducing generational stereotypes in the IT industry, primarily through fostering shared goals, promoting interdependent tasks, integrating diverse skills, and enabling direct intergenerational interaction. However, the concurrent finding regarding the reinforcement of stereotypes highlights that the effectiveness of such teamwork is not automatic. The results also suggest that while cross-functional teamwork offers substantial benefits—improved collaboration, communication, and innovation—it simultaneously poses challenges related to generational communication styles and knowledge boundaries.

Keywords: cross-functional teamwork, descriptive-correlational research, collaboration, communication, innovation