Attracting Talent across the Generations

[Name of the Student:]

[Name of the Institution:]

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The different generations employed in the workplace reflect diversity and changing behaviors. People have started looking for more comforts of life and, therefore, their financial needs have increased. The young employees tend to work for more hours, and a considerably increased number of older employees can be seen in the workplaces than before to make great savings for their retirement. The need to compensate all demographic groups of people in the workplace precisely has become vital. To this end, an understanding of the values of each demographic group is essential.

The modern workforce is different from that of the past in their point of view. The modern generation works for getting in life what they want, and do not regard work as the ultimate goal. The older generation regard work to be the most important aspect of their life, and display a relatively more reverent attitude toward their job.

The employers should consider the values and point-of-views of every generation for developing compensation packages to offer them in the recruitment process. They should offer performance-based packages to the new generations (e.g. Millennials, Generation Z). Jobs should be evaluated effectively. A career growth must be projected as they spend more time with the company (Jackson, Lee, & Shoemaker, 2019). The older generations (Generation X) seek respect, grades, and uniformity. They look for well-paid jobs because they have to support their families. They need a balance of work and personal life. The much older generations (Baby Boomers) need a recognition of their experience, and they look for attractive benefits that match their grades.

The Millennials should consider the career growth when accepting an offer. A company which offers more chances of training, refresher courses, and career development should be sought by them. Since they indulge relatively more in the recreational activities in their everyday life, they ought to opt for jobs that are flexible and performance-based. They should also consider retirement benefits to build a far-seeing attitude toward life.

References

Jackson, S. O., Lee, P. C., & Shoemaker, J. (2019). ATTRACTING AND RETAINING MILLENNIALS. *Human Resources Management Issues, Challenges and Trends:" Now and Around the Corner"*, 163.