Title page

Future of HRM

Generational diversity is one of the emerging trends of HRM having implications on functions and practices of managers and HR professionals. This require managers to adopt different strategies for managing baby boomers, generation X and generation Y. Managers consider general characteristics of each generation for using them for the best interest of organization. The managers assign challenging roles to the Generation Y because they are open to new environments and are good at multitasking. Baby boomers are hired because they are loyal to the company and remain there for a long period (Millet, 2017).

Generational diversity is a common approach used by modern organizations for talent acquisition. Each generation possess different qualities that can be used for the organizational benefits. Baby boomers are hired because they are hard working and can be retained for a longer duration. Generation X is hired because they are flexible, accept changes, are quick at learning and adaptation. Talent acquisition also contain generation Y because they are innovative, confident and are capable of adjusting to different environments. Workers of this generation are good in receiving messages and understanding information due to their familiarity with technology including e-mail, instant messages and video conference (Millet, 2017). Generation Y is also good at researching that improves company’s capability of conducting market research.

Trainings and development are offered to each generation for maximizing their productivity and enhancing organizational performance. Baby boomers lack knowledge of technology so they need training for using new gadgets and tools. Generation Y need training for managing behaviors in conflicting environment because there are impatient and engage in disputes. Generation X is comfortable with technology by they are impatient that depicts the need for managing behaviors. Training is offered to baby boomers in traditional classroom style. Generation X and Y are more good at e-learning.

References

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