Intergenerational Diversity and Health Care

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Four generations

Generation is a link in the chain of origin from a common ancestor. In general terms, it can be said that the higher the rate of historical development, the more socially significant changes per unit of time, the more noticeable the differences between generations. “The theory was based on the values ​​of representatives of different generations (Gustafson, 2005). Values ​​are shaped by social events and family education. Therefore, the mechanisms of continuity and the transfer of culture from senior to younger are more complicated, and the more selective is the attitude of the younger to their social and cultural heritage. The reason of investigative generational variances and their influence on the nursing workforce and their outcome on the work setting. (Andrews & Boyle, 2002).

1. The Veterans (1925–1945)

The group includes all those nurses who lived and worked during world war. It was a difficult era because nurses have to word more than their retirement age and there were financial hardships were common as well. However the characteristics of this generation includes loyalty, hard work, teamwork, discipline, authority etc.

1. Baby Boomers (1946–1964)

In this group al those included who grew up during economic prosperity and free expression. The characteristics of this generation include; equate work with personal fulfillment, strong will, personal fulfillment, better salaries, promotions, extra perks.

1. Generation X (1965–1980)

Individualistic approach used and there was no value of team work. Individuals had more freedom they can manage there on time and work. Individuals were allowed to complete their work without supervision. While keeping balance between personal life and professional life. There was a great deal of change and as an outcome low stability.

1. Millennials (1980–present)

People from this present generation can maintain balance between work and personal life. Mostly engage in play and work and they are ready to accept and adapt change. Technology infused in life and people are dependent to technology. The characteristics of this generation is balance, and team work. People are well aware of technology and adapt new changes at their work places. They are fast learners having critical skills and better information.

My generation

I belongs to Millennials (1980–present) generation. Values ​​are the main component in the definition of millennials. It is important to consider four core values. The freedom to speak and do. Millennial is hard to make, but convincing. They optimize performance and free for other interests. Millennials prefer flexibility in terms of time and place of work, and also achieve results in an optimal way for themselves. For millennials, work is life. Non-working hours are no different from working hours, colleagues become friends, not competitors. Millennials are people who are often called the "generation of social networks." The external environment around them changed incredibly quickly, so the millennials are not like their parents. (Bejtkovský,2016).

Other generation (Baby boomer)

 Baby Boomers (born between 1943 and 1960) are people of communication, idealism and the collective. Bold and romantic, this generation grew up in an atmosphere of faith in a brighter future and the creation of a better world. “Against the background of the post-war development of the economy and the emergence of a huge number of new goods, representatives of this generation associated the possession of certain things with status”( Leonard, 2015). They have optimism, interest in remuneration, personal and team growth, collectivism and team spirit, the cult of youth. The boomers are the most active and physically working; rational and economical, skeptical of bank loans; family: according to statistics, this generation has a minimal number of divorces - family as a value is in the first place, and it does not matter if they are happy in this marriage.

 Conclusion

Generation theory was created in 1991 by American scientists Neil Hove and William Strauss . Moreover, it arose at the junction of several sciences. The theory of generations has become so popular that the world has been studying the features of working with millennials with its help for 27 years now (Burnett, 2016). Baby boomers are often workaholics; they value experience and professionalism in a narrow field. Today they are our oldest and most experienced colleagues who are ready to share their expertise. Inn contrast millennials generation take work with passion only for what they are interested in, which gives a sense of development and benefits.

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