1.	Record Nr.	UNINA9910972087103321
	Titolo	Are generational categories meaningful distinctions for workforce management? / / Committee on the Consideration of Generational Issues in Workforce Management and Employment Practices ; Board on Behavioral, Cognitive, and Sensory Sciences ; Division of Behavioral and Social Sciences and Education ; the National Academies of Sciences, Engineering, Medicine
	Pubbl/distr/stampa	Washington, D.C. : , : The National Academies Press, , [2020] ©2020
	ISBN	0-309-67735-1 0-309-67733-5
	Descrizione fisica	1 online resource (xii, 163 pages)
	Collana	Consensus study report
	Disciplina	331.1
	Soggetti	Labor supply Intergenerational relations
	Lingua di pubblicazione	Inglese
	Formato	Materiale a stampa
	Livello bibliografico	Monografia
	Note generali	Description based upon print version of record.
	Nota di bibliografia	Includes bibliographical references.
	Nota di contenuto	Introduction -- The changing world of work and workers -- Origin and use of generational theories -- Review of the generational literature -- Alternative perspectives for research -- Workforce management in a new era.
	Sommario/riassunto	Headlines frequently appear that purport to highlight the differences among workers of different generations and explain how employers can manage the wants and needs of each generation. But is each new generation really that different from previous ones? Are there fundamental differences among generations that impact how they act and interact in the workplace? Or are the perceived differences among generations simply an indicator of age-related differences between older and younger workers or a reflection of all people adapting to a changing workplace? Are Generational Categories Meaningful Distinctions for Workforce Management? reviews the state and rigor of the empirical work related to generations and assesses whether generational categories are meaningful in tackling workforce

management problems. This report makes recommendations for directions for future research and improvements to employment practices.