Generational identity in organisations. Challenges for human resources management

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Summary/Abstract: Multigenerational nature of organisations has become a fact. If it is to be a trump card, it requires an in-depth identification, understanding, and adaptation of organisational practices. Generation management within an organisation consists in developing personnel function techniques and tools, taking into account characteristic features of relevant generations, their attitudes towards work, aspirations, expectations, and needs. Then, an organisation allows for synergistic integration of generations existing within an organisation and not the conflicting one. The aim of this paper is to provide an overview of needs in this area and indicate areas which need improvements.
The challenges of human resource management in a globalised economy. The competitive pressures faced by the modern day enterprise for survival and success due to globalization and liberalization will continue to create room for future demand for organisational excellence. Furthermore, HR managers must take responsibility for orientating and training line managers on the importance of building high morale for their employees and to achieve same. In similar vein, the HR managers shall assume the role of spokesmen for personal and professional growth; and provide resources to help employees meet the global and challenging demands put on them by the job. (iv) HR As An Innovative Agent. Struggling with these everyday HR challenges? Identify and overcome the 7 most common Human Resource challenges with our best tips! Humans have always been complex and having to manage people has always been tricky. Now, the digital age has added even more complexity to human resource management, like the transparency of social media, the persistence of software updates, and the remoteness of international teams. This makes human resources a difficult job that's faced by many challenges. It also means that identifying and overcoming human resource challenges is time, money and effort well spent, since the greatest asset a business can boast are its employees. But what are the top human resources challenges in the workplace? Human resources managers have three aspects of responsibility to the organizations that employ them. Unlike other departmental managers whose responsibilities focus on running their departments and respective teams of employees, HR managers are responsible for the HR department functions, supervising the HR staff and... Her work appears in "The Multi-Generational Workforce in the Health Care Industry," and she has been cited in numerous publications, including journals and textbooks that focus on human resources management practices. She holds a Master of Arts in sociology from the University of Missouri-Kansas City.