Many organizations are trying to manage a multigenerational workforce. Organizations have begun to shift their focus from the aging worker to issues related to a multigenerational workforce (Sprague, 2008). In fact, many workplaces now employ four different generations of workers (Hart, 2008). As a result, companies need to holistically evaluate their workforces, as each group requires a unique approach to such issues as recruitment, compensation, expectations, motivators, collaboration, learning styles and training. This article examines the differences between the generations and how understanding and appreciating them can help SH&E professionals improve communication and training.

Many Baby Boomers hoping to retire early lost that opportunity during the recent recession. Consequently, many will work until later in life to support their current lifestyles. The economic downturn also has affected Generation Xers who were hoping to move up as Baby Boomers and members of the Silent Generation retired. This leaves Generation Ys scrambling for whatever jobs remain (Elmore, 2010). These four generations of workers are now competing for and/or holding positions in the workplace, and may have to work with each other for as many as 10 more years (Elmore).

Rapid advances in technology and communication have only increased the challenges of managing today’s workforce. In addition, the once definitive rules about how younger workers treat older workers and superiors have changed, and the roles of the boss and younger workers are continually being rewritten (Matin & Tulgan, 2002).
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Some of the OnePetro partner societies have developed subject-specific wikis that may help.

PetroWiki was initially created from the seven volume Petroleum Engineering Handbook (PEH) published by the Society of Petroleum Engineers (SPE).
The SEG Wiki is a useful collection of information for working geophysicists, educators, and students in the field of geophysics. The initial content has been derived from: Robert E. Sheriff's Encyclopedic Dictionary of Applied Geophysics, fourth edition.

2. Understand multigenerational workforce trends: Baby Boomers, who once dominated the workforce, now are beginning to retire. Our youngest employees, the Millennials, soon will be the largest cohort in the workforce and have very different work styles than previous generations. Effective managers understand the needs of the different generations and adapt accordingly. 3. Provide high-impact performance feedback: To help employees to develop to their full potential, effective managers know how to provide frequent positive and constructive feedback in a way that motivates both under-performing ... Alisa Blum, president of Alisa Blum & Associates, specializes in optimizing the multigenerational workforce.