

IS THE WORLD SITTING ON A TRILLION DOLLAR NEXT DISRUPTIVE WAVE?

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ABSTRACT

At present, organizational leaders are facing the dilemma of maintaining a productive workforce comprised of generational differences that hinder social cohesion and productivity in the workplace. Most of the conflict centers around a difference in work expectations. This review will discuss characteristics, employment patterns and provide a brief background into past and present events that impact various behaviors of Baby Boomers, Generation X, and Millennials and pertain to engagement in the workplace. Specific characteristics differentiate the behaviors of each generation. Understanding these aspects are pertinent to effective business practices in the engaging of diverse generations in the workplace. Although this may be true, not all individuals will share every characteristic of their age group; however, understanding these individualities may make it easier for business leaders to recognize them and know how they manifest themselves in the employee and organization.

Keywords: Generational diversity, Engagement, Baby boomers, Gen Xers, Millennials.

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