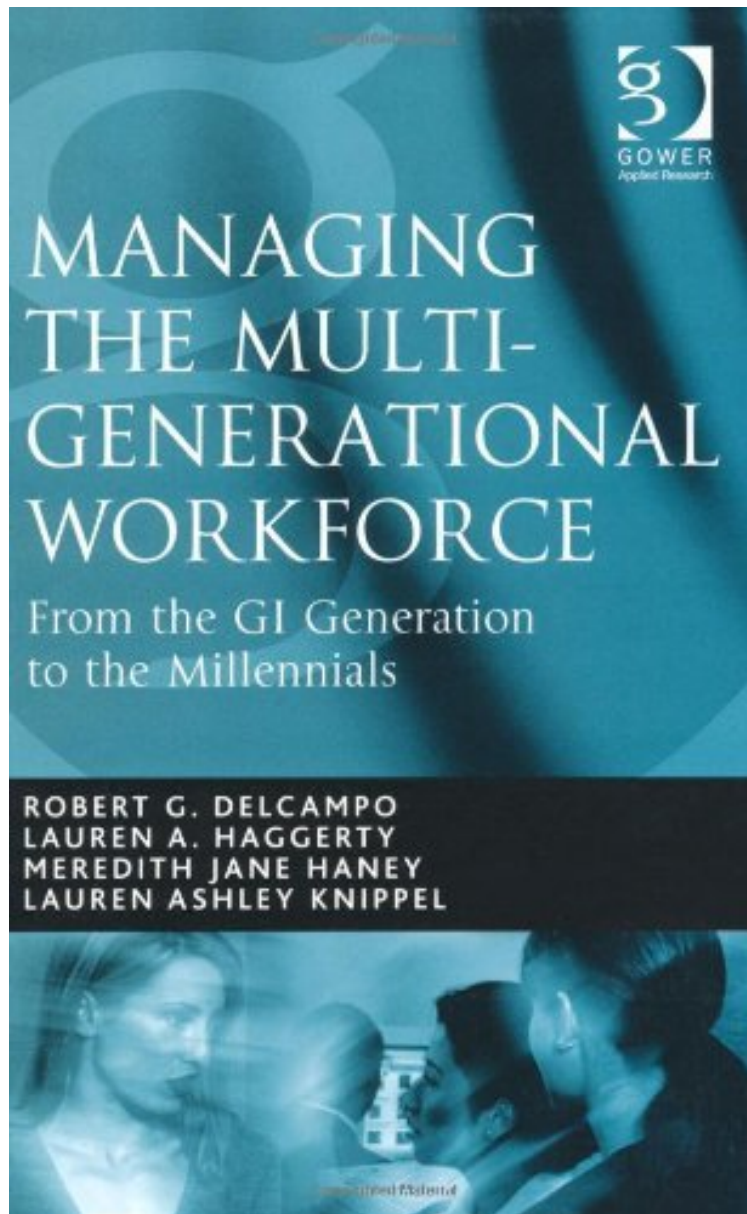


Managing the Multi-Generational Workforce

Robert G. DelCampo, Lauren A. Haggerty, Meredith Jane Haney, Lauren Ashley Knippel
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Robert G. DelCampo, Lauren A. Haggerty, Meredith Jane Haney, Lauren Ashley Knippel : Managing the Multi-Generational Workforce before purchasing it in order to gauge whether or not it would be worth my time, and all praised *Managing the Multi-Generational Workforce*:

7 of 7 people found the following review helpful. Poorly Written By Dr. Fred Lang I read a lot and I am a professor with a Ph.D. I have also worked in leadership positions in both government and the private sector. I bought the book

since I wanted more information about this subject. The title of the book implies that it will provide a balanced view of the 4 generations. It doesn't, but instead does little more than applauds the Millennial generation. The authors pull excerpts from other sources and weaves them into the narrative which often adds very little value to the subject. The only real conclusions seem to be written by three of the authors who are Millennials - which are biased. I was very disappointed in the book. It did not deliver what it promised. A Professor

For the first time in history, four distinct and very different generations are working together. Generational conflict is one of the last bastions of acceptable discrimination in today's workplace. Each generation has different beliefs, expectations, values, learning styles, and desires. These result in a strong tendency for them to adopt different work habits. Managing employees of several generations is not an easy task, but it is the reality of the business world today. The creation of a culture and coordinating programs that foster communication and collaboration between all of the generations present in the workforce will help to alleviate the difficulties managers may encounter. In order to truly create a cohesive workplace, managers must encourage employees to view generational difference as a valuable strength rather than a weakness. Based on rigorous academic research, *Managing the Multi-Generational Workforce* identifies the characteristics of the different generations, considers their expectations and values, and how these influence the way they relate to each other. The authors then examine implications for organizational culture and structures, recruitment and retention tactics, training, and management styles and approaches. This book actually tackles the issue of properly integrating the newest generation - the 'Millennials', into the workforce and challenges the unrealistic belief that all that needs to happen is for younger generations to be 'changed' to conform to workforce norms. As younger generations enter the workforce, and eventually dominate it, workforce norms will change. Any firm or manager competing in today's war for top talent will find this book indispensable.

'With the vast differences among generations in the workplace, this book is a must read to be fully informed. Not only will you learn about the characteristics of the generations, you will leave with a better understanding of how to manage these generations. Quick and interesting read, I highly recommend it.' Donna Maria Blancero, Editor of *The Business Journal of Hispanic Research* '...There is an extensive reference list and considerable in-text referencing...There is also a good index. The layout is attractive, and it is well written...The book is easy to read, and the authors offer insights which will help managers and workers to understand others and work together better. The advice on managerial styles is useful...*Managing the Multi-Generational Workforce* is thought provoking...it catches the attention by providing new insights and suggesting good practice...' --Julia Long, *The Australian Library Journal*

About the Author Dr. Robert G. (Rob) DelCampo is an Associate Professor in the Department of Organization Studies, University of New Mexico, holding the Rutledge Endowed Professorship in Management. He serves as Editor-in-Chief of *Administrative Sciences and Associate, Editor of The Business Journal of Hispanic Research* and was recently named to *New Mexico Business Weekly's "40 Under 40"* top young professional list and one of *Albuquerque The Magazine's "15 People Who Will Change Albuquerque"*. Rob has published or presented over 75 papers and is the author of 5 books. He has consulted for over 25 Fortune 500 companies including Ford, Home Depot, Dell and Intel. Rob earned a Ph.D. from the W. P. Carey School of Business at Arizona State University, and holds MBA and undergraduate degrees from the University of New Mexico in Albuquerque. Lauren A. Haggerty attended the University of New Mexico earning degrees in Accounting (BBA) and Organizational Behavior/Human Resources (MBA). Currently, she works in Student Affairs where she deals with Millennials on a day-to-day basis. Meredith Jane Haney attended the University of New Mexico where she attained a bachelor's in Business Administration with a focus in Accounting. She earned her MBA concentrating in Management Information Systems, Information Assurance, and Organizational Behavior/Human Resources from the Anderson Schools of Management, University of New Mexico. Lauren Ashley Knippel graduated with her bachelor's in Business Administration with a focus in Human Resources and Organizational Leadership from the Anderson Schools of Management, University of New Mexico. She attained her MBA concentrating in Strategic Planning.