

Management

by Student Paper

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EFFECTIVE MANAGEMENT IN A DIVERSE WORKING PLACE

¹
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Course

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Effective Management in Diversified Working Places

Step 2

At the turn of the century, the world experiences dynamic changes that usually are unprecedented. Similarly, the birth of a new generation brings about unexpected changes which are discrepant to the preceding generation. Indeed, such is the case with the coming of millennials who significantly differ with their predecessors, the baby boomers. Seemingly, this difference has a far-reaching effect not only in their lifestyles and perspectives but also with regards to their work ethics. Agreeably, millennials who were born in the within the brackets of the Internet era are exposed to technology at a tender age thus making them sophisticated as compared to the previous generation (Hartman, 2011). Moreover, they portray computerized abilities such as multitasking and a significant amount of zealousness, capable of doing numerous things simultaneously. However, it is true that millennials have depicted some inadequacies when it comes to communication skills and styles.

Human beings operate based on their mindset, which is greatly determined by what they perceive in their environment. Hence, it is agreeable that human nature is not designed but created by our environment. Statistically, a more significant percentage of a person's life is spent at home and in their workplaces. Since these two constitute the immediate environment within which most people find themselves in, the impact on their minds is extensively high. With time, the mindset of people is reflected in their very nature in terms of perspective, responses, and lifestyle. Significantly, one can change the views, reactions, and lifestyles of people by redesigning the institutions within which people live and work (Schwartz, 2015). In fact, changing the policies at work and the lifestyle at home are two methods which can have an undeniable impact on the happiness and fulfillment of people, thus improving their nature.

Consequently, this will create a whole different human nature in tandem with the design of the institutions.

Step 3

With a difference in age and generation comes the difference in culture, language, and lifestyle. Doubtlessly, there is a generational difference in terms of culture, language, and lifestyle. Emphatically, communication differences between generations are the most notable discrepancies one can note. Since these differences affect the lifestyles at home and the ethics at the workplace, managers ought to be very strategic when it comes to managing their employees who fall under these different age sets. According to (Myers & Sadaghiani, 2010), millennials are substantially motivated by appreciation, the awareness that their contribution positively impacts the organization and less formal relationships with their employers and fellow workers.

Conversely, millennials are discouraged by bureaucracy, rigid schedules, and corporate jargon. Subsequently, an effective way to manage employees where most of them are millennials is to improve communication in terms of openness and frequency. Using this communication style, an effective manager should be open to reason with the employees, using democratic leadership as opposed to autocratic leadership. Actively, the managers should highlight the importance of the work done by the millennials, give praise if their performance appraisal has been positive, mentor them to cultivate their aptitudes. In fact, this communication will be much appreciated by the employees if it is done using their communication style and language. Moreover, a manager should co-opt more technology into the system to enhance their productivity, to nurture and grow their talents, and use a schedule that fosters work-life balance and flexibility (Gibson & Sodeman, 2014). Certainly, with a combination of these approaches,

managers will be able to increase their effectiveness alongside the productivity of their employees and the company in general.

Step 4

Indeed, the generational difference between millennials and baby boomers presents a significant challenge at the workplaces for managers. Apparently, not only do millennials differ in communication skills but also with regards to attitudes, values, and life phases. First, the difference in attitude between the millennials and baby boomers' manifests both positively and negatively. According to (Kowske et al., 2010), the attitude difference is seen positively in the way millennials are easily satisfied with their work, how they enjoy recognition and their great ambition towards the advancement of their careers. However, the difference in attitude is also seen within a negative context when millennials are deemed to be disloyal, overly demanding, and their tendency to express turnover interests. Owing to the above concept by (Schwartz, 2015), this shows that the design of their institution especially in terms of technology has redesigned their nature, causing their outlook to be different as compared to their predecessors (Bannon, et. al., 2011).

Second, the set of values with which millennials commit to differ to a high degree with the values baby boomers esteemed. Research shows that millennials value work that is interesting, their achievements, healthy relationships with their fellow employees, positively impacting the community, and a good salary (Kuron et. al., 2015). In connection with (Hartman, 2011), millennials value communication between them and their employers and colleagues. Additionally, millennials are interested in other things which are more valuable to them than merely receiving a paycheck, which according to (Schwartz, 2015) has been the primary reason why people work since the industrial revolution.

Lastly, with regards to life phases, millennials are seen to live longer with their parents as compared to the previous generation. As per (Bleemer et.al., 2014), this trend may be as a result of increased unemployment, burdensome student loans, and an increased cost of living. Doubtlessly, this influences the millennials values and attitudes towards work especially with regards to pay. In essence, what once formed the impetus to hard work in the baby boomers' era no longer motivates young employees to highly esteem proper communication in their workplaces or their wages at the end of the month.

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