

They suggest companies combine experience and youth in their workforce

03.02.2012 10:57 | lainformacion.mx

Mexico, 2 Mar. (Notimex). - The current labor market demand for **companies** to form teams and build multigenerational experience executives and experienced workers to train new leaders, according to a study by Kelly Services Mexico.

The document of the leading human resources stated that new generations are less committed to the business and lack the experience and trained to take management positions or command, which impact on national competitiveness.

Proposes that an aging workforce is a global phenomenon in all industries and cites that while in the eighties 26 percent of the workforce was 50 years old or more, by 2050 that figure will grow to 37 percent at world.

Notes that differences between generations are necessary for organizations to adopt new strategies for recruitment, retention and training for teams multigenerational workplace.

We are living the retirement of Baby Boomers (persons born in the U.S. in the years following World War II), which has decreased the number of skilled workers leaving positions that recent graduates are not covering? Said Irving German, manager of Kelly Services Recruitment Mexico.

He said that in Mexico the average population is relatively young (26 years on average), but increasingly there are fewer jobs that require no experience and demand for qualified talent is greater in industries such as automotive, pharmaceutical and petroleum industries.

The manager stated that despite the efforts of private enterprise and universities there is a shortage of qualified talent.

He said the competitiveness of enterprises lies in the strength of multi-generation equipment and have the ability to build and develop new talent, able to meet the demands of a first world market.

A multi-generational community presents challenges but also offers benefits and employers today have to work with different generations and their characteristics? Said.

The executive noted that the Baby Boomers, born between 1946 and 1964, used to working long hours, worry about the future of their companies, are loyal and strong developers.

According to data of Kelly Services, the Boomers who work as independent agents have a higher retention rate than their younger, normally working 22 percent more hours than workers from other generations.

It also reveals that Generation X, that is those born between 1961 and 1981, generally demanding pay and short-term rewards and incentives with immediate feedback for a job well done.

Also Gen Y, those born between 1982 and the millennium, show great tolerance for other cultures and lifestyles. Working for long in a company is not his forte, but if they are loyal to their profession and their colleagues.

Generation Z, meanwhile, or those born between 1990 and today is a technologically savvy population will have an unprecedented demand as they enter working life.