



Managing the New Workforce

International Perspectives on the Millennial Generation

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Shifting demographics around the world have created a unique historical phenomenon in which a large cohort of employees (i.e., post-war Baby Boomers) are nearing retirement, and a new cadre of younger workers are being recruited to replace them. These twenty-something year-olds, often referred to as 'Gen Y' or Millennials, represent the workforce of the future and come with their own set of expectations, demands, and work habits. The contributors to this volume, drawn from countries around the world, document the cultural, historical, and social context surrounding this phenomenon. The international perspective makes it possible to examine cross-cultural similarities and differences in HRM practices. This timely book provides an understanding of the new workforce in multiple countries and settings and a valuable reference as scholars and employers seek to understand the values, beliefs, and expectations of the next generation of workers.



2012	336 pp	Hardback	9780857933003	£96.00	£86.40	\$155.00	\$139.50
2014	336 pp	Paperback	9781782540328	£29.95	£23.96	\$45.00	\$36.00
Elgaronline 9780857933010							

Edward Elgar Publishing Ltd. is registered in the UK at: The Lypiatts, 15 Lansdown Road, Cheltenham, Glos GL50 2JA. Registered number: 2041703

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