
Managing Generational Diversity in the 21st Century

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EXECUTIVE SUMMARY

I examine the three prominent generations in the workforce in the 21st century: Baby Boomers (born 1946 to 1964), Generation X (born 1965 to 1980), and Generation Y (born after 1980). I first summarize differences among the generations and then describe how to manage the three generations on common themes, such as communication, training, and leadership. I examine suggested areas of research within generational diversity.

Key Words: Baby boomers, Generation X, Generation Y, Diversity, Managing generations