4 Ways to Bridge the Workplace Generational Gap

Generational diversity can strengthen workplace productivity and creativity – but it can also come with its fair share of challenges due to the different set of expectations from Baby Boomers, Gen X, Millennials and Gen Z.

The right supporting technology, however, can help employers meet the expectations of a multigenerational workforce. Here are four examples:

1 Streamlined Onboarding
To Attract a Next-Generation Workforce

Providing new hires the ability to complete their "paperwork" virtually before the first day of work caters to younger generations who are likely to expect a streamlined and digital process. Research also shows that this can provide a competitive advantage when hiring new talent.[1]

2 Intelligently Connected HCM
Improves Navigation for Core HR Tasks

When technology is intuitive with a user-friendly interface, employees of all generations can navigate the system with ease to find the information that they need, including tax forms, pay history, schedules, benefits information and more.

3 Collaboration Tools
Keeps Every Generation Connected

Most generations are familiar with Facebook, so why not equip your workforce with an HCM that provides tools with familiar functions, such as posting, liking, sharing and commenting? This can foster an environment where employees are engaged, which can have a positive impact on employee experience.
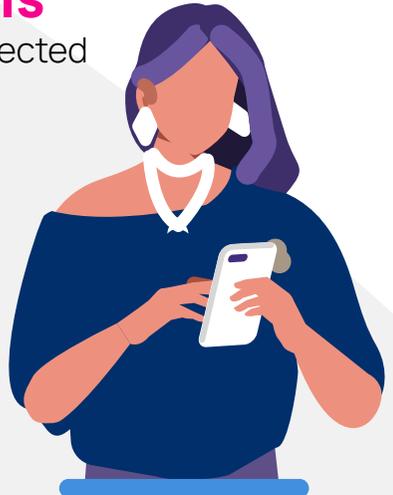
4 Learning Management System
Provides Opportunities for Employees to Improve Skills

Learning is the top way employees would like to be engaged with by their employers[2], which is why an HCM with an integrated learning management system is a good solution for providing employees of all ages with courses to improve their skillsets.

Discover how isolved People Cloud can bridge the generational gap within your enterprise.

Schedule a Demo

1. Forrester Study: The Total Economic Impact of isolved People Cloud
2. isolved's Big Expectations: 2021 HR Trends Report