

Lost Knowledge

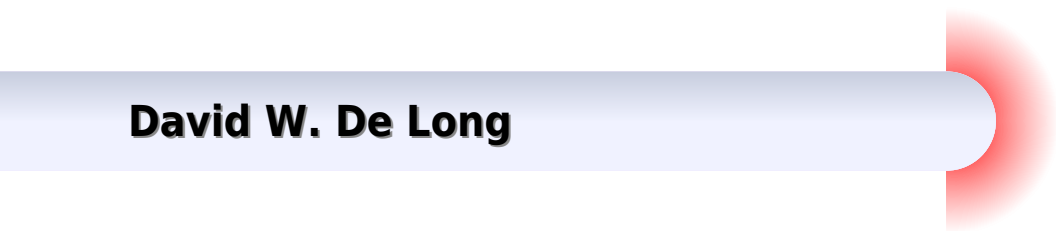
**CONFRONTING THE THREAT
OF AN AGING WORKFORCE**



DAVID W. DELONG

Lost Knowledge Confronting The Threat Of An Aging Workforce

David W. De Long



Lost Knowledge Confronting The Threat Of An Aging Workforce:

Lost Knowledge David W. DeLong, 2004-09-09 Executives today recognize that their firms face a wave of retirements over the next decade as the baby boomers hit retirement age At the other end of the talent pipeline the younger workforce is developing a different set of values and expectations which creates new recruiting and employee retention issues The evolution from an older traditional highly experienced workforce to a younger more mobile employee base poses significant challenges particularly when considered in the context of the long term orientation towards downsizing and cost cutting This is a solution oriented book to address one of the most pressing management problems of the coming years How do organizations transfer the critical expertise and experience of their employees before that knowledge walks out the door It begins by outlining the broad issues and providing tools for developing a knowledge retention strategy and function It then goes on to outline best practices for retaining knowledge including knowledge transfer practices using technology to enable knowledge retention retaining older workers and retirees and outsourcing lost capabilities

Lost Knowledge David W. De Long, 2004 Addressing one of the most vital management problems of the coming years this book asks how organisations can transfer the stores of knowledge experience from older workers to the next generation As the workforce ages so this dilemma is becoming more acute

Lost Knowledge David W. DeLong, 2007 *Aging workforce : what does it mean for businesses and the economy? : hearing ,*

Managing the Aging Workforce Marius Leibold, Sven C. Voelpel, 2007-06-27 Managing the Aging Workforce is one of the crucial topics for many of the world s enterprises The increasing average age of populations does not only affect social systems countries and communities but also has a strong impact on the work of businesses and companies The decline in demographic fitness will not only hit countries like the U S the Western European countries or Japan but also the upcoming societies in China or in the Eastern European countries In many of these countries during three or four decades the average age will grow from about 40 years now to about 50 years Where experts are needed this may result in an increase of the workforce s age of between 5 and 10 years in only one decade For companies thus a number of challenges arise that have to be overcome fast and continuously The main topics in this field will be new strategies in leadership new concepts in health management new ways in knowledge management and learning as well as new models how to drive ideas for diversity and innovation On the one hand enterprises therefore will have to invest in their aging employees for supporting their talents helping them to learn and keeping them in the company On the other they will have to increase productivity keep on searching for new products and integrate experts from abroad This has to be combined with new ways of strategies and HR management This book presents an analysis of the present and upcoming situation and an introduction into the strategic concepts enterprises will need to survive in aging societies

The Aging Workforce United States. Congress. Senate. Special Committee on Aging, 2007

Managing the New Workforce Eddy Ng, Sean T. Lyons, Linda Schweitzer, 2012-01-01 Millennials the latest generation to enter the global workforce are changing the face of

employment This volume represents the most up to date research on the changes and issues from an international cast of generational researchers 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 While scholars and instructors will find this book indispensable the book will also have implications for domestic and multinational employers managers HR practitioners and career counselors

Managing an Ageing Workforce Daniel Smentek, 2006-10-12 Inhaltsangabe Abstract Germany's population and consequently its workforce is ageing Fewer young people will enter the workforce and employers will be pressed to draw from an expanding pool of older people As a consequence the working age population is projected to decline significantly while the numbers of organisations depended on them will rise At the same time baby boomers are moving towards retirement and can not be replaced by middle aged or younger workers Facing impending talent shortages and a substantial loss of knowledge and experience companies might have little choice but to implement new employment strategies Primarily based on secondary research and supported by available data from various research institutions this paper considers relevant variables and approaches related to challenges from a German perspective This is done regardless of specific industry conditions and circumstances The paper covers selected peripheral issues like attitudes and retirement intentions of older workers and the myths and stereotypes about them It provides an overview of the German labour market specifically the situation of older people and how public policy has been responding to improve related conditions Finally minor and major interventions are presented to adapt human resource methods work arrangements and framework conditions Recognising that an effective response to the demographic changes requires a broader perspective i e considering all working generations the proposed initiatives primarily focus on the attraction and retention of older people International and more specific German demographic projections clearly indicate that age management is essential Organisations have to be prepared to cope with the impending labour and skill shortages resulting from a declining population and a likely mass exodus of the baby boom generation from the workplace Future competitiveness of businesses increasingly rests on the performance and productivity of older people Hence understanding retaining and utilising them becomes crucial Considering characteristics of the older workforce segment this paper shows that older workers are ready willing and able to stay employed Medical advancements and other quality of life factors lead to

people live longer and healthier Myths and stereotypes about older workers are not upheld by available evidence and replaced by convictions to be a valuable resource for employers and capable

The Rowman & Littlefield Handbook on Workplace Diversity and Stratification Tsedale M. Melaku, Angie Beeman, Christoph Winkler, 2023-11-01 Organizations and institutions use diversity and inclusion mantras to signal opportunity and access for all However the real world results are often underwhelming and people are demanding that organizations recognize the value that diversity brings to a workplace and be held accountable to the diversity and inclusion mission statements on their websites The Rowman Littlefield Handbook on Workplace Diversity and Stratification provides a comprehensive yet concise overview of important issues themes and research regarding workplace diversity and stratification The book analyzes present day and future implications of diversity in the workplace and offers concrete ways of developing policies and practices that will make diversity an intrinsic part of any organizational culture Taking an interdisciplinary approach the book covers topics including racism sexism socio economic status LGBTQ workers education intersectionality neurodiversity religion and allyship Practical contemporary and relevant this is an excellent resource for anyone interested in understanding what workplace diversity and stratification mean for everyday people institutions and society as a whole

The Rowman & Littlefield Handbook on Aging and Work Elizabeth F. Fideler, 2021-09-11 The Rowman Littlefield Handbook on Aging and Work is a comprehensive resource for students scholars and practitioners seeking a broad overview of interrelated topics concerning the aging workforce or insightful discussions of specific issues and challenges facing people in the demographic Notably its chapters address the impact of current conditions and developments on the individual worker organizations and employers and society as a whole

The Enigmatic Realm of **Lost Knowledge Confronting The Threat Of An Aging Workforce**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing short of extraordinary. Within the captivating pages of **Lost Knowledge Confronting The Threat Of An Aging Workforce** a literary masterpiece penned by a renowned author, readers embark on a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting effect on the hearts and minds of people who partake in its reading experience.

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