

# BABY BOOMERS AND MILLENNIALS IN HARMONY!

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## ABSTRACT

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Organizations are facing an interesting phenomenon today in the composition of their work force: the concurrence of multiple age generational cohorts that demand suitable strategies regarding work design, job satisfaction and incentives. The millennial contingent today is the largest component of the work force globally, leaving the boomers far behind. There are undeniable differences between the style and life experience of both. But it is being realized, the purported culture clash between both is largely stereotyped. It is thus of paramount significance for the HR Manager to utilize the skills and styles of both for harmonious organizational functioning. Both the millennials and boomers are in a way essential for team work.

**Keywords :** Boomers, Millennials, Organizations, Work force.

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## INTRODUCTION

For quite a while now, the cross-generational exchange between baby boomers and millennials has been worked on a few recurring topics. Boomers — the age conceived generally somewhere in the range of 1946 and 1965 — sneer that Millennials expect "support trophies" for doing the absolute minimum. Millennials consider Boomers are "out-of-touch." Millennials (conceived generally somewhere in the range of 1980 and 1996) are "killing" once-stable businesses like oat by setting aside cash, spending less, and "eating basic." Millennials are the selfie generation. They're narcissistic job hoppers who expect a gold star for their efforts. They are tagged lazy. As for boomers, they do not understand technology. They are self-righteous. They are selfish and they are wealthy. Boomers are said to have "sold the future" in return for accumulating riches while likewise casting a vote to end fundamental social projects. Millennials would prefer to grumble about students loan than lock in, buckle down, and "find a new job." Such myths have clouded the thinking zone of many.

If anything, teens have been subjected to even significantly harsher metaphorical censuring. Individuals from Generation Z, born generally somewhere in the range of 1996 and 2015, are depicted

as dependent on their telephones, "bigoted" of their older folks, and stuck in an "alternate world" because of the internet.

The meme "OK boomer," which glided into the internet mainstream and quickly picked up footing this fall, is an endeavor by the Millennial and Gen Z to both encapsulate this circular argument and reject it altogether.

OK boomer is intended to be cutting and pretentious. It proposes that the discussion around the anxieties and worries of younger generation has become so unbearable and ineffective that the younger generations are on the whole over it. OK boomer suggests that the older generation misjudges millennial and Gen Z culture and governmental issues so in a general sense that long periods of haughtiness and deception have prompted this distinctly curt answer and dismissal. As opposed to unendingly guarded choices coming from profound financial conflict, to set resources into stocks and retirement assets, to purchase cheaper foods — teens and younger adults are simply through.

The discussion isn't through with them, notwithstanding, not least in light of the fact that the ascent of OK boomer has incited simultaneous reaction from the baby boomers, a significant number of whom have misread the meme, and feel it is persuaded

basically by ageism. This should not be misinterpreted. Understand that what truly lies behind the image is expanding financial, natural, and social nervousness, and the inclination that baby boomers are leaving younger generations to clean up their mess.

In the past few years you couldn't peruse the web without running over some article on how millennials are destroying the nation, with their scorn for physical shopping centers, sit-down eateries and avoiding religion. It has been well known to regret how this up and coming generation was adjusting and altering the national scene and all the while, removing or generally reducing the old reliable and serenely commonplace.

Well the Millennials (and Gen Z) have shouted out, and they're worn out on being accused for every one of the progressions the baby boomers has assigned them. What's more, they're retaliating.

What is true is that both cohorts are inevitably subjected to unfair mythology, dubious labeling, and misjudged by generations above them. So what happens when boomers and millennials join forces? In a word, magic.

The genuine and alarming detract from these dividing lines getting for all time carved in our aggregate mind is that we **MUST** work together. Baby Boomers must work with, lead and be driven by Gen Xer's and millennials, and the younger generation **MUST** work with the Baby Boomers.

"We **MUST** get along!" is the strategy that all need to initiate now. So long as there are workplaces, resources and printers to share, the present employees will do themselves a favor by realizing that nobody is leaving at any point in the near future. In the event that you need to continue working and make the most of your occupation, figuring out how to comprehend and endure each other is significant.

Moreover with the majority population of the Boomer cohort now set to retire companies now have to deal with the major issue of filling this gap that would creep in because of their moving out. Another more urgent issue is the impact this transition is having on businesses in terms of skills shortages and wisdom.

But what is worthwhile to see is whether Boomers and Millennials can work in harmony? It is crucial for the HR team to see that there are several ways in which they might want to make this piece of arrangement work.

## **PLANS TO HELP BOOMERS MAKE A PROGRESSIVELY AMICABLE AND LESS UNPLEASANT WORKPLACE.**

### **Change Your Point of View**

For those who are younger, you will be the senior age one day and new advancements and the most recent prevailing fashions may escape you as well. Aging is a one-way street, so get used to the idea. Changing your perspective on how you look at other generations can help change how you feel about them. It can help turn frustration into empathy.

### **Get to Know the Real Individuals**

If you'd like to live with less stress, get to know your co-workers as the real, people they are. It's hard to carry stereotypes and prejudices when you have come to know your co-workers in a personal and friendly way.

### **Figure Out How to Pardon**

Figuring out how to pardon somebody, regardless of whether they request it or not, can be outstanding amongst other delicate aptitudes to ace. To forgive someone is to let go of the resentment and hostility that will shorten lives and make for a miserable work environment.

### **Try Learning From The Other Generation**

Learning something from someone outside your generation leads to collaboration and a healthy interdependence. It prompts joint effort and a sound association.

### **Get Help**

In case you're having an especially troublesome time working with somebody outside of your age, seek help from your administrator or a counselor or any other HR delegate and reduce your stress of dealing with such a difficult situation all alone.

The latest figures of workplace populace 2020 reveal approximately 60% of the workforce are made up of Millennials and Gen Z. However, only 50% of Millennials plan to stay at their current job for more than a year. Not only does HR have to focus on ways to retain these "job hopping" generations, but HR now has

to identify, attract, and cultivate younger leadership talent that can take over key positions as the Baby Boomers exit the workforce.

Opportunities to learn and grow is one of the top three factors that Millennials take into consideration when applying for jobs, but they don't want to wait forever to get to the next step (Edwards, 2019).

## **WAYS IN WHICH HR CAN HELP TO RETAIN THE MILLENNIAL GENERATION**

### **Provide Regular Feedback**

Millennials like real-time feedback. They are also open and receptive to communication. They want a less dictatorial and a more entrepreneurial environment. Thus provide them constructive feedback. It makes them feel that others are engaged and also offers them the opportunity to learn from veterans in the space who may be able to provide clarity on projects.

### **Create and Track Opportunities for Career Development**

Create a professional plan that outlines the steps required to reach the next step in a career. Chances to learn, grow and acquire other skill sets that pertain to a specific position is what keeps the millennials going.

### **Mentor Program**

This type of program can really help with not only employee retention, but also knowledge retention and employee engagement. Baby Boomers can transfer knowledge to Millennials and Gen Z, while Millennials and Gen Z can teach the Boomers some new tricks like how to find information faster or just binge internet.

## **Give Them Flexibility**

They also want flexibility. The advent of smart phones means they are “always on. They are willing to step out of nine to five roles. They are not afraid of hard work. The expectation is that there is the trust and flexibility from their employer to facilitate any role that they have to adopt.

## **CONCLUSION**

Millennials already make up a larger share of the workforce than Baby Boomers or Gen Xers put together. Two things stand out for the Millennials. They are digital natives and they have lived through the financial crisis. Both speak volume about their outlook. “They have seen people losing jobs and significant amounts of wealth. So, while financial reward is of course part of what they look for, it is not a core driver. They also want an open environment; one that they believe is culturally aligned to their values. What the Millennials have to empathetically receive from the Boomers is the large pool of accumulated knowledge and experience that they have gained in the many years of the service. It would be really more progressive to see the tech-driven Millennials taking over the network chain established by the Boomers to an altogether new level. Remember! The boomer, Gen-X, millennial rivalry is a myth. Teamwork is real. And it always will be.

## **REFERENCE**

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