

# Leading and managing an intergenerational workforce research paper examples

[Sociology](#), [Community](#)



The article "Leading and Managing an Intergenerational Workforce" by Doles, Landrum, and Wieck presents an in-depth look at how age affects the workplace environment. The title adequately addresses the subject matter indicating that the groups examined were multigenerational. This article does not have an abstract instead leaving the introduction to introduce the subject matter.

The introduction states that the group studied is from four different generations and it introduces why the study is important. It implies that this study is important because different generations have different values and ideals that can be beneficial in a nursing position. The methods of research are relatively common in terms of qualitative analysis.

This study questions is four different ideals such as traditionalists, millennial, members of generation X, and the baby boomers bring different leadership traits to their profession. The different groups represent stereotypical values and ideals for those generations and are the result of assumption. These generalizations were the result of previous studies by Strauss and Howe. The literature does provide a good starting point but more studies should have also been consulted to insure the validity of the study. The generalizations for the most part are adequate representations for the problem however a bit vague.

The method was experimental by taking different generations and exposing them to nursing and leadership challenges to measure their responses and compare and contrast them to the other generational groups. The measures taken to insure validity was making sure all the participants received the same orientation and instructors. The same method of obtaining the

generational markers were analyzed in the different scenarios. Reflexivity could refer to the fact that markers were only generalized statements, little information about individual beliefs and traditions were taken into account. I also feel that a much greater body of participants was needed to ensure the validity of the results.

The population group was not described well because it was a very generic portrayal of generational traits. The sampling was not sufficient enough to insure accurate results.