



# Managing the New Workforce: International Perspectives on the Millennial Generation

*Eddy S. Ng, Sean Lyons, Linda Schweitzer*

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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.

**Contributors:** J. Alves, S.L. Arnold, H. Breitsohl, J.P. Briscoe, P. Caligiuri, S.M. Campbell, K. Chudzikowski, S. Colakoglu, R. De Cooman, J.J. Deal, N. Dries, W.A. Gentry, L.M. Graves, C. Guo, L.M. Hite, K. Inelmen, B. Kowske, S.T. Lyons, E. Martins, N. Martins, K.S. McDonald, E.S. Ng, E. Parry, E.T. Porschitz, R. Rasch, M. Ruderman, S. Ruhle, L. Schweitzer, Y. Shen, S. Stawiski, J. Taylor, J.M. Twenge, J. Unite, D. Uygur, T.J. Weber, S. Yue, I.U. Zeytinoglu

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