



La gestion intergénérationnelle : Perspective managériale

By Harvey, Sébastien

Condition: New. Publisher/Verlag: Éditions universitaires européennes | Quel sera l'impact de l'arrivée sur le marché du travail de la génération Y - qualifiée aussi de génération Internet - sur les pratiques de gestion au sein des organisations? Telle est la question centrale de cette recherche. Nombre d'études ont fait état d'un choc intergénérationnel et plus spécifiquement d'un choc des valeurs qui attendent les organisations en voie de renouvellement de leurs effectifs, compte tenu du départ à la retraite massif des baby-boomers. Sébastien Harvey remet en question cette vision alarmiste en y apportant des nuances pertinentes. Plutôt que de se baser sur des enquêtes axées sur les valeurs et attentes des jeunes qui n'ont pas encore accédé au marché du travail, il emprunte un chemin moins fréquenté par les chercheurs jusqu'ici, soit l'analyse des pratiques managériales avec des jeunes qui ont déjà intégré le milieu du travail. L'enquête-terrain de type exploratoire et qualitatif s'appuie sur une série d'entrevues auprès de gestionnaires. Les résultats de l'enquête montrent que les pratiques managériales observées correspondent aux principes prônés par les théories du management renouvelé. | Format: Paperback | Language/Sprache: fr | 156 pp.



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