Name

Professor

Course

Date

Discussion 6

What kind of benefits would be the most appealing to you as an employee? Please explain your rationale.

The kind of benefits that would be the most appealing to me as a millennial would be health insurance and long-term financial planning. This is because I am constantly concerned about unanticipated financial risks that may result from unpaid medical expenses, unexpected loss of income and illness/disability. I see these two benefits as significant to me as an employee because I am also worried about the financial repercussions of my early death. I have the desire to prevent any risk and to have sound financial planning. This is why I health insurance benefits appeal to me in my employment.

After reviewing the assigned articles and videos on benefits, do you think they accurately portray the benefits desired by your age group? Explain your answer.

I believe that the assigned articles accurately represent the benefits that are desired by millennials. We are an age group that has been nurtured with protection in every aspect of our upbringing. Moreover, Millennials tend to have faith in institutions to cater for them because of this protective childhood.

Some studies indicate that millennials (65% compared to 44% of boomers) that have high regard for employee support services such as relocation assistance, financial planning, and tax preparation. The analysis also showed that millennials (51% compared to 39% of boomers) show

special consideration for education on issues such as retirement planning and individual finances (Howe 9). I could agree more as most millennials are anxious about the future and therefore take very measure to protect themselves from possible risks. Still, there is research that demonstrates that taking a precautionary approach is not an action wholly attributable to millennials (Schramm 1). There is an increasing focus on prevention by organizations because chronic health conditions are on the rise.

If you were a manager that had to put together the company package, how would you accommodate the needs of the diverse generations within your company? (Gen X, Y, Millennial, Baby Boomer).

There are several strategies that I would take to accommodate the needs of diverse generations in the company:

1. Present different alternatives for working such as working offsite and telecommuting. More emphasis will be put on the results that are produced instead of how the work is conducted. This will provide the staff with increased flexibility on their working preferences and place everyone, irrespective of the place they did most of their tasks, on the same level to assess achievement. Telecommuting will be a method of helping baby boomers approaching retirement to remain part of the workforce for a longer period because the alternative permits them to adapt to their assignments.

2. Ensure that the managers are educated on identifying the differences that exist across different generations.

3. Enable mentoring between the various ages of employees to foster cross-generational interaction. Younger personnel will be encouraged to ask for the advice and learn from the

experience of their senior counterparts. What is more, senior staff will be instructed to show appreciation for the young perspectives that are provided by the younger workforce.

Works Cited

Howe, Neil. *How the Millennial Generation Is Transforming Employee Benefits*. LifeCourse Associates, 2014. www.iscebs.org/resources/bq/documents/bq214a.pdf.

Schramm, Jennifer. "The Big Benefits Shift." *Society for Human Resource Management*, vol. 57, no. 8, 7 Aug. 2012, pp. 1-3, search.proquest.com.ezproxylocal.library.nova.edu/docview/1030259965?accountid=6579.