

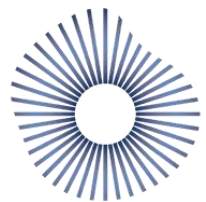
GENERATIONS IN THE WORKPLACE STUDY

*A survey looking at the impact of four generations
in the workplace in Britain in 2023*

PRESENT YOURSELF

In association with

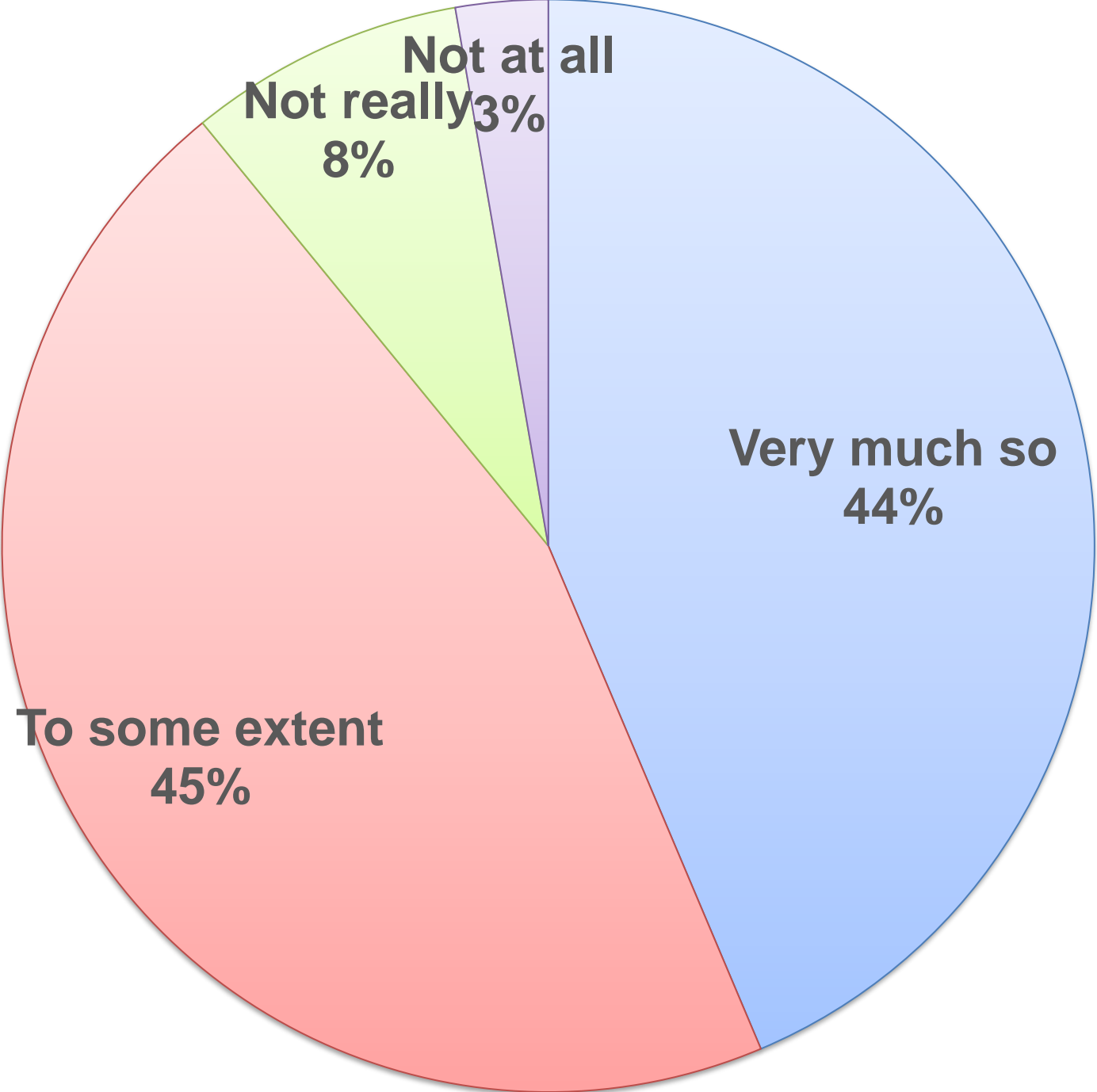
Kate Thompson and



dynata

*Survey conducted in July 2023
©Present Yourself Ltd*

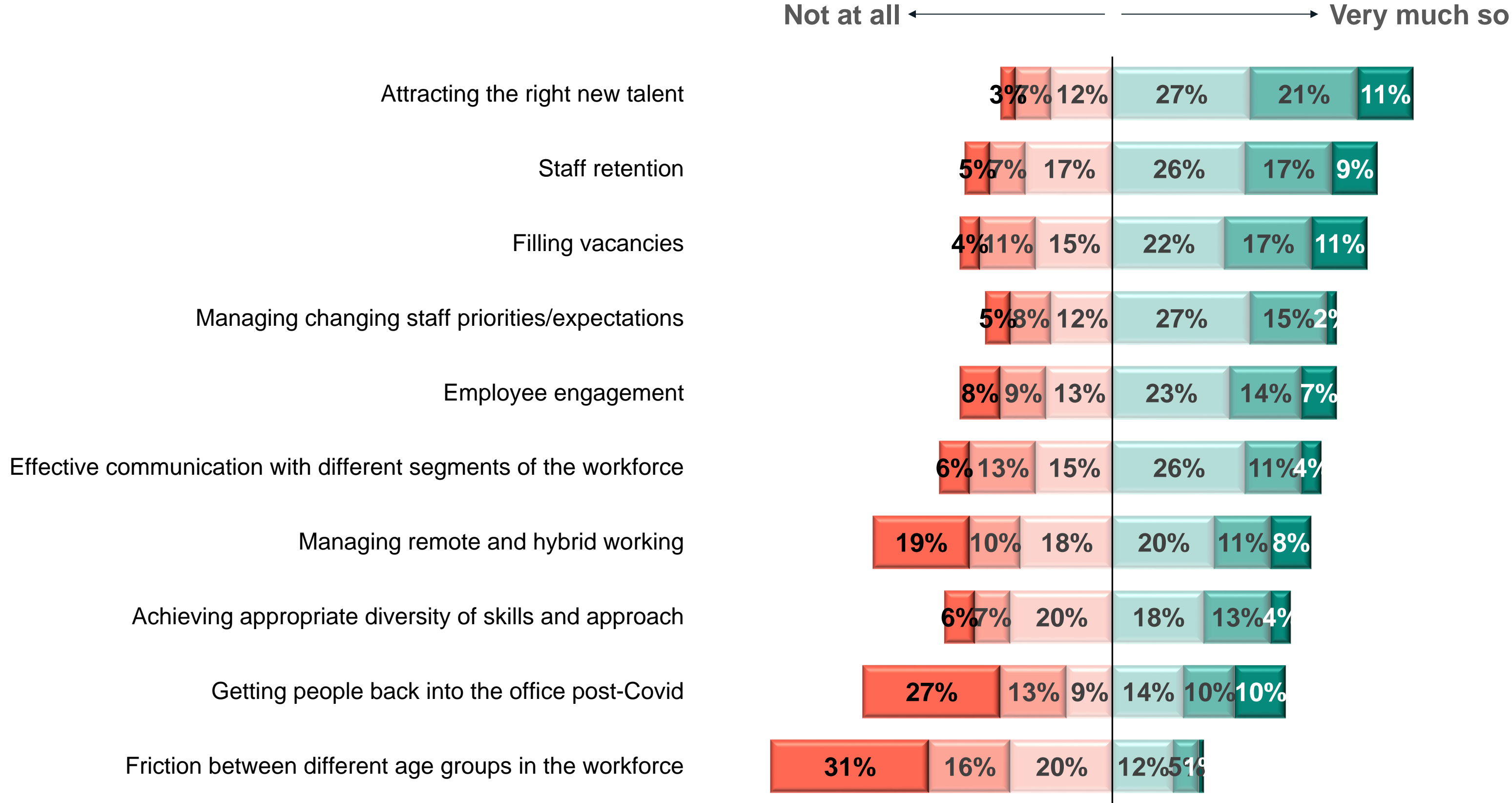
Challenges face by HR managers are generally recognised in the organisation



Q4. To what extent do you feel that HR challenges are recognised and understood by those above you?

Base: all respondents

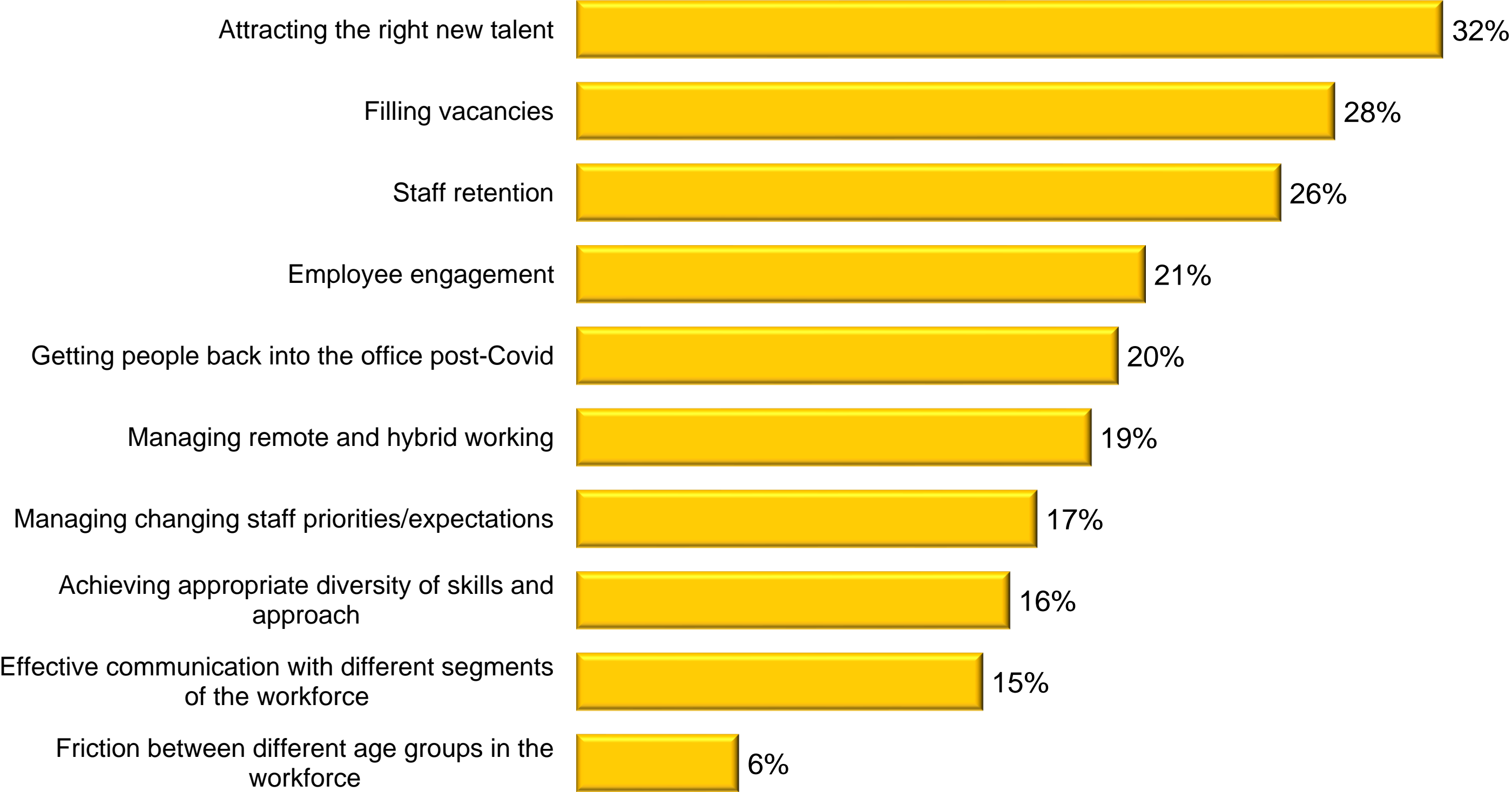
Extent to which each of these is a challenge



Q5. To what extent is each of the following a problem that your organisation is facing at the moment?

Base: all respondents

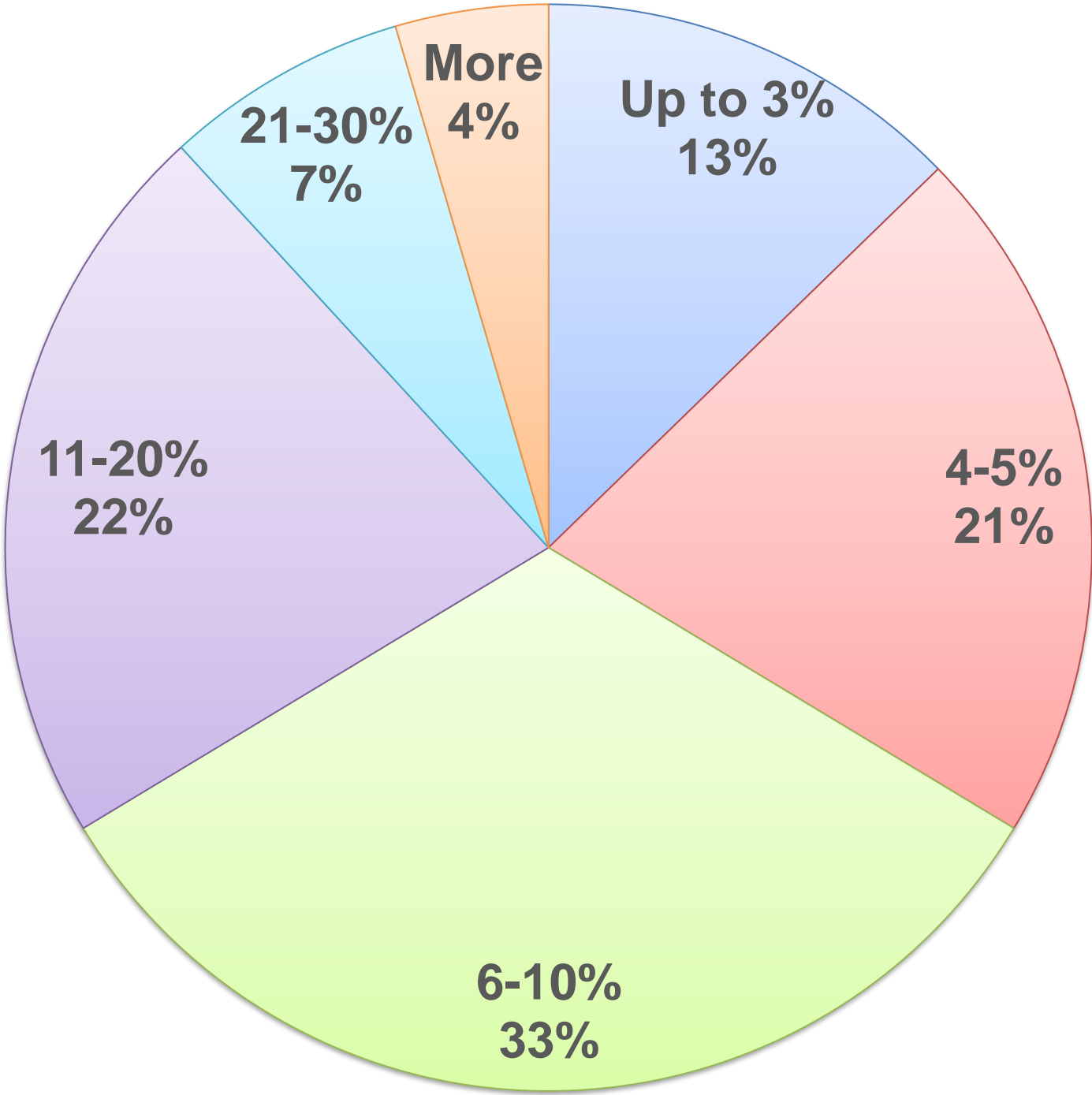
Summary: Major challenges (scored 6-7 out of 7)



Q5. To what extent is each of the following a problem that your organisation is facing at the moment?

Base: all respondents

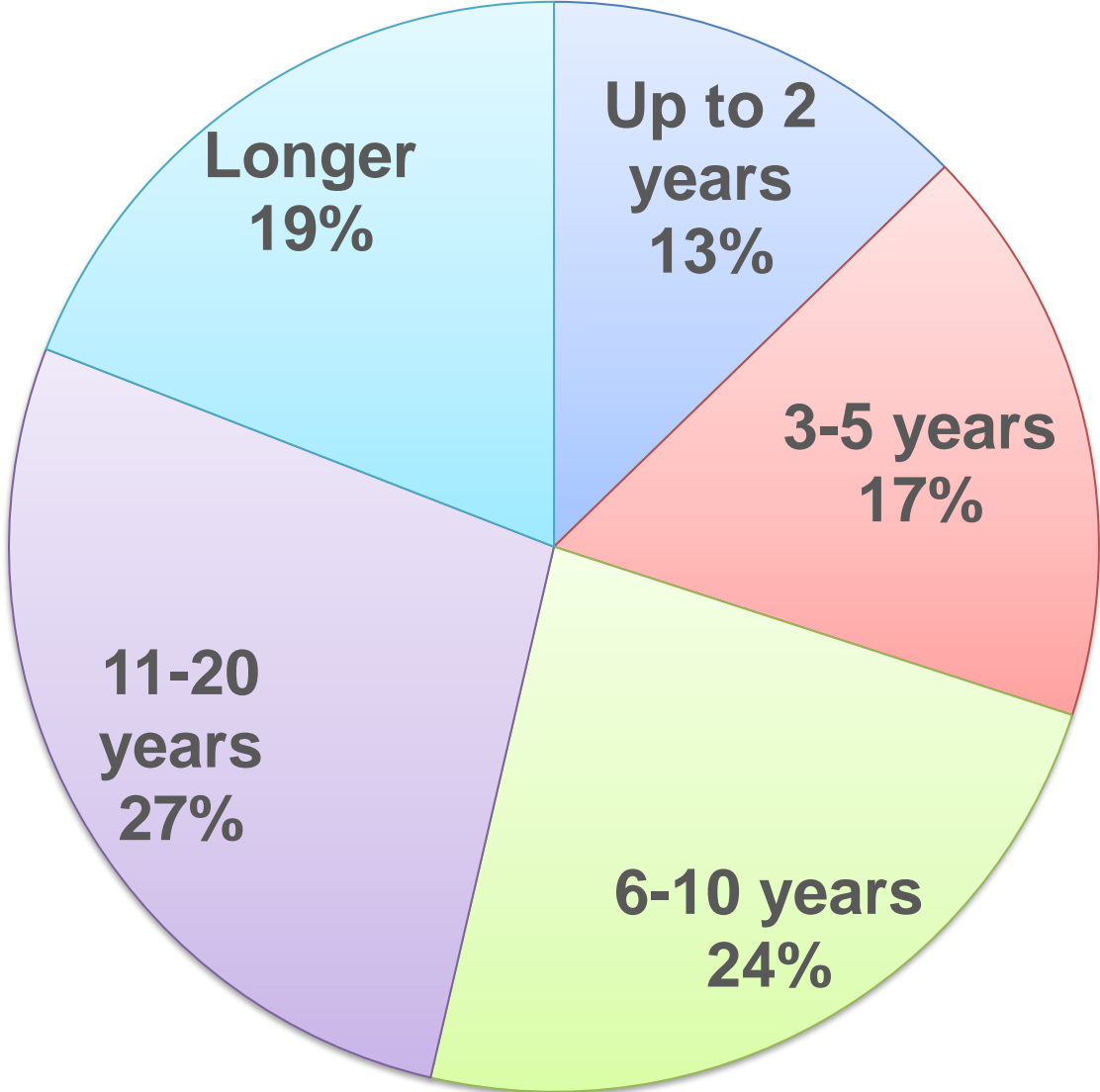
Staff turnover rate



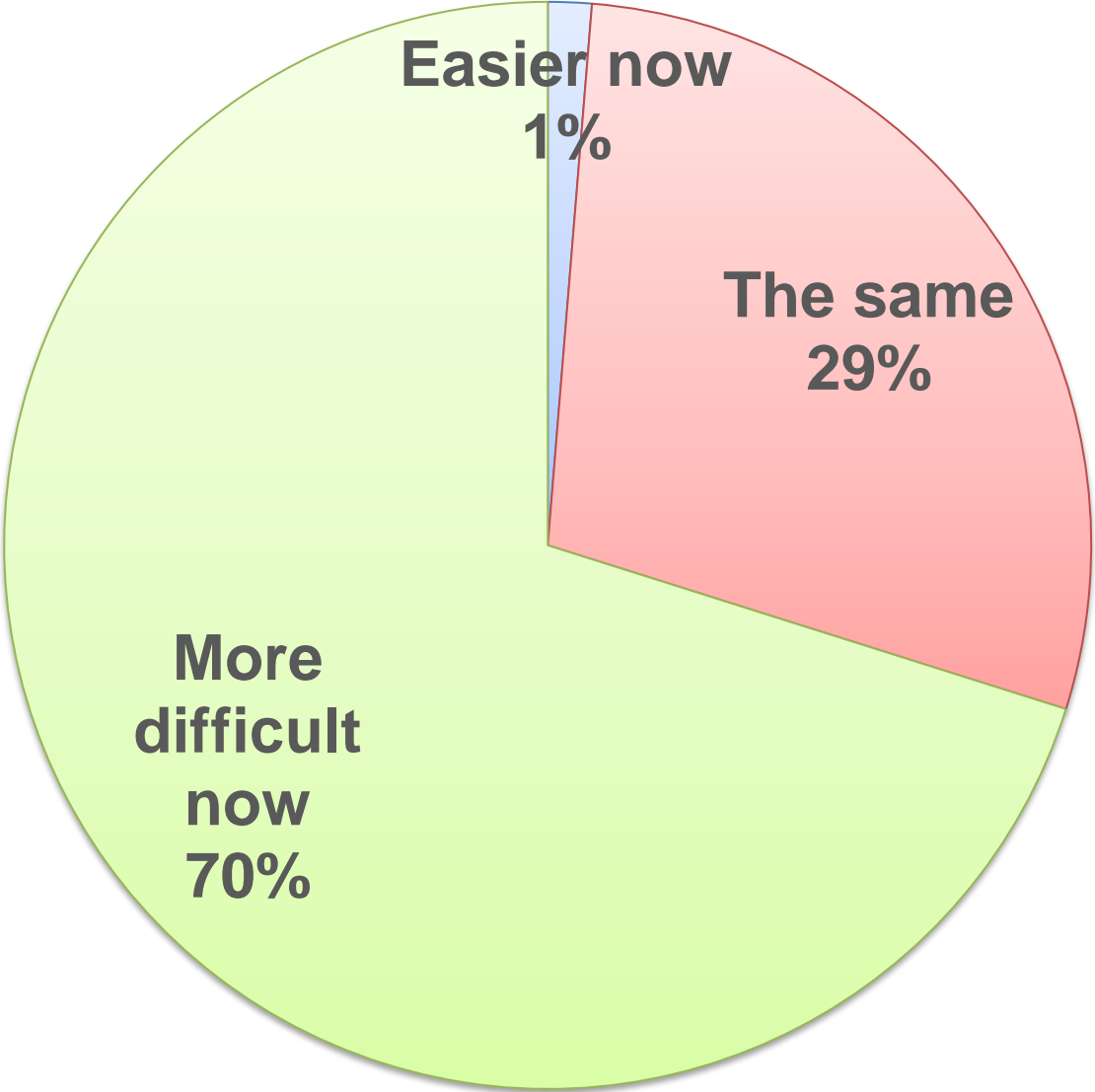
Q6a. What is your annual staff turnover rate at the moment, approximately?
Base: all respondents

Majority have long experience in HR, and the role is getting harder

Years' experience in HR



How role compares to 5 years ago

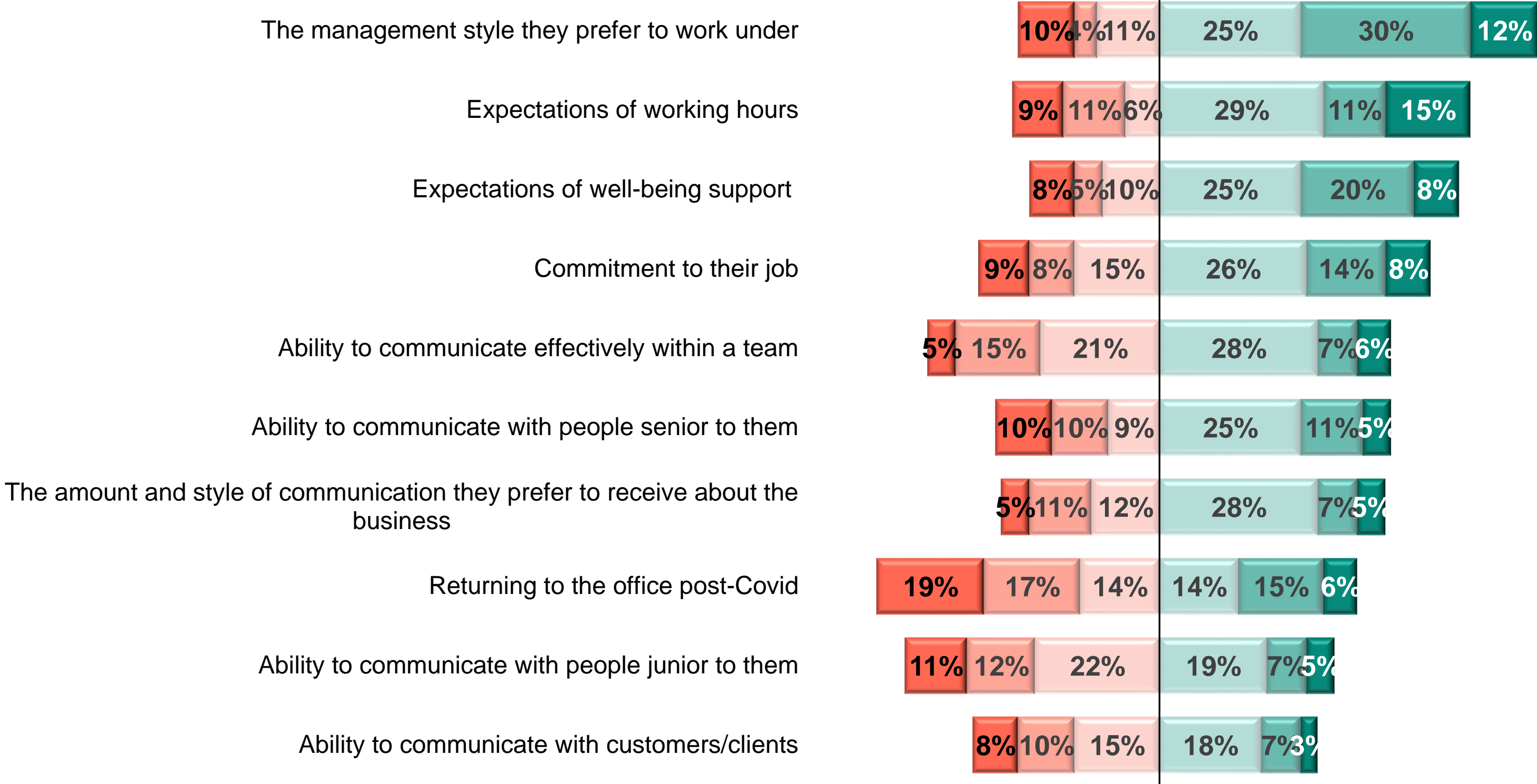


Q7a. How long have you worked in HR management? Base: all respondents

Q7b. Compared to 5 years ago, would you say your HR management role now is easier or more difficult than it was? Base: in role longer than 5 years

Extent to which HR Managers see age differences in each of these

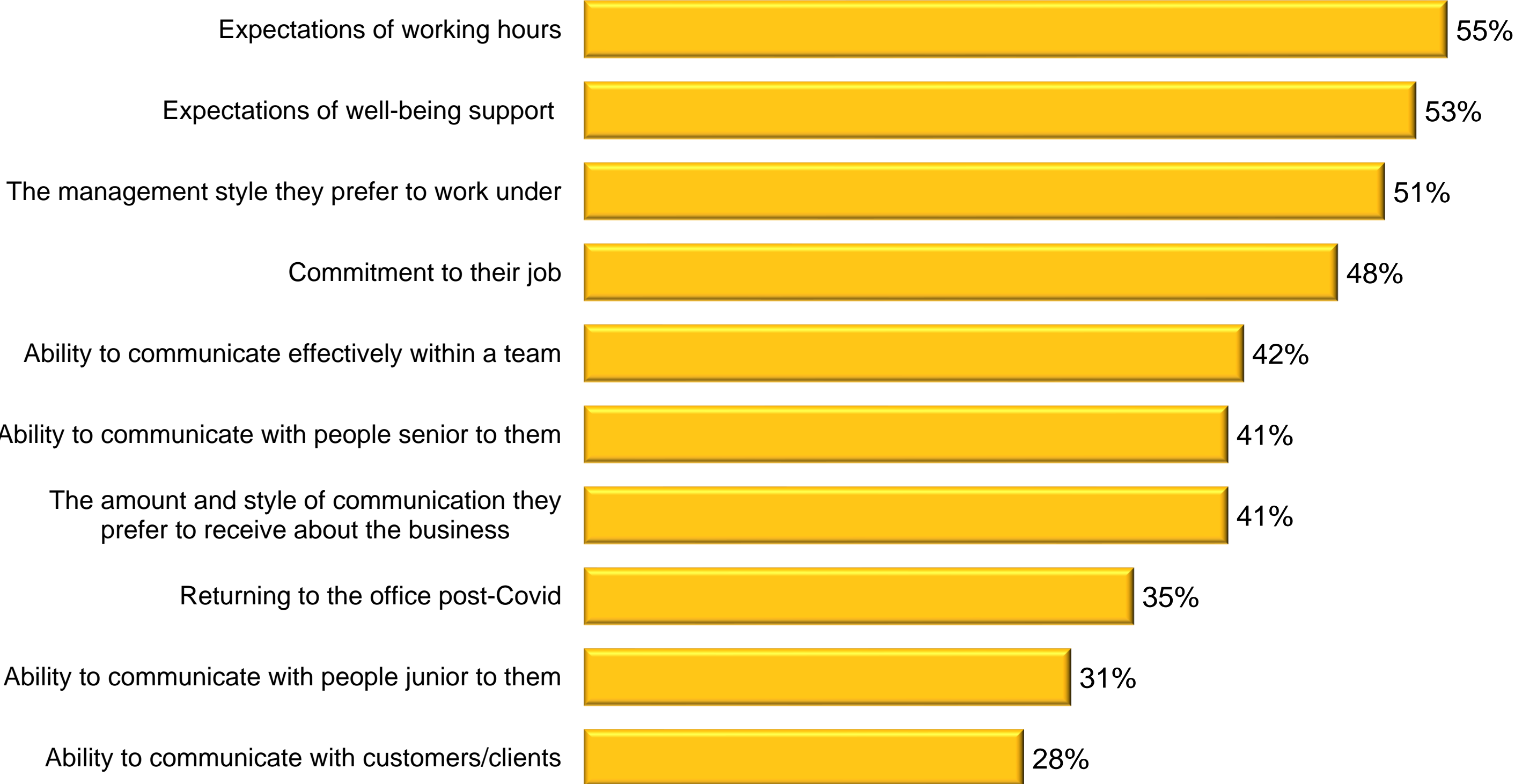
Not at all ← ————— → Very much so



Q8. Do you see any differences in how people in different age groups in your organisation behave or react, when it comes to any of the following?

Base: all respondents

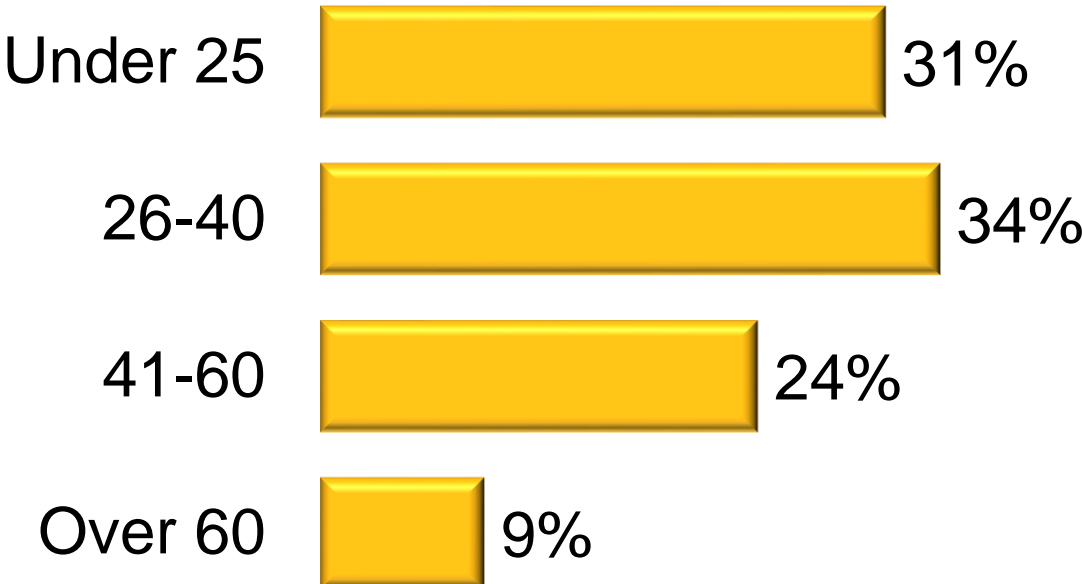
Summary: Very much see age differences (scored 6-7 out of 7)



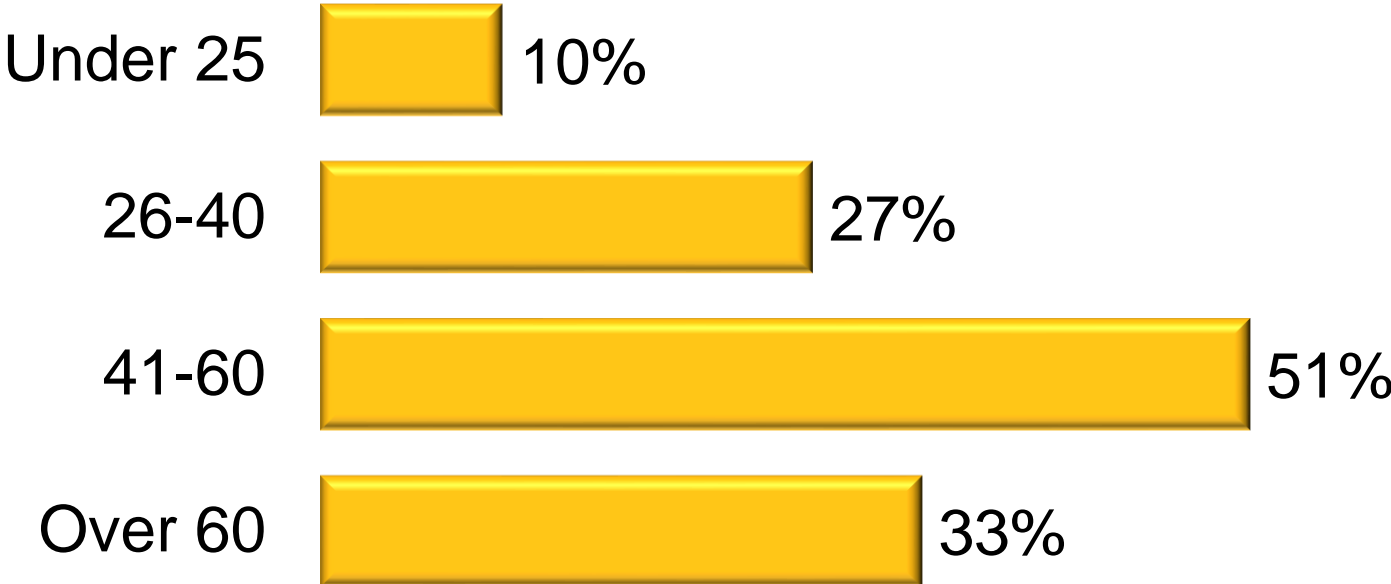
Q8. Do you see any differences in how people in different age groups in your organisation behave or react, when it comes to any of the following?
Base: all respondents

HR Managers find it easier to manage retention and commitment among 41-60 year olds

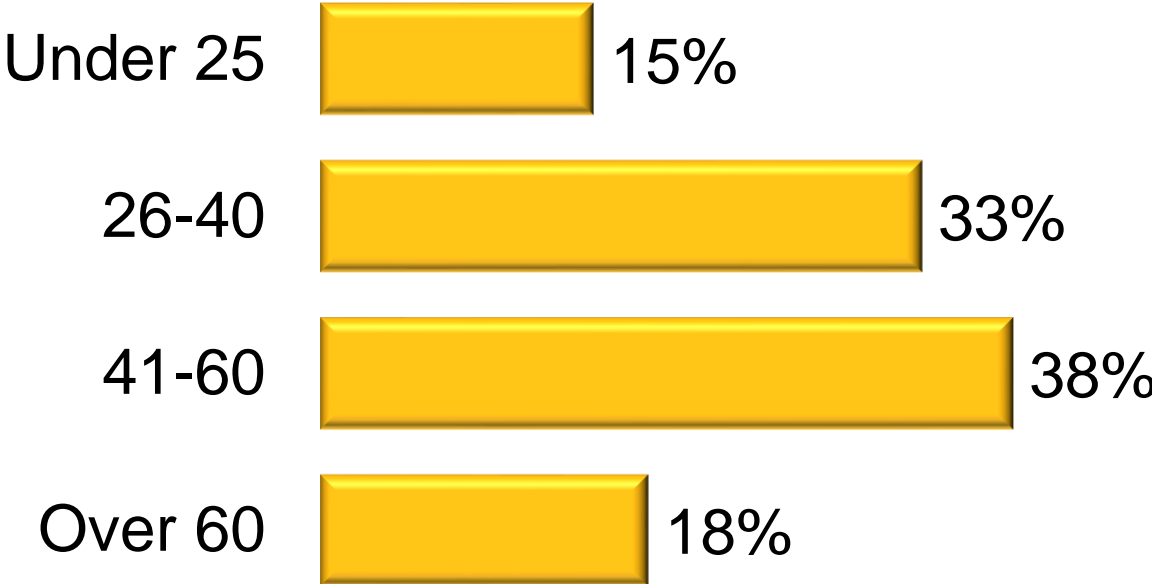
Recruitment



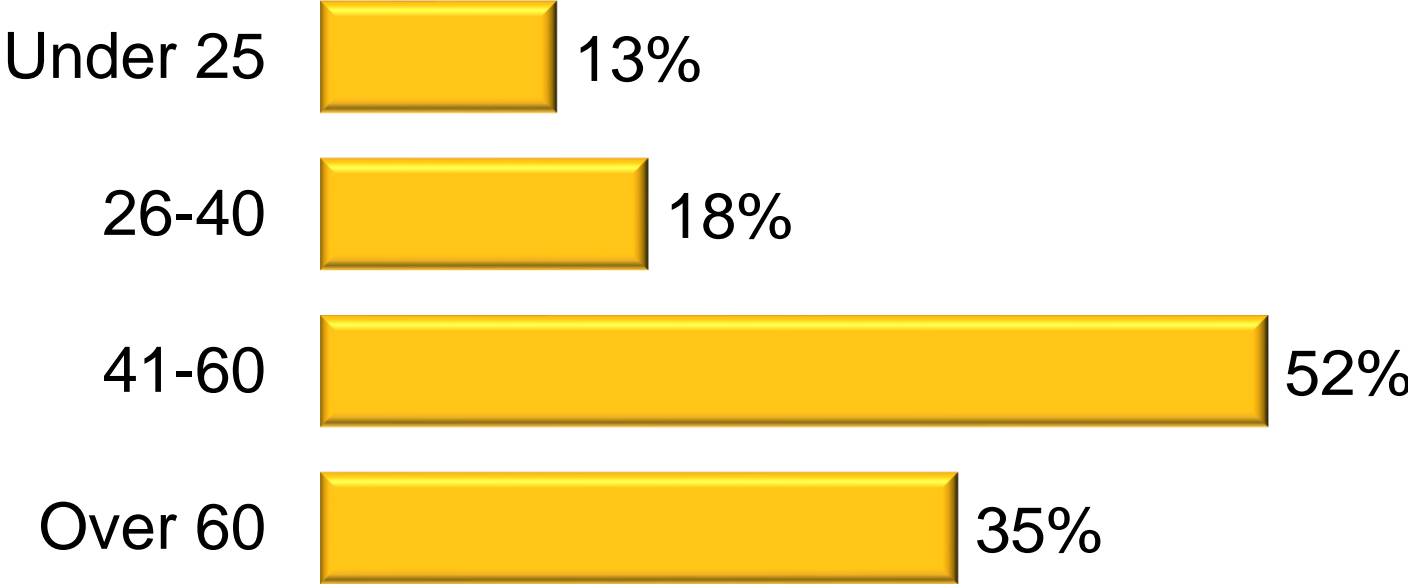
Retention



Performance



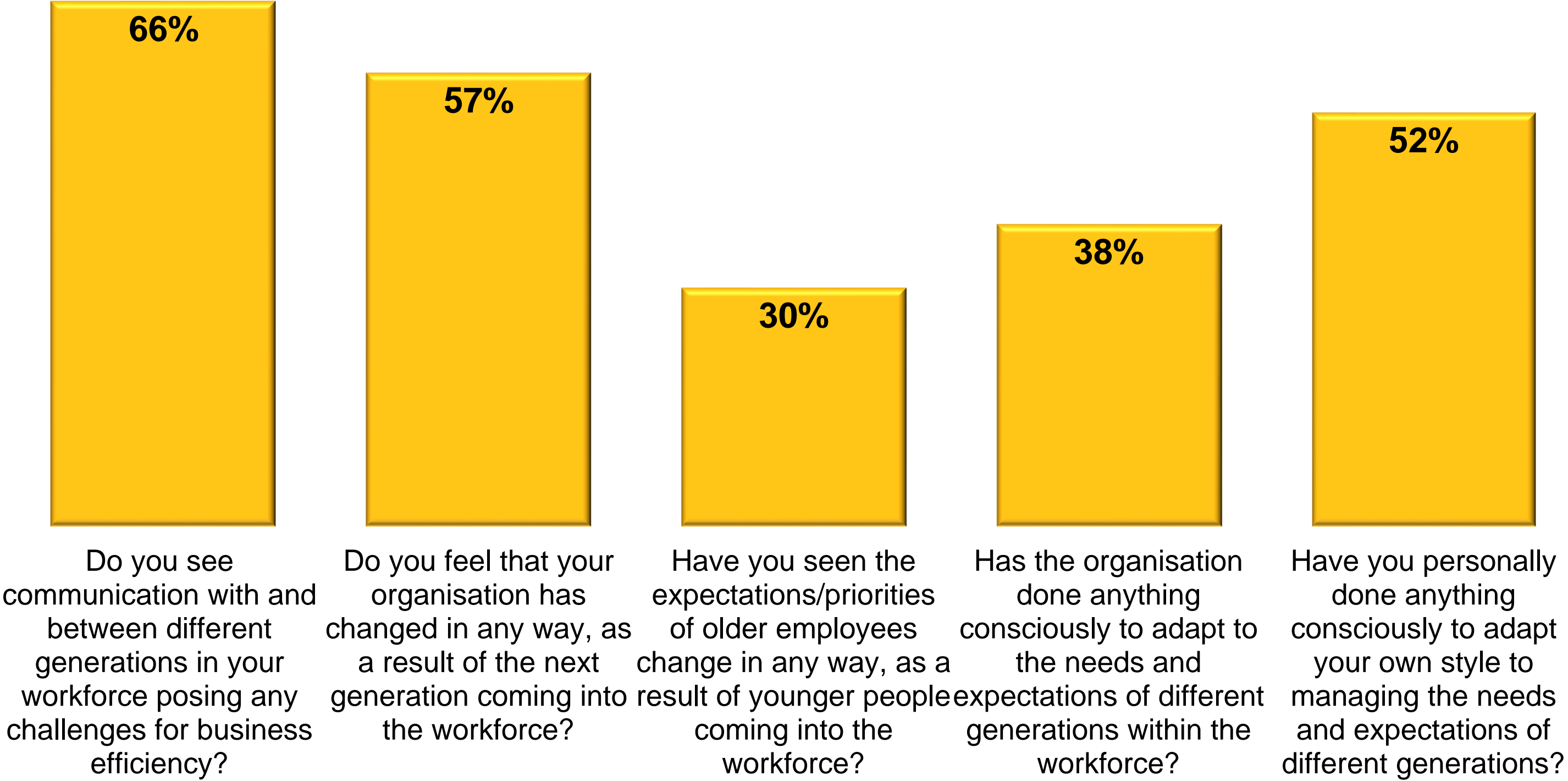
Commitment



Q13. We'd like to know if any aspects of HR management are easier, when it comes to dealing with any particular age group(s). In each column below, please select the age band or bands where you find it easier to manage this issue, if applicable

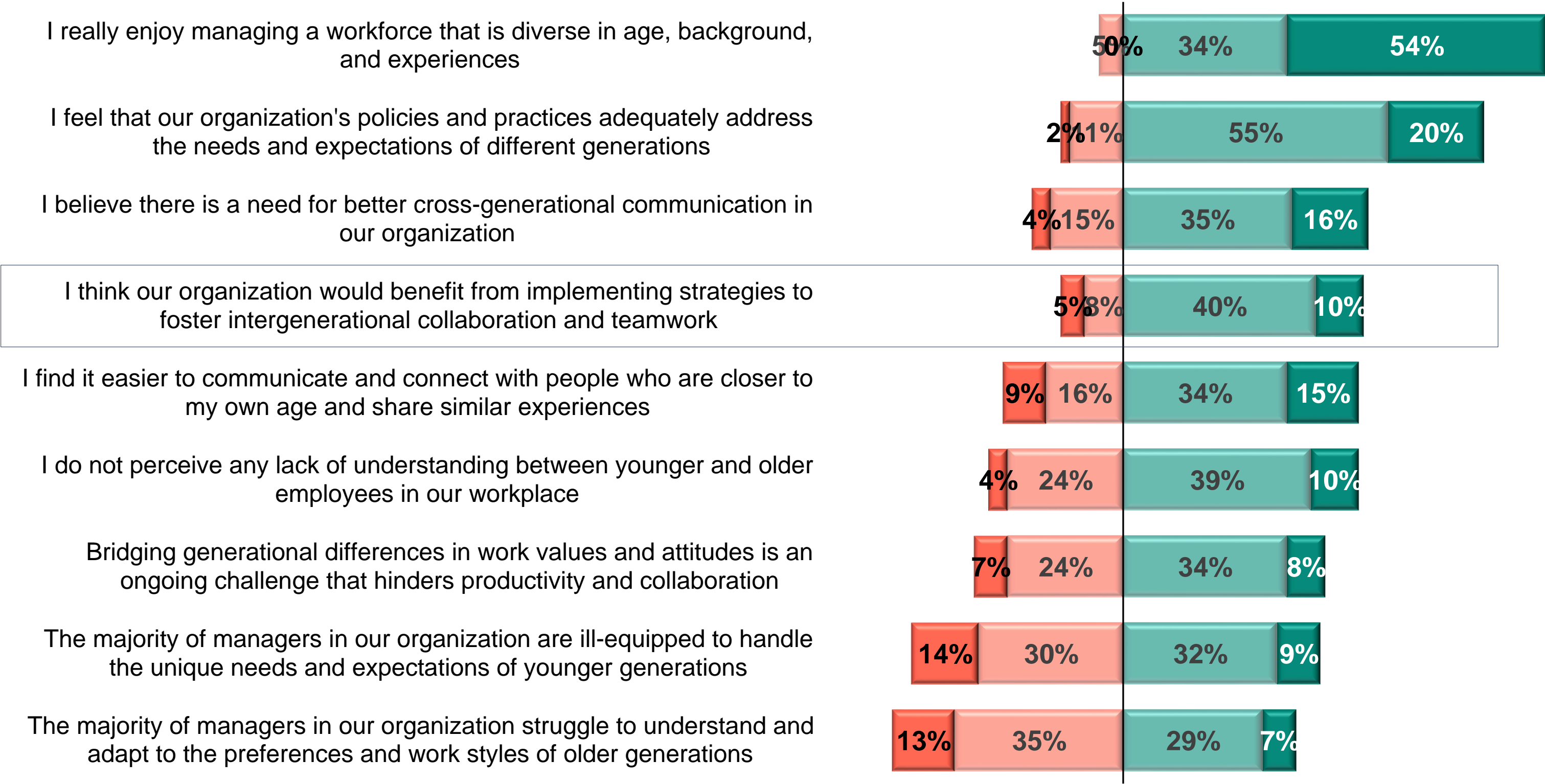
Base: all respondents

Organisations are seeing an impact from different generations in the workforce, and reacting



Opinions on intergenerational HR management

Disagree ← → Agree



Q16. To what extent would you agree or disagree with each of the following statements?

Base: all respondents