The Generations of Talent Study

employer-engaged research
In 2010, the Sloan Center on Aging & Work will collaborate with forward-thinking employers around the globe to generate innovative knowledge for relevant workplace decision-making.

The Generations of Talent Study will gather data from employees at worksites in at least 10 different countries to:

- Provide global workplaces with leading evidence and strategic business tools
- Offer experiential learning opportunities for participating worksites

The Generations of Talent Study offers a unique opportunity to explore and share cross national data and emerging strategies. Participating workplaces collaborating with the Sloan Center on Aging & Work’s global research team will lead the development of 21st Century talent management practices.

The study is funded by the Alfred P. Sloan Foundation.
core questions

The Generations of Talent Study will examine the priorities and needs of employees of different ages who work in different countries. We will ask employees to assess their current employment situations and their work-related decisions.

- Do employees’ priorities and use of workplace-based resources vary by age, career stage, and life stage?
- How do organizational policies and programs influence employee engagement, job satisfaction, work productivity, and career transitions in different countries?
- How does country context, such as public policies and cultural orientations, influence employees’ work experiences?
From June 2009–May 30, 2010, working with the research team, each participating workplace will:

- Identify worksites interested in participating in the project in a minimum of 3 countries.
- Work with the in-country researcher to set dates for data collection.
- Develop a process to invite employees to participate in the study.
- Encourage employees to complete the online survey (approximately 35 minutes for completion).
- Provide background information about all participating worksites to a member of the research team.
- Assist with the translation of the questionnaire used to gather information from employees.
benefits & outcomes

Each organization will:

- Be able to suggest additional questions to include on the employee survey.
- Receive a customized report, comparing the responses of each of their worksites with the other worksites (in aggregate).
- Be invited to participate in a virtual Employer Learning Circle (quarterly video/audio conference calls) during which organizational leaders can compare approaches and experiences associated with the management of today’s global, multi-generational workforce.
contact

**Employers** interested in the Generations of Talent Study should contact:

- Kathy Lynch, Director of Employer Engagement
  
  [lynchks@bc.edu](mailto:lynchks@bc.edu)  |  +1 . 617 . 552 . 2865

- Masa Higo, Project Manager
  
  [higo@bc.edu](mailto:higo@bc.edu)  |  +1 . 617 . 552 . 1181

**Researchers** interested in the Generations of Talent Study should contact:

- Marcie Pitt-Catsouphes, Ph.D., Center Director
  
  [pittcats@bc.edu](mailto:pittcats@bc.edu)  |  +1 . 617 . 552 . 4033

- Natalia Sarkisian, Ph.D., Co-Principal Investigator
  
  [natalia.sarkisian@bc.edu](mailto:natalia.sarkisian@bc.edu)  |  +1 . 617 . 552 . 0495