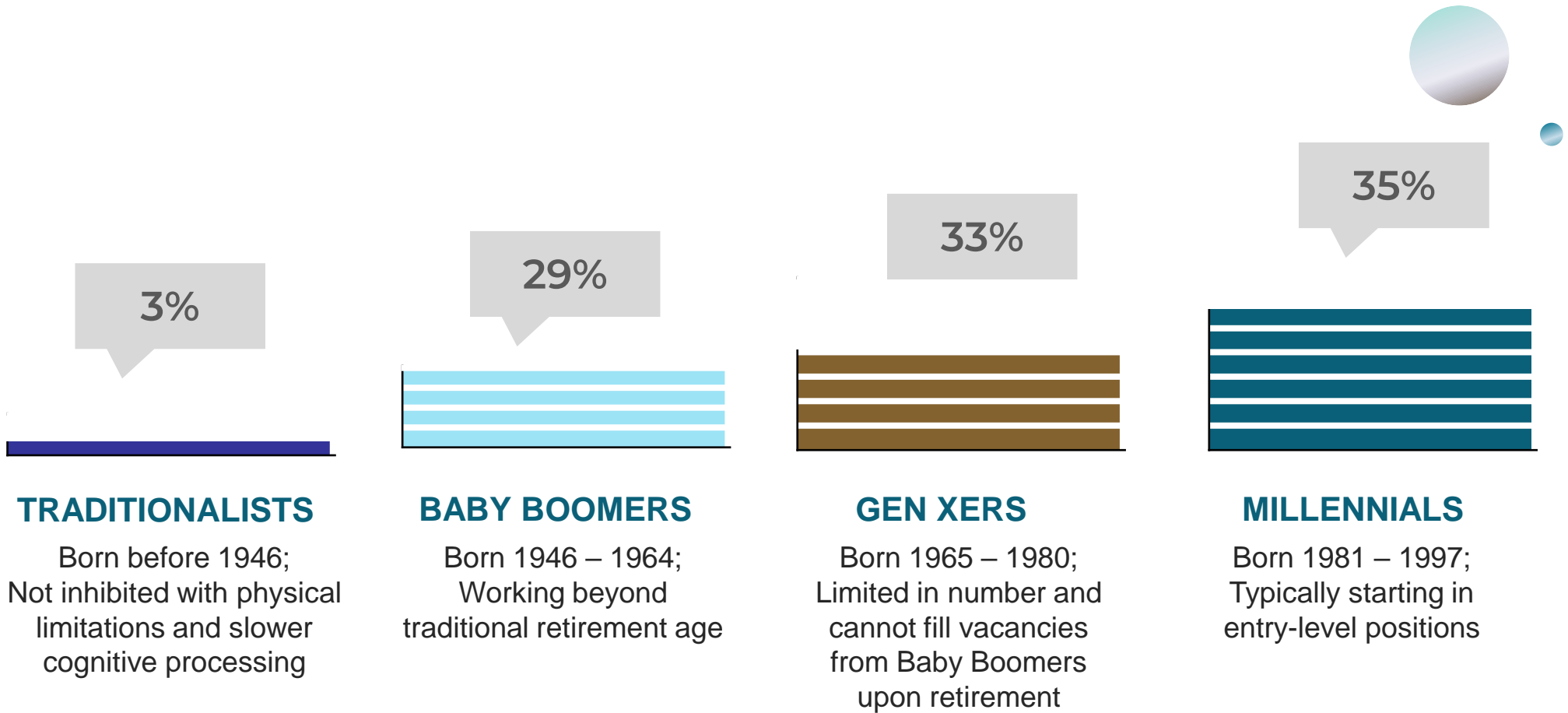


Current State



Source: US Department of Labor,
Bureau of Labor Statistics
2016

Problem Statement



Problem

Challenge with generational divide in the workplace classroom and the need for consideration of technological preferences for each generation

Generation Defined

Group of persons who were born in the same time span and share the same life experience events, attitudes, and values
--Schullery, 2013



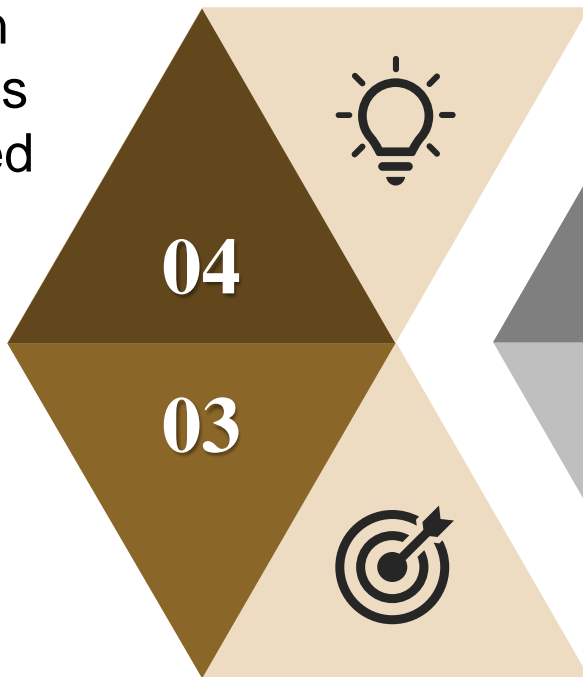
Goals and Deliverables

- Conduct a causal-comparative study
- Determine if four generations differ in attitudes toward technology in training
- Measure differences in attitudes

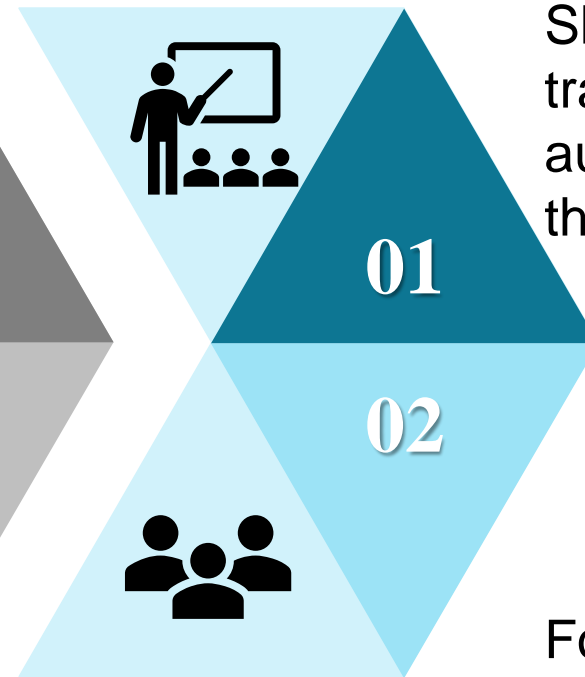
Project Justification



Increase in generations represented in today's workforce



Need for instructional strategies catering to various preferences



Shift in training audience and their needs

Foster social change

Planning Details



PEOPLE

Permission from leadership and survey completion



DATA COLLECTION

Time for collecting, organizing and analyzing data

TOOLS

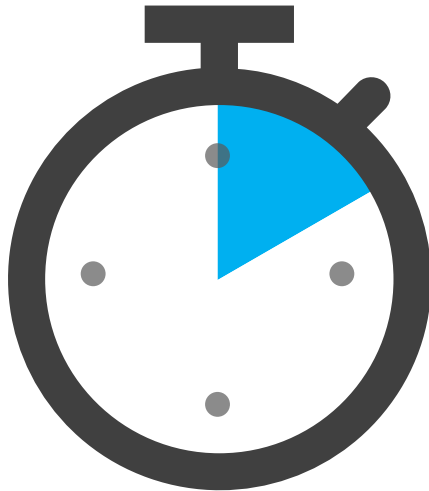
Project equipment and software



ANALYSIS

Analysis method and reporting results

Project Schedule



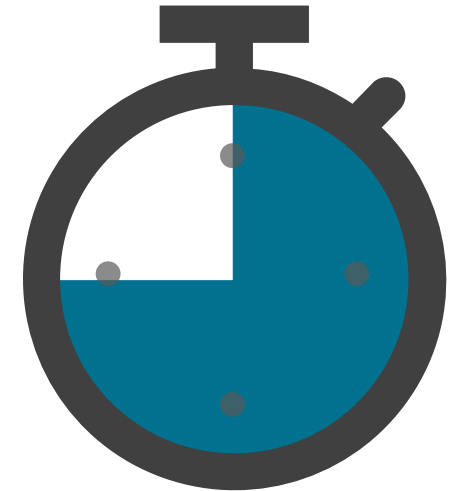
Research time
for tool
selection



Time allocation for
survey completion
and submission



Application of
findings for
leadership
workshop



Update and
check-in
meetings

Plus, overall project completion timeframe

Team Development



Roles

- Organizational leadership
- Organization's IT staff for survey distribution
- Reviewer/approver (Committee Chairperson)



Overview of Project Work

- Set expectations
- Share requests
- Explain communications process



Process Details

- Survey tool with 16 statements using a 5-point Likert scale
- Four subscales
 - Positive Attitudes Towards Technology
 - Preference for Switching Between Tasks
 - Anxiety About Being Without Technology
 - Negative Attitudes Toward Technology
- Email invitation to participants with consent form, agreement and link

Measures of Success



- Instrument selection for the survey
- Minimum number of completed survey responses
- Completion of statistical analysis with findings
- Final recommendations based on data-driven decisions

Results



ANOVAs for Subscales by the Four Generations

Subscale		<i>F</i>	<i>df1</i>	<i>df2</i>	<i>Sig</i>
Positive Attitudes Toward Technology	Between Groups	6.11	3	231	.001
Preference for Switching Between Tasks	Between Groups	.76	3	231	.52
Anxiety About Being Without Technology	Between Groups	1.02	3	231	.06
Negative Attitudes Toward Technology	Between Groups	2.56	3	231	.28

- Differences exist in generational preferences
- Must use customized instructional approaches instead of one-size-fits-all



Conclusions

- Take proactive steps to respond to changes in workforce demographics
- Promote advanced technology in training and project work
- Apply to project strategizing and project team engagement
 - Project management apps
 - Project tracking tools
 - Project team collaboration apps/tools

Implications



Evolving training methodologies to ignite new attitudes

→ **TRAINING**

Leverage mentoring and cross-generational mentoring

→ **MENTORING**

Improved social behaviors in the community amongst workers

→ **SOCIAL CHANGE**

Minimize roadblocks and barriers to instructional success and project success

→ **BARRIERS**

Applications in Other Areas



Encourage training with modern technology across industries

TECHNOLOGY

Complete future research on customizations in approaches for generations

FUTURE RESEARCH

Promote multigenerational training for project managers, instructors, and facilitators

TRAINING