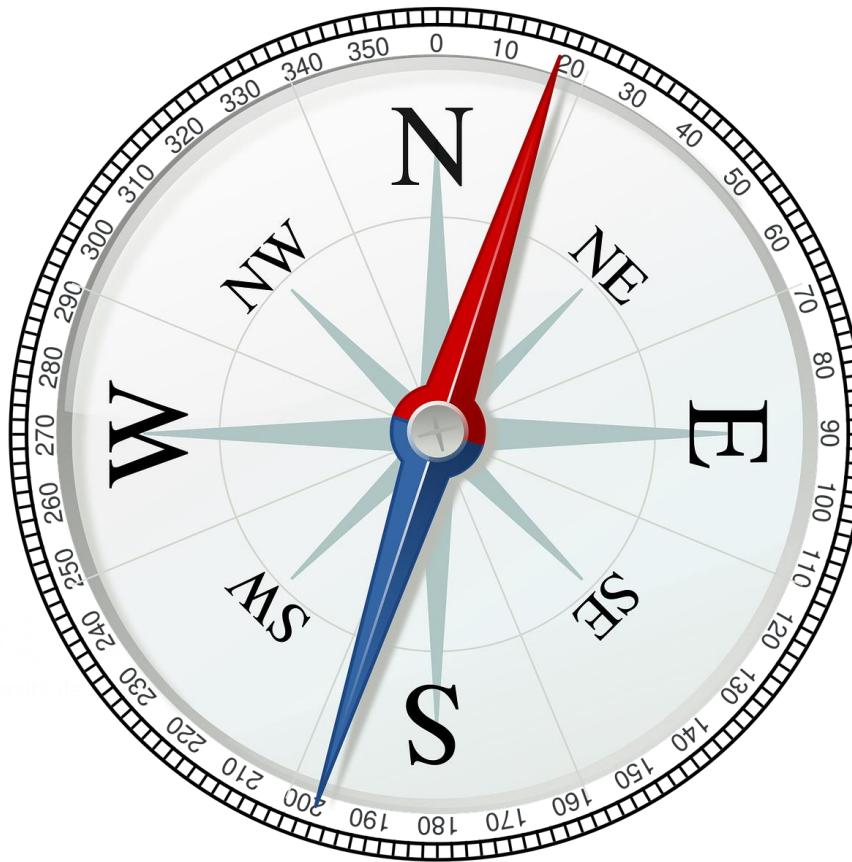


Quel management pour les Milléniums ?

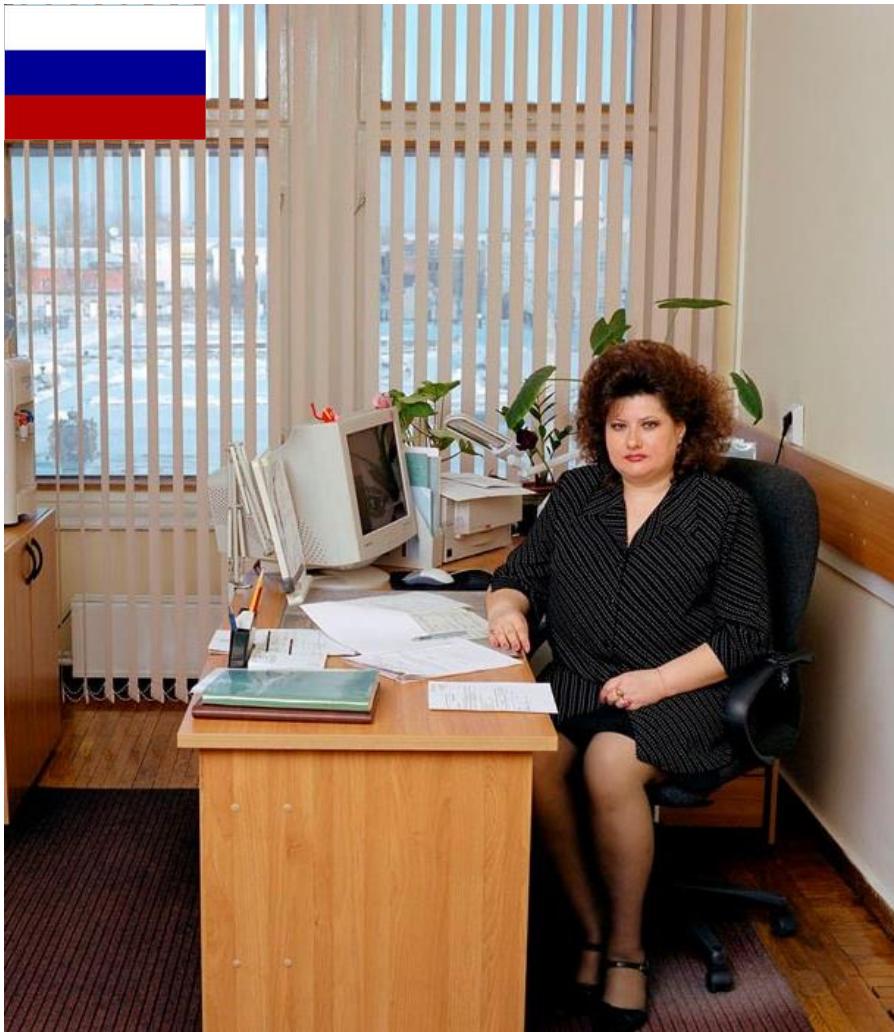
Armand Brice Kouadio (PhD)

Armand Brice Kouadio (PhD)
Professeur de Gestion des Ressources Humaines

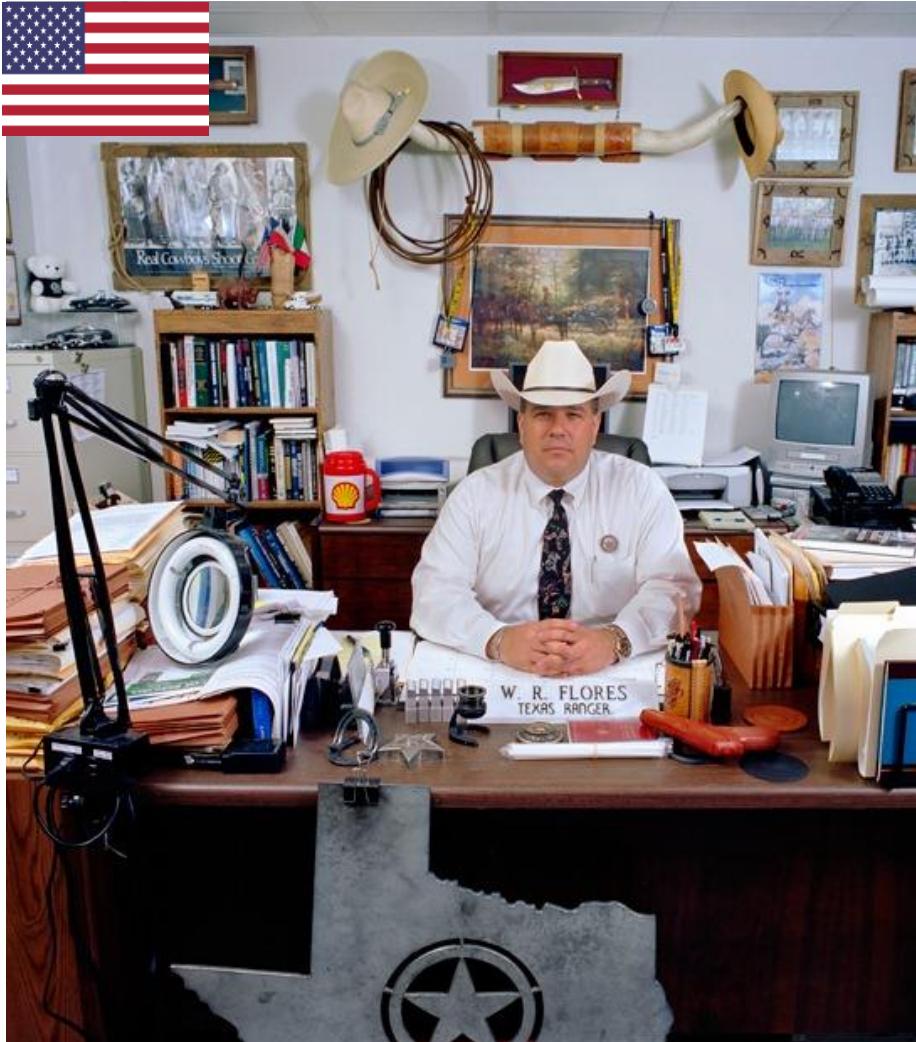
L'approche intergénérationnelle



The face of Bureaucracy (J. Banning)



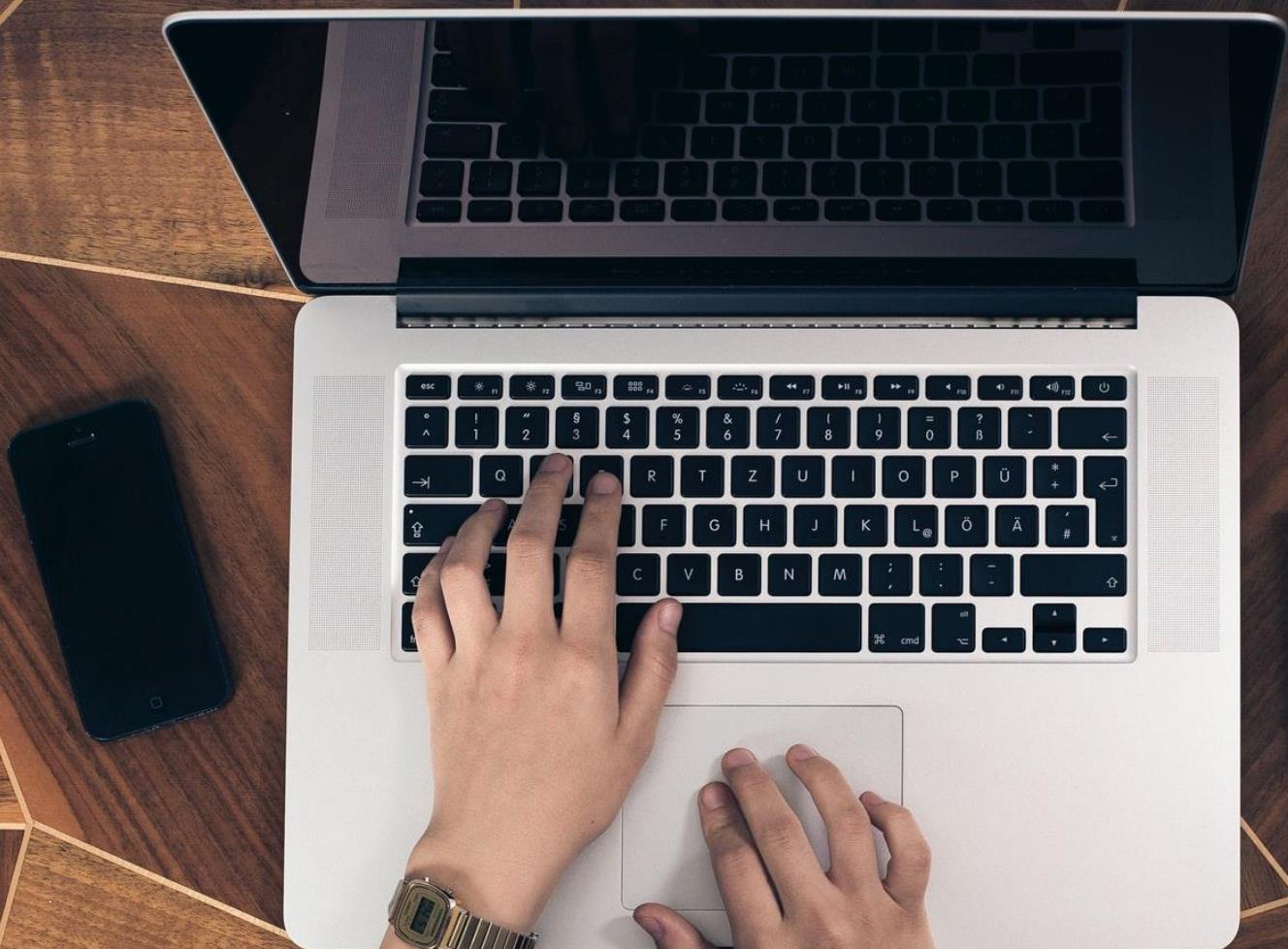
The face of Bureaucracy (J. Banning)



L'entreprise de demain







Hiérarchie vs Réseau



Long-terme vs Court-terme

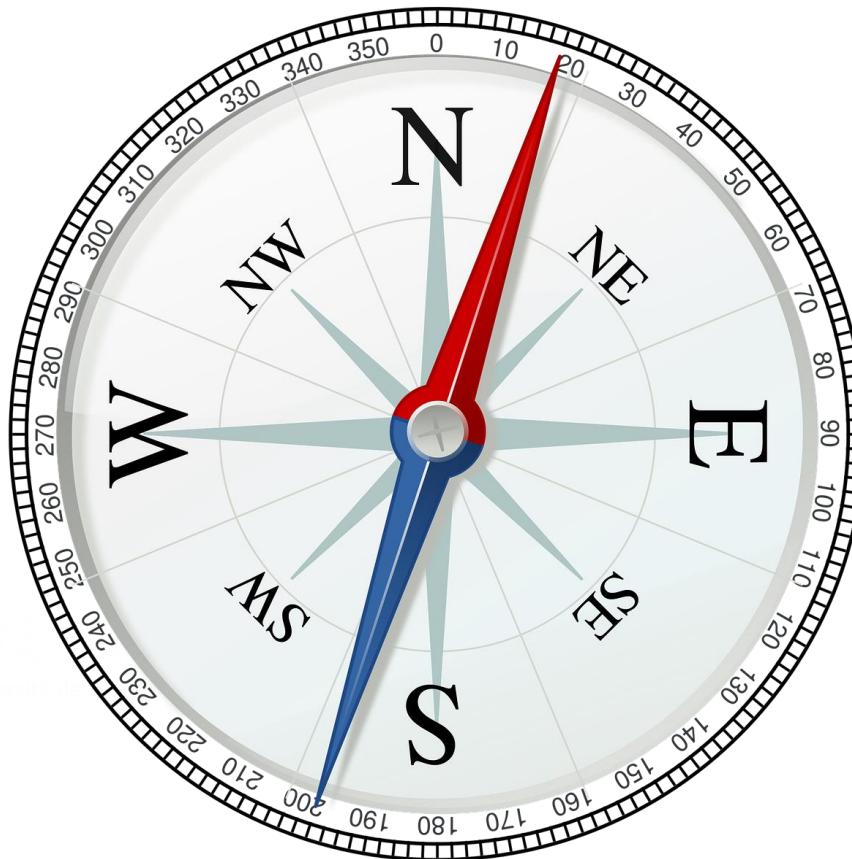


Certitudes vs Scepticisme

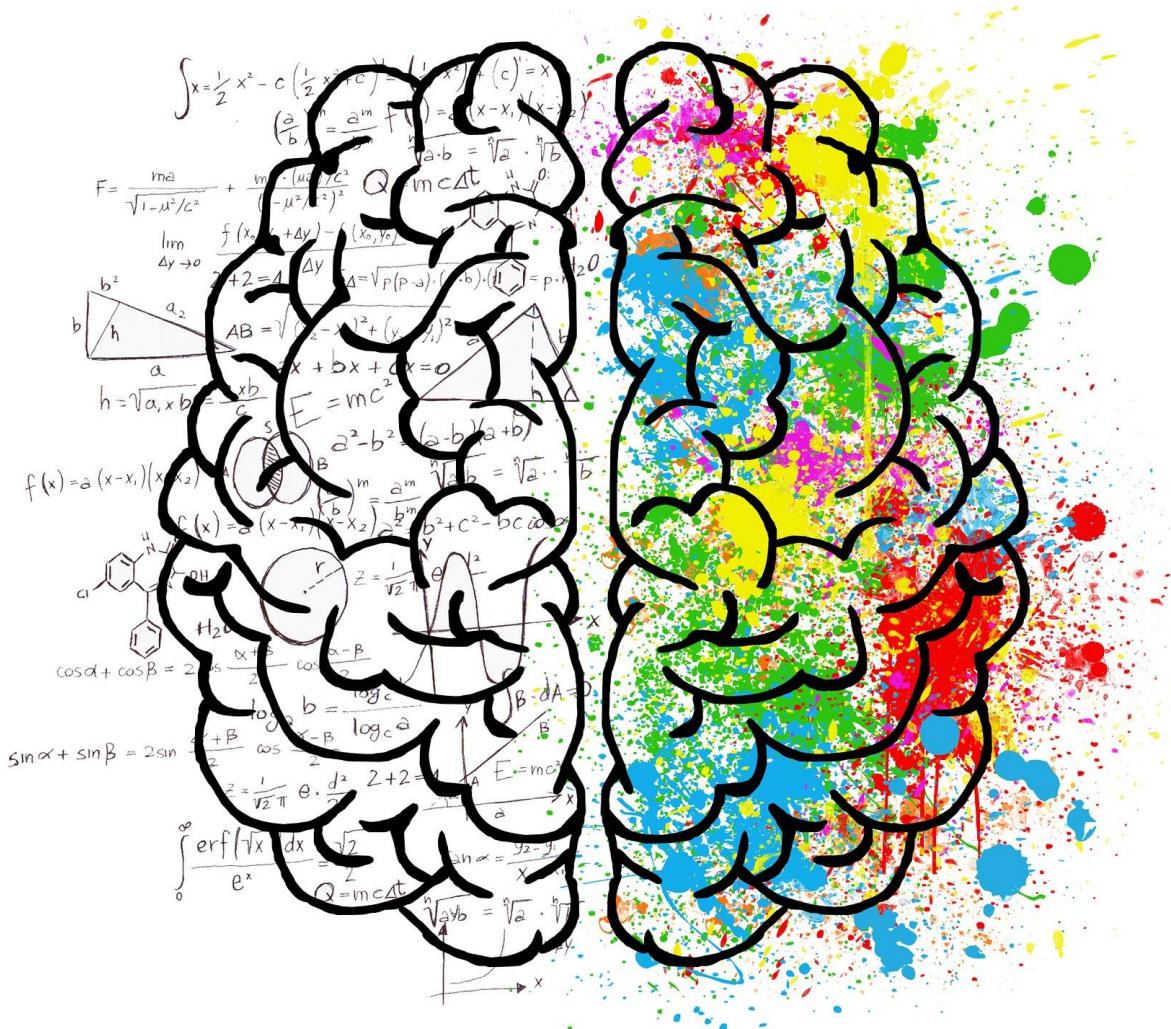


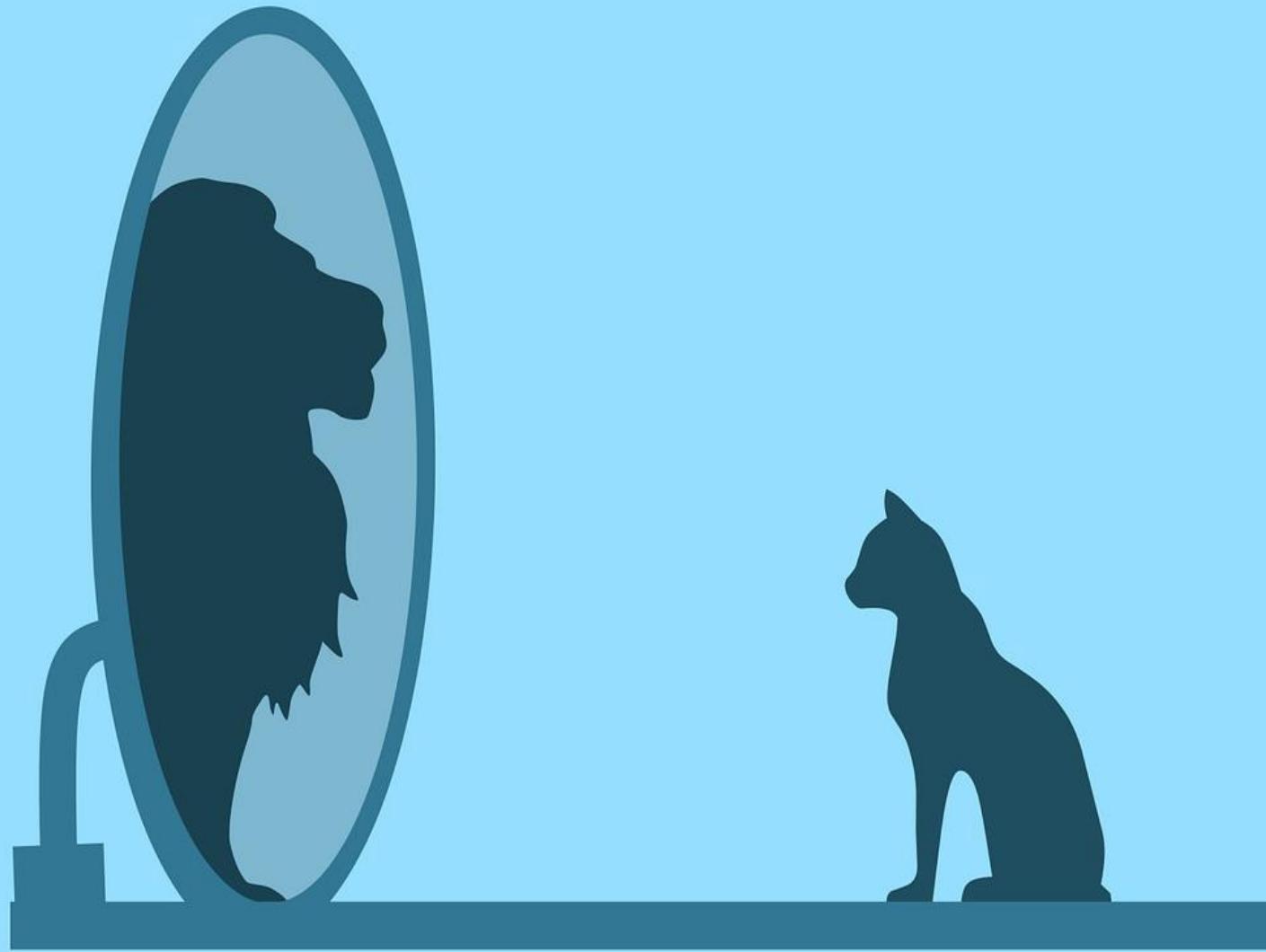
Flexibilité vs Dématérialisation

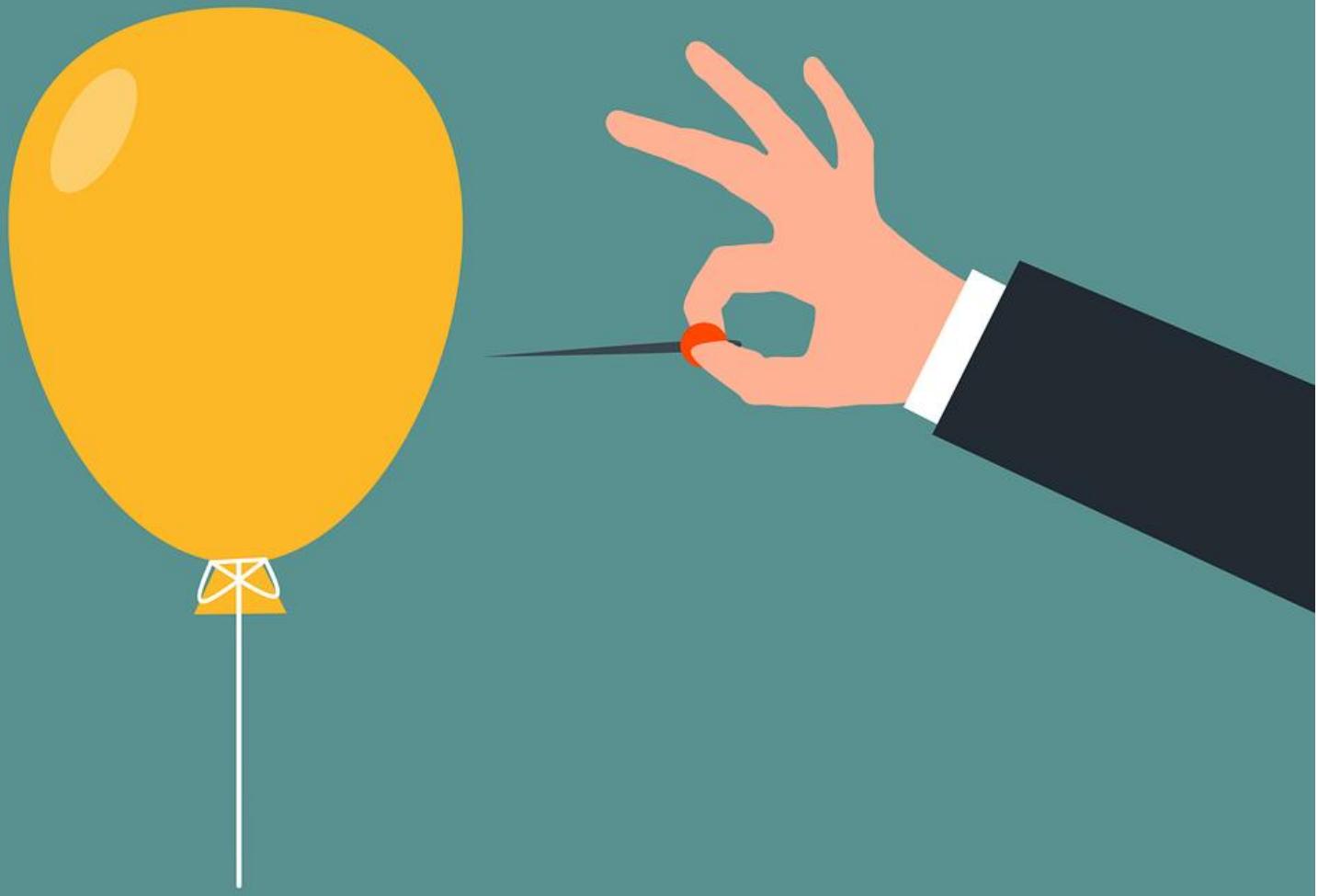
Manager les Gen. Z.



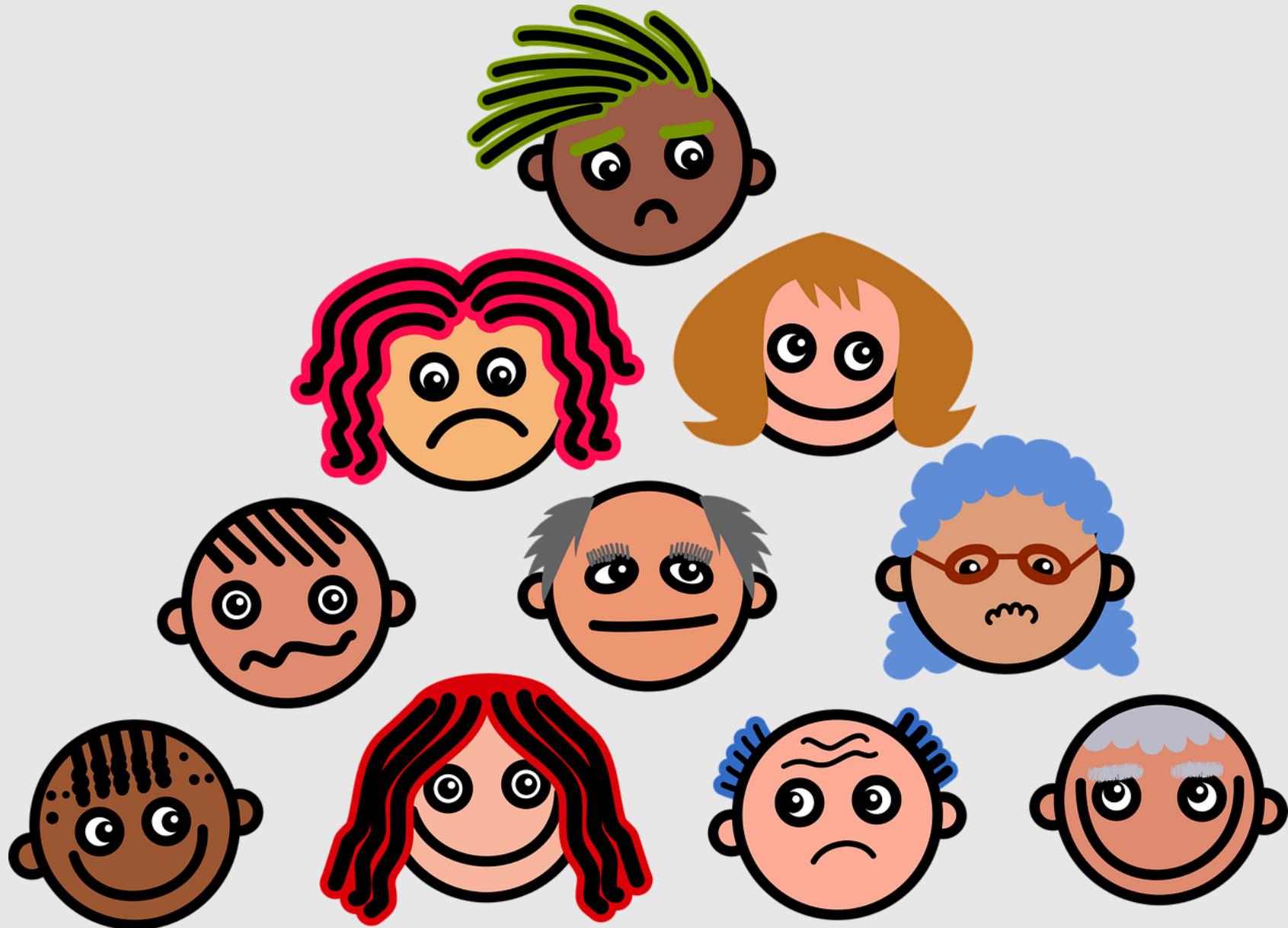
Comprendre les Gen. Z



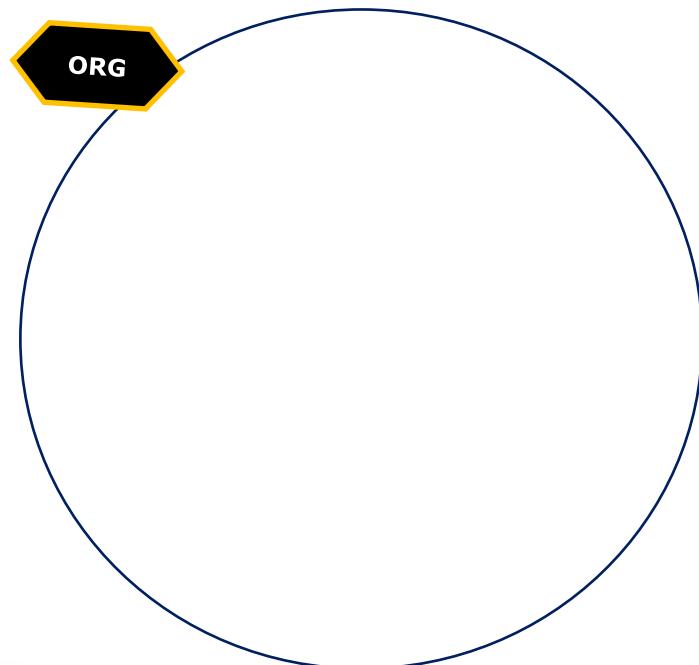






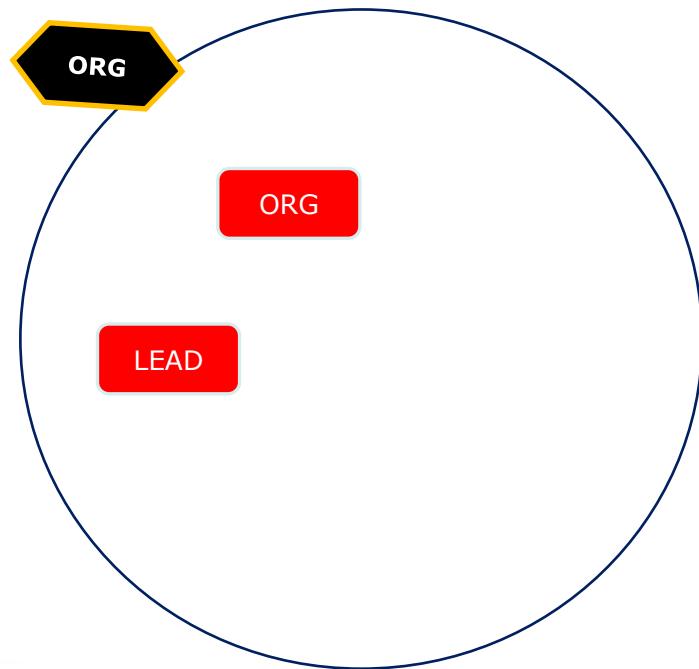


Ancres d'engagement au travail : typologie



ORG. : L'entreprise

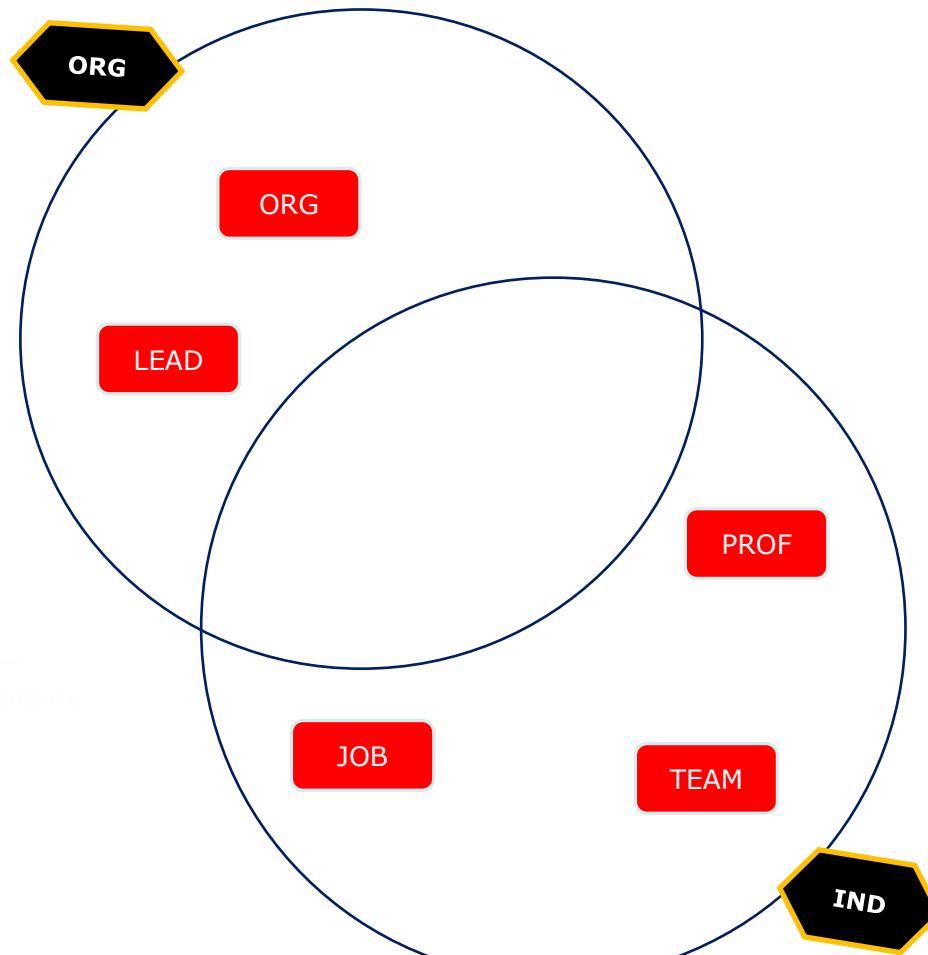
Ancres d'engagement au travail : typologie



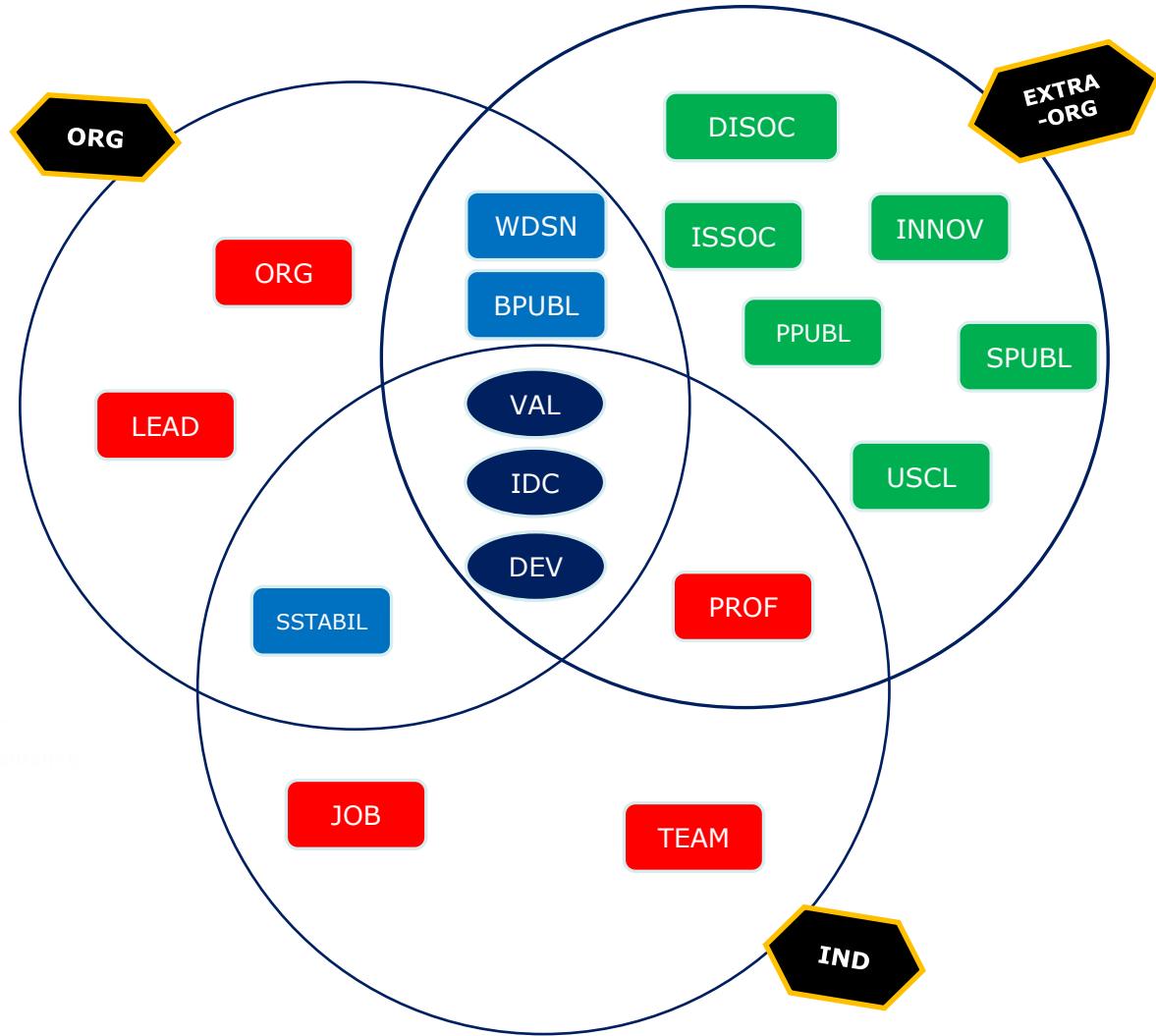
ORG. : L'entreprise

LEAD : manager/supérieur
hiérarchique

Ancres d'engagement au travail : typologie



Ancres d'engagement au travail : typologie



EX-ORG. : dim extra-organisationnelle
IND : dim. individuelle
ORG : ancre/dim. organisationnelle
LEAD : superviseur
JOB : emploi
TEAM : équipe de travail
PROF : profession
WDSGN : *design* du travail
BPUBL : buts publics
IDC : identité et sens de l'emploi
DEV : développement
VAL : Valeurs
SSTABIL : Sécurité et stabilité
DISOC : Dyn. d'interactions sociales
ISSOC : impact social et sociétal
INNOV : innovation
PPUBL : politiques publiques
SPUBL : service public
USCL : usagers-clients.

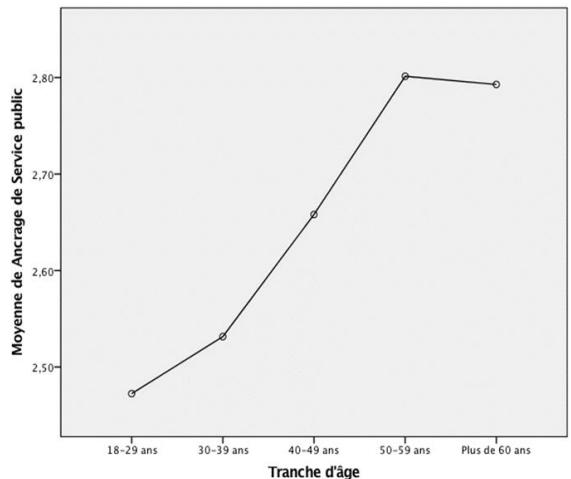
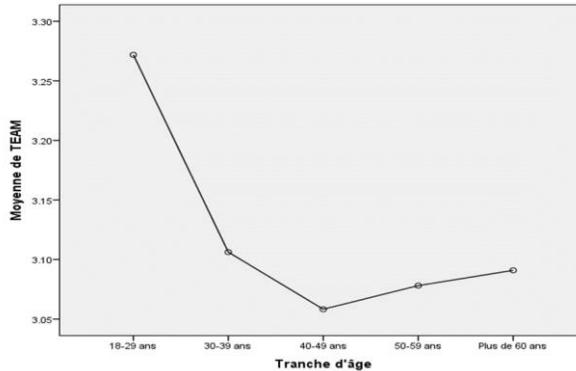
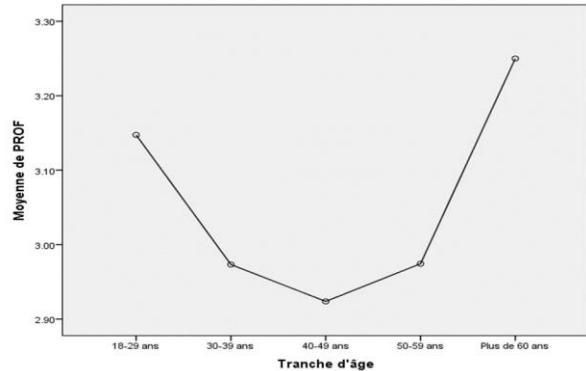
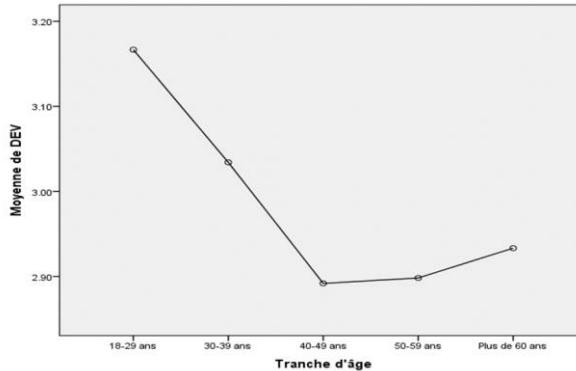
Ancrages importants - Gen. Z

N = 1686

DEV
18-29 > 40-49
18-29 > 50-59
30-39 > 40-49
30-39 > 50-59

18-29 > 40-49
PROF
60+ > 30-39
60+ > 40-49

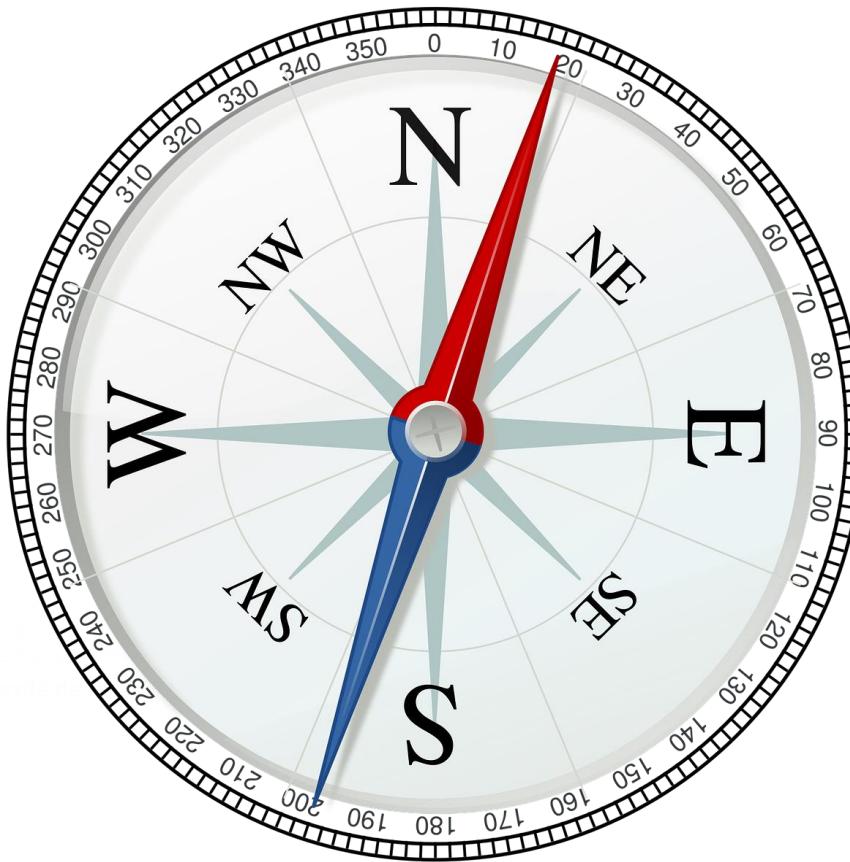
TEAM
18-29 > 40-49

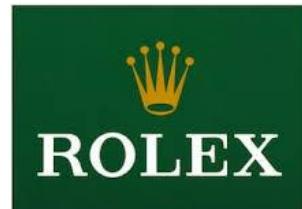


	Intervalle de confiance à 95 %				
	Diff. Moy	Sig.	Inf.	Sup.	
Games-Howell	18-29 ans	30-39 ans	-0,0591	0,9159	-0,2513 0,1332
	40-49 ans		-0,1856	0,0510	-0,3717 0,0005
	50-59 ans		-,32889*	0,0000	-0,5122 -0,1456
	60+		-,32035*	0,0025	-0,5587 -0,0820



Quelle GRH adaptée aux Milléniums ?





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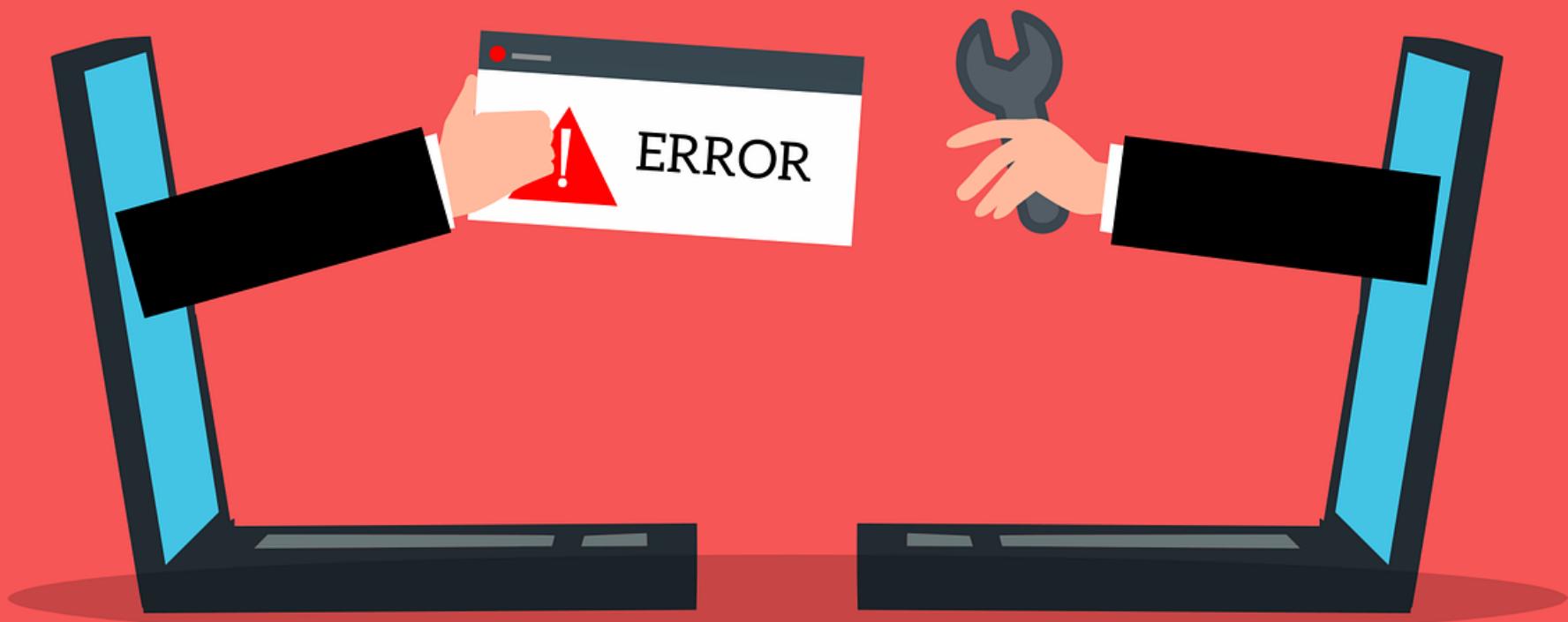




Place à l'individu !

A child is dressed in a Darth Vader costume, complete with a black helmet and a dark blue robe. The child is standing in a playground, with a wooden slide and a blue umbrella in the background. The child is reaching out with their right hand towards the camera. The image has a shallow depth of field, focusing on the child in the foreground.

Distribuer l'autorité



Apprendre le pilotage à distance



Contrôler intelligemment



Manager par les émotions



DEMO

INDIVIDU

RESEAU

Μερχι !

Επίκληση
Επίκληση