

Introduction to the Group Work (p2.2f)

The megatrends in the world of work have impact on the HRM in organizations:

Megatrend	Impact on HRM
Accelerating pace of technological change	The knowledge component is increasing in all work tasks. Enterprises will become learning organizations.
Shifting demographic patterns	The aging of the industrialized societies requires people staying longer in jobs, participating in lifelong learning, working in adequate jobs for elder people, working in multigeneration teams
Globalization	Enterprises have to manage worldwide activities. The migration of the workforce is increasing. Working in intercultural teams becomes the rule.
Climate Change	The climate change demands the turn to a so-called „green economy“. Enterprises are expected to take responsibility by protecting the environment and using the resources economically.

The innovative concepts and developments in enterprises following the changes in the world of work, may be summarized in three challenges to cope with:

1. Turning to a Learning Organization
2. Commitment to Corporate Social Responsibility
3. Benefiting from networking and cooperation

Task: Allocate each innovative development or change in HRM you have collected during the brain storming session to these challenges