

INTERGENERATIONAL COOPERATION AT THE COMPANY AND KNOWLEDGE TRANSFER

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Abstract:

Interpersonal relations are very important in the company operations. The connection between generations designs and creates in this way. Interpersonal cooperation includes two important elements, and this is connecting and coexistence between the generations. Various conflicts come between generations many times which is resulting from intergenerational differences and is resulting from differences in the goals and interests most often. Intergenerational cooperation has an important role because of the transfer and exchange of knowledge in the company. When we talk about knowledge transfer, old people transfer its experiential knowledge on young people who do not have this knowledge. Young people acquire experiential knowledge on this way in the company when mentor transferred work instructions and guidelines and with the help the practical implementation of activities. Employees are aware that the acquisition of knowledge, experience and skills are a very important element of the business success which representing a competitive advantage for companies. For this reason, companies invest a significant proportion of their revenues in the training and knowledge of their employees. Knowledge is in the innovation, technology, documentation and minds of people in companies.

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