**Demographics and Diversity**

Chapter 2 begins with an analysis of the ever present trend of migration. It is inherent that people migrate. Be it for reasons of necessities, such as food and water during famines or droughts, or to escape diseases during an epidemic, humans have a nomadic bent. During the industrial revolution farmers migrated from the rural countryside to bustling industrial hubs. Hickman addresses the global migration trends that are taking place in today’s interconnected society. One principle of economics is the rule of “supply and demand”. Workers seeking to receive value for their labor migrate to areas where their skills are in demand. Employers looking to produce more output with less input, migrate to areas that afford them this opportunity. These integrations are taking place while technology contributes to the increased standards of living. Improvements in medicine and healthcare is evident in the longer life expectancy of individuals. With workers living longer, a new dilemma has surfaced. Older workers are remaining in the workforce longer, instead of exiting at the traditional retirement age. The once added benefit of pension plans for retirees has almost disappeared. This influx of experienced, older workers has created a bottleneck for younger workers wishing to enter the workforce. This increase in older workers has added diversity in the form of age, to an ever growing, diverse workplace. Gender is also adding to the diversity of today’s workplace. With improved opportunities for higher education, more women are securing favorable jobs in many different industries. Women over 40 who no longer have parenting responsibilities, are enjoying successful careers and contributing to the diverse workplace. With workers becoming more knowledgeable about their rights, the workplace will continue to be diversely represented.

Reference

Hickman, G. R. (2016). *Leading Organizations: Perspectives for a New Era.* Sage Publications Incorporated: Thousand Oaks, CA.