

<https://doi.org/10.17221/399/2021-AGRICECON>

Holistic human resource management as a tool for the intergenerational cooperation and sustainable business

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Citation: Vrabcová P, Urbancová H. (2022): Holistic human resource management as a tool for the intergenerational cooperation and sustainable business. *Agric. Econ. – Czech*, 68: 117–126.

The authors are fully responsible for both the content and the formal aspects of the electronic supplementary material. No editorial adjustments were made.

Electronic supplementary material

Supplementary Tables S1–S2

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Table S1. The benefits of all generations of employees collaborating – Relative frequencies

Benefits of all generations of employees collaborating	Relative frequencies p_i (%)
Improving motivation and performance	67.8
Improving organizational performance	58.5
Acquiring talented employees	56.3
Retaining key employees	54.6
Improving organizational culture	53.6
Improving organizational climate	47.5
Building an employer brand	32.2
Gaining a competitive advantage	32.2
Improving crisis management	20.8
Improving the prestige of the organization	16.9
I do not see any benefits	1.1

Source: Authors' own elaboration

Table S2. The reasons for not applying age management – Relative frequencies

Reasons for not applying age management	Relative frequencies p_i (%)
Managing age-diverse teams in the workplace is challenging for managers	32.8
Work schedules place greater demands on communication	32.2
Financial demands placed on management	9.8
I do not see any downsides	37.2

Source: Authors' own elaboration