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Workforce management (WFM) is an institutional process that maximizes performance levels and competency for an organization. The process includes all the activities needed to maintain a productive workforce, such as field service management, human resource management, performance and training management, data collection, recruiting, budgeting, forecasting, scheduling and analytics.

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management approach. They also want ongoing training and seek growth opportunities, even if those opportunities are

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lateral. They are results oriented (they entered the workforce during a recession) and desire flexibility in how their work gets done. To recruit and retain Generation X, HR and talent management professionals should allow

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