**"Intergenerational Incentives: Designing a Reward System for a Diverse University Staff"**

**Background:** The workforce at XYZ University is composed of a diverse mix of generations, including Baby Boomers, Generation X, Millennials, and Generation Z employees, each with different preferences and expectations regarding workplace rewards and recognition. The university has noted varying levels of engagement and satisfaction across these groups and wishes to implement a new, inclusive reward system that addresses the unique motivators of each generation.

**Objective:** The primary objective is for students to design a comprehensive reward system tailored to the diverse generational cohorts within the university staff, aiming to improve job satisfaction, performance, and retention rates.

**Instructions for Students:**

1. **Research Phase:**
   * Study the characteristics, work preferences, and motivational drivers of each generational cohort.
2. **Design Phase:**
   * Propose a flexible and inclusive rewards structure that aligns with the identified preferences of each generation without discriminating against any group.
   * Create a balanced mix of monetary, non-monetary, and social recognition rewards.
   * Create the system economicaly sustainable (you can find information about salary of university staff)
3. **Implementation Strategy:**
   * Develop a phased rollout plan for the new reward system.
   * Outline the communication strategy to introduce the system to the university staff.
4. **Evaluation and Feedback:**
   * Design tools for monitoring the effectiveness of the reward system, including metrics for job satisfaction, performance, and turnover rates.
   * Develop a feedback loop to continuously gather staff input for further refinement of the reward system.

**Deliverables:**

* A detailed report outlining the new reward system, including:
  + A description of the reward components for each generation.
  + An implementation timeline and communication plan-main poinst
  + A feedback and evaluation mechanism- main points

**Considerations:**

* How can the reward system be sustainable and adaptable to future changes in the workforce?
* What are the potential challenges of implementing such a tailored reward system, and how can they be mitigated?
* How does the reward system align with the broader goals and mission of the university?