

*You are a boss working at a large company, and you need to hire a new worker. What are the advantages and disadvantages of hiring an older (40 years old+) or a younger worker (25 years+)? Use specific reasons and examples to support your answer.*

For any economy to thrive, jobs must be available for people. As a result, business executives form companies in order to manufacture goods to sell some type of service. People currently employed sometimes look for other job opportunities in order to advance their positions and salary. In other cases, students complete their undergraduate and graduate studies, after which they eagerly enter the job market. If I am a boss at a large company, of course, I will need to make many important decisions about hiring. Hiring and retaining employees is the single most valuable asset to any corporation. There are advantages and disadvantages if I choose to hire older or younger workers.

In the first place, hiring older workers may benefit my company because these employees have 10-20 years of experience. Moreover, I will not need to spend money training them. For instance, if I hire an older worker as a sales associate, he/she will have already had a decade or more of sales experience. Most likely, this worker will begin to generate sales for our company immediately without a lot of necessary training. However, because many older workers have a lot of experience, I will have to pay them more than their younger counterparts. To illustrate, an older worker who already has 10-20 years of a sales experience is going to ask for a higher salary than a younger worker who is coming out of college with little or no sales experience.

In the second place, younger workers may prove a boon to my company because they are clever with new technology. Many younger workers are familiar with social media platforms and are up to date with the latest computer and Internet technology. Therefore, for example, if I hire a younger computer programmer, I will most likely find that this worker can easily adapt to any new technology that s/he needs to learn. Conversely, younger workers are sometimes less loyal. They take a job with the intentions of using that job as a stepping stone for a higher paying job in the near future. For instance, my nephew, who is a 27 year-old accountant, has already changed jobs three times in as many years, each time accepting a higher-paying job with more responsibility.

In the final analysis, based on experience, pay, technological expertise, and loyalty, older and younger workers have advantages and disadvantages, which is why many companies end up hiring both types.