

Study on the future workforce organization in manufacturing companies

Initial situation

Workforce organization in the production sector faces fundamental challenges: demographic change and the shifting expectations of younger generations, such as Gen Z and Alpha, are shaping the workforce of tomorrow. At the same time, manufacturing companies are under increasing pressure to operate flexibly, innovate consistently, and ensure sustainability. Traditional work models are reaching their limits as they often fail to meet the needs of these younger generations and an aging workforce. While these developments offer opportunities, they also pose risks if companies do not act promptly.

Objectives

The goal of this research is to analyze robust workforce organization models for the future of production industries. This involves systematically examining the needs of Generations Z and Alpha, along with the implications of demographic

change. Based on empirical methods — such as a study or expert interviews — a framework will be developed to provide companies with actionable recommendations.

Requirements profile

- Interest in current trends and topics in production
- Understanding of workforce organization
- Initiative, independence, and reliability
- Careful, methodical, and structured work approach

Contact details

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