

## **Talking about generations: A Scoping Review of Generational Classifications in Global Contexts**

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## **Introdução**

Social realities evolve over time, and cohort analysis is a way to examine them. Generations, defined by individuals born within specific time frames, share experiences shaped by historical events (Mannheim, 1952). Generational classifications, influenced by geopolitical and sociocultural contexts, help us understand social and organizational dynamics (Peretz et al., 2022). However, the widespread use of the North American model has been criticized, highlighting the need for a global perspective on generational classifications. This scoping review aims to address this gap.

## **Problema de Pesquisa e Objetivo**

The central research question is: How have generational classifications of societies been developed globally, excluding the United States? This article aims to map the characteristics of generational classifications in diverse sociocultural contexts, specifically by:

- a) Identifying existing generational classifications;
- b) Examining the dimensions and parameters used to define cohorts;
- c) Mapping the approaches, techniques, and tools employed; and
- d) Synthesizing the evidence and offering recommendations for methodological practices in generational classification.

## **Fundamentação Teórica**

Mannheim (1952) defined generations as groups shaped by major historical events, influencing values and behaviors. This perspective suggests that intergenerational coexistence involves constant, reciprocal influence, making generational classifications inherently arbitrary. Two main critiques arise: methodological flaws and inconsistent results of existing models (Costanza et al., 2023), and the assumption that one society's model applies universally (Peretz et al., 2022), highlighting the need for further theoretical development.

## **Discussão**

This review confirms that U.S.-based generational classifications are inadequate for diverse societies. A robust classification must be conceptually grounded and contextually specific. The findings highlight the need for a multidimensional approach, as multiple factors shape generational cohorts. Ignoring this complexity can lead to biased, invalid, or misleading classifications.

## **Conclusão**

Using a two-stage, double-blind process with eligibility criteria, 19 generational classifications were identified. The results revealed the lack of a unified framework. Analysis of these classifications highlighted six key dimensions: political, economic, social, technological, cultural, and environmental. Based on these dimensions, this scoping review proposes a multidimensional, structural-dynamic model for classifying generations.

## **Contribuição / Impacto**

This article mapped generational classifications across societies, identified the criteria and approaches used, and highlighted potential biases in the processes. The review is both theoretically and practically relevant, systematizing knowledge on generational classification. It offers valuable insights for fields like human resource management and marketing. Six core dimensions for classifying generations were identified, emphasizing the need for their integration. To address this, a multidimensional, dynamic structural model was proposed.

## **Referências Bibliográficas**

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