

# *How to Manage* **EMPLOYEES** *Who are Older* *Than You Are*



# Managing Older Employees

**Gordon F. Shea**



## **Managing Older Employees:**

*Managing Older Employees* Gordon F. Shea, 1991-10-25 Offers managers and human resource professionals advice on effectively managing older employees from tips supervisors can use in one on one dealings with older workers to guidelines for designing and developing human resource programs Annotation copyright Book News Inc Portland Or **Managing the Older Worker** Peter Cappelli, Bill Novelli, 2010-08-17 Your organization needs older workers more than ever They transfer knowledge between generations transmit your company's values to new hires make excellent mentors for younger employees and provide a just in time workforce for special projects Yet more of these workers are reporting to people younger than they are This presents unfamiliar challenges that if ignored can prevent you from attracting retaining and engaging older employees In *Managing the Older Worker* Peter Cappelli and William Novelli explain how companies and younger managers can maximize the value provided by older workers The key Recognize that boomers needs differ from younger generations and adapt your management practices accordingly For instance Lead with mission As employees age they become more altruistic Emphasize the positive impact of older workers efforts on the world around them Forge social connections Many older employees keep working to maintain social relationships Offer tasks that require interaction with others Provide different benefits Tailor benefits such as elder care insurance programs or discount medication to older workers interests Drawing on research in management psychology and other disciplines *Managing the Older Worker* reveals who your older workers are what they want and how to manage them for maximum value **Managing the Older Employee** Casey Hawley, 2009-06-18 Gen Yers are coming into their own Now making up the largest segment of the workforce at 80 million strong many are new managers With so many Baby Boomers holding off on retirement these new Gen Y managers often must direct people their parents age and older Vast differences in communication styles job expectations and management techniques mean that Gen Yers have much to learn when it comes to managing those of their parent's generation including How to respond to an older employee who believes his seniority guarantees a promotion and raise even though his work performance has been below average What to do when a younger manager relies on e mail texting and IMing to communicate with coworkers and his older employee prefers face to face communication How to demonstrate leadership and gain respect from the employees who already have years of rich business experience in the workplace This book is every manager's field guide for managing the new generationally diverse workforce Working Longer William J. Rothwell, 2008-06-27 While many employers have traditionally viewed their younger employees as their most precious assets the truth is that their more seasoned workers are often their most valuable Written by experts in the field of workforce education and the management of older workers *Working Longer* gives recruiters managers and trainers the tools they need to nurture and empower these vital employees such as creative strategies for recruiting retirees and developing a senior friendly workplace career and performance management techniques for effectively motivating and engaging older workers

instructional design facilitation methods that will enable older workers to upgrade their skills With compassion and wisdom this is the only book that shows employers how to value coach and keep their most experienced people      **Managing Older Employees** Management Information Service,1980\*      **Age Matters** Keren Smedley,2017-11-28 Keren Smedley and Helen Whitten s Age Matters provides a comprehensive innovative and positive approach to recent changes in the regulations and in demography The authors explain the advantages and disadvantages of the 2006 legislation and its effect on current retirement practices Packed with statistics and perspectives on the ageing workforce in the UK EU and countries around the world the book includes practical advice models exercises and training activities to help establish an appropriate response for your organisation It is those organisations who can look beyond the legislation to manage the value in their older workforce that will thrive Use this book to understand the implications of demographic change and the employment law issues it raises to help older employees identify articulate and adapt to new ways of working to enable both older and younger employees to work across the generations and to build an age inclusive culture Covering virtually every human resources issue related to the ageing employment pool this is a must have resource for anyone involved in human resources employment planning organisational development and training      *Managing Older Workers* Gordon F. Shea,1994 This book introduces managers to the concept of an age neutral workplace where hiring training and promotion opportunities are not influenced by age      **Managing the Older Employee** Casey Fitts Hawley,2009      *International Perspectives and Strategies for Managing an Aging Workforce* Ince, Fatma,2022-03-11 Older employees are often seen as an obstacle and not as an opportunity for companies especially regarding the transfer of knowledge and experience Effective development and utilization of older professional and managerial employees is an important issue as most organizations are not prepared to tailor their training methods to the needs and preferences of these employees due to negative stereotypes Managing a rapidly aging workforce and sustaining economic dynamism calls for systematic research to prevent age discrimination due to an incomplete knowledge of older workers and politically challenging policy choices that require strong political commitments robust management leadership and social consensus *International Perspectives and Strategies for Managing an Aging Workforce* examines the differences in stereotypes of older employees compared to younger employees in companies analyzes the impact of the aging workforce on retention productivity and well being and investigates organizational systems processes and practices for managing older workers Covering a range of topics such as retention and retirement this reference work is ideal for researchers academicians practitioners business owners managers human resource workers instructors and students      **The Older Worker** Noreen Hale,1990-09-28 The growing emphasis on older workers Meeting the challenge of an aging work force Understanding older workers the human factor Common types of human resource programs for older workers Case examples of progressive programs at nine corporations Setting up effective training education and development programs Career development for older workers Managing older workers developing

needed skills and attitudes Older women in the work force special needs and opportunities Human resource action planning for older worker issues Resources for further information organizations and publications **The Aging Work Force**, 1994

**Managing Older Employees** Virginia Zingale, 1990 *Managing Older Employees* Sheet Shea, Yova Milanova, Agnese Petrosimolo, 1991-10 **Recent Advances in the Roles of Cultural and Personal Values in Organizational Behavior** Nedelko, Zlatko, Brzozowski, Maciej, 2019-09-06 The complete understanding of organizational culture and personal values is fundamental for running and improving modern organizations By identifying the underlying building blocks for behavior strategy and actions of organizations and their members companies and researchers may discover innovative techniques to encourage productive and satisfying working environments Recent Advances in the Roles of Cultural and Personal Values in Organizational Behavior is a collection of innovative research on how culture and personal values shape and influence leadership styles decision making processes innovativeness and other management practices While highlighting topics including employee motivation leadership style and organizational culture this book is ideally designed for managers executives human resources professionals recruiters researchers academics educators and students seeking current research on cultural backgrounds and personal values for organizations [Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce](#) Management Association, Information Resources, 2021-07-16 The recent COVID 19 pandemic has emphasized the importance of safety and ergonomics in the workplace From work life balance and mental health to risk prevention maintaining a healthy and happy workforce has become essential for the progress of every company Moreover ensuring inclusive spaces has become a pillar of business with some worrying that the diversity agenda will be overshadowed by the recent pandemic It is imperative that current research is compiled that sheds light on the advancements being made in promoting diversity and wellbeing in the modern workforce The Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce is a comprehensive reference source that provides the latest emerging research on diversity management and initiatives as well as occupational health and safety practices in the workplace These concepts are necessary for global workplaces to remain safe efficient and inclusive Covering topics such as employee equity human resources practices and worker wellbeing this anthology provides an excellent resource for researchers human resources personnel managers safety officers policymakers CEOs students professors and academicians [Research Anthology on Human Resource Practices for the Modern Workforce](#) Management Association, Information Resources, 2021-12-30 Human resource departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers diversity initiatives and global health and economic crises There is a necessity for human resource departments to change as well to adapt to new societal perspectives technology and business practices It is important for human resource managers to keep up to date with all emerging human resource practices in order to support successful and productive organizations The Research Anthology on Human Resource Practices for the

Modern Workforce presents a dynamic and diverse collection of global practices for human resource departments This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted Covering topics such as machine learning organizational culture and social entrepreneurship this book is an excellent resource for human resource employees managers CEOs employees business students and professors researchers and academicians **Fourteen Steps in Managing an Aging Work Force** Helen Dennis,1988

**Managing the Aging Workforce** Marion Warmuth,2008-09 Research Paper undergraduate from the year 2008 in the subject Business economics Personnel and Organisation grade 1 2 University of Cooperative Education Mosbach 34 entries in the bibliography language English abstract The aim of this paper is to attract attention towards the changing demographic circumstances in developed countries and the impact on the organizations due to the growing portion of elderly at work It illustrates why companies need to adapt their business strategies to the aging workforce and how they can utilize this group better and longer The main focus is on Germany as a representation for all other countries As a starting point the challenges that arise from the changing labor market situation are exposed The necessary change of mind set regarding older people in organizations resulting from the aging workforce trend is discussed in the next part of the paper Afterwards four selected activity fields that influence the success of managing the aging workforce immensely are elaborated together with proposals how to handle the different issues in the fields In the following part of the paper a benchmark example from a successfully realized activity that helps to manage the aging workforce supports the need for organizations to react to the current labor market trend and present ideas on the real life implementation This example is followed by the conclusion Managing

Older Workers Shirley Hoffman Rhine,1984 **Older Employees** Benson Rosen,Thomas H. Jerdee,1985 Abstract Information and guidelines on managing older employees are presented in this book for managers Eleven chapters detail the problems of managing older employees age stereotypes and how they influence managerial decisions age discrimination laws career planning and management for older employees assessing performance potential and health reducing obsolescences flexible retirement systems working with senior employees organizational strategies and guidelines for change Graphs data tables and case studies are included mp

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