

# How to *manage* **EMPLOYEES** **who are Older** *Than you Are*



## Older Employees

**Keren Smedley**

## **Older Employees:**

**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.

**The Importance and Value of Older Employees** Anne Inga Hilsen, Dorothy Sutherland Olsen, 2021-08-17 This open access book makes a contribution to our understanding of one of the social challenges facing many western nations i.e. the challenge of an ageing population. It specifically addresses the issue of competence among older employees. Others have studied ageing populations in terms of the economic burden or the pressure on healthcare services and generally view the rising numbers of seniors more as a challenge than an opportunity. In this book authors discuss ways of gaining positive benefits from our ageing and more experienced work force.

**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.

**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 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

Employing Older Workers United States. Bureau of Employment Security,1959

**Age Works** Beverly Goldberg,2008-06-30 In ten years the massive baby boom generation will begin to reach retirement age but few companies have paid attention to the fact that there are not enough younger workers to replace them The challenge to corporate America as Beverly Goldberg argues in Age Works is to reinvent the workplace to make it better fit the needs of all employees especially the older workers it must retain in order to thrive

New Opportunities for Older Workers ,2000-08 What role should older workers play in our future work force when the retirement of the baby boomers starting about 2010 will make tight labor markets commonplace This unprecedented demographic shift calls for a fundamental rethinking about the work force of the future Employer attitudes and policies must change if older workers are to remain in the work force longer This report recommends a pro work agenda for employers policymakers and older in 6 areas getting the financial incentives right replacing stereotypes about older workers the training imperative rethinking the org of work getting older workers into new jobs and a strong and flexible safety net

*The Older Worker Advantage* Gordon F. Shea,Adolf Haasen,2006 This book discusses the realities of the aging workforce from the points of view of both the organization manager and the older employee's point of view It examines the broad demographic trends that are changing the makeup of organizations and then suggests specific approaches for

managers to adopt in order to ensure that older employees are engaged and challenged while contributing to the company's bottom line Topics covered include what motivates older workers the impact of technology on older worker training and career trends in the health education and retail sectors Real life examples of multi generational work teams at such organizations as AES Corporation and the U S Coast Guard are profiled and checklists and other interactive and diagnostic elements are provided to assist managers

*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 obsolescence flexible retirement systems working with senior employees organizational strategies and guidelines for change Graphs data tables and case studies are included mp

*The Aging Worker and the Union* Ewan Clague,Balraj Palli,Leo Kramer,1971 Report on a survey of trade union practices in respect of older workers in the USA covers anti discrimination clauses seniority benefits promotion retraining redundancy severance pay plant shutdown pension schemes early retirement benefits health insurance etc Statistical tables

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 *Age in the Workplace* Donald Truxillo,Franco Fraccaroli,2016-01-08 The workforce across industrialized nations has become both older and more age diverse and this trend is expected to continue in the coming decades These changes will have important implications for motivating and managing both individual employees and teams and because people are retiring later it is important to address ways to sustain the wellbeing and productivity of workers With a specifically international focus this volume addresses these critical issues from the individual and psychological perspectives Based primarily in empirical research it covers a wide range of topics related to the aging workforce including the motivation of older workers to work and to retire what organizations can do to attract and retain the talent of older workers how to improve relations and productivity among age diverse teams how to design jobs to support older and younger talent and how to better understand why older workers may choose to return to work This volume includes contributions from the top psychological researchers in the field of the aging workforce This book was originally published as a special issue of the European Journal of Work and Organizational Psychology **The Aging Worker** Mildred Doering,Susan R. Rhodes,Michael R. Schuster,1983-05 A sourcebook and analysis of the literature pertaining to a challenge that faces every business and government organization how to deal effectively with a rapidly aging work force The authors analyze three related trends the growing number of elderly workers their changing expectations and the increasingly stringent regulations that protect them and review scientific evidence to profile the psychological characteristics and on the job behavior of aging workers They examine the age factor in specific human resource contexts staffing career planning training and development compensation pensions and retirement and highlight fruitful areas for organizational response and further research

*Older Worker Employment Comes of Age* ,1986 *The Aging Work Force* ,1994 **The Older Worker and the Changing Labor Market** Judith G Gonyea,2013-09-13 As the country's workforce ages the changing labor market must address unique challenges as well as surprising opportunities This book presents leading scholars and researchers providing valuable insights into the challenges facing older workers in the contemporary workplace as well as offering perspectives on

the demands presently being placed on employers to adapt to and accommodate the needs of these workers. The book focuses on the analysis of current trends in older workers work family and personal life issues and ways to transform today's workplace to value older workers. This book offers practitioners the opportunity to fully grasp the current situation for older workers by presenting the latest research. This helpful resource provides professionals with best practices and innovative approaches to support aging employees. The volume is extensively referenced and contains several tables to clearly present data. It is a valuable text for employers human resources professionals employee assistance programs work family professionals gerontologists and aging studies professionals educators and students. This book was published as a special issue of the *Journal of Workplace Behavioral Health*. Employment Problems of Older Workers. United States. Congress. House. Committee on Education and Labor. Select Subcommittee on Labor, 1966. Training Older Workers and Learners. James L. Moseley, Joan C. Dessinger, 2006-12-22. *Training Older Workers and Learners* is a groundbreaking resource that focuses exclusively on age 40 plus workers. This much needed resource offers trainers expert guidance and practical tools designed to deliver effective training and re-training to older worker learners. OWLS Based on sound theory and best practices the book shows how to maximize the workplace learning and performance potential of late life learners. Ageism in Work and Employment. Ian Glover, Mohamed Branine, 2017-07-12. This title was first published in 2001. This collection of essays on the subject of ageism in work and employment arose out of the international conference held at Stirling University in July 1996. The book addresses various topics within this issue including the problem and its causes the experience and practice of age discrimination in employment and remedies and prospects.

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