



Aging Employee

Lawrence A. Frolik



Aging Employee:

Aging Workers and the Employee-Employer Relationship P. Matthijs Bal, Dorien T.A.M. Kooij, Denise M. Rousseau, 2014-09-23 This book focuses on the aging workforce from the employment relationship perspective This innovative book specifically focuses on how organizations can ensure their aging workers remain motivated productive and healthy In 15 chapters several experts on this topic describe how organizations through effective human resource management can ensure that workers are able to continue working at higher age In addition this book discusses the role older workers themselves play in continuing work at higher age To do this the authors integrate research from different areas such as literature on leadership psychological contracts and diversity with literature on the aging workforce Through this integration this book provides innovative ways for organizations and workers to maintain productivity motivation and health Aging Workers and the Employee Employer Relationship summarizes the latest research on how employment relationships change with age and its implications for supporting the well being motivation and productivity of older workers It identifies ways to improve how both companies and workers solve the problems they face These include better designed employment practices and more adaptive job content and developmental opportunities for aging workers along with activities aging workers can engage to enhance their own job crafting learning and employability

Age Discrimination in Employee Benefit Plans United States. Congress. House. Select Committee on Aging, 1990 *Older Employee's Motivation to Learn and Readiness for Training* Gernot Schiefer, Corinna Hoffmann, 2022-01-20 The motivation of older employees to learn is a complex psychological construct that has hardly been addressed to date In times of demographic change it is of central importance to motivate older employees for continuous training in order to keep them employable With increasing age changes in learning and performance as well as a decreasing motivation for further vocational training become apparent Gernot Schiefer and Corinna Hoffmann show connections between motivation performance and learning behavior and analyze motivational factors and learning obstacles of older employees In a practical manner the authors present possibilities for companies to actively contribute to promoting the learning motivation of their older employees The Authors Prof Dr Gernot Schiefer teaches business psychology and human resource management at the FOM University of Applied Sciences in Mannheim and works as a coach and consultant Corinna Hoffmann M Sc works in the human resources department of an international consumer goods manufacturer This Springer essential is a translation of the original German 1st edition essentials Lernmotivation und Weiterbildungsbereitschaft lterer Mitarbeiter by Gernot Schiefer and Corinna Hoffmann published by Springer Fachmedien Wiesbaden GmbH part of Springer Nature in 2019 The translation was done with the help of artificial intelligence machine translation by the service DeepL com A subsequent human revision was done primarily in terms of content so that the book will read stylistically different from a conventional translation Springer Nature works continuously to further the development of tools for the production of books and on the related technologies to support

the authors **Aging and Old Age** Richard A. Posner,1995 Observing that people change both physically and cognitively as they age Posner suggests that each of us has in succession two separate selves younger and older with different abilities interests and behaviors an insight that helps clarify a number of issues concerning the elderly **Empowering Employee Proactive Behavior** Fahri Özşungur,Fevziye Bekar,2025-07-01 Proactive employee behaviour refers to the attempt to improve existing conditions in the workplace or create new ones as well as actions to change one s work environment interpersonal relationships and socialisation behaviour instead of passively adapting to it This contributed volume explores the role of proactive behaviour in employer employee relations and in the wider context of the organization and society It includes a comprehensive section that aims to provide a broad and descriptive perspective on the concepts of proactive behaviour and the research landscape It examines areas including mental health emotional management disadvantaged employees gender and queer based perspectives changes and conflict sustainability and non profit organizations Although proactive behavior is a desired behavior in business life individuals who exhibit proactive behavior in the workplace can experience difficulties For this reason blind spots and hurdles that surround proactive behavior are also explored in this book Examined in the light of current events trends and the latest research this book is intended to be a comprehensive guide on the positive and negative organizational behavior issues associated with proactive behavior It will be of great interest to academics and students as well as managers and all those with a wider interest in organizational behaviour *Background Paper on the Employment Security and Retirement of the Older Worker* ,1960 Developments in Aging United States. Congress. Senate. Special Committee on Aging,2000 **The Oxford Handbook of Work and Aging** Jerry W. Hedge,Walter C. Borman,2012-04-19 Global aging technological advances and financial pressures on health and pension systems are sure to influence future patterns of work and retirement This handbook offers an international multi disciplinary perspective examining the aging workforce from an individual worker organization and societal perspective Aging and the Law Lawrence A. Frolik,1999 A collection of 47 portions of essays articles and books addressing many of the social political and legal problems occasioned by having an increasing number of older Americans First defines and explores the emerging field of elder law then looks at such dimensions as work income and wealth housing mental capacity health care decision making long term care health care finance family and social issues abuse neglect victimization and elderly criminals and legal representation and ethical considerations Annotation copyrighted by Book News Inc Portland OR 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*. *Aging, Society and the Life Course* Leslie A. Morgan, 2007. As our aging population grows ever larger, it is increasingly important to understand how adults age and what we can do to provide up-to-date care to ensure their well-being as an integral part of society. Leslie Morgan and Suzanne Kunkel understand that this phenomenon is about much more than just the physical or biological aspects of growing older and have put together a comprehensive text on the impact of society and sociology on the aging process. Use this text to explore the diversity of the aging population and dispel the major stereotypes surrounding the elderly. Learn about aging through all the layers of social context from family life to politics and economics. And through this approach, come to see how aging is more than just an individual process; it is a process that effects the direction of our society as a whole. For the Student: Web sites of interest and key terms defined at the end of each chapter. Real-life stories and essays on love, sex, music, medicine, and crime. For the Professor: Assignment-ready reading in a One Chapter a Week format. Questions for discussion and review at each chapter end. Applying Theory sections place the lesson of each chapter in a clear real-world setting. Instructor's Guide. Now Available. An Instructor's Manual for this textbook is available for those professors who have adopted *Aging Society and the Life Course* Third Edition and can verify a bookstore order of 7 or more copies. Please email our Marketing Department at marketing.springerpub.com if you have adopted this text as you will need a password to download the guide. Please provide the name and telephone number of the bookstore that ordered the textbooks. A print version of the Instructor's Manual is also available.

Employment Problems of Older Workers United States. Congress. House. Committee on Education and Labor. Select Subcommittee on Labor, 1966. *The Cash Balance Conundrum [i.e. Conundrum]* United States. Congress. Senate. Special Committee on Aging, 2001. **Age Discrimination**, 1996. Legislative History of the Older Workers Benefit Protection Act (S. 1511 and Related Bills) United States, 1991. **Legislative History of the Older Workers Benefit Protection Act (S. 1511 and Related Bills)**, 1991. **Age Discrimination in Employment Act of 1967** United States. Employment Standards Administration, 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 **Personnel Literature** ,1984 The Older American Worker United States. Department of Labor,1965

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