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Denise M. Rousseau *Editors*

Aging Workers and the Employee- Employer Relationship



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Aging Workers And The Employee Employer Relationship

**P. Matthijs Bal, Dorien T.A.M.
Kooij, Denise M. Rousseau**



Aging Workers And The Employee Employer Relationship:

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

Achieving UN Sustainable Development Goal 8: Economic Growth and Decent Work For All Lotta Dellve, Sharon Fonn, Gunnar Köhlin, Katrin Skagert, 2025-03-21 This book brings together knowledge on how to achieve the UN Sustainable Development Goal 8 to bring societal change through sustainable economic growth and decent work for all by 2030 At its core is the great challenge of achieving economic growth without compromising the environment while ensuring respect for fundamental human rights and in particular the right to employment with equal and safe work conditions This book provides a critical analysis of Sustainable Development Goal SDG 8 in the 2030 Agenda its targets and indicators to reveal biases tensions and contradictions that need to be addressed to achieve this goal and to guide policymaking The role and potential of academia to contribute to achieving this SDG is scrutinized Chapters examine and assess specific targets for SDG 8 which includes policies resource efficiency youth employment child labour and sustainable tourism Higher education institutions tools for capacity building are presented examining how education and academic research can play a role in achieving the SDG 8 targets Overall this book offers a synthesis of how research and higher education can make a difference in achieving a complex SDG This book will be of great interest to academics and professionals working on the United Nations Sustainable Development Goals and can be used as a policymaking guide for 2030 and beyond

Women and Positive Aging Lisa Hollis-Sawyer, Amanda Dykema-Engblade, 2016-03-03 Women and Positive Aging An International Perspective presents the noted research in the fields of psychology gerontology and gender studies reflecting the increasingly popular and pervasive positive aging issues of women in today s society from different cohorts backgrounds and life situations Each section

describes a bridge between the theoretical aspects and practical applications of the theory that is consistent with the scientist practitioner training model in psychology including case studies and associated intervention strategies with older women in each chapter In addition to incorporating current research on aging women s issues each section provides the reader with background about the topic to give context and perspective Examines a comprehensive range of issues for aging women Details current research trends Encompasses a holistic model of women s aging Ranges from physical and mental health in response to aging changes to social relationships and sexuality Presents a how to put research into practice section in each chapter Focuses on topical issues that are relevant to women wanting to optimize their life outcomes as they live on average longer than ever before 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 **Work Across the Lifespan** Boris Baltes,Cort W. Rudolph,Hannes Zacher,2019-01-08 Work Across the Lifespan coalesces theoretical and empirical perspectives on aging and work This volume examines a collection of human development theories that explain trajectories of change including patterns of growth maintenance and decline across the adult lifespan At its core the lifespan perspective assumes a focus on aging as a continuous process of intraindividual change and goal based self regulation In this text the lifespan perspective serves as a lens for examining the complex relationship between aging and work Integrating research from the fields of developmental psychology as well as industrial work and organizational psychology this authoritative reference brings together the collective thinking of researchers who study work careers organizations and aging Ageing, Organisations and Management Iris Aaltio,Albert J. Mills,Jean Helms Mills,2017-08-16 This book explores critical perspectives on ageing in organisations and offers both managerial and workplace practices for dealing with this prominent issue The collection provides cross disciplinary research on the discursive and mythological aspects of ageing at work as well as recent studies of the relationship between age and innovation talent careers and workplace transitions The

book brings together authors from Europe North America and Australia By addressing current societal challenges and offering insights on ageing at work this book will be of interest to those involved in human resource management workplace organisation and the sociology of work

The Future of Work in the Asia Pacific Subas P. Dhakal, Alan Nankervis, John Burgess, 2024-09-27 Bringing together informed analyses on the challenges of critical skill shortages CSS in the Asia Pacific region this book provides 14 country reports to discuss the critical jobs and skills to achieve long term policies and approaches towards realising the United Nations sustainable development goals SDGs The contributors of the volume discuss the workforce projections and planning existing programmes that address the skills and jobs needed and workforce policy challenges that need to be addressed to achieve the SDGs The book identifies two types of CSS present in the workforce one being skilled labour shortages in existing industries and the second being soft skills like critical thinking and problem solving skills Extending the discussion beyond immediate skill shortages the book assesses longer term policies and approaches to tackle the 2030 United Nations Agenda for Sustainable Development This book will interest researchers in the fields of human resource management and development international business development studies and policymakers from the Asia Pacific region

Idiosyncratic Deals between Employees and Organizations Matthijs Bal, Denise Rousseau, 2015-09-16 Idiosyncratic deals or i deals are the individualised working arrangements negotiated by employees with the organizations for which they work Such deals represent an emerging area of study into the effects they have on both parties as well as co workers and the wider working world Do i deals signify a further breakdown of collectivism within the workplace or should they be seen as empowering to those employees able to find themselves the best deal Is the growth of i deals an inevitable response to the need for more flexible working relationships or do they erode concepts of equality and fairness In this important new collection i deals are discussed from a comprehensive range of viewpoints The book examines how i deals alter the psychological relationship between employee and employer as well as the notion of career development in an aging and technologically literate workforce The issue of group relationships is also discussed in relation to leadership theories organizational justice and perceived fairness Finally the impact on organizational and individual effectiveness is assessed Are i deals a good thing for employers looking to maximise productivity within an organization Do employees work more effectively and efficiently as a consequence of i deals Very much a hot topic this volume represents a key contribution in the area of i deals from the most active researchers in the field It will be important reading for all students of work and organizational psychology human resource management and business management

Work and Identity Shalene Werth, Charlotte Brownlow, 2018-02-23 This edited volume highlights relevant issues and solutions for diversity groups within the workplace It explores issues of identity as they relate to attributes of gender age migrant labor disability and power in social spaces Identity is rarely well defined in many social spaces and understandings that define belonging are often developed through the normative expectations of others Having an evidence based approach in addressing these relevant

issues this book will appeal to academics and practitioners alike looking for practical and theoretical solutions to improving the situations of these groups in paid employment Facing the Challenges of a Multi-Age Workforce Lisa M.

Finkelstein,Donald M. Truxillo,Franco Fraccaroli,Ruth Kanfer,2015-04-10 Facing the Challenges of a Multi Age Workforce examines the shifting economic cultural and technological trends in the modern workplace that are taking place as a result of the aging global workforce Taking an international perspective contributors address workforce aging issues around the world allowing for productive cross cultural comparisons Chapters adopt a use inspired approach with contributors proposing solutions to real problems faced by organizations including global teamwork unemployed youth job obsolescence and over qualification heavy emotional labor and physically demanding jobs and cross age perceptions and communication Additional commentaries from sociologists gerontologists economists and scholars of labor and government round out the volume and demonstrate the interdisciplinary nature of this important topic

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