

Aging Workers And The Employee Employer Relationship

Discrimination Against Older Workers May Be Common but Hard to ... - SHRM

Debunking age stereotypes in the workplace - McKinsey

Why Younger Workers Just Can't Get Ahead - Kellogg Insight

Benefits flexibility is key to wellbeing in a 5-generation workforce - Human Resource Executive®

The CEO of the first U.S. bank to unionize in 40 years: 'We are living proof that the employee-versus-management dynamic doesn't need to exist' - Fortune

How to Train Young Managers to Supervise Older Employees - SHRM

Labor, Solidarity, and Nursing - Belt Magazine

Department of Labor recovers \$121K in back wages, damages for ... - US Department of Labor

Discover why these 105 North Bay companies are Best Places to Work - North Bay Business Journal

'They're only getting more essential.' California home caregivers seek statewide bargaining power - Sacramento Bee

Choe CEO resigns for undisclosed relationships, following BP, CNN and McDonald's bosses ousted over keeping quiet on personal involvement with colleagues - Fortune

Discrimination against moms is rampant in workplaces - The 19th*

How Employers Should Respond as Older Workers Retire at Record ... - SHRM

Employers can spark healthy aging - Deloitte

2023's Top Employers: Making a happy workplace for employees - Science

Who is entitled to overtime? A new Supreme Court decision puts employers on notice - Fortune

Three New Regulations That Will Make It Harder to Serve the Needy - Philanthropy Roundtable

Youngkin amends bill ending subminimum wage for disabled workers - Virginia Mercury

80% of Gen Z and millennial workers report being stressed out—and three-quarters of them are looking to their employers for help - Fortune

A new approach to financial wellness for LGBTQ+ employees - Mercer

Employers View Workforce Well-Being as Key to Strategy ... - PLANSPONSOR

'Quiet Returns' Indicate Your Workers Are Plugged In - HomeCare

Full-Time to Part-Time: Educate Employees About Ramifications for ... - SHRM

'Bare Minimum Monday' is the latest workplace trend hitting productivity - Fortune

Tips To Use For Summer Employment - Oneida County

4-day workweek trial so successful 91% firms to continue, trial shows - The Washington Post

Family-Work Conflict and Successful Aging at Work of Employees in ... - Dove Medical Press

California family leave: Lawmakers also push more sick days - CalMatters

Try to reimagine retirement, embrace next life stage - Spokane Journal of Business

NLRB releases new joint-employer standard amid senior living ... - McKnight's Senior Living

Gen Z workers came of age amid the pandemic—and now

quitting their job is always front of mind - Fortune

Building for the Future: Advancing Equal Employment

Opportunity In ... - EEOC

Biden Calls for Nationwide Paid Family and Medical Leave - SHRM

Unfair labor practice charges on the rise - Construction Dive

News Releases | Construction Workforce Shortage Tops Half a ...

- Associated Builders and Contractors

recovers \$1.2M in back wages for 599 home healthcare workers ... - US Department of Labor

Laid-off workers are calling out their former employers on social media—and the death of non-disparagement clauses could make it the norm - Fortune

America's offices are suffering under a dark cloud of malaise, as half of workers say they're unhappy - Fortune

New research shows why older adults are both vulnerable and ... - University of Alabama at Birmingham

4 Ways for HR to Overcome Aging Workforce Issues - SHRM

Most Popular Articles Show Employers More Focused On Workplace ... - Forbes

Biden executive order supports home care, domestic workers - The Connecticut Mirror

Retention-Based Recruiting Offers a Path Forward - HomeCare

The Benefits of Strength Training for Employees | Corporate ... - Corporate Wellness Magazine

Viewpoint: 5 Things Employers Get Wrong About Caregivers at Work - SHRM

EEOC Strategic Plan 2022-2026 | U.S. - EEOC

Beyond Money: The Real Reasons Employees Stay Or Leave - Forbes

ND Working Parents Child Care Relief: Employers | Health and ... - North Dakota (.gov)

A WA worker's death reveals the limits of safety enforcement -

KXLY Spokane

Labor board ruling that Google is legally employer of YouTube contract workers has implications beyond tech industry - Fortune

China's Pensions System Is Buckling Under an Aging Population - Foreign Policy

Department of Labor continues efforts to empower workers to take ... - US Department of Labor

The PRO Act Is Critically Important. But We Should See It as Just a ... - Jacobin magazine

Bereavement care platform brings in \$2.4m to help employers ... - HR Brew

The Mind-Body Connection: Exploring the Relationship Between ... - Workers Comp Forum

Can the federal government force an employee to retire? - Federal Times

Ask the expert: What to know about the potential UAW strike ... - MSUToday

Industrial policies will be more effective at supporting good jobs and ... - Equitable Growth

The right to work versus the right to retire - Allianz

9 Global Experts Explore The Benefits And Challenges Of A 2023 ... - Forbes

HR executives are following an outdated, pre-COVID talent playbook - Fortune

FACT SHEET: Biden-Harris Administration Announces Most ... - The White House

Private Sector Labor Regulation - Cato Institute

'An invisible epidemic': America's workers are going hungry as food insecurity bites - Fortune

Why this accounting firm has rolled out 2 dozen benefits since COVID - Human Resource Executive®

Sompo Horizon licenses The Helper Bees' aging-in-place network ... - PR Newswire

The 2023 Labor Power 100 - City & State Pennsylvania

Governors Lead on Solutions to Improve Mental Health in the ... - National Governors Association

Duke University Is Trying to Turn Back Time on Graduate Worker ... - Jacobin magazine

Removing Obstacles for Disabled Workers Would Strengthen the ... - Center For American Progress

More older workers stay employed past age 65 in Pittsburgh - 90.5 WESA

The Independent Contractor Workforce: New Evidence On Its Size ... - National Bureau of Economic Research

Find or Keep Employees | Health and Human Services North Dakota - North Dakota (.gov)

NEW: Working Parents Child Care Relief pilot program is a shared ... - North Dakota (.gov)

European aerospace companies: A coming workforce transition - McKinsey

A nation of quitters: US workers aren't staying at jobs for as long as ... - Yahoo Finance

Why rethinking retirement might help solve Canada's demographic crunch - CBC.ca

obtains judgment ordering Indiana home care agency to pay \$188K ... - US Department of Labor

Interest rates and a struggling economy haven't stopped worker power - Vox.com

The Work-From-Home Shock to Labor Markets, Fall 2023 - National Bureau of Economic Research

Survey: Majority of Idaho employers' top concerns are finding, retaining workers - KTVB.com

The 'Great Unretirement': Older people return to work - RTE.ie

New, Older Workers Stand Out in Workplace Injury Data - SHRM

The Daily — Labour Force Survey, December 2022 - Statistique Canada

Better with Age: The Rising Importance of Older Workers - Bain &

Company

Younger Workers Won't Stay With Employers Without Mental Health ... - MoneyWise

Quiet Quitting Isn't The Answer: Here's What Workers (and Bosses ... - Forbes

U-M presents last, best and final contract offer to graduate workers - University of Michigan News

Older Workers Experience Age Discrimination at Work and in Hiring - AARP

Inflation affects employee mental health. Here's how Aflac is supporting its workers through it - Fortune

Leveraging the Expertise of Occupational Health Partners Can ... - Workers Comp Forum

Self-employment, illness, and the social security system: a ... - BMC Public Health

What Disability Adjustments Are Reasonable? 4 Tips For Employers. - Forbes

3 tips from Gen Z to rightsize your relationship to work - Quartz

Do Tell: With aging law in place, some employers are still confused ... - Springfield Business Journal

You Call This 'Flexible Work'? - The New York Times

Age Diversity in the Workplace

- Silvia Profili 2017-08-17

The volume is divided into two parts. Contributions in the first section raise questions about the meanings of age and age diversity, as well as how and when age matters in organisations. The second part of the book examines the role

and contribution of HR practices in forging an age-inclusive workplace.

Facing the Challenges of a Multi-Age Workforce - Lisa

M. Finkelstein 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.

Handbook of Innovative Career Counselling - Jacobus G. Maree
2019-07-20

This book examines a topic widely regarded as the most pressing in career counselling today, i.e., how to ensure that

everyone receives career counselling and that all workers have the opportunity to engage in sustainable, decent work. The author holds that career counselling should not only advance workers' self- and career construction, helping them design successful career-lives and make social contributions, and live purposeful lives - it should also expound new theoretical approaches and interventions. Furthermore, the book criticizes global society for overlooking the basic needs of many workers, especially the most vulnerable and disadvantaged. An important feature of the book is its emphasis on promoting a creative and innovative approach to career counselling so as to better answer contemporary career-related questions. It offers guidance on how to advance entrepreneurship and help workers develop critical thinking, curiosity, creativity, collaboration, and communication skills. In this way the book promotes

innovation in career counselling and maps the way forward in a theoretical and practical manner that helps clients 'flourish' rather than merely 'survive' in turbulent times impacted by the fourth wave in psychology, career counselling, the economy, as well as the 4th industrial revolution (Work 4.0).

Idiosyncratic Deals between Employees and

Organizations - Matthijs Bal
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.

Older Workers and the Workplace - Great Britain. Department for Work and Pensions 2017

Extending Work Life - Robert Clark 2017-02-28

Aging men and women are increasingly remaining in the labor force. Most often the reason for this is that they need to work additional years in order to be able to support an increasing number of years in retirement. This leaves employers scrambling for ways to adapt to a growing number of retirement-aged workers. Clark and Morrill provide a thorough assessment of the costs and benefits of accommodating later retirement ages, and they describe options employers may use to create some new form of employment contract with aging workers. The most prominent issues employers with aging workers face are declining productivity, rising labor and benefits costs, and a suboptimal age distribution of

their workforces. According to the authors, employers could respond to these issues by finding new ways to accommodate older workers with, for instance, phased retirement and return-to-work policies. But the success of such policies also depends on tax policies and whether government-provided retirement benefits could be redesigned to play a role in a newly-defined employment relationship.

Aging Workers and the Employee-Employer Relationship - P. Matthijs Bal 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.

Practicing Responsibility in Business Schools - Bjørn T.

Asheim 2023-11-03

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Promoting more responsible action in relation to business sustainability, this book addresses the increasing discomfort among faculty members and wider society as to how business schools prepare students for the future. Reflective and inspiring, it seeks to motivate the necessary action which may be a small but crucial catalysts to solving challenges posed by increasing globalisation, migration, economic development, changing demographics, and cultural exchange.

Research in Personnel and Human Resources

Management - M. Ronald

Buckley 2016-07-14

Research in Personnel and Human Resources

Management is designed to promote theory and research on important substantive and methodological topics in the field of human resources management.

Human Resource Management

- Alan Nankervis 2019-08-29

Now in its 10th edition, AHRI-endorsed *Human Resource Management: Strategy and Practice* provides a strong conceptual and practical framework for students of human resource management. The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored. A multitude of contemporary regional and international examples are incorporated throughout, alongside expanded coverage on the future of work and emerging HRM issues. Thoroughly revised and updated with the latest research findings, this edition adopts a lateral approach to illustrating the evolving HRM landscape and promoting employability. Now

available on the MindTap platform, *Human Resource Management: Strategy and Practice* provides an optional online learning experience with interactive, skills-based activities as well as new opportunities for student engagement and revision.

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Ageism, second edition - Todd

D. Nelson 2017-05-12

Current research and theory from a range of disciplines on ageism, discussing issues from elder abuse to age discrimination against workers, revised and updated. People commonly use age to categorize and stereotype others—even though those who stereotype the elderly are eventually bound to become elderly themselves. Ageism is found cross-culturally, but it is especially prevalent in the United States, where most people regard growing older with depression, fear, and anxiety. Older people in the

United States are stigmatized and marginalized, with often devastating consequences. This volume collects the latest theory and research on prejudice against older people, offering perspectives from psychology, nursing, medicine, social work, and other fields. The second edition has been completely updated, with new or extensively revised contributions. The contributors, all experts in their fields, consider issues that range from elder abuse to age discrimination against workers. There has been a relative dearth of research on ageism, perhaps because age prejudice is still considered socially acceptable. This book is still the only one that examines ageism in such detail, from such diverse scholarly perspectives. The contributors discuss the origins and effects of ageism and offer suggestions for how to reduce ageism as the wave of baby boomers heads for old age. Contributors Yoav S. Bergman, Ehud Bodner, Jennifer Barbour, Piers Bayl-Smith, Daphne Blunt

Bugental, Maria Clara P. de Paula Couto, Susan T. Fiske, Jeff Greenberg, Barbara Griffin, Jessica A. Hehman, Peter Helm, Sarah H. Kagan, Molly Maxfield, Lynn McDonald, Mary Chase Mize, Joann M. Montepare, Todd D. Nelson, Michael S. North, Amanda Rumsey, Jeff Schimel, Laura Shannonhouse, Dirk Wentura, Susan Krauss Whitbourne

Strategy, HRM, and Performance - Jaap Paauwe
2017

Revision of: Paauwe, J. HRM and performance. Oxford: Oxford University Press, 2004.

The Rowman & Littlefield Handbook on Aging and Work - Elizabeth F. Fideler
2021-09-11

This handbook is a comprehensive resource for students, scholars, and practitioners seeking a broad overview of interrelated topics concerning the aging workforce.

Advances in Research on Age in the Workplace and Retirement - Cort W. Rudolph
2018-01-16

Shifts in the age composition of the workforce coupled with dynamic definitions of retirement represent important issues that influence work processes and, more generally, the experience of working across one's career. For example, redefinitions of careers and the changing nature of working have contributed to the emergence of distinct forms and patterns of work experiences across the prototypical work lifespan. Likewise, older individuals are increasingly delaying retirement in favor of longer-term labor force participation. The study of age and work, and work and retirement by industrial, work, and organizational (IWO) psychologists and scholars of human resources management and organizational behavior (HR/OB) has recently proliferated in part as a result of such trends, along with the recognition that age-related processes are important indicators of various proximal (e.g., job attitudes, work behaviors, work motives, and

wellbeing) and distal outcomes (e.g., sustainable employability, climates for aging, and firm performance) at various levels of abstraction in modern work environments. Recent theoretical advances have suggested that age, along with individual psychological factors and various contextual influences can jointly influence work outcomes that contribute to long-term employment success, including work performance, job attitudes, work orientations, and motivations. Similar theoretical developments concerning retirement have postulated individual and contextual elements that drive success in the transition from career and work roles to non-work and leisure as well as post-retirement bridge employment roles. In this Research Topic, we aim to curate a collection of papers that are representative of current trends and advances in thinking about and investigating the role of age in workplace processes and the changing nature of retirement. Our hope is to showcase

various contemporary ideas and rigorous empirical studies as a means to inform broader thinking and to support enhanced theorizing and organizational practice regarding these processes.

Work Across the Lifespan - Boris Baltes 2019-01-30

Work Across the Lifespan coalesces lifespan theoretical and lifespan-based empirical perspectives on aging and work. The book examines human development theories that explain patterns of growth, trajectories of change and maintenance of continuities across the entirety of life. Using the implicit focus of these theories on aging as a guide to intra-individual change and goal-based self-regulation processes, the book examines the relationship between work and aging. Drawing upon developmental psychology, life course sociology, microeconomics, and critical gerontology, this authoritative reference brings together the collective thinking of researchers who study aging and working, and aging and

careers. Summarizes key tenets of lifespan theories

Draws upon theories from work and organizational psychology, organizational behavior, and human resources management

Applies theories to work, organizational life and careers

Examines age and work-related processes

Provides an exclusive lifespan focus on work and aging

Focuses on aging as a continuous intraindividual change process

An Introduction to Work and Organizational Psychology - Nik Chmiel 2017-04-24

The latest edition of this classic text provides a comprehensive and internationally relevant introduction to work and organizational psychology, exploring the depth and diversity of the field in an accessible way without obscuring the complexities of the subject. Third edition of a classic textbook offering a complete introduction to work and organizational psychology for undergraduate and graduate students with no prior knowledge of the field

An innovative new six part

structure with two-colour presentation focuses the core material around issues that are either Job-Focused, Organization-Focused, or People-Focused Each chapter title is a question designed to engage readers in understanding work and organizational psychology whilst simultaneously inviting discussion of key topics in the field The third edition introduces two new co-editors in Franco Fraccaroli from Italy and Magnus Sverke, who join Nik Chmiel and will increase relevance and appeal for European students

Work and Identity - Shalene Werth 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.

Strategies for Attracting, Maintaining, and Balancing a Mature Workforce -

Hughes, Clareth 2019-12-27

There is no end in sight as the Fourth Industrial Revolution becomes more prevalent across the world. Artificial intelligence (AI) is making it imperative that machines and technology be integrated within the workplace. As the workforce ages, there has to be a way to acquire the tacit and explicit knowledge of these workers. The fields of human resource development and workforce development must lead in efforts to train and develop these workers for continuous technological change. Strategies for Attracting, Maintaining, and Balancing a Mature Workforce is an

essential reference source that examines efforts for engaging, retaining, and utilizing an aging workforce in a workplace that is increasingly becoming more technology-centered and provides reskilling and upskilling strategies to address the skills gaps. The title compiles vital human resource and workforce development strategies that assist these professionals with helping all employees at all levels within the workforce attain work, keep their jobs, and grow in their development to assist others. Featuring research on topics such as organizational culture, career learning, and agile workforce, this book is ideally designed for managers, executives, recruiters, hiring professionals, managing directors, human resources professionals, business researchers, industry professionals, academicians, and students.

Economics and Ageing - José

Luis Iparraguirre 2019-11-29

This upper level textbook provides a coherent introduction to the economic

implications of individual and population ageing. Placing economic considerations into a wider social sciences context, this is ideal reading not only for advanced undergraduate and masters students in health economics and economics of ageing, but policy makers, professionals and practitioners in gerontology, sociology, health-related sciences, and social care. This volume introduces topics in labour economics, including the economic implications of ageing workforces. It covers pension economics and pension systems with their macroeconomic and distributive effects, and the question of risk. Finally, it describes macroeconomic consequences of ageing populations on aggregate saving, inflation, international trade, and financial markets.

Health and Safety Needs of Older Workers - Institute of Medicine 2004-03-26

Mirroring a worldwide phenomenon in industrialized nations, the U.S. is experiencing a change in its

demographic structure known as population aging. Concern about the aging population tends to focus on the adequacy of Medicare and Social Security, retirement of older Americans, and the need to identify policies, programs, and strategies that address the health and safety needs of older workers. Older workers differ from their younger counterparts in a variety of physical, psychological, and social factors. Evaluating the extent, causes, and effects of these factors and improving

the research and data systems necessary to address the health and safety needs of older workers may significantly impact both their ability to remain in the workforce and their well being in retirement. Health and Safety Needs of Older Workers provides an image of what is currently known about the health and safety needs of older workers and the research needed to encourage social policies that guarantee older workers a meaningful share of the nation's work opportunities.

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