



The Older Worker

Judith G Gonyea



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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 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

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

The Older Worker Teresita Lique Chan-Kopka, Donald G. Fowles, 1980 *The State of the Older Worker*, 1989 **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.

The Older Worker Betty V. H. Schneider, 1962 **The Older Worker**, 1939 **The Older Worker in Industry** Guy Hamilton Crook, Martin I. Heinstein, 1958 *The Older Worker* Monroe Berkowitz, 1988 Comprises nine papers which explore labour market characteristics and employment issues of older workers. Includes chapters on special problems of older women workers, functioning ability and job performance as workers age, the retirement decision, managing the older work force and public policies affecting older workers.

Older Workers Massachusetts. Blue Ribbon Commission on Older Workers, 2000 Analyzes the labor market for older workers in the Commonwealth and recommends policies to improve the economic status of the older labor market. Summarizes OLDER WORKERS AN ESSENTIAL RESOURCE FOR MASSACHUSETTS M3 OWO 00 1 A Study of the Problems of the Older Worker Harvey Irwin Wittenberg, 1961

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.

Background Paper on the Employment Security and Retirement of the Older Worker, 1960 *The Recession and the Older Worker* United States. Congress. Senate. Special Committee on Aging. Subcommittee on Employment and Retirement Incomes, 1976 **New Business Perspectives on the Older Worker** United States. Congress. House. Select Committee on Aging, 1982 **Employment and the Older Worker** Thurlow R. Wilson, Deborah H. Bercini, John A. Richards, 1978 *Recession's Continuing Victim, the Older Worker* Marc Rosenblum, 1976 *The State of the Older Worker* United States. Congress. House. Select Committee on Aging, 1989

Legislative History of the Older Workers Benefit Protection Act (S. 1511 and Related Bills) United States, 1991

The Older Worker Book Review: Unveiling the Power of Words

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