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Thriving on an aging workforce: Strategies for organizational and systemic change


Author: Beatty, Paulette T.; Visser, Roemer M. S.

Abstract:
This book aims to help organisations in both public and private sectors, to prepare for issues arising from the ageing of the workforce and the changing nature of the workplace. It comprises contributions from nationally recognised experts, identifying the most crucial issues facing American society as it prepares for an increasingly ageing workforce. Issues identified include: recruiting and retaining older workers; training older workers; career development for older workers; enhancing intergenerational relations; health and older workers; pensions and older workers; and redefining... [+ Show more]

Subjects: Career development; Outcomes; Industry; Demographics; Skills and knowledge; Management; Employment

Keywords: Recommendations; Retirement; Recruitment; Ageing population; Workplace change; Employment practice; Communication skill; Organisational change; Older worker

Geographic subjects: North America; United States

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Thriving on an Aging Workforce: Strategies for Organizational and Systemic Change; Building an Age-Friendly Workplace: Organizational Development Challenges; Laura Markos. Sloan Center on Aging and Work at Boston College: The National Study Report; Phase II of the National Study of Business Strategy and Workforce Development; Marcie Pitt-Catsouphes, Ph.D., et al. Reference for Business: Human Resource Management. About the Author. Lisa McQuerrey has been a business writer since 1987. In 1994, she launched a full-service marketing and communications firm. McQuerrey’s work has garnered awards from the U.S. Small Business Administration, the International Association of Business Communicators and the Associated Press. Michael H. Turpin review of the book Thriving on an aging workforce: Strategies for organizational and systemic change by Beatty, Paulette T., & Visser, Roemer M.S., (Eds.). A Krieger Publishing publication. The chapters that follow address seven interrelated issues that are critical for “accommodating a progressively aging workforce” (p. 13). Related to the needs of older workers and the institutions that employ them, topics include recruiting, training, developing, and to some degree, retaining older workers. The organizational format of the book helps readers focus on the substance of core issues as well as on practical remedies for areas of concern.