

THE PERFORMANCE OF AGING WORKFORCE SHOULD BE MEASURED??

As we know that every management expects from the workforce the two most value added dimensions i.e. increase productivity & increased creativity. Productivity is basically the efficiency mechanism and is concerned with either greater output for same input, or same output for less input.

Existing management already understands that the aging workforce is necessary; it causes the declining productivity because an aging workforce possesses lack of creativity and innovations.

Therefore today's management is being very much careful in managing the aging workforce as means to at least the actual productivity.

5V- SCORECARD for measuring the performance of an AGING WORKFORCE

The various attempts are made to measure the performance of an aging workforce; the 5V- scorecard is one of them.

It is basically the concept of an integrated aging workforce scorecard tool consisting of five critical aging workforce areas to manage, guide and measure both creativity & productivity of an enterprise aging workforce. These are five basically organizational fields...

- i) enabling new managerial mindsets
- ii) Facilitating new knowledge management process.
- iii) Implementing appropriate health (physical, mental & emotional) process.
- iv) Adopting relevant human resource management (HRM) programs & practices & Facilitating appropriate work environment

Work And Aging Work And Aging

Jan Snel,R. Cremer



Work And Aging Work And Aging:

Current and Emerging Trends in Aging and Work Sara J. Czaja, Joseph Sharit, Jacquelyn B. James, 2019-09-13 This timely volume provides an up to date and comprehensive summary about what is known about aging and work and addresses the challenges and opportunities confronting older workers and organizations The authors describe current and emerging topics related to work and aging adults such as working in teams the increasing diversity of the labor force work and caregiving the implications of technology for an aging workforce and health and wellness issues The authorship is international the authors are renowned for their respective work in the topical areas and represent a broad range of disciplines within academia as well as offer perspectives from government and policy Jobs organizations the labor market and the workforce are experiencing dramatic change Workers of all ages including older workers need to interact with the wide variety of ubiquitous technologies that are reshaping work processes job content work settings communication strategies and the delivery of training and this book aims to update readers on the particular issues facing today s aging adults in the workplace The chapters broad and inclusive scope encompasses Workplace aging and jobs in the 21st century The retirement income security outlook for older workers Population aging age discrimination and age discrimination protections Older workers and the contemporary labor market The role of aging age diversity and age heterogeneity within teams The intersection of family caregiving and work *Current and Emerging Trends in Aging and Work* is relevant to a broad audience of academic researchers practitioners and students in psychology sociology management engineering industrial and human factors the health sciences gerontology geriatrics and public health It is also a useful resource for government and policy leaders as well as workers and managers in the public and private sectors

Aging and Work in the 21st Century Kenneth S. Shultz, Gary A. Adams, 2007-02-23 The aging of baby boomers along with the predicted decrease of the available labor pool will place increased scrutiny and emphasis on issues relating to an aging workforce Furthermore future economic downturns will place strong pressure on older workers to remain in the workforce and on retirees to seek employment again *Aging and Work in the*

Work and Aging Jan Snel, R. Cremer, 2020-11-25 In the past few years the topic of work and ageing has received much public and professional interest The progressive greying of the population and its impact on work is a problem of widespread and growing concern with major consequences for the economy in terms of productivity performance health care work design and entry opportunities and for the individual older worker A European Symposium on Work and Ageing was held in Amsterdam in 1993 It was intended not only for a forum of scientists but also for practitioners and policy makers who are actually involved in this growing field of social interest *Work and Aging* a multi disciplinary book derives in part from this symposium but also includes especially invited contributions from experts in occupational health and safety organizational psychology cognitive science and ergonomics Throughout the diverse chapters incentives are suggested on how and why an organization could benefit from the asset of an ageing worker Training programmes for human resource management with

respect to the elderly and disabled worker in particular are offered in order to deal effectively with vocational rehabilitation

Granny @ Work Karen E. Riggs, 2004 First Published in 2004 Routledge is an imprint of Taylor Francis an informal company **The SAGE Handbook of Aging, Work and Society** John Field, Ronald J Burke, Cary L Cooper, 2013-09-19 Aging has emerged as a major and urgent issue for individuals organisations and governments of our time In this well timed and comprehensive handbook key international contributors to the field of study come together to create a definitive map of the subject Framed by an authoritative introductory chapter the SAGE Handbook of Aging Work and Society offers a critical overview of the most significant themes and topics with discussions of current research theoretical controversies and emerging issues divided into sections covering Key Issues and Challenges The Aging Workforce Managing an Aging Workforce Living in an Aging Society Developing Public Policy The Rowman & Littlefield Handbook on Aging and Work Elizabeth F. Fideler, 2021-09-11 The Rowman Littlefield Handbook on Aging and Work is a comprehensive resource for students scholars and practitioners seeking a broad overview of interrelated topics concerning the aging workforce or insightful discussions of specific issues and challenges facing people in the demographic Notably its chapters address the impact of current conditions and developments on the individual worker organizations and employers and society as a whole

Aging and Work in the 21st Century Kenneth S Shultz, Gary A. Adams, 2018-10-09 Aging and Work in the 21st Century 2nd edition reviews summarizes and integrates existing literature from various disciplines with regard to aging and work but with a focus on recent advances in the field Chapter authors all leading experts within their respective areas provide recommendations for future research practice and or public policy Fully revised and updated the second edition takes up many of the same critical topics addressed in the first edition and incorporates twelve new authors across the volume and three brand new chapters on recruitment and retention legal issues and global issues in work and aging The intended audience is advanced undergraduate and graduate students as well as researchers in the disciplines of industrial and organizational psychology developmental psychology gerontology sociology economics and social work Older worker advocate organizations such as AARP will also take interest in this edited book **Age and Work** Hannes Zacher, Cort W. Rudolph, 2022-01-16 The edited volume Age and Work Advances in Theory Methods and Practice presents a systematic collection of key advances in theory methods and practice regarding aging and work This cutting edge collection breaks new ground by developing novel and useful theory explaining underutilized but important methodological approaches and suggesting original practical applications of emerging research topics The book begins with a prologue by the World Health Organization's unit head for aging and health an introduction on the topic by the editors and an overview of past current and future workforce age trends Subsequently the first main section outlines theoretical advances regarding alternative age constructs e.g. subjective age intersectionality of age with gender and social class paradoxical age related actions generational identity and integration of lifespan theories The second section presents methodological advances regarding

behavioral assessment age at the team and organizational levels longitudinal and diary methods experiments and interventions qualitative methods and the use of archival data The third section covers practical advances regarding age and job crafting knowledge exchange the work nonwork interface healthy aging and absenteeism and presenteeism and organizational meta strategies for younger and older workers The book concludes with an epilogue by an eminent scholar in age and work Written in a scientific yet accessible manner the book offers a valuable resource for undergraduate and graduate students academics in the fields of psychology and business as well as practitioners working in the areas of human resource management and organizational development

Men Still at Work Elizabeth F. Fideler, 2014-02-18 Men Still at Work explores the reasons why many men are continuing to work well beyond the traditional retirement age In today's challenging economy they are the second fastest growing group of workers just behind older women Filled with profiles of older working men as well as dynamic interview quotes Men Still at Work explores thorny issues such as masculinity and the need to provide as well as economic issues job satisfaction and more

Sustainable Work Ability and Aging Clas-Håkan Nygård, 2020-02-13 In many industrialized countries there is a sharp increase of the aging population due to a decrease in fertility rate and an increase in life expectancy Due to which the age dependency ratio rises and may cause increased economic burden among working age population One strategy to combat this problem is to prolong peoples working career A sufficient work ability is a requirement for a sustainable and prolonged employment Work ability is primarily a question of balance between work and personal resources Personal resources change with age whereas work demands may not change parallel to that or only change due to globalization or new technology Work ability on average decreases with age although several different work ability pathways exist during the life course Work related factors as well as general lifestyle may explain the declines and improvements in work ability during aging A sustainable work ability throughout the life course is a main incentive for a prolonged working career and a healthy aging Work ability and work related factors are therefore important occupational and public health issues when the age of the population increases This Special Issue Sustainable Work Ability and Aging includes in all 16 original articles and one opinion paper organized in three sections The research topics cover wide aspects of work ability from determinants older employee's coping with their work methodological issues as well as results of interventions on promoting work ability

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