

ABSTRACT

The workforce is aging as baby boomers move toward retirement. Younger employees and managers need to motivate and manage older workers in a way where they can work well with others and be used to their full potential. Both generations have very different views of the other and can learn a lot from each other. Both generations need to take the lead and create the climate in which older workers will remain engaged and productive. Younger employees need to throw out all assumptions that they have about older workers. Both generations need to get rid of their stereotypes in order to work as a team. Older workers are valuable individuals just like everyone else inside the workplace. Proper communication between employees and employers is key for older workers to know their duties and be productive. Valuing the experience and expertise older workers have to offer and knowing how to manage different age groups with different needs is a major factor in working with older workers. Motivating older workers, using them as mentors, and meeting their physical security needs can prolong their time in a company while allowing them to flourish in their work field.

INTRODUCTION

Traditional retirement ages

- Typically, most workers retire between ages 60-80.
- Most of this depends on the financial stability of the individual, the type of retirement package available to them, and their health.
- Many workers now do not want to retire in their 60's because they are healthy and strive to continue to be productive for at least 15 more years.



METHOD

We can observe first account records of older workers from many different fields and see how their personal experiences have affected them in any way. Older workers have stories about the difficulties faced due to ageism and the lack of resources available for workers their age. Younger employees can have trouble adjusting to the work ethic and style of older workers around them. The implementation of age-friendly vocabulary and resources available for each age group allow for a productive and amicable work place.

Working with Older Workers

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RESULTS

The need for older workers

- Many companies do not emphasize the need for older workers. They have much experience and skill to contribute in many different fields of work.
- There is opposition to many older workers due to ageism playing a role in the competitiveness in the workplace..
- Older workers are sometimes seen a burden due to their increased cost of healthcare and pension plans provided by companies.

Treating older workers equally

Many older workers struggle with their self esteem

They feel pushed away or as if they do not fit in with the younger generation

There are companies that implement 'age friendly' language in the workplace

We can learn from them as much as they can learn from us

CONCLUSION

Jobless older workers

Ageism has left many people out of a job

They have been replaced by younger workers who do not always share the same expertise or knowledge in the field

Are deemed 'useless' because of physical activity

Applies to all areas of work

Stereotypes

Older workers will be harder to manage

Require more expensive healthcare benefits

Closer to retirement

Do not submit to authority

Are stubborn

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