



Aging Workers and the Employee-Employer Relationship

From Springer

Download now

Read Online 

Aging Workers and the Employee-Employer Relationship From Springer

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.

 [Download Aging Workers and the Employee-Employer Relationsh...pdf](#)

 [Read Online Aging Workers and the Employee-Employer Relation...pdf](#)

Aging Workers and the Employee-Employer Relationship

From Springer

Aging Workers and the Employee-Employer Relationship From Springer

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.

Aging Workers and the Employee-Employer Relationship From Springer Bibliography

- Sales Rank: #4271154 in Books
- Published on: 2014-09-24
- Original language: English
- Number of items: 1
- Dimensions: 9.21" h x .69" w x 6.14" l, .0 pounds
- Binding: Hardcover
- 268 pages



[Download Aging Workers and the Employee-Employer Relationsh ...pdf](#)



[Read Online Aging Workers and the Employee-Employer Relation ...pdf](#)

Download and Read Free Online Aging Workers and the Employee-Employer Relationship From Springer

Editorial Review

From the Back Cover

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.

About the Author

P. Matthijs Bal is Reader at the School of Management, University of Bath, United Kingdom. He obtained his PhD cum laude at VU University Amsterdam with research on psychological contracts of older workers. He worked at Erasmus University Rotterdam and VU University Amsterdam before he moved to Bath. His research interests concern the aging workforce, individualization of work arrangements, psychological contracts and the impact of fictional narratives in the workplace. He has published in a wide range of journals, including *Journal of Management Studies*, *Journal of Vocational Behavior* and *PLOS One*.

Dorien Kooij is an assistant professor at the Department of Human Resource Studies of Tilburg University, the Netherlands. Her research focuses on aging at work and in particular on HR practices for older workers and on how work motivation changes with aging. She has published in international peer reviewed journals such as *Journal of Organizational Behavior* and *Journal of Occupational and Organizational Psychology*.

Denise M. Rousseau is the H.J. Heinz II University Professor of Organizational Behavior and Public Policy at Carnegie Mellon University's H. John Heinz III College and the Tepper School of Business. She is the faculty director of the Institute for Social Enterprise and Innovation and chair of Health Care Policy and Management program. She was previously on the faculty of Northwestern University's Kellogg School of Management, the University of Michigan's Department of Psychology and Institute for Social Research and the Naval Postgraduate School at Monterey. Rousseau's research focuses upon the impact workers have on the employment relationship and the firms that employ them. It informs critical concerns such as worker well-being and career development, organizational effectiveness, the management of change, firm ownership and governance and industrial relations.

Users Review

From reader reviews:

James Shafer:

The book Aging Workers and the Employee-Employer Relationship make you feel enjoy for your spare time. You need to use to make your capable a lot more increase. Book can to become your best friend when you getting strain or having big problem with the subject. If you can make looking at a book Aging Workers and the Employee-Employer Relationship to become your habit, you can get considerably more advantages, like add your capable, increase your knowledge about a few or all subjects. You can know everything if you like open up and read a publication Aging Workers and the Employee-Employer Relationship. Kinds of book are a lot of. It means that, science publication or encyclopedia or other folks. So , how do you think about this guide?

Brett Baker:

Spent a free time for you to be fun activity to complete! A lot of people spent their free time with their family, or their very own friends. Usually they accomplishing activity like watching television, about to beach, or picnic inside the park. They actually doing same task every week. Do you feel it? Do you want to something different to fill your free time/ holiday? Could possibly be reading a book might be option to fill your cost-free time/ holiday. The first thing that you ask may be what kinds of publication that you should read. If you want to consider look for book, may be the publication untitled Aging Workers and the Employee-Employer Relationship can be very good book to read. May be it might be best activity to you.

Lorraine Vargas:

Are you kind of active person, only have 10 or perhaps 15 minute in your day to upgrading your mind skill or thinking skill actually analytical thinking? Then you are experiencing problem with the book as compared to can satisfy your short space of time to read it because pretty much everything time you only find publication that need more time to be study. Aging Workers and the Employee-Employer Relationship can be your answer given it can be read by a person who have those short time problems.

Jesus Moreno:

In this age globalization it is important to someone to obtain information. The information will make you to definitely understand the condition of the world. The condition of the world makes the information easier to share. You can find a lot of recommendations to get information example: internet, newspaper, book, and soon. You can observe that now, a lot of publisher that print many kinds of book. The particular book that recommended to you personally is Aging Workers and the Employee-Employer Relationship this e-book consist a lot of the information with the condition of this world now. That book was represented just how can the world has grown up. The terminology styles that writer require to explain it is easy to understand. The actual writer made some study when he makes this book. Honestly, that is why this book ideal all of you.

Download and Read Online Aging Workers and the Employee-Employer Relationship From Springer #3DCSGLK8AQ6

Read Aging Workers and the Employee-Employer Relationship From Springer for online ebook

Aging Workers and the Employee-Employer Relationship From Springer Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Aging Workers and the Employee-Employer Relationship From Springer books to read online.

Online Aging Workers and the Employee-Employer Relationship From Springer ebook PDF download

Aging Workers and the Employee-Employer Relationship From Springer Doc

Aging Workers and the Employee-Employer Relationship From Springer MobiPocket

Aging Workers and the Employee-Employer Relationship From Springer EPub

3DCSGLK8AQ6: Aging Workers and the Employee-Employer Relationship From Springer