



 Get Print Book

Aging Workers and the Employee-Employer Relationship

From Springer



Download



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](#)

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:

Jennifer Burritt:

Do you have favorite book? For those who have, what is your favorite's book? Reserve is very important thing for us to understand everything in the world. Each reserve has different aim or maybe goal; it means that reserve has different type. Some people feel enjoy to spend their a chance to read a book. They may be reading whatever they consider because their hobby is actually reading a book. Why not the person who don't like studying a book? Sometime, individual feel need book whenever they found difficult problem or maybe exercise. Well, probably you will want this Aging Workers and the Employee-Employer Relationship.

Steven Zakrzewski:

What do you concerning book? It is not important along with you? Or just adding material when you want something to explain what your own problem? How about your free time? Or are you busy man? If you don't have spare time to complete others business, it is make you feel bored faster. And you have time? What did you do? Everybody has many questions above. The doctor has to answer that question since just their can do that. It said that about book. Book is familiar on every person. Yes, it is correct. Because start from on jardín de infancia until university need that Aging Workers and the Employee-Employer Relationship to read.

James Fulk:

The book untitled Aging Workers and the Employee-Employer Relationship contain a lot of information on that. The writer explains the woman idea with easy approach. The language is very easy to understand all the people, so do not really worry, you can easy to read the item. The book was published by famous author. The author provides you in the new era of literary works. You can read this book because you can read more your smart phone, or model, so you can read the book inside anywhere and anytime. If you want to buy the e-book, you can start their official web-site in addition to order it. Have a nice go through.

Rose Duprey:

You may spend your free time you just read this book this publication. This Aging Workers and the Employee-Employer Relationship is simple to deliver you can read it in the park, in the beach, train and soon. If you did not get much space to bring typically the printed book, you can buy typically the e-book. It is make you simpler to read it. You can save typically the book in your smart phone. Consequently there are a lot of benefits that you will get when you buy this book.

Download and Read Online Aging Workers and the Employee-

Employer Relationship From Springer #ZO0R7YNVIDS

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