

1. Record Nr.	UNINA9910254917503321
Titolo	Ageing, Organisations and Management [[electronic resource]] : Constructive Discourses and Critical Perspectives // edited by Iiris Aaltio, Albert J. Mills, Jean Helms Mills
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Palgrave Macmillan, , 2017
ISBN	3-319-58813-3
Edizione	[1st ed. 2017.]
Descrizione fisica	1 online resource (370 pages) : illustrations (some color), tables, graphs
Disciplina	331.398
Soggetti	Personnel management Organization Planning Industrial sociology Management Industrial management Project management Human Resource Management Sociology of Work Innovation/Technology Management Project Management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references at the end of each chapters and index.
Nota di contenuto	Part I. Introduction -- 1. Why Study Ageing in Organisations?; Iiris Aaltio, Albert J. Mills and Jean Helms Mills -- Part II. Age in Discourse and Myth -- 2. Age and the Notion of the Liquid Modern; Shelley Price, Christopher M. Hartt and Anthony R. Yue -- 3. Rectifying Age-Related Employment Problems through the Constructions of the 'Problematic' Older and Younger Worker; Cara Lynn Scheuer and Albert J. Mills -- 4. Ageing, Gender and Leadership: Study of the Film Trilogy "The Lord of the Rings"; Iiris Aaltio. Part III. Age as Career -- 5. Late Career and Retirement in the Context of Changing Careers; Hanna Salminen and

Monika von Bonsdorff -- 6. Talent Management and Older Workers: Later Life Career Development; Suzanne L. Cook and Victoria Rougette -- 7. Age Management in Organisations: The Perspective of Middle-Aged Employees; Pia Heilmann -- Part IV. Age and Gender at the Intersections of Organising and Managing -- 8. Ageing in the City: Embodied Ageing in Financial Services; leanne Cutcher and Kat Riach -- 9. Old Age as a Market Advantage: The Example of Staffing Agencies in Sweden; Elisabet Cedersund, Carin Holmquist, Gunilla Rapp and Elisabeth Sundin -- 10. Reconciling Employment and Caregiving: Good Workplace Practices and Arrangements; Kaisa Kauppinen and Mia Silfver-Kuhalampi -- 11. Career, Care and Time: Women Top Managers in the Intersections of Age, Gender, and Work/Family Workplace Practices and Arrangements; Marjut Jyrkinen, Charlotta Niemistö and Jeff Hearn.

Sommario/riassunto

This book explores critical perspectives on ageing in organisations and offers both managerial and workplace practices for dealing with this prominent issue. The collection provides cross-disciplinary research on the discursive and mythological aspects of ageing at work as well as recent studies of the relationship between age and innovation, talent, careers, and workplace transitions. The book brings together authors from Europe, North America and Australia. By addressing current societal challenges and offering insights on ageing at work, this book will be of interest to those involved in human resource management, workplace organisation and the sociology of work.
