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Nota di contenuto	Part I: Current Employment Patterns and Demographics -- Chapter 1: Setting the Stage: Workplace and Demographic Trends -- Chapter 2: Workplace Aging and Jobs in the 21st Century -- Chapter 3: Leveraging Aging Workforce and Age Diversity to Achieve Organizational Goals: A Human Resource Management Perspective -- Chapter 4: Integrating the German and U.S. Perspective on Organizational Practices for Later-Life Work: The Later Life Work Index -- Part II: Policy Issues and An Aging Workforce -- Chapter 5: It is Time for a 21st Century Understanding of Older Workers, Aging, and Discrimination -- Chapter 6: Extended Working Lives: Feasible and Desirable for All? -- Chapter 7: The Retirement Income Security Outlook for Older Workers: Causes for Concern and Reasons for Optimism -- Chapter 8: How Much Does Work Pay at Older Ages? -- Chapter 9: Population Aging, Age Discrimination, and Age Discrimination Protections at the 50th Anniversary of the Age Discrimination in Employment Act -- Part III: Work Performance Issues -- Chapter 10: A Human Factors Engineering Perspective to Aging and

Work -- Chapter 11: Work Motivation and Employment Goals in Later Adulthood -- Chapter 12: Can Acquired Skill and Technology Mitigate Age-Related Declines in Learning Rate? -- Chapter 13: Training the Older Workers: Pathways and Pitfalls -- Part IV: Trends in Jobs and Work Patterns -- Chapter 14: How Do Employers Respond to an Aging Workforce? Evidence from Surveys Among Employers, 2009-2017 -- Chapter 15: A Narrative Review: Understanding How Employment Context Influences the Occupational Health and Well-being of Older Workers in Low-Wage Jobs -- Chapter 16: The Role of Aging, Age Diversity, and Age Heterogeneity within Teams -- Chapter 17: Difficult Adjustments: Older Workers and the Contemporary Labor Market -- Chapter 18: Beyond the Livelong Workday: Is There a New Face of Retirement? -- Chapter 19: The Stickiness of Quality Work: Exploring Relationships Between the Quality of Employment and the Intent to Leave/Intent to Retire -- Part V: Health and Wellness Issues -- Chapter 20: The Intersection of Family Caregiving and Work: Labor Force Participation, Productivity, and Caregiver Well-being -- Chapter 21: Decreasing Disability Rates in Older Workers: Some Newer Research Directions -- Chapter 22: Designing Age-Friendly Workplaces: An Occupational Health Perspective.

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Sommario/riassunto

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.

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