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Section C

Old age employees should be given the same environment as young employees in the organization because Old age workers are less resistant to change along with the fact that they deal with less work-family conflicts as compared to the middle-aged employees and they seem to be highly tolerant of stress as compared to the middle-aged workers having in mind that they are more productive towards the ecosystem and the consumption of natural resources and raw goods and they are indeed more productive and show more commitment towards an organization that has a positive age-diverse environment.

Workers of old age ae less resistant to change as compared to the young ones. Kunze et al [1], supported this by testing the attribute on a sample of 2,981 employees from diverse companies in Germany and the results showed that most old age employees show quite less resistance to change and innovation as compared to most of the young employees in the diverse organizations. “Older persons might be more prone to adaptations if they have sufficient skills and job autonomy”, Kunze et al[1].

Moreover, research shows that older persons in organizations are more likely to deal with quite a smaller number of work-family conflicts than those of most middle-aged employees. Huffmann et al [2], assumed a curvilinear relationship between chronological age and amount of work-family conflict. The hypothesis was tested in the two large samples of working adults in USA. The resulting graph presented the hypothesis in a concrete graph that showed that the work-family conflict is likely to be less for the younger and old age workers but, more for the employees of middle age. Old age workers are more likely to have more resources and less work-family conflicts while the middle aged are in a position of a sandwich between work and family due to the high number of multiple and continuous demands from the family and work [2][3][4].

Furthermore, It is believed that old age workers are less tolerant of work stress. Rauschenbach [5] concluded his meta-analytics based on 66 samples mostly from Europe that showed no correlation between chronological age and proximal strain experience negating the false myth about the old workers that they are less tolerant towards the stress in workplace. Ng and Feldman [6], also supported the results by concluding that the old age workers are more tolerant to the stress as they have the experience which helps them overcome stressing situations especially at the workplace.

On the other hand, it is a widely perceived myth about the old age workers and the environmental sustainability that majority of the old age workers are less concerned with environmental protection and might be less trainable in this aspect as compared to the young workers’ force. Wiernik [7] examines the age-related differences in environmental values that are relevant for work organizations. He and his fellow researches aggregated data from 220 independent samples from the last four decades having a total count of 87,988 uniquely identified individuals. This research suggested that in contrast to the widely perceived myth, older workers are more likely to have a protective attitude towards the environment and the ecosystem than that of their colleagues.

Similarly, researches suggest that most of the old age employees are likely to develop a more positive attitude towards the productivity in an organization and to show more commitment to the work when the work environment is positively inclined towards age diversity. Ellwart [8] focuses on both cognitive as well as affective consequences of age diversity in teams. A questionnaire study with 73 organizational teams comprising 516 employees recruited from finance and control departments of Swiss companies, multilevel analyses of the results indicated that better information-exchange along with the higher team-identification might be possible in the age-diverse teams if the beliefs and the perceptions of the team are positively inclined towards diversity. These attitudes are similar to the work that shows attitude towards diversity be a crucial moderator variable for an organization [9][10][11].

In conclusion, it is evident that the widely perceived false views regarding the old age employees are no more than the myths that need to be discouraged in order to give old age workers the respect and support they actually need in their age by providing them with the same environment as younger employees have in an organization. Along with this, positive attitude of employees in an age-diverse organization will likely to help boosting the confidence as well as increasing the comfort level of the old age employees of that organization and to contribute towards the peacefulness and lawfulness of the workspace that will eventually result in more productive results and benefits.

**Reference List:**

1. Old workers are less resistant to change - Kunze et al \*

2. Old age workers have less work-family conflicts - Huffmann et al \*

3. Old age workers are high-stress tolerant - Rauschenbach et al \*

4. Old age workers’ high risk of sick leaves is influenced by the Organizational factors - Tenhia¨la¨ et al.

5. Old Age Workers are more protective towards the ecosystem and the consumption of natural resources and raw goods - Wiernik et al., 2013 \*

6. Old age workers have more positive perceptions - Bertolino et al. (2013) .

7. Old age workers are more productive and committed in a positive age-diverse environment - Ellwart et al. \*

8. Old age workers are more tolerant to the stress as they have the experience - Ng and Feldman

9. Diversity to be a crucial buffer or moderator variable – Homan, Vann Dick-10, Wegge-11