**Topic:** Old age employees should be given the same environment as young employees

**Thesis Statement:** 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.

**Reference List:**

1. **Old workers are less resistant to change - Kunze et al \***
   1. **SD1:** Based on a sample of 2,981 employees from diverse companies in Germany, the authors found instead that older workers were less

resistant to change than their younger colleagues.

1. **Old age workers have less work-family conflicts - Huffmann et al \***
   1. **SD1 :** the authors expected a curvilinear relation between chronological age and

amount of work-family conflict, showing the highest conflict level for middle-aged

workers. This hypothesis was tested in two large samples of working adults in the

USA (n ¼ 3; 552 and 2,852, respectively). The results support the assumed curvilinear

relationship, showing that conflicting demands between work and home were indeed

lower for younger and older workers as compared to their middle-aged counterparts.

* 1. **SD2:** In addition, family dissatisfaction and indicators of childcare

demands were highest for the middle-aged workers.

1. **Old age workers are high-stress tolerant - Rauschenbach et al \***
   1. SD1: meta-analytic results reported in this contribution based on 66

samples with a total of 233 effect sizes and a sample size of n ¼ 29; 806 (mostly from

Europe) showed no significant overall correlation between chronological age and

proximal strain experience. Overall, these data refute general pre-assumptions about a lower stress tolerance of older workers

1. **Old age workers’ high risk of sick leaves is influenced by the Organizational factors - Tenhia¨la¨ et al.**
   1. SD1: examine reactions of younger and older workers to organizational justice. Based on a large sample of Finnish public sector employees (n ¼ 37; 324), the authors matched survey data with workers’ records-based sick absences in the following years. workers. Thus, the typical result that older workers have a slightly higher risk of long sick leaves (e.g. Ng and Feldman, 2008) is moderated by organizational factors that can be clearly influenced by managers.
2. **Old Age Workers are more protective towards the ecosystem and the consumption of natural resources and raw goods - Wiernik et al., 2013 \***
   1. SD1: the authors aggregated data from 220 independent samples from the last four decades, representing 87,988 unique individuals overall. Using a differentiated measure of environmental attitudes and behaviors, small yet significant age differences occurred for protecting behaviors.
3. **Old age workers have more positive perceptions - Bertolino et al. (2013)** 
   1. **SD1:** Based on a sample of 155 administration employees aged between 25 and 61 years and working in different schools in Italy, the authors found support for their expectations for most of the focused attributes. Specifically, they observed in-group biases of younger and older workers in terms of perceived conscientiousness, openness to experience, neuroticism, and organizational citizenship behavior (but not in terms of perceived extraversion, agreeableness, and task performance). Surprisingly, the results generally revealed more positive perceptions of older than of younger workers, showing no negative stereotypes about older workers.
4. **Old age workers are more productive and committed in a positive age-diverse environment - Ellwart et al. \***
   1. **SD1:** Based on a questionnaire study with 73 organizationalteams comprising 516 employees recruited from finance and control departments of Swiss companies, multilevel analyses el, showing a better knowledge exchange and higher team identification in age-diverse teams when diversity beliefs were positive among the team members.