A/ ASSIGNMENT RECAP

- Read the two articles
- Answering 7 questions in the annotated bibliography (<200w/each question)
  - Bibliographic details;
  - Brief overview;
  - Critical analysis;
  - Statement of relevance.

Suggested Step:
Step 1: Figure out the key points required in the annotated bibliography
Step 2: Start reading the article and take note on important information
Step 3: Start answering questions

B/ KEYWORD EXPLANATIONS

1. **Annotated bibliography -** A list of academic sources with a short descriptive summary and evaluation of each source.
2. **Literature review -** A critical summary and analysis of the key publications on a topic.
3. Critical analysis - Objective evaluation of strengths and weaknesses.
4. **Hypothesis -** Suggested explanation for specific phenomenon or prediction about study results. This is tested by the research.
5. **Methodology -** Systematic techniques used by researchers to structure, investigate and analyze data related to a topic.
6. **Age diversity -** The variation in ages of employees within an organization's workforce.
7. **Age-diversity management -** HR policies and practices aimed at successfully attracting, integrating, and retaining age-diverse talent.
8. **Organizational performance -** How well an organization executes on key performance outcomes like productivity, innovation, satisfaction, retention, etc.
9. **Diversity climate -** Workers' shared perceptions of the policies, practices and procedures that implicitly and explicitly communicate the extent to which fostering and maintaining diversity and eliminating discrimination is a priority in the organization.
10. **HR policy -** Human resource rules and guidelines adopted by organizations to govern HR processes and employee programs.
11. **Stereotype -** Generalized belief about a group defined by age and associated attributes. Can influence behaviors towards the group.
12. **Employment commitment -** Employees' willingness to contribute discretionary effort to help the organization succeed.

13. **Labor productivity -** Efficiency of employees in converting inputs to outputs; revenue or value generated per employee.
14. **Aged workers –** Employees aged 45 years or older.
15. **Value-in-diversity hypothesis -** Idea that diversity boosts performance by bringing broader perspectives, creativity, innovation, etc.
16. **Similarity-attraction paradigm –** Tendency for people to be attracted to and prefer to associate with similar rather than dissimilar others.
17. **Socioemotional needs –** Social and esteem needs of employees like belongingness, recognition and development.
18. **Cross-sectional design -** Research assessing different groups at one point in time instead of over an extended period.
19. **Single-source survey –** Subjective performance perceptions collected from only one rater like HR managers using surveys.
20. **Longitudinal data -** Performance metrics gathered at multiple points in time to assess patterns or changes.