# Abstract

This research will try to investigate whether the role and influence of intrinsic motivating job, employability, work engagement. effective commitment and an age supportive work climate have a positive effect on sustainable employment. A sample of 50 to 70 employees working in different sectors will be conducted where their views and opinions will be analyzed, and the relationship and reasons will be investigated.

We will mainly try to focus on two main aspects one is the employee’s perception towards intrinsic jobs. This will reflect upon the things and views that they think makes the job meaningful and intrinsic.

In most cases we find employees are not internally happy due to the expectations they often have from their jobs. Some may be monotonous while others are dead end jobs with no career progress or little chance of self-development along the way with poor remuneration.

The second aspect will reflect upon the employees’ views and perception of an age supporting climate. In countries specially like Bangladesh, job discrimination often exists where employers are reluctant to train their employees due to the cost and time required.

Senior employees with lack of technological efficiencies and the inability to even sometimes express their lacking to the managers become a problem. This also indicates that the environment is a very crucial aspect alongside the type of culture that is practiced within the organization.

Therefore, we will be conducting the research to investigate these factors more in depth with proper justification and facts.

# Keywords: Sustainable employment, intrinsic job value, affective commitment, age supportive climate, work engagement, older employees.

* 1. **Problem Statement**

Sustainable employment requires participation from both employees and employers. It requires all the stakeholders involved to proactively make decisions and develop processes that will sustain the employment factors.

Good managerial decisions, cooperative environment, training the employees and aligning them with future needs and such all remains a critical part of HR to deal with.

Hence, we will try to investigate to which extent the acting factors are considerable and the relationship among these variables that eventually dictate the sustainability of employment.

# Significance of the study

Through the research we will try to examine the variables and identify the relationship that leads to strong sustainability employment specially in the context of Bangladesh where the senior and aging employees often find hard to co up with new systems or due to the lack of learning environment and such.

# Research Questions

* + 1. Is Employability positively related to Sustainable Employment?
    2. Does Work Engagement play a vital role in influencing Sustainable Employment?
    3. Does an Age Supportive Work Environment positively contribute to the Sustainability of Employment?
    4. Does Intrinsic Job value positively affect the Sustainable Employability?

# Timeline of the research

The following research will be conducted for the next 1 month where employees from different industries will be surveyed and data will be collected through the internet using Google form.

Analysis will be done through Smart PLS software.

Age Supportive Work Environment

Affective commitment

Employment Sustainability

Work Engagement

Employability