

REVIEW PAPER: DEVELOPMENT OF SUPPORTIVE WORK CLIMATE FOR OLDER WORKFORCE

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Received: 22 Mar 2019

Accepted: 25 Mar 2019

Published: 31 Mar 2019

ABSTRACT

Today workforce ageing, labor and skill shortages have become a major concern, emphasizing the need for retaining and sustaining competent older workers. To do so organizations need to focus on designing a supportive work climate for older employees. This will require making the workplace more attractive and appealing so that older workers will want to continue working in the organizations. In reality, the existence of an age-supportive climate in organizations is not that evident. Many organizations don't consider developing age-supportive policies and practices that would contribute to positive work culture. Lack of opportunities and support provided to older workers might be rooted in the belief that with increasing age role of people in work and society is significantly reduced. These stereotypes might transform into daily practices and procedures of the organization, and lead to a workplace climate that is less responsive to the older workers contributions. Thus, leading to creation of a weak work climate which affects older workers contribution towards organizational growth and success. Designing Strategies to strengthen their work climate is therefore necessary in fostering older workers commitment and intention to remain in the organization.

KEYWORDS: *Older Workforce, Work Climate, Ageing, Age-supportive Climate*