

AGEISM, DOES IT REALLY MATTER?

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The workplace is changing, and one of the most significant aspects of this transformation is the aging workforce. Despite the fact that study evidence reveals no performance differences between older and younger workers, older people have been reported to face discrimination in the workplace and when looking for work (Salthouse & Maurer, 1996). Negative attitudes toward elder workers have been observed frequently.

Ageism is defined as "a systematic process of stereotyping and prejudice against persons because they are elderly" (Monsees, 2002). In today's environment, stereotypes abound, and age-based biases, such as ageism, are becoming an issue. Ageism is when someone is discriminated against solely because of their age. Although most people associate ageism with discrimination against the elderly, there are varieties of ageism that afflict younger generations as well. It can manifest itself in a variety of ways and can be found anywhere, even in the workplace.

Older workers have a harder time finding work, have less possibilities for job interviews and training and development, and have a harder time breaking into certain occupations than younger workers. The evidence of such negative sentiments and limited chances for older workers backs up the case for additional ageism study. Education is crucial because recognizing a problem is the first step toward resolving it.

The importance of ageism cannot be overstated, as the workforce is directly affected by the aging population. As a result, it is indeed critical to look into views about elder workers. That is, because attitudes influence behavior, it is critical to understand

people's opinions in order to take actions to eliminate discrimination against older workers. Because attitudes have such significant repercussions, this topic should have sparked a lot of attention and studies.

References:

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