

**Authors:** Armstrong-Stassen, M., Schlosser, F.

**Title:** Benefits of a supportive development climate for older workers

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**Key Messages:**

This study tested a model of the relationships among older workers' propensity to engage in development activities (development orientation), their perceptions of the development opportunities associated with their job (job development climate), their commitment to their organization, and their intention to remain with their organization. To create a supportive development climate and retain older workers, employers need to foster older workers' development orientation and ensure that their work assignments provide opportunities to learn new knowledge and skills. There is little empirical research addressing issues related to the development and retention of older workers. No previous studies have investigated both development orientation and job development climate in the context of older workers.