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Title: Factors associated with job content plateauing among older workers

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Key Messages:

Work centrality and learning self-efficacy were significantly negatively related to job content plateauing especially for older managerial and professional employees. Perceived organizational support and perceived respect from the organization, supervisor, and work group members were significantly negatively related to job content plateauing for both the diverse group of older workers and older nurses. Employers need to ensure that older workers with high work centrality and learning self-efficacy are provided with challenging jobs that foster learning new skills. Equally important is to signal to older workers that they are valued and respected through HR practices targeted at older employees and respectful treatment from their supervisor and work group members.