

GER529 Managing an Ageing Workforce

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JAN

Synopsis:

Within the Singapore context, with the extension of re-employment age and the moderation of the inflow of foreign workers, and with human capital considered one of most critical resources of the country, the ability to optimise this reservoir of older workers is pertinent.

In GER529 Managing an Ageing Workforce, students will address the implications of an ageing workforce within organisations in Singapore and the region. They will review local and international research evidences concerning older workers, and increase their understanding of the age and life-stage associated changes and concerns of older workers. Students will be taught the principles for designing a framework to integrate older workers into an organisation, in cognizance of the aforementioned changes experienced by them, and within the context of an increasingly multigenerational workforce, with diverse needs, motivations and interests. Additionally, students will be equipped with the key competencies to motivate, develop and counsel older workers.

Topics:

- Changing workforce profile and implications
- Singapore's strategies to extend working lifespan
- Understanding the interests of different stakeholders
- Research evidences on older workers and job performances
- Different types of work arrangements
- A holistic framework for the management of older workers at the workplace
- Motivating older workers
- Harnessing the strengths and potentials of older workers
- Developing older Workers
- Counselling older workers
- Managing the multigenerational workforce
- Current and future workforce issues and challenges: panel of guest speakers from Singapore National Employers Federation, NTUC, and private sector

Textbooks:

Sara J. Czaja editor. Joseph Sharit editor. Jacquelyn Boone James editor. 2020: Current and emerging trends in aging and work
ISBN-13: 9783030241377

Learning Outcome:

- Appraise current national policies and the practices of companies which have a high proportion of older employees.
- Improve their awareness of the interests of the different stakeholders: government, employers, older and younger employees, clients.
- Expand their understanding of age-associated changes and life-stage concerns of older workers, as well as their strengths and potentials.
- Design a holistic framework to manage older workers.
- Develop relevant strategies to train, coach and mentor older workers.
- Apply appropriate skills and principles to counsel older workers.

Assessment Strategies (Evening Class):

| Components | Description | Weightage Allocation (%) |
|-------------------------------|---------------------------|---------------------------------|
| Overall Continuous Assessment | TUTOR-MARKED ASSIGNMENT 1 | 25 |
| | GROUP BASED ASSIGNMENT 1 | 25 |
| Overall Examinable Components | ECA | 50 |
| Total | | 100 |