Training an Aging Workforce: Embracing the Workability Maintenance Tools

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Abstract

The aim of the paper is to highlight the facts considering older workers’ learning. The theoretical part presents the review of literature, while the empirical part encompasses the questionnaire analysis using factor analysis, and regression. The results indicate that there are no age differences in terms of approach towards learning and the learning results. Besides, there is a correlation between the inclination towards learning and the learning results within a certain learning programme. The more a worker is “susceptible” towards learning, the better are the results. Therefore, teaching older workers makes sense for an individual and for a company.

Key words: ageing workforce, training, continuous learning, HRM, age stereotyping.