

A Review and Summary of Recent Research in Industrial Gerontology as it Relates to Personnel Assessment

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Why Examine Industrial Gerontological Issues?

- Demographics!
- Persistent ageism and aging stereotypes
- Lack of relationship between age and job performance
- Desire to retain valued mature workers
- Desire to reduce legal liabilities
- Need for better scientific understanding

Defining “Age” in the Workplace

- Chronological age
- Functional age
- Subjective age
- Social age
- Self-relative age
- Other-relative age



Stereotypes of the Mature Worker?

NEGATIVE

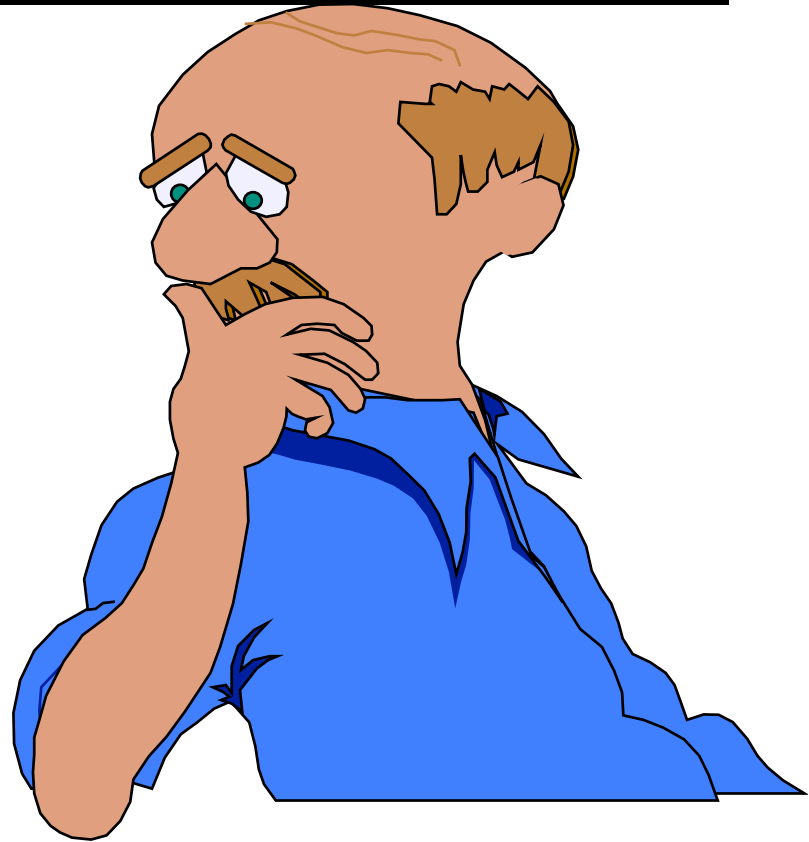
- Lack of creativity
- Unwilling to learn
- Accident prone
- Decreased physical agility
- Cynical

POSITIVE

- Dependable/reliable
- More committed

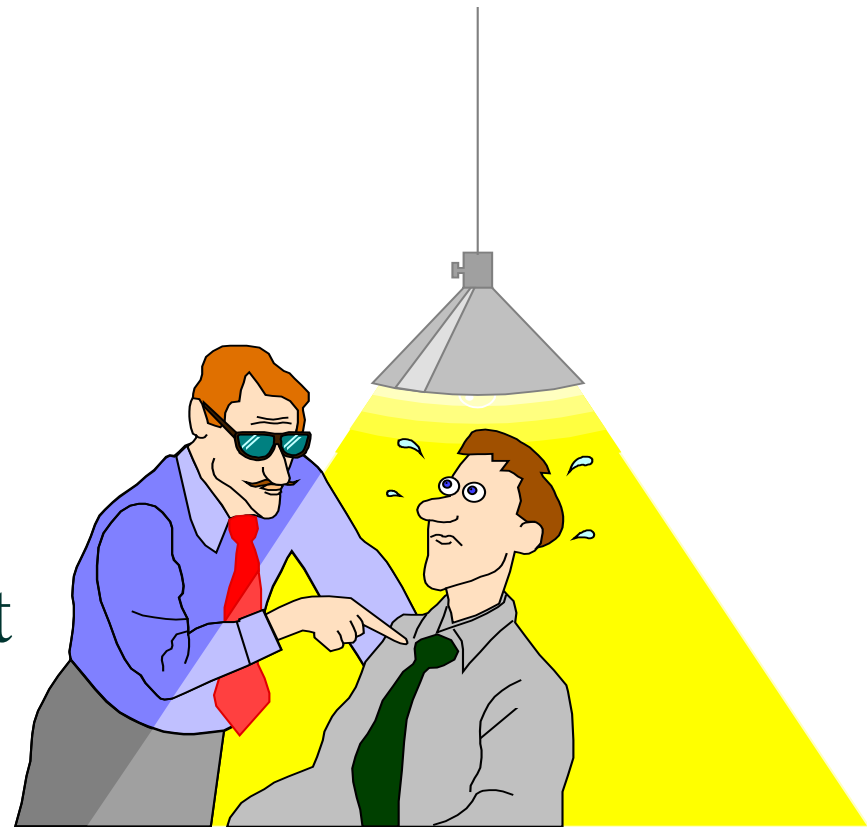
Is There a Relationship Between Age and Job Performance?

- Overall Job Performance - NO!
- Specific Job Components - ????



Legal Issues

- ADEA
- RIFs
- ADA
- Older Americans' Act
- More on stereotypes



A Few Recent Court Cases and Legislation

- HR849
- *Judges v. Ashcroft, Governor of Missouri* (1991)
- *Hazen Paper Co. et al. v. Biggins* (1993)
- *McKennon v. Nashville Banner Publishing Company* (1995)
- *O'Connor v. Consolidated Coin Caterers Corporation* (1996)

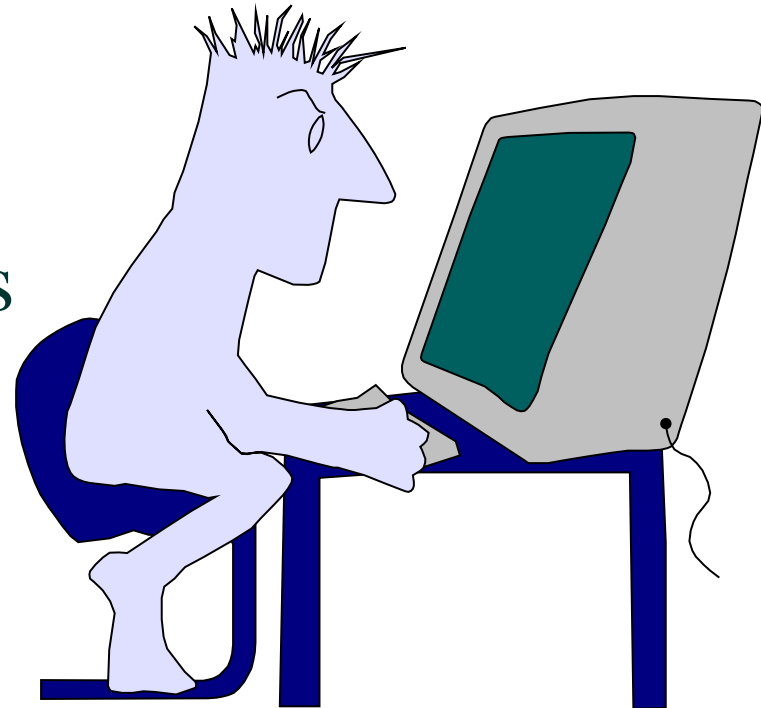
Career Development (and Related) Issues

- Burnout/Platueing
- (Re)Training
- Obsolescence
- Job search issues
- Bridge employment
- Redefining retirement



Psychometric Issues

- Representation
- Mean differences
- Linearity of relationships
- Reliability
- Predictive Validity
- Construct Validity



In Summary

- Demographics continue to point to the need to better understand a variety of IG issues
- Age stereotypes are still prevalent, but more complex than previously imagined
- Myriad of career development issues
- Legal concerns will only continue to grow
- Psychometric issues basically unknown
- Desired philosophy - Aristotle v. Cicero