

The Multigenerational Workforce

Managing Age and Gender at Work

This book provides original and groundbreaking insights into the development and outcomes of multigenerational workforce strategies in Australian workplaces through the combined lens of age, gender and caring. Based on a large-scale study and real-world case studies with six Australian organisations, it highlights leading policies and practices that promote successful ageing at work, identifies optimal work designs for older workers' participation, engagement and wellbeing at work, and offers strategies to support workers to combine work and unpaid care at different times in their lives. The book offers essential guidance for those undertaking research on multigenerational workforces, and for managers, human resource staff, diversity and inclusion staff, and other practitioners in organisations seeking to deepen their understanding of age- and gender-inclusive workforce policies and practices in the context of ageing populations and workforces.

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128,39 €

119,99 € (zzgl. MwSt.)

Lieferfrist: bis zu 10 Tage

Artikelnummer: 9789819754632

Medium: Buch

ISBN: 978-981-97-5463-2

Verlag: Palgrave Macmillan

Erscheinungstermin: 12.10.2025

Sprache(n): Englisch

Auflage: Erscheinungsjahr 2025

Produktform: Kartoniert

Seiten: 258

Format (B x H): 148 x 210 mm

