

## CEPAR Summer Scholarship Project Nomination Form 2018/19

### Project title

Work Design Practices for Attracting and Retaining Mature Workers

### Supervisor

|                           |   |                                      |
|---------------------------|---|--------------------------------------|
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### Project summary

The workforce is ageing, both within Australia and around the globe. Federal and state governments are eager to increase labour force participation rates of older adults, as well as to retain current mature workers. Work design practices may be integral to achieving both goals. Over the last decade organizational researchers have produced a growing body of literature focused on adapting jobs to fit an ageing workforce. This project aims to synthesize these works, with attention on how work design practices geared towards mature workers can be used to promote successful ageing in the workplace, and produce successful teams and organisations. The first step of this project is to conduct a systematic review of the literature.

### Role of the scholarship holder(s) in the project

The scholarship holder will conduct a literature review and identify key work design characteristics that foster or suppress attraction and retention of mature workers.

### Required knowledge, skills and/or training

Student should have knowledge and skill in searching academic database, such as Web of Science.

### Preference

Students with backgrounds in Organizational Behaviour or Industrial-Organizational Psychology are likely to have interests and training that is most consistent with the literature this project addresses. Experience in undertaking a systematic review of the literature is a plus, but not a requirement for full participation in the project.

### Work period

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| Total work weeks:<br><input type="checkbox"/> 4 weeks<br><input type="checkbox"/> 5 weeks<br><input type="checkbox"/> 6 weeks<br><input type="checkbox"/> 7 weeks<br><input checked="" type="checkbox"/> 8 weeks | Please tick one box<br><input checked="" type="checkbox"/> Exact dates will be decided in consultation with the successful applicant<br>OR<br><input type="checkbox"/> The project must be conducted during the following period:<br>--/--/-- to --/--/-- |
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