CEPAR "Mature Workers in Organisations" Small Grant Award

The ARC Centre of Excellence in Population Ageing Research (CEPAR) at Curtin University is pleased to announce the launch of our CEPAR "Mature Workers in Organisations" Small Grant Award. Applications are now open for researchers to submit proposals for projects that will be conducted in collaboration with the [CEPAR Stream 3 'Organisations and the Mature Workforce'](#) research team.

Purpose of award

- To promote research collaborations between the CEPAR Curtin node and researchers interested in topics associated with the ageing workforce, that can help further CEPAR's networks and international reputation in the short- and long-term future.

- To promote innovative and practically relevant research on topics associated with ageing in the work context.

- To further strengthen the relationship, collaboration and knowledge exchange between the CEPAR Stream 3 research team and the researchers who are already serving as CEPAR Associated/Affiliated Investigators or are interested in becoming one.

- To further strengthen the research culture of the CEPAR Curtin node through direct collaborations with dynamic, enthusiastic, and well-trained researchers in this field.

- To strengthen CEPAR's reputation as a research institution with an international reach.

Conditions for the award:

1. The proposal will be evaluated on quality, feasibility and fit with our CEPAR Stream 3 research and aims (https://www.cepar.edu.au/research/research-program-2017-2024/organisations-and-mature-workforce).

2. Funded projects will be conducted in collaboration with at least one researcher from the CEPAR Curtin node (brief bios are provided at the end of this document, together with contact details).

3. Funded projects will need to be completed by end of 2023 at the latest.

4. Proposed projects will involve at least one CEPAR Curtin node member as a collaborator/co-author.

5. Successful projects will be presented during a research seminar (online/hybrid) organised by CEPAR.

Expected outcomes: A manuscript to be submitted for publication in an academic journal and a translation piece (e.g., website article, press article, short video/animation)

Award level

- Applications must clearly justify the requested grant amount and how it will support the proposed outcomes of the research, up to a maximum amount of $AUD 10,000 for each proposal.

- If your project requires funds above the $AUD 10,000 level, please highlight in your proposal what could be achieved with extra funding and we will consider it if funds are still available after awards have been granted. The total amount of funding across all projects available is $AUD 40,000.

- The award will be dedicated to direct research expenses to support data collection, data analysis, and/or writing up of the project (e.g., compensate participants, purchase supplies needed for data collection, pay a research assistant, access online participant panels, transcription services, access longitudinal/ cohort-based datasets, visits to the CEPAR Curtin node).

- Funds may not be used for salary, replacement teaching, computer kit, or travel to conferences, and no indirect costs will be granted to the awardee's institution.

Topics (these are just suggestions, projects on all aspects related to ageing at work will be considered)

- Organizational processes and/or workplace interventions that facilitate successful ageing at work.

- Types of work design (including location of work, flexible work arrangements, etc.), organizational supports, or individual approaches (e.g., proactive behaviors) that promote continued engagement, productivity and wellbeing of mature workers.

- How broader changes occurring in work are experienced by mature workers and/or how they combine with life-span changes to influence work outcomes.

- Age diversity in work teams and processes that can facilitate/inhibit interactions/collaboration between employees of different ages.

- A mature worker/ age diversity perspective on organizational socialization, including re-entry to workforce post-retirement.

Duration

- 2022-2023

Process

- Principal investigators should submit a 3-5 page proposal outlining their proposed research project, together with their CV by **April, 15th, 2022**, to Leah.Zoszak@curtin.edu.au.
- The proposal should include a short justification of the proposed research, the aims of the project, proposed methodology, an approximate time scale, and a short justification of the requested budget.
- Proposals will be evaluated by the CEPAR Curtin research team and successful projects will be announced no later than **May, 15th, 2022**.

Further information

For any questions about topics, logistics, or any other question, please contact one of the Curtin node CEPAR postdocs: Daniela Andrei (Daniela.andrei@curtin.edu.au) or Jane Chong (jane.chong@curtin.edu.au).

ABOUT CEPAR

The ARC Centre of Excellence in Population Ageing Research (CEPAR) is a unique collaboration between academia, government and industry, committed to delivering solutions to one of the major economic and social challenges of the 21st century.

Based at the University of New South Wales (UNSW) with nodes at the Australian National University (ANU), Curtin University, The University of Melbourne and The University of Sydney, CEPAR is producing world-class research on population ageing.

Our current research program, running from 2017-2023, is organised into four closely interlinked streams which draw on the expertise of actuaries, demographers, economists, epidemiologists, psychologists and sociologists. The knowledge and findings generated by each project combine with others to deliver innovative and comprehensive research outputs across multiple disciplines. These streams are:

1. Macro-demographic dynamics and population ageing policy
2. Decision making, expectations and cognitive ageing
3. **Organisations and the mature workforce**
4. Sustainable wellbeing in later life

CEPAR seeks to have a major impact on policy and business practice by providing evidence to enable individuals, business and governments to respond better to demographic change and improve wellbeing.

Led by Professor Sharon Parker, the aim of the '***Organisations and the Mature Workforce'*** research stream 3 within CEPAR is to identify work designs and practices to attract and retain mature workers in organisations, thus enhancing their performance and well-being, and improving productivity within organisations and society more broadly.

CEPAR Curtin Node Research team

Sharon K. Parker

Sharon is an Australian Research Council Laureate Fellow, a John Curtin Distinguished Professor at Curtin University, and the Chief Investigator for CEPAR Stream 3: "Organisations and the Mature Workforce". She also currently directs the Centre for Transformative Work Design (CTWD) based at Curtin University, which includes 15 Postdoctoral Research Fellows, and 6 PhD students, as well as the Collaboratory staff. Prof. Parker's leadership has resulted in repeated

business and a growing interest in what CTWD has to offer for industry, with ongoing invited presentations and increasing engagement from industry. Professor Sharon Parker is an ARC Laureate Fellow, which is the highest-level fellowship awarded by the Australian Research Council. She is also recognised as one of the world's most influential scientists and social scientists in the 2019 Highly Cited Researchers list released by the Web of Science Group, as well as the 2020 World's Top 2% Scientists list by Stanford University; and the Australian Business Deans Council (ABDC) 2020 Award for Innovation and Excellence in Research.

Her research focuses on work design, with a keen interest in employee mental health, motivation, and performance and is regularly consulted by policymakers. She served as a lead consultant for the national Good Work Design initiative, SafeWork Australia; and the National Mental Health Commission National Workplace Initiative, among others. She published >100 internationally refereed articles, 5 books, >50 book chapters and encyclopedia entries, numerous articles in practitioner outlets and >100 technical reports and has been cited more than 29,000 times.

Daniela Andrei

Daniela is a CEPAR Senior Research Fellow in the Centre for Transformative Work Design at Curtin University. She serves as the coordinator for the Mature Workers in Organisations Research stream in CEPAR (while on secondment from her Senior Lecturer position with the School of Management and Marketing). Daniela's research interests revolve around work design, with a focus on the multilevel antecedents of work design as well as on work design consequences on employee wellbeing, safety and performance. Daniela has extensive experience in conducting large scale applied research in partnership with national and international organisations. Within CEPAR, she is coordinating research on organisational interventions to support mature workers which is conducted in direct collaboration with 14 organisations across Australia. Daniela's research has been published in journals such as Journal of Applied Psychology, Journal of Vocational Behavior, Safety Science, and Journal of Organisational Change Management. She has co-authored several research reports for industry and government, including the Australian Maritime Safety Authority (AMSA) and the International Mining for Development Centre (IM4DC).

Jane Chong

Jane is a post-doctoral Research Fellow for CEPAR's *'Organisations and the Mature Workforce'* research stream, located in the Centre of Transformative Work Design at Curtin University. She joined CEPAR as a Research Associate in 2020 upon the completion of her combined PhD and Master of Industrial and Organisational Psychology at the University of Western Australia. In April 2021, Jane joined CEPAR full-time as a Research Fellow with a keen interest to conduct rigorous research whilst partnering with organisations to support the successful ageing of their mature workforce. Her research interests include newcomer socialisation, motivation, work design, and volunteering. Jane's research has been published in journals such as the Journal of Business and Psychology and Perspectives in Psychological Science.