

## CEPAR Summer Scholarship Application Form 2023/24

**Project Code:** CEPARSS2402

### Project title

Provide a short descriptive title of no more than 20 words.

An exploration into the experiences of mature workers in Australia

### Supervisor

Name: Lucinda Iles

Location: Curtin University, Perth

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### Project summary

Population ageing has resulted in significant shifts in the demographics of the Australian workforce, with organisations becoming older and more age diverse than ever before. In order to maintain a strong and productive workforce, it is necessary for organisations to improve the attraction and retention of mature workers. To this end, Parker and Andrei (2020) developed the *Include, Individualise, Integrate Framework*, which summarises organisational meta-strategies to attract and retain mature workers and leverage benefits from an age diverse workforce. In 2023, CEPAR Curtin Node collected data from employed Australians on a range of organisational practices, including human resource practices, work design, and leadership practices, to develop a stronger insight into employees' experiences with the Framework's meta-strategies and understand outcomes for mature workers.

This project will involve analysing this data and developing a report on the experiences of mature workers in Australia. The project provides an excellent opportunity for a student to develop their data analysis and visualisation skills and build experience in disseminating research findings.

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

The scholarship holder will analyse survey data and contribute to a report of the key findings.

### Required knowledge, skills and/or training

Students should have knowledge and skills in data analysis (descriptive statistics and regression analyses) and experience analysing data in SPSS. Strong written communication skills would also be advantageous.

### Preference

Applicants interested in pursuing a graduate degree in psychology or closely related field are preferred, e.g., industrial and organisational psychology, business psychology, management or organisational behaviour.

**Work period**

The work period may be broken into two parts as students will not be expected to work during the UNSW shutdown over Christmas/New Year.

Total work weeks: up	The supervisor and the scholarship holder will discuss a mutually acceptable 6 week period over the summer term.
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