



Course syllabus

Faculty of Health and Life Sciences

Department of Psychology

4PS206 Perspektiv på åldrande i arbetslivet, 7,5 högskolepoäng

Perspectives on ageing at work, 7.5 credits

Main field of study

Psychology

Subject Group

Psychology

Level of classification

Second Level

Progression

A1F

Date of Ratification

Approved 2016-11-21

Revised 2018-06-15 by Faculty of Health and Life Sciences.

The course syllabus is valid from autumn semester 2018

Prerequisites

45 credits in work and organizational psychology on advanced level, or the equivalent.

Objectives

After completing the course, students should be able to:

- explain, analyze and discuss how late entry into and exit from the labour market impacts individuals and organizations in regards to health, wellbeing, effectiveness and sustainability
- analyze research regarding the postponement of retirement norms at an individual and an organizational level.
- analyze the prevalence/occurrence of age discrimination along with its impact on recruitment as well as critically evaluate the contributions senior employees make to an organization along with the challenges which need to be met by organizations in order to make use of these.
- explain, evaluate and reflect over sustainable ageing within different professions in regards to retirement at the norm, health and wellbeing
- analyse and study physiological and psychological functions impacted by age at the work place as well as physiological and psychological functions which are not impacted by age.
- analyse the effects of different kinds of leadership in organisations with a heterogenous age profile on work motivation and effectiveness.

Content

- Theories and concepts of ageing at the workplace involving both health and wellbeing.
- Perspectives on adaptation and ageing at the work place over the life span. Critical factors affecting early or late exit from the labour market. Structural and individual perspectives.
- Senior workers considered in terms of a 'resource' in different organizations. Seniors working capacity and health risks.
- Biological, social and psychological perspectives on ageing at the workplace. The occurrence or prevalence of discrimination.
- Leadership and age profiles amongst employees of different organizations.
- Age as a social construction. Structural and individual consequences.
- Ageing and health in relation to work.

Type of Instruction

Lectures and seminars, of which 5 are mandatory.

Examination

The course is assessed with the grades A, B, C, D, E, Fx or F.

Examination of the student is carried out with one individual written assignment, and an oral presentation of the written assignment at a seminar.

Course Evaluation

A course evaluation will be carried out during the course or soon after. The result and the analysis of the course evaluation will be communicated to the students who have completed the course and presented to those who take the course the next time it is given. The course evaluation is anonymous.

Other

The course is part of the Master Programme Work and Organizational psychology.

Required Reading and Additional Study Material

- The Kamprad rapport; To Stay or not to Stay; That is the Question. Anxo et. al 2017 <https://lnu.se/globalassets/feh/final-report-kamprad-january-2017-final-.pdf>
- Scientific articles (200 p.)