

**As the baby boom generation moves gradually toward retirement age, the demographics of the workforce are changing. Yet most organizations are ill prepared to meet the challenges associated with these changes. Fortunately, an increasing amount of research is suggesting ways in which organizations can implement effective management practices for older workers. This forward-thinking book examines common preconceptions about "the graying workforce" and explodes myths to separate fact from fiction.**

**Because of their professional expertise, workers over the age of 60 will continue to be important contributors to organizations, but what are their special needs, strengths, and weaknesses? How does age affect cognitive performance, job attitudes, and motivation? How do age stereotyping and employment discrimination affect older adults? What kinds of employment patterns will typify older workers? How can they best be attracted and retained? The authors of this book provide "state of the science" answers to these questions. Psychologists, policymakers, and human resource personnel will find that the discussion in this timely book provides the impetus for creative solutions to future organizational challenges.**