- Faculté des sciences
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The role of age at work (3PS2060)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
Master en psychologie, orientation psychologie du travail et des organisations	**Cours: 2 ph**	**Voir ci-dessous**	3

ph=période hebdomadaire, pg=période globale, j=jour, dj=demi-jour, h=heure, min=minute

Période d'enseignement:

- Semestre Printemps

Equipe enseignante

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Contenu

ATTENTION: vous devez impérativement vous inscrire auprès du secrétariat de l'IPTO (secretariat.ipto@unine.ch) d'ici au mardi 20 septembre 2022 avant midi, sans quoi votre inscription ne sera pas prise en considération.
Lorsque vous êtes en possession de votre log in @unine.ch, n'oubliez pas de vous inscrire sur IS-Academia !
Le nombre de places est limité et la priorité sera donnée aux étudiant.e.s du MsPsyTO de l'IPTO.
SEULES exceptions admises, sous réserve de places disponibles : étudiant.e.s débutant le Master en Psychologie du travail et des organisations au semestre de printemps 2023.

Do you think age has an impact on work? Even if you don't think so, chances are very likely that you will become confronted with your age at the workplace. It might be that people think you are too young. At some point you might even be too old. The role of age at the workplace is becoming more and more important in the face of societal developments, like aging populations and higher pension ages. This seminar is focused on critically reflecting what exactly is important about age in the workplace. First, we will look at the different definitions of age, learn about the most important theoretical frameworks, and think about how it can be researched. Second, we discuss ageism (stereotypes based on age) against both young and older workers and what kind of implications this has. Related to ageism, we will discuss the benefits of having age-diverse teams and how organizations can best support such teams. Lastly, we will turn to considering the significance of age when designing trainings and interventions, especially when thinking about long-term employability (sustainable employment). We will have a strong focus on being able to critically reflect on the age literature and how to synthesize the findings to be applied to practice.

Forme de l'évaluation

Students will work in groups to critically review an article related to the course topic of their choice in the form of a presentation. This review should include an analysis of what the article did well and what should be improved. The presentation of this review in class will account for 50% of the final grade. A knowledge test will account for another 50%.

Modalités de rattrapage

If a student fails, he/she will summarize and critically discuss a different scientific paper related to the course topic in written form. This task will make up 100% of the final grade.

Documentation

Materials will be directly distributed in class.

Pré-requis

Students are expected to be interested in the topic, to take part in classroom discussions and to read scientific articles. Course language will be English.

Forme de l'enseignement

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The course will be conducted in a highly interactive manner, meaning that input sessions from the teacher will be followed by discussions in class as well as group work.

Objectifs d'apprentissage

Au terme de la formation l'étudiant-e doit être capable de :

- Summarize major findings concerning ageism, diverse work groups, sustainable employment and age-related trainings and interventions.
- Define age and explain related concepts as well as underlying theoretical models.
- Observe and critically assess the quality of research articles.
- Translate research findings into practice, for example to make suggestions for organizational improvement.

Compétences transférables

- Appliquer ses connaissances à des situations concrètes.
- Communiquer , traiter, gérer et générer l'information.
- Travailler en groupe ou en équipe.
- Générer des idées nouvelles (créativité).
- Concevoir une analyse critique.
- Communiquer dans une seconde langue.
- Critiquer des enjeux complexes.