

**Age diversity and developmental motives in older workers :
the role of occupational future time perspective**

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The objective of this paper is to investigate the role of ageism and age diversity climate in motivating older workers for professional development. Ageism may be defined as negative attitudes toward older adults (Levy & McDonald, 2016). Climate diversity is an organizational context that values the achievement of diversity and inclusion goals through HR practices (Goldberg et al., 2013). Occupational future time perspective refers to perceptions of remaining opportunities and remaining times at work (Zacher & Frese, 2009). Research has highlighted the deleterious role of ageism in older workers' motivation for professional development such as training activities (e.g. Gaillard & Desmette, 2010). On the contrary, an organizational positive age diversity climate has been shown to have positive effect on older workers' attitudes in employment (Boehm & Kunze, 2015). The theory of socio-emotional selectivity (SST, Carstensen et al., 1999) assumes that the more people perceive their future time perspective as open, the more their value development goals. Based on this, we hypothesize (a) that negative effect of ageism and positive effect on age diversity climate on motivation for development are mediated by OFTP and (b) that these effects are moderated by age. Based on a focused review of the literature, we will present and discuss data collected by means of an online questionnaire among a sample of 180 employees of a private company in Belgium.