

## THEORETICAL AND SOME PRACTICAL PERSPECTIVE ON AGE DIVERSITY AND COMPARATIVE AGE MANAGEMENT

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### **Abstract:**

Aging of the population has a major impact on the labour market. The problems that arise are: the problem of employment of the elderly and the existing retirement system and the stability of the pension fund. The measures in the area of retirement and changing legislation and social care of older people are not enough to solve the organizational employment structure and maintaining organizational knowledge. It is necessary to focus on increasing flexibility of employment and age diversity in the workplace. Managing the diversity of the workforce within the organization, particularly older employees and age differences in the workplace, is a great challenge for any organization, in order to achieve maximum efficiency of the organization and employee productivity. The study is primarily intended for career designers and human resource management in organizations.

The findings of the research are related to the relatively unexplored area of age diversity in the organization. Research is focused on factors that affect and contribute to the economic outcomes of the organization, the efficiency and productivity of individuals and coexistence of age-diverse employees in the workplace. The organization and its age diversity employees is essential for intergenerational management and age management.

*Keywords: aging, generation, age management, human resource management, age diversity*