

Presentation Title	Place in Schedule
Management of Age Diversity in Organizations: A Brazilian Scale	Concurrent Session 2.3 <i>Day 2 – Wednesday</i> <i>May 9th, 2018</i> <i>2:30 – 3:45pm</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>The aging of the Brazilian population is happening in an accelerated pace. Between 1940 and 2015, life expectancy increased by 30 years in the country for both sexes, rising from 45.5 to 75.5 years. While several European countries took more than 100 years to double the number of people over 60, Brazil took 25 years. It is estimated that, in 2040, approximately 57% of the Brazilian active population age will be over 45 years old. Concerned with the challenges that an aging society can bring to the work world, a research group in Brazil decided to develop a measure they called Gestão da Diversidade Etária nas Organizações (Management of Age Diversity in Organizations) will serve as a tool for organizations' managers to recognize older workers and integrate workers of different ages. The scale development involved four steps. First of all, a literature review of publications about HR practices that attract, retain and recognize older workers was done. The first measure version presented 40 items divided in seven dimensions: Time flexibility; Retirement planning practices; Informational support; Updating skills and tasks; Professional growth; Recognition of older workers; and Integration of workers of different ages. The second step aimed to identify content and semantic evidences of validity done by experts. Seven specialists were selected: two researchers on retirement, two experts on the construction of psychological scales and three HR professionals who work with these type of practices in organizations. The analyses of content validity evidences showed that five items were unanimously classified by the experts (100%), thirteen items had a content validity index of 85.7% and nine items presented a content validity index of 71.4%. Therefore, 27 items were retained and 13 were reanalyzed in order to decide whether they should be excluded or not. The third step consisted in a semantic analysis by applying the</p>	Juliana Seidl <i>University of Brasilia</i>
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scale to 34 workers, men and women of different ages, education levels and jobs. Among those participants, 20 scored the items as very or completely understandable and did not indicate any suggestion of change. After analyzing the changes suggested by the other 14 participants, most of them were incorporated. The current scale version presents 39 items divided in six dimensions: in seven dimensions: Time flexibility (6 items); Retirement planning practices (11 items); Updating skills and tasks (6 items); Professional growth (4 items); Recognition of older workers (7 items); and Integration of workers of different ages (5 items). The fourth and final step is happening now, that is, applying the questionnaire to the Brazilian target population in order to perform a factorial analysis afterwards. By now, October 31st, 200 Brazilian workers completed the measure, but the plan is to get around 500 responses. There, the final version of the scale will be ready by the end of 2017. This measure will help organizations to identify practices in order to reduce ageism, help workers to prepare for retirement in the long term, integrate workers of different generations, and recognize the older workers' strategic role in the workplace.