Human Resource Research Proposal

Name:

Institution Affiliation

Course Title

Professor

Date

**AGE DISCRIMINATION**

Age discrimination in the workplace environment is an issue that has been of importance to the Human Resource Department for many years. The main problem associated with this subject is that older employees aged 40 years and above are being discriminated against (Heathfield, 2016). This form of discrimination has become a common trend in most aspects of the workplace, such as interviews, training, and allocation of benefits, promotions and disciplinary actions amongst others. Age harassment is when older workers are discriminated against because of their age. Age discrimination in the workplace is unlawful and prohibited (Avoid Age Discrimination in the Workplace). If employers are not careful, they may find themselves in situations where several lawsuits are filed against them for age discrimination. For instance, a company may make negative comments about his older employees due to their age, criticizing them and questioning their capability to perform as expected. Laws have been established to prevent this from happening. These laws have ensured that employers are extra cautious when conducting layoffs and when allocating benefits to older workers.

**STATEMENT OF PROBLEM**

As mentioned earlier, age discrimination is an issue that still has prominence in the workplace. While all workplaces are supposed to adhere to the Saint Leo University core values of respect, they have opted to do the opposite. When older employees feel that they are not being respected, they will feel de-motivated, and this affects their performance.

The Saint Leo University core value/belief of respect highly regards all individuals’ capabilities. The University appreciates that every person has their unique talents (Florida Catholic University | Saint Leo University). They also value how every person is committed in their attempts towards achieving success/excellence. When applying this to the issue of age discrimination, age harassment prevents those affected from successfully achieving their goals. When people are united and their unique talents diversified, the community that they belong to becomes stronger. When employers and older workers co-exist in harmony and work together, it becomes easier to achieve organizational goals. Peaceful co-existence makes it possible for ideas to be exchanged; thus, creativity is enhanced.

**RECOMMENDATIONS**

Several strategies can be employed to handle this issue. Training may be conducted to inform employees about the various practices that demonstrate age discrimination. Also, employees may get encouragement from their employers to take action whenever they have been discriminated. The culture of an organization should be assessed to establish the discriminative practices that need to be done away with, additionally, the benefit of retirement plans may be re-established.

**CONCLUSION**

If the above recommendations are taken into consideration, age discrimination will no longer be an issue in the workplace.

**REFERENCES**

*Age Discrimination*. (n.d.). Retrieved January 23, 2016, from Workplace Fairness: http://www.workplacefairness.org/age-discrimination

*Age Discrimination | Discrimination*. (n.d.). Retrieved January 23, 2016, from UNISON: http://www.unison.org.uk/get-help/knowledge/discrimination/age-discrimination/?\_e\_pi\_=7%2CPAGE\_ID10%2C7634133260

*Avoid Age Discrimination in the Workplace*. (n.d.). Retrieved January 23, 2016, from AllBusiness.com: http://www.allbusiness.com/avoid-age-discrimination-in-the-workplace-11441-1.html

*Florida Catholic University | Saint Leo University*. (n.d.). Retrieved January 23, 2016, from Saint Leo University: http://www.saintleo.edu/about/florida-catholic-university.aspx

Heathfield, S. M. (2016, January 11). *What is Age Discrimination?* Retrieved January 23, 2016, from http://humanresources.about.com/od/discrimination/f/age.htm