

## **Selected References on Age and Aging / Ausgewählte Literatur zu Alter(n):**

- Ackerman, P. L. (1996). A theory of adult intellectual development: Process, personality, interest, and knowledge. *Intelligence*, 22, 227-257.
- Ali, H., & Davies, D. R. (2003). The effects of age, sex and tenure on the job performance of rubber tappers. *Journal of Occupational and Organizational Psychology*, 76, 381-391.
- Allmendinger, J., & Ebner, C. (2006). Arbeitsmarkt und demografischer Wandel: Die Zukunft der Beschäftigung in Deutschland. *Zeitschrift für Arbeits- und Organisationspsychologie*, 50(4), 227-239.
- Avolio, B. J., & Waldman, D. A. (1990). An examination of age and cognitive test performance across job complexity and occupational types. *Journal of Applied Psychology*, 75(1), 43-50.
- Avolio, B. J., & Waldman, D. A. (1994). Variations in cognitive, perceptual, and psychomotor abilities across the working lifespan: Examining the effects of race, experience, education, and occupational type. *Psychology and Aging*, 9(3), 430-442.
- Avolio, B. J., Waldman, D. A., & McDaniel, M. A. (1990). Age and work performance in nonmanagerial jobs: The effects of experience and occupational type. *Academy of Management Journal*, 33(2), 407-422.
- Baltes, P. B., Staudinger, U. M., & Lindenberger, U. (1999). Lifespan psychology: Theory and application to intellectual functioning. *Annual Review of Psychology*, 50, 471-507.
- Barth, M. C. (2000). An aging workforce in an increasingly global world. *Journal of Aging and Social Policy*, 11(2/3), 83-88.
- Beier, M. E., & Ackerman, P. L. (2005). Age, ability, and the role of prior knowledge on the acquisition of new domain knowledge: Promising results in a real-world learning environment. *Psychology and Aging*, 20(2), 341-355.
- Clark, A., Oswald, A., & Warr, P. (1996). Is job satisfaction U-shaped in age? *Journal of Occupational and Organizational Psychology*, 69, 57-81.
- Cleveland, J. N., & Shore, L. M. (1992). Self- and supervisory perspectives on age and work attitudes and performance. *Journal of Applied Psychology*, 77(4), 469-484.
- Cohen, A. (1993). Age and tenure in relation to organizational commitment: A meta-analysis. *Basic and Applied Social Psychology*, 14(2), 143-159.
- Colonia-Willner, R. (1998). Practical intelligence at work: Relationship between aging and cognitive efficiency among managers in a bank environment. *Psychology and*

*Aging*, 13(1), 45-57.

Craft, J. A., Doctors, S. I., Shkop, Y. M., & Benecki, T. J. (1979). Simulated management perceptions, hiring decisions, and age. *Aging and Work*, 2, 95-102.

Eisenmenger, M., Pötzsch, O., & Sommer, B. (2006). *Bevölkerung Deutschlands bis 2050 - 11. koordinierte Bevölkerungsvorausberechnung [Population of Germany up to 2050 - 11th coordinated population projection]*. Wiesbaden, Germany: Statistisches Bundesamt.

European Commission. (2004). *Equality and non-discrimination in an enlarged European Union*. Brussels, Belgium: European Commission.

European Commission. (2005). *Confronting demographic change: A new solidarity between the generations*. Brussels, Belgium: European Commission.

Farr, J. L., & Ringseis, E. L. (2002). The older worker in organizational context: Beyond the individual. In C. L. Cooper & I. T. Robertson (Eds.), *International Review of Industrial and Organizational Psychology*. Chichester, UK: Wiley.

Ferris, G. R., Judge, T. A., Chachere, J. G., & Liden, R. C. (1991). The age context of performance evaluation decisions. *Psychology and Aging*, 6(4), 616-622.

Ferris, G. R., & King, T. R. (1992). The politics of age discrimination in organizations. *Journal of Business Ethics*, 11, 341-350.

Finkelstein, L. M., Allen, T. D., & Rhoton, L. A. (2003). An examination of the role of age in mentoring relationships. *Group & Organization Management*, 28(2), 249-281.

Finkelstein, L. M., Kulas, J. T., & Dages, K. D. (2003). Age differences in proactive newcomer socialization strategies in two populations. *Journal of Business and Psychology*, 17(4), 473-502.

Fisk, J. E., & Warr, P. (1994). Age-related impairment in associative learning: The role of anxiety, arousal and learning self-efficacy. *Personality and Individual Differences*, 21(5), 675-686.

Fisk, J. E., & Warr, P. (1996). Age and working memory: The role of perceptual speed, the central executive, and the phonological loop. *Psychology and Aging*, 11(2), 316-323.

Genger, J. (2006, 02.11.2006). Piloten klagen gegen Diskriminierung. *Financial Times Deutschland*.

Giniger, S., Dispenzieri, A., & Eisenberg, S. (1983). Age, experience, and performance on speed and skill jobs in an applied setting. *Journal of Applied Psychology*, 68(3), 469-475.

- Goldberg, L. R., Sweeney, D., Merenda, P. F., & Hughes, J. E. (1998). Demographic variables and personality: The effects of gender, age, education, and ethnic/race status on self-descriptions of personality attributes. *Personality and Individual Differences*, 24(3), 393-403.
- Gray, L., & McGregor, J. (2003). Human resource development and older workers: Stereotypes in New Zealand. *Asia Pacific Journal of Human Resources*, 41(3), 338-353.
- Guest, R., & Shacklock, K. (2005). The impending shift to an older mix of workers: Perspectives from the management and economics literatures. *International Journal of Organisational Behaviour*, 10(3), 713-728.
- Healy, M. C., Lehman, M., & McDaniel, M. A. (1995). Age and voluntary turnover: A quantitative review. *Personnel Psychology*, 48, 335-345.
- Helson, R., Jones, C., & Kwan, V. S. Y. (2002). Personality change over 40 years of adulthood: Hierarchical linear modeling analyses of two longitudinal samples. *Journal of Personality and Social Psychology*, 83(3), 752-766.
- Helson, R., Kwan, V. S. Y., John, O. P., & Jones, C. (2002). The growing evidence for personality change in adulthood: Findings from research with personality inventories. *Journal of Research in Personality*, 36, 287-306.
- Hochwarter, W. A., Ferris, G. R., Perrewe, P. L., Witt, L. A., & Kiewitz, C. (2001). A note on the nonlinearity of the age-job-satisfaction relationship. *Journal of Applied Social Psychology*, 31(6), 1223-1237.
- Hofmann, D. A., Jacobs, R., & Gerras, S. J. (1992). Mapping individual performance over time. *Journal of Applied Psychology*, 77(2), 185-195.
- Horn, J. L., & Cattell, R. B. (1966). Refinement and test of the theory of fluid and crystallized general intelligences. *Journal of Educational Psychology*, 57(5), 253-270.
- Kacmar, K. M., & Ferris, G. R. (1989). Theoretical and methodological considerations in the age-job satisfaction relationship. *Journal of Applied Psychology*, 74(2), 201-207.
- Kubeck, J. E., Delp, N. D., Haslett, T. K., & McDaniel, M. A. (1996). Does job-related training performance decline with age? *Psychology and Aging*, 11(1), 92-107.
- Lahn, L. C. (2003). Competence and learning in late career. *European Educational Research Journal*, 2(1), 126-140.
- Lawrence, B. S. (1988). New wrinkles in the theory of age: Demography, norms, and performance ratings. *Academy of Management Journal*, 31(2), 309-337.

- Lawrence, B. S. (1996). Interest and indifference: The role of age in the organizational sciences. *Research in Personnel and Human Resources Management*, 14, 1-59.
- Lehr, U., & Kruse, A. (2006). Verlängerung der Lebensarbeitszeit - eine realistische Perspektive? *Zeitschrift für Arbeits- und Organisationspsychologie*, 50(4), 240-247.
- Martocchio, J. J. (1989). Age-related differences in employee absenteeism: A meta-analysis. *Psychology and Aging*, 4(4), 409-414.
- McCrae, R. R., Costa, P. T., Pedroso de Lima, M., Simoes, A., Ostendorf, F., Angleiter, A., et al. (1999). Age differences in personality across the adult life span: Parallels in five cultures. *Developmental Psychology*, 35(2), 466-477.
- McDaniel, M. A., Schmidt, F. L., & Hunter, J. E. (1988). Job experience correlates of job performance. *Journal of Applied Psychology*, 73(2), 327-330.
- McEvoy, G. M., & Cascio, W. F. (1989). Cumulative evidence of the relationship between employee age and job performance. *Journal of Applied Psychology*, 74(1), 11-17.
- McNaught, W., & Barth, M. C. (1992). Are older workers "good buys"? A case study of Days Inns of America. *Sloan Management Review*, 33(53-63).
- Moberg, D. J. (2001). The aging workforce: Implications for ethical practice. *Business and Society Review*, 106(4), 315-329.
- Mullich, J. (2003). They don't retire them, they hire them. *Workforce Management* (December), 49-54.
- Murphy, K. R. (1989). Is the relationship between cognitive ability and job performance stable over time? *Human Performance*, 2(3), 183-200.
- Park, D. C. (1994). Aging, cognition, and work. *Human Performance*, 7(3), 181-205.
- Patrickson, M., & Ranzijn, R. (2005). Workforce Ageing: The challenges for 21st century management. *International Journal of Organisational Behaviour*, 10(4), 729-739.
- Perry, E. L., Kulik, C. T., & Zhou, J. (1999). A closer look at the effects of subordinate-supervisor age differences. *Journal of Organizational Behavior*, 20, 341-357.
- Quiñones, M. A., Ford, J. K., & Teachout, M. S. (1995). The relationship between work experience and job performance: A conceptual and meta-analytic review. *Personnel Psychology*, 84, 887-910.
- Rhodes, S. R. (1983). Age-related differences in work attitudes and behavior: A review and conceptual analysis. *Psychological Bulletin*, 93(2), 328-367.

- Rocco, T. S., Stein, D., & Lee, C. (2003). An exploratory examination of the literature on age and HRD policy development. *Human Resource Development Review*, 2(2), 155-180.
- Rosen, B., & Jerdee, T. H. (1976). The influence on age stereotypes on managerial decisions. *Journal of Applied Psychology*, 61(4), 428-432.
- Saks, A. M., & Waldman, D. A. (1998). The relationship between age and job performance for entry-level professionals. *Journal of Organizational Behavior*, 19, 409-419.
- Schaie, K. W., & Willis, S. L. (1986). Can decline in adult intellectual functioning be reversed? *Developmental Psychology*, 22(2), 223-232.
- Schappe, S. P. (1998). The influence of job satisfaction, organizational commitment, and fairness perceptions on organizational citizenship behavior. *The Journal of Psychology*, 132(3), 277-290.
- Schmidt, F. L., Hunter, J. E., & Outerbridge, A. N. (1986). Impact of job experience and ability on job knowledge, work sample performance, and supervisory ratings of job performance. *Journal of Applied Psychology*, 71(3), 432-439.
- Schroeder, D. H., & Salthouse, T. A. (2004). Age-related effects on cognition between 20 and 50 years of age. *Personality and Individual Differences*, 36, 393-404.
- Schulz, R., Musa, D., Staszewski, J., & Siegler, R. S. (1994). The relationship between age and major league baseball performance: Implications for development. *Psychology and Aging*, 9(2), 274-286.
- Shephard, R. J. (2000). Aging and productivity: Some physiological issues. *International Journal of Industrial Ergonomics*, 25, 535-545.
- Shore, L. M., Cleveland, J. N., & Goldberg, C. B. (2003). Work attitudes and decisions as a function of manager age and employee age. *Journal of Applied Psychology*, 88(3), 529-537.
- Skinner, B. F. (1983). Intellectual self-management in old age. *American Psychologist*, 38(3), 239-244.
- Skinner, B. F., & Vaughan, M. E. (1997). *Enjoy old age: A practical guide*: W. W. Norton & Company.
- Skirbekk, V. (2003). *Age and individual productivity: A literature survey*. Rostock, Germany: Max Planck Institute for Demographic Research.
- Sonnentag, S., & Frese, M. (2002). Performance concepts and performance theory. In S. Sonnentag (Ed.), *Psychological Management of Individual Performance* (pp. 4-24): John Wiley & Sons, Ltd.

- Sparrow, P. R., & Davies, D. R. (1988). Effects of age, tenure, training, and job complexity on technical performance. *Psychology and Aging*, 3(3), 307-314.
- Srivastava, S., John, O. P., Gosling, S. D., & Potter, J. (2003). Development of personality in early and middle adulthood: Set like plaster or persistent change? *Journal of Personality and Social Psychology*, 84(5), 1041-1053.
- Stein, D., Rocco, T. S., & Goldenetz, K. A. (2000). Age and the university workplace: A case study of remaining, retiring, or returning older workers. *Human Resource Development Quarterly*, 11(1), 61-80.
- Sturman, M. C. (2003). Searching for the inverted U-shaped relationship between time and performance: Meta-analyses of the experience/performance, tenure/performance, and age/performance relationships. *Journal of Management*, 29(5), 609-640.
- Sturman, M. C., Cheramie, R. A., & Cashen, L. H. (2005). The Impact of Job Complexity and Performance Measurement on the Temporal Consistency, Stability, and Test-Retest Reliability of Employee Job Performance Ratings. *Journal of Applied Psychology*, 90(2), 269-283.
- Sullivan, S. E., & Dupлага, E. A. (1997). Recruiting and retaining older workers for the new millennium. *Business Horizons*, November-December, 65-69.
- Treadway, D. C., Ferris, G. R., Hochwarter, W., Perrewé, P., Witt, L. A., & Goodman, J. M. (2005). The role of age in the perceptions of politics-job performance relationship: A three-study constructive replication. *Journal of Applied Psychology*, 90(5), 872-881.
- Vecchio, R. P. (1993). The impact of differences in subordinate and supervisor age on attitudes and performance. *Psychology and Aging*, 8(1), 112-119.
- Verhaeghen, P., & Salthouse, T. A. (1997). Meta-analyses of age-cognition relations in adulthood: Estimates of linear and nonlinear age effects and structural models. *Psychological Bulletin*, 122(3), 231-249.
- Wagner, S. L., & Rush, M. C. (2000). Altruistic organizational citizenship behavior: Context, disposition, and age. *The Journal of Social Psychology*, 140(3), 379-391.
- Waldman, D. A., & Avolio, B. J. (1986). A meta-analysis of age differences in job performance. *Journal of Applied Psychology*, 71(1), 33-38.
- Waldman, D. A., & Avolio, B. J. (1993). Aging and work performance in perspective: A cross-sequential model. In G. R. Ferris (Ed.), *Research in personnel and human resources management* (Vol. 11, pp. 133-162). Greenwich, CT: JAI Press.
- Warr, P. (1992). Age and occupational well-being. *Psychology and Aging*, 7(1), 37-45.

- Warr, P. (1993). In what circumstances does job performance vary with age? *European Work and Organizational Psychologist*, 3(3), 237-249.
- Warr, P. (2000). Job performance and the ageing workforce. In N. Chmiel (Ed.), *Introduction to work and organizational psychology: A European perspective* (pp. 407-423). Malden, MA, USA: Blackwell Publishing.
- Warr, P. (2001). Age and work behaviour: Physical attributes, cognitive abilities, knowledge, personality traits and motives. In C. L. Cooper & I. T. Robertson (Eds.), *International Review of Industrial and Organizational Psychology*. Chichester, UK: Wiley.
- Warr, P., & Birdi, K. (1998). Employee age and voluntary development activity. *International Journal of Training and Development*, 2(3), 190-204.
- Warr, P., Butcher, V., & Robertson, I. (2004). Activity and psychological well-being in older people. *Aging and Mental Health*, 8(2), 172-183.
- Warr, P., & Fay, D. (2001). Age and personal initiative at work. *European Journal of Work and Organizational Psychology*, 10(3), 343-353.
- Warr, P., & Hoare, S. (2002). Personality, gender, age, and logical overlap in multi-source ratings. *International Journal of Selection and Assessment*, 10(4), 279-291.
- Warr, P., Miles, A., & Platts, C. (2001). Age and personality in the British population between 16 and 64 years. *Journal of Occupational and Organizational Psychology*, 74, 165-199.
- Wright, T. A., & Bonett, D. G. (2002). The moderating effects of employee tenure on the relation between organizational commitment and job performance: A meta-analysis. *Journal of Applied Psychology*, 87(6), 1183-1190.
- Zickar, M. J., & Slaughter, J. E. (1999). Examining creative performance over time using hierarchical linear modeling: An illustration using film directors. *Human Performance*, 12(3/4), 211-230.