

Abstract for the International Partner University Event "Preparing Professionals for the Global Workplace"

Companies are on the verge to think about retention of older workers (workers above 50) in their company. Thus organizations, more specifically small and middle-sized enterprises (SMEs), are busy with the development of concepts how to make the time between 50 and retirement age of 65 or 67 for employees and thus for corporations attractive. One of the project objectives is to find out what employees in the aforementioned age phase want, need and desire in their job to stay employable and to be attractive for their employers. Additionally, we want to examine how ICT tools can be supportively implemented in daily work so that older employees get used to it and increase their employability. We collected our data by distributing an online questionnaire as well as through interviews in the northern part of The Netherlands applied by international students. Respondents (95 questionnaires and 8 interviews) provided us with their demographics as well as with their wishes, desires and wants. The analysis will be conducted with statistical software SPSS and with Excel software. Results suggest that employees want to stay longer in their job. They would appreciate the supportiveness of their employers to reduce the number of working hours per week gradually per year and getting support from their employers to further develop their social and work skills. People also want to work after 65 either on a voluntary basis or on a payment that covers their monthly basic expenses.