Introduction: Gaining competitive advantage is essential to modern organizations, for which it is fundamental that workers are engaged with their work. Perceived age discrimination in the workplace is a factor that may influence workers’ engagement.

Objectives: The present study aimed to analyze the moderating role of emotional regulation in the relationship between perceived age discrimination and work engagement.

Methods: This empirical study included a sample of 452 Portuguese workers of various age groups, between 18 and 65 years-old and used the questionnaire as data collection method.

Results: Results show that perceived workplace age discrimination negatively impacts work engagement. Further, results suggest that emotional regulation exacerbates the negative relationship between perceived age discrimination and work engagement.

Conclusions: Age management strategies to address perceived age discrimination and work engagement, particularly due to the increasing proportion of older workers, are discussed.

Disclosure of Interest: None Declared

EPP0216
Psychosocial differences in perceived older workers’ work (un)adaptability, effectiveness and workplace age discrimination

S. von Humboldt1*, I. Miguel1, J. Valentim3, A. Costa4, G. Low5 and I. Leal6

1William James Center for Research, ISPA - Instituto Universitário, Lisbon; 2Portucalense Institute of Human Development & Department of Psychology and Education, Portucalense University, Porto; 3ISPA - Instituto Universitário, Lisbon, Portugal; 4Faculty of Nursing, University of Alberta, Edmonton, AB, Canada and 5Faculty of Psychology and Educational Sciences, University of Coimbra, Coimbra, Portugal

*Corresponding author.

doi: 10.1192/j.eurpsy.2023.547

Introduction: The aging population in the developed world has implied increasing age diversity in the workforce of organizations. Consequently, mutual perceptions about one’s co-workers and age discrimination is becoming increasingly important.

Objectives: This study aims to explore how perceptions about older workers’ work (un)adaptability, work effectiveness and workplace age discrimination vary according to participants’ psychosocial factors, such as age group, gender, education level and work sector.

Methods: This study included a sample of 453 workers in Portugal, diverse in terms of age, gender, education level and work sector. Four different instruments were used: (a) a sociodemographic questionnaire; (b) an older workers’ Work Adaptability Scale; (c) an older workers’ Work Effectiveness Scale and; (d) the Workplace Age Discrimination Scale (WADS).

Results: Middle-aged and older participants perceive older workers as more adaptable than younger participants. The oldest group of participants perceives older workers to be more work-effective and experience the highest levels of age discrimination in the workplace, when compared to the other age groups. Also, participants with lower levels of education tend to perceive higher levels of workplace age discrimination, when compared to participants with high school and higher education.

Conclusions: Generational perceptions in the workplace are perceived by workers differently, hence organizations should implement age management strategies to address age discrimination, particularly due to the increasing proportion of older workers.

Disclosure of Interest: None Declared