

Luxor cosmetics case study analysis

[Business](#)



There are a host of issues that surround age and ability in the workplace, but exemplifying a few could give a glimpse in the magnitude of the challenge.

First, Age, how does it affect a company's ability to manage long term.

Secondly, Ability to perform the assigned task continually. With respect to age certain facts are undeniable. As workers become older, younger workers are always there to fill in, however, because more and more older workers are choosing not to retire, log jams are popping up in many large companies. The positives here are that older workers can be assets, not liabilities to their employers.

Older workers retain their mental faculties, can learn new skills, and are not necessarily more rigid. Healthy older workers do not cost more in decided benefits than younger employees with children at home. With the proper guidance older workers can provide training to younger workers at little cost to the employer. The passing of knowledge from older workers to younger ones could mean a great deal to an employer's long term goals and its competitive abilities. Some would argue that the consequence to keeping older workers out weighs the benefits.

Another argument says employers believe that older workers are not encouraged to pursue job related education, training, and promotional opportunities, and create an environment in which older workers may see themselves ignored and excluded.

In some cases when their responsibilities have been reduced, they ultimately feel pressured to leave the work place. " Jokes" about age, talk or " Rejuvenation", and downgrading of performance also exist. Perceptions

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about image, adapting, attitude, health, and productivity could indirectly contribute to a negative environment for an older worker.

A negative, exclusive environment is not a place where men and women do their best work. When attempting to create an inclusive environment, all errors should be seen as valuable and contributing based on their merit, regardless of differences. While there is much to consider with regards to age in the workplace, the ability to perform for older workers is much more absolute.

The concern most employers have about older workers is their ability to perform, primarily because this opens up a host of issues such as safety and health.

Even more to the point employers have concerns about an older workers physical malfunctions and their decline in mental capacity. But that argument is being challenged through healthy living habits such as exercise and proper diet. There's even use of a new term in recent years "50 is ten new 40" "40 is ten new 30" The term applies that people are not as old as they used to be, certainly they don't think as old as they used to. Society has seen a revolution in physical fitness among older workers and people in general.

This is a benefit not yet acknowledged by employers, but has shown to involve those who choose to work past retirement. Older workers tend to boast of their good health and are often complimented on how well they look for their age. There is common ground for employers with age and ability concerns and older employees can benefit. In his piece "Flexible Work
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Arrangements, Phased Retirement, and Bridge Jobs” (Harvey 185) Harvey says “ employees who seek more travel time and time with family’ can benefit from flexible work arrangements. Phased retirement” is another option in which older employees can reduce work hours slowly over time.

There is no magic pill for the retention of older workers, though because more will be required to work for one reason or another, there must be a resolution to this phenomenon. Before closing, there is one other segment of older workers that receives little attention. That is those workers who will never have enough time on one Job to have a retirement plan and face the prospect of working until they die or live in near poverty off of Social Security.

One such person is a close friend who told his story. During the late sass’s, sass’s, and early sass’s, the popular business practice of Venture Capitalist engaged in the practice of acquisition and mergers.

What this entailed was the purchase of a business, the venture capitalist would then liquidate the businesses selling its equipment and firing its employees. Over three decades this was an accepted reactive, but the results were an interruption in the long term employment for those who had come to depend on these Jobs.

Companies that had employed generations were now non-existent or moved out of town. For over three decades millions of workers were displaced or forced to start over again, some of whom had to reapply for their own Jobs, resulting in restarting their retirement plans. In short, there are millions of workers who have worked all their lives, but not on one Job long enough to
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collect a pension. How will employers deal with these workers who have to work when they get older?