

The grass-roots of ageism:

an interactional study on age in the workforce

Federica Previtali, Tampere University, federica.previtali@tuni.fi



BACKGROUND

RESEARCH QUESTION

Age, as category, is shaped by societal and cultural norms and co-constructed through interactions. Focusing on social interactions will enable a deep understanding of how ageist or age inclusive processes are developed.

How age is jointly constructed in the personal encounters between employer and employee in organizational contexts?
How policies are talked in formal local encounters in the workplace?

ORGANIZATIONAL LEVEL

PURPOSE: to analyse how age is referred to and talked in **official documents** by organizations.

DATA: companies websites, LinkedIn posts, HR policies documents.

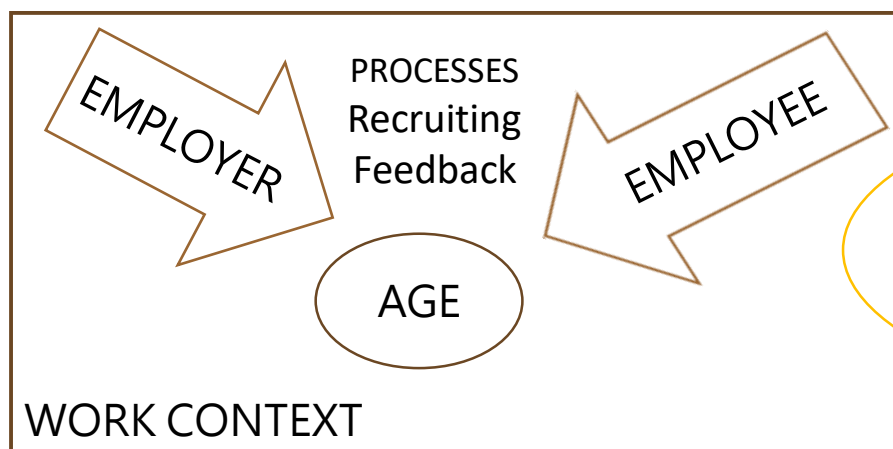
METHOD: Textual analysis; membership categorization analysis

INTERACTIONAL LEVEL

PURPOSE: to understand how **age is talked** in **personal encounters** between HR representatives, managers and employees.

DATA: recording of job interviews, performance appraisals.

METHOD: discourse and conversation analysis.



QUALITATIVE STUDY REVIEW

- Explanatory ability of qualitative research
- Knowledge gap

PERSONAL BACKGROUND

I'm a Ph.D student in *Social Psychology* at Tampere University. I graduated in Organizational Psychology at Milano-Bicocca University. I trained as psychologist and worked in HR in international companies. I developed previous researches on work-health balance for older employees. My actual interests are interactions in the workplace, age identity, HR processes.

