



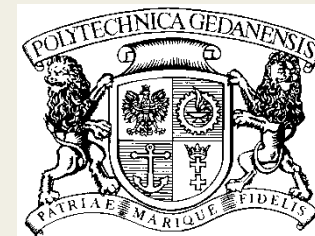
“Determinants of Older People's Professional Activity and Companies' Mentors Practices”

Anita Richert-Kaźmierska Ph.D.

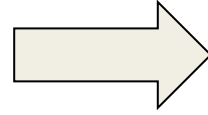


Baltic Sea Region
Programme 2007-2013

Part-financed by the European Union
(European Regional Development Fund)

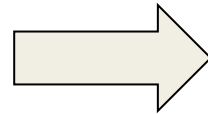


WHY



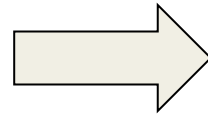
Identification the length's of professional activity determinants and older people's willingness to share their knowledge and experience with young people

HOW



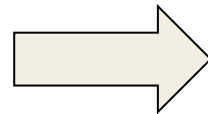
Questionnaire form (9 questions with multiple choice, 16 questions with single choice)

WHEN



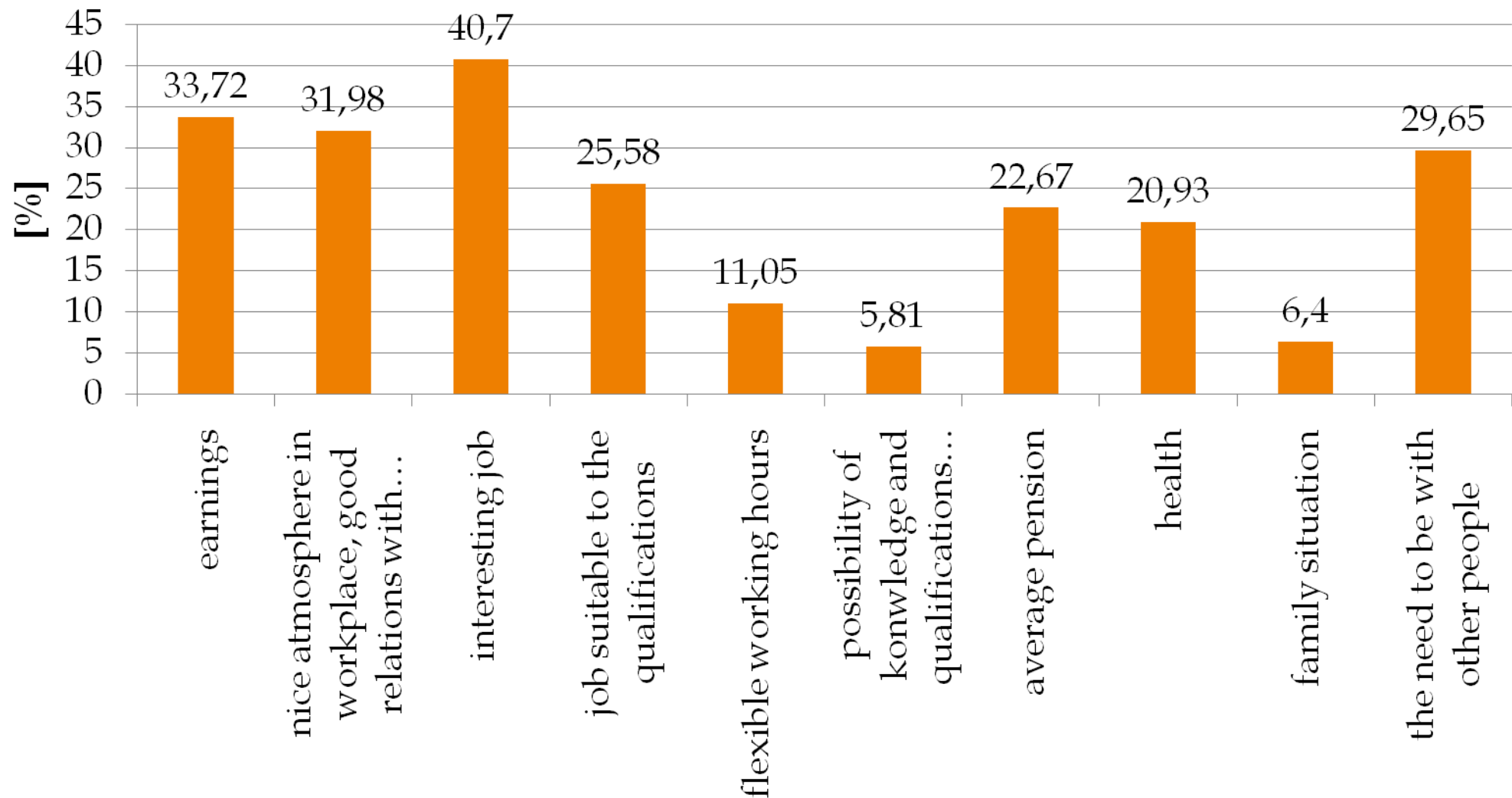
27 April 2011, 4 May 2011

WHOM

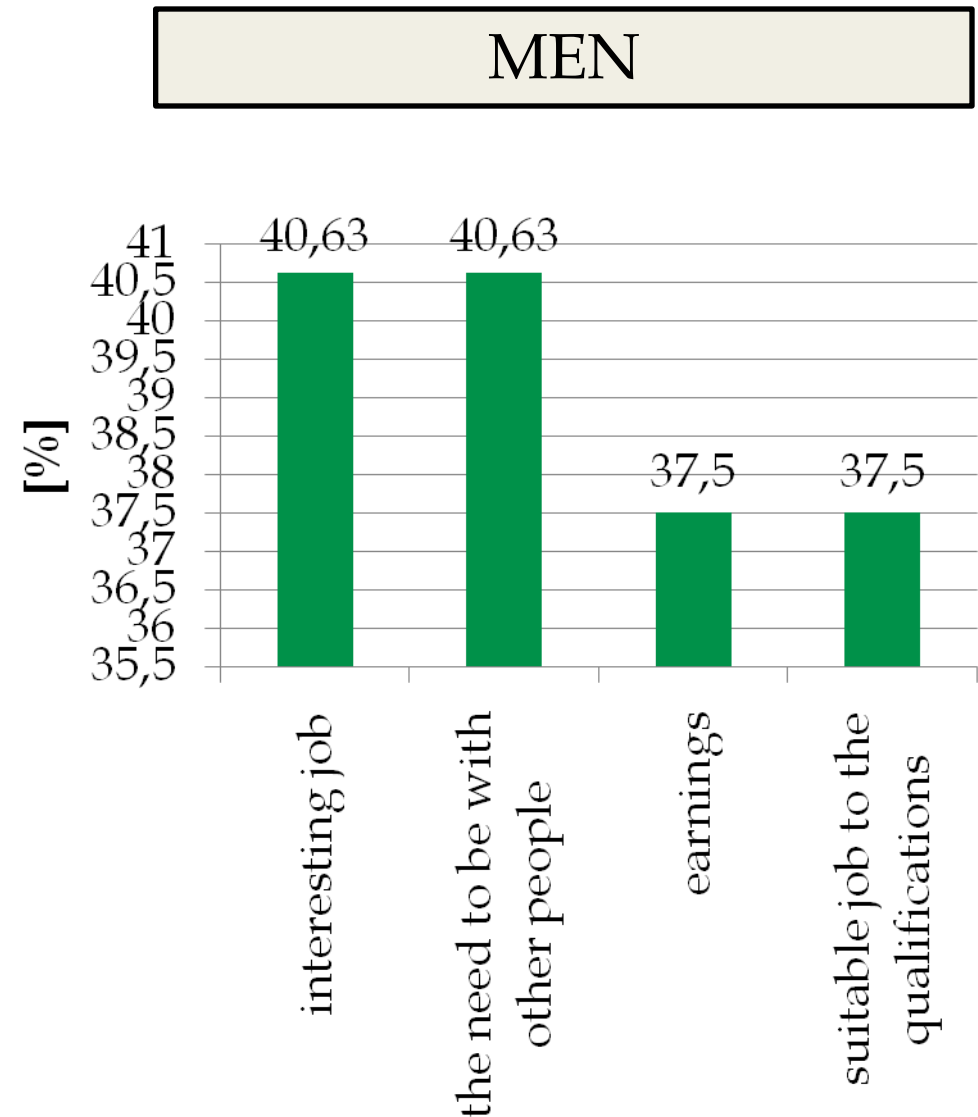
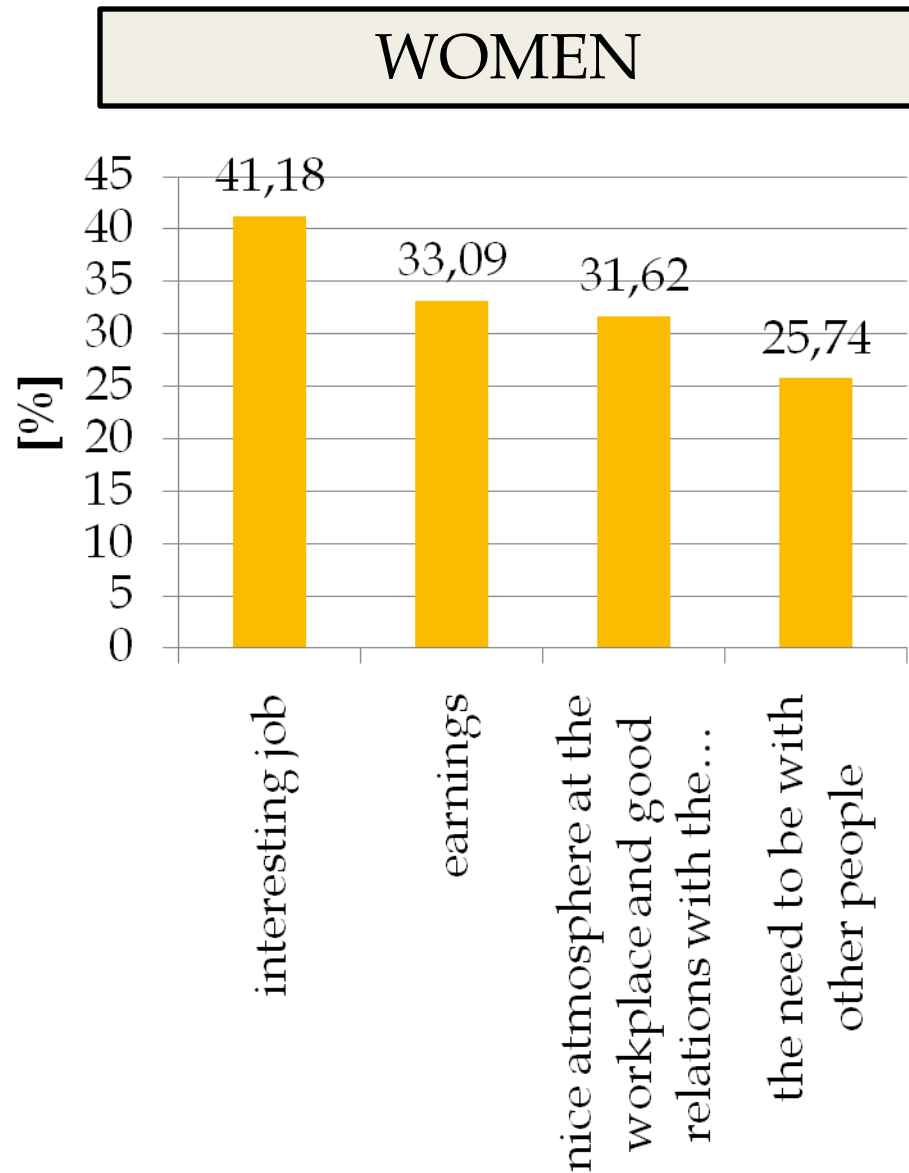


165 people, participants of the Third Age University in Gdansk

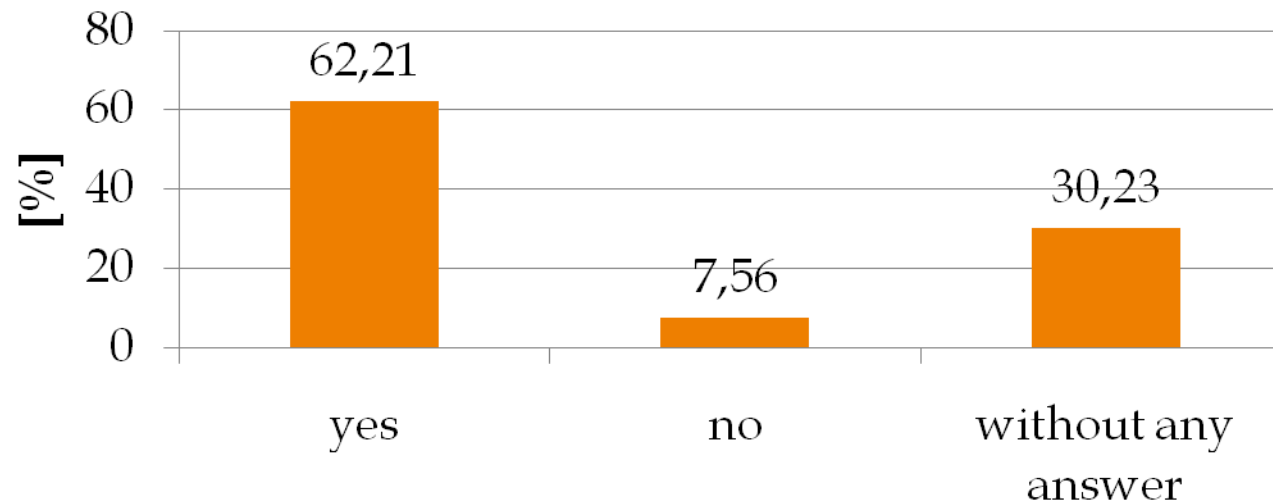
Factors which decides about older people's professional activity after reaching the formal retirement age



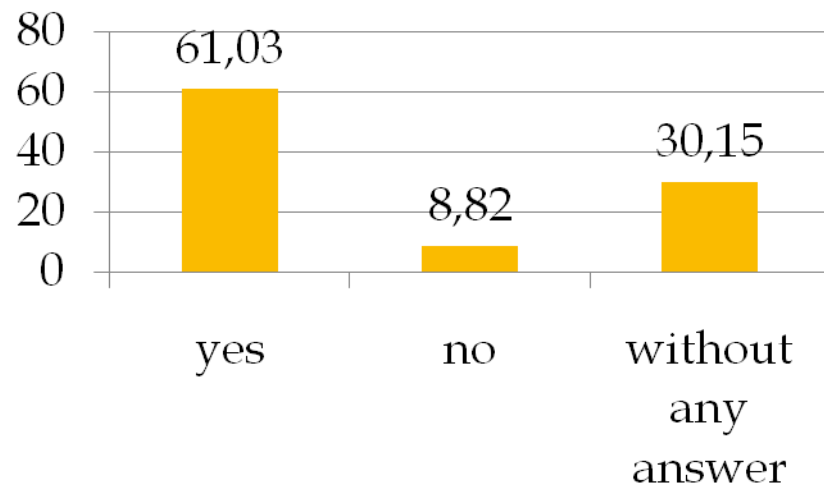
Factors which decides about older people's professional activity after reaching the formal retirement age – differences because of sex



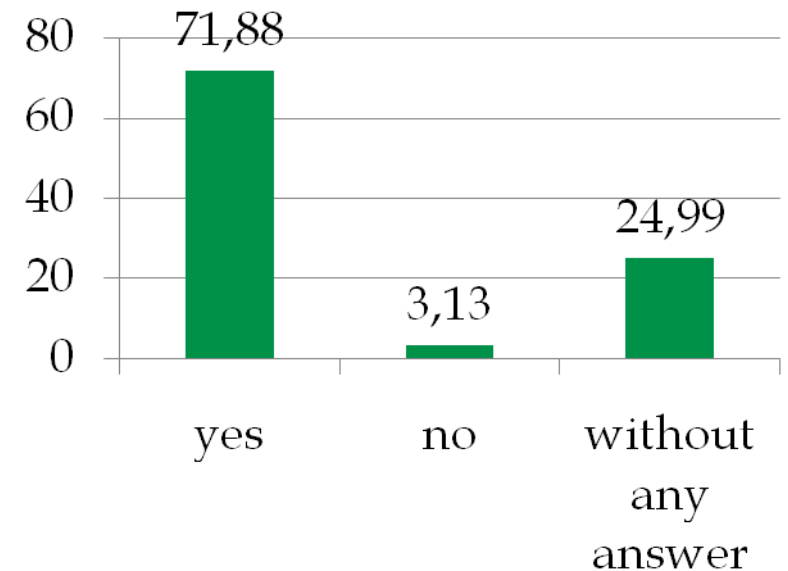
Usage of older people's knowledge and experience in the companies



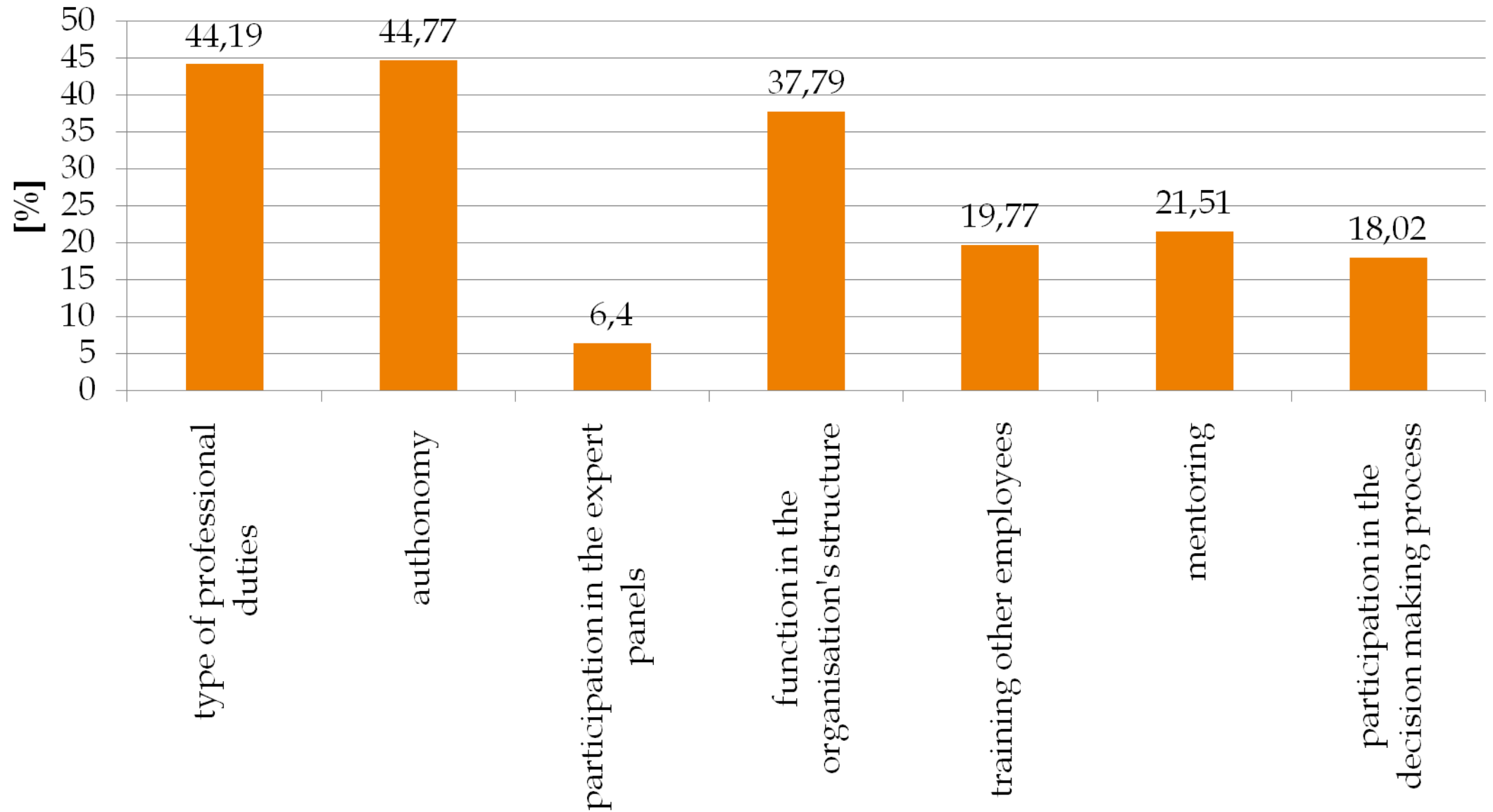
women



men

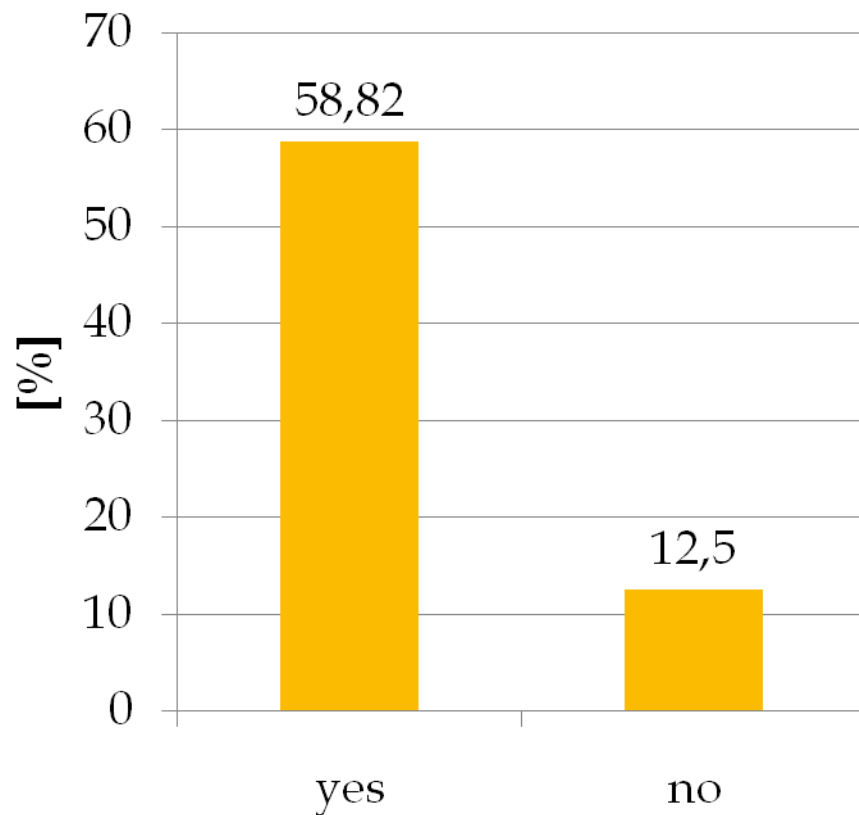


Ways of knowledge and experience's usage in the company

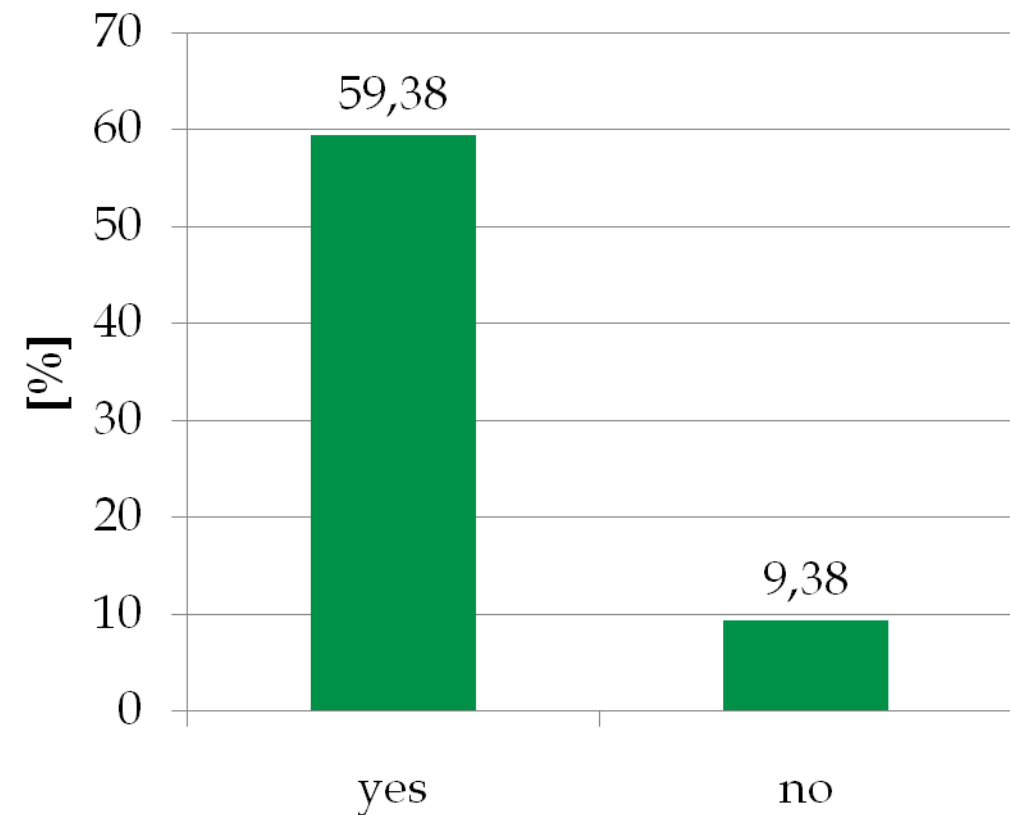


Would you like to share with your professional knowledge and experience with younger employees?

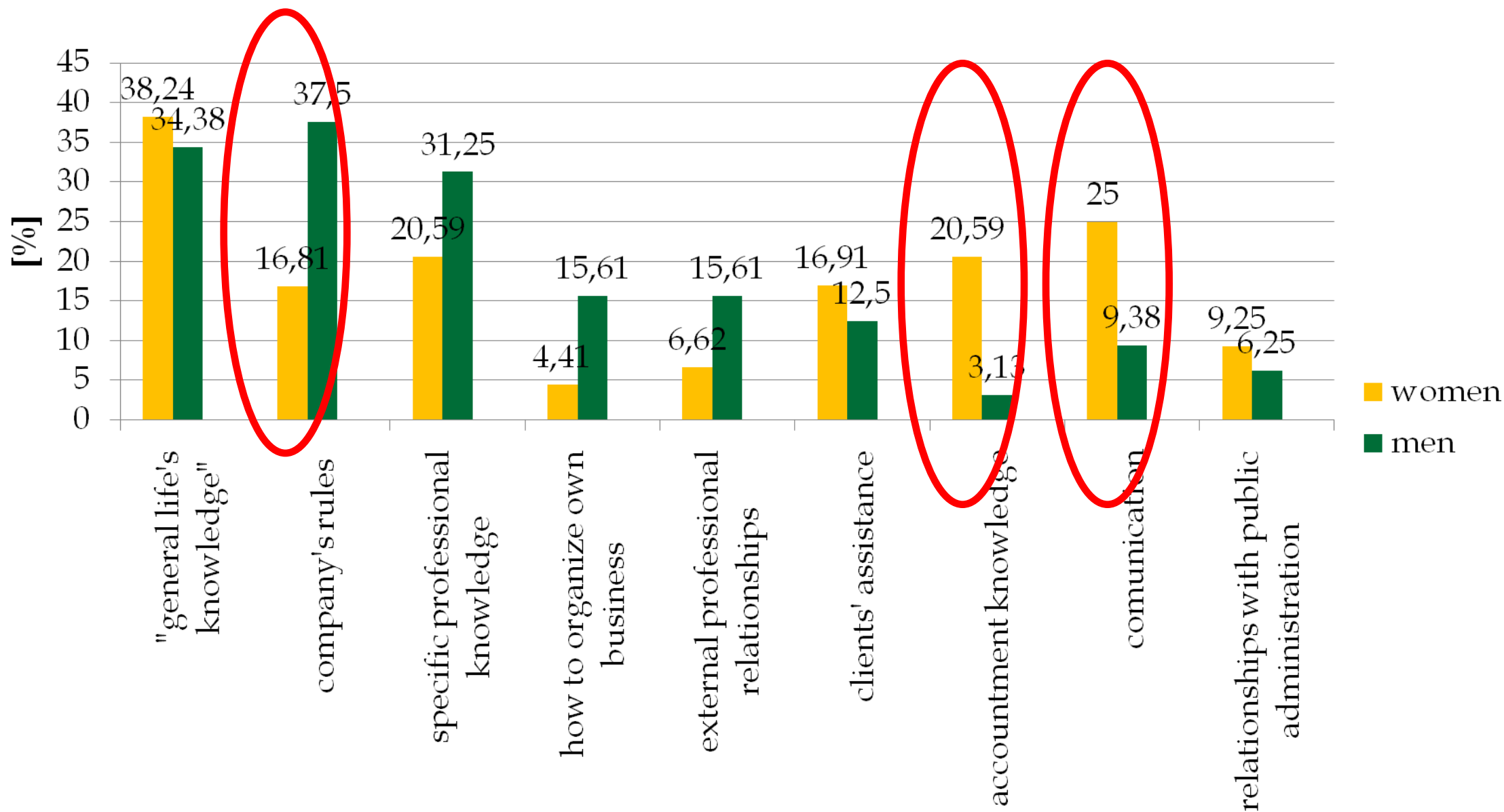
women



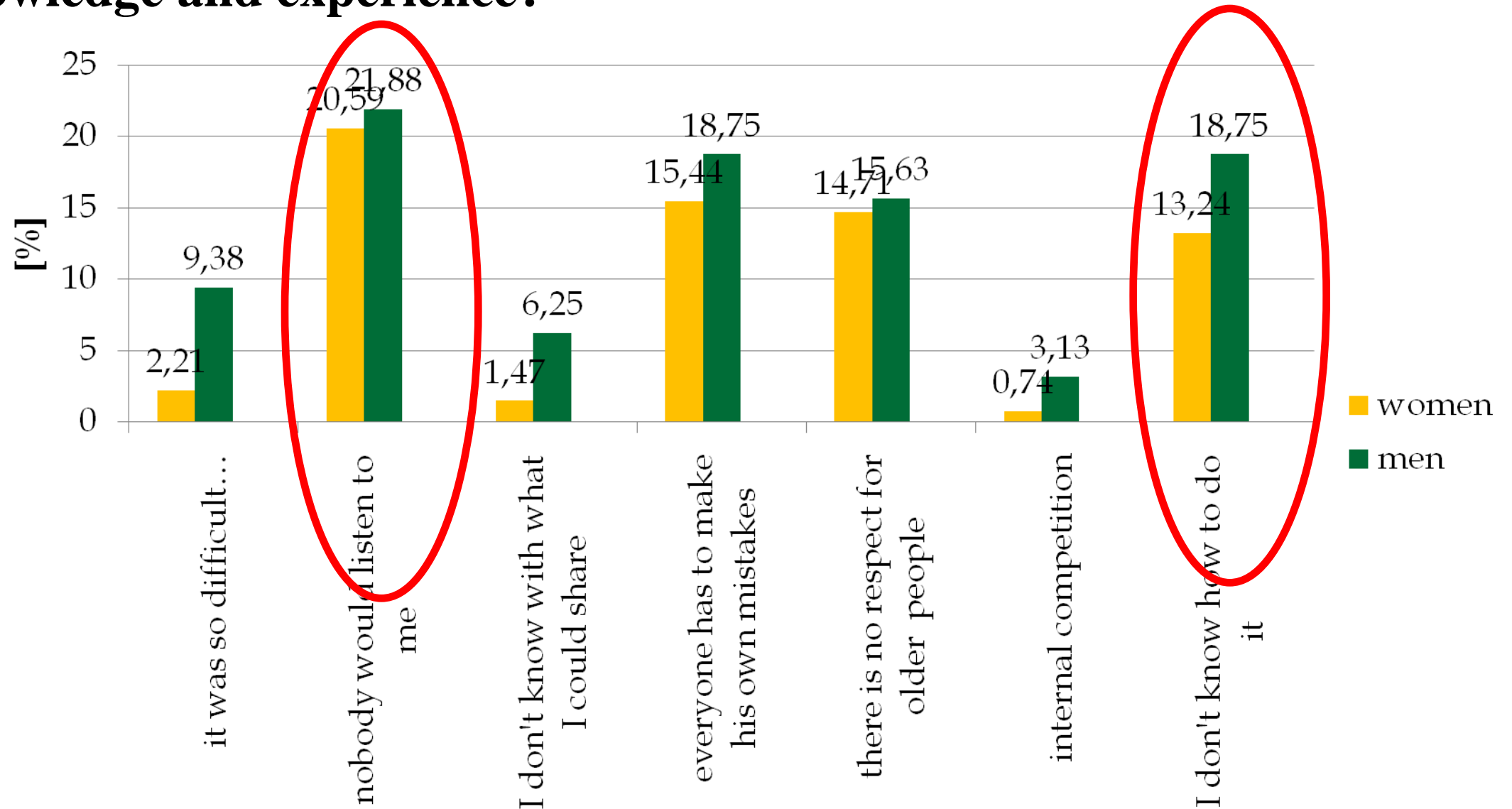
men



What kind of professional knowledge could you share with?



What are the main reasons of not sharing with the professional knowledge and experience?



Some conclusions

- The issue of older people professional activity needs more research
- There are different factors because of sex, age and education
- There is no culture of knowledge sharing