

EPP0215

Workplace age discrimination and engagement: The role of emotional regulation

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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

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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.

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EPP0217

Profiling Patients with Prolonged Stays in Acute Psychogeriatric Wards in a Tertiary Psychiatric Institution in Singapore

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Introduction: The Psychogeriatric Department of the Institute of Mental Health (IMH) in Singapore provides acute inpatient services for elderly patients with severe mental health problems. The average length of stay for inpatients in 2020 was 46 days, which was significantly higher than the ideal length of stay set by the hospital of 21 days. This contributed significantly to healthcare costs and reduced bed capacity for acute admissions from the Emergency Service. Prolonged inpatient stays can lead to physical decompensation including reduced muscle strength, pulmonary capacity and osteoporosis.[i]

[i] Creditor MC. Hazards of hospitalization of the elderly. *Ann Intern Med.* 1993 Feb 1;118(3):219-23. doi: 10.7326/0003-4819-118-3-1993021010-00011. PMID: 8417639.

Objectives: We aimed to profile and identify patients in acute psychogeriatric wards who had prolonged inpatient stays.

Methods: A cross-sectional audit was performed. We used a data collection sheet to capture demographic, social and clinical information of all inpatients residing in the acute psychogeriatric wards on 1st November 2020, whose inpatient stays exceeded one month (over-stayers).