

**PERCEIVED AGE DISCRIMINATION, WORK MOTIVATION AND JOB
PERFORMANCE OF OLDER WORKERS IN THE PUBLIC SERVICE**

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Abstract

The purpose of this study was to establish the relationship between perceived age discrimination among older workers and work outcome factors such as work motivation and job performance. To achieve this, schools and health facilities with older workers were randomly selected and then purposefully older workers were identified and given the questionnaires. A total of 162 older workers employed in the public service in the education and health sectors responded to the questionnaires.

By way of correlations and regression analysis, the study tested the relationship between perceived age discrimination and work motivation and job performance. Results of the study didn't support the hypothesis that perceived age discrimination is negatively related to work motivation. Instead the study revealed that the two are positively and significantly related.

Results further revealed that there is no significant relationship between perceived age discrimination and job performance of older workers. This was contrary to the hypothesis that the relation is significant and negative. It was concluded that the feeling that older workers are discriminated doesn't affect their job performance. The study also revealed that work motivation is significantly related to job performance of older workers. This means that the more the older workers are motivated, the higher the levels of job performance.

This study recommends that human resource managers should institute policies and practices to mitigate age discrimination against older workers and also encourage older workers to be more proactive so that they can turn the negative perception of

discrimination into positive work outcomes. This study adds to the available information on the effects of perceived age discrimination among the older workers.