Book chapter publication:

In Book titled: Humanizing the Hyperconnected Workplace

Publisher: IGI Global Scientific Publishing

Release Date: January, 2025|Copyright: © 2025 |Pages: 382

DOI: 10.4018/979-8-3693-8171-7

ISBN13: 9798369381717|ISBN13 Softcover: 9798369381724|EISBN13: 9798369381731

https://www.igi-global.com/book/humanizing-hyperconnected-workplace/349950

**Chapter: 1: Age-Based Perceptions Towards Diversity Management in the Public Sector**

**Authors: Ms Inayah Ali, Dr Jashwini Jothishna Narayan, Dr Subhash Appana**

**Link: https://www.igi-global.com/chapter/age-based-perceptions-towards-diversity-management-in-the-public-sector/368966**

**Pages: 1-30**

**DOI: 10.4018/979-8-3693-8171-7.ch001**

ABSTRACT

The purpose of this study is to understand the young, middle and older age employ-ees’ perceptions on diversity management (DM) and their work outcomes. Previous studies have ignored age based perceptions of DM on the work outcomes especially in the era of growing multigenerational workforce. In this empirical study, a total of 114 survey responses from public employees were analyzed using structural equation modelling (SEM). Findings showed that DM has a positive and significant effect on employee affective commitment, organizational commitment, job satisfaction, work group performance and inclusive organizational culture of all age groups. However low levels of commitment resonate across all the age groups. This study is unique in the subject’s small island developing country and is one of the first to consider age based perceptions of DM in a public sector workforce setting.