Adapting to Change: Best Practices for Supporting Older Workers in a Digitalized Workplace

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**Abstract:**

The adoption of new technologies by older workers is a critical issue in the face of rapid technological advancements transforming modern workplaces. This study aims to investigate the key factors that influence the successful integration of advanced technologies by older employees and how these factors affect their performance and adaptation in an increasingly digital economy. As organizations embrace digital solutions, understanding and addressing the barriers faced by older workers is crucial for ensuring an inclusive and productive work environment.

Older workers often encounter significant challenges in adopting new technologies, including limited technological knowledge, resistance to change, and difficulties related to training and support. These barriers can negatively impact their ability to fully engage with new tools and processes, affecting their job performance and overall job satisfaction. This study explores various strategies to overcome these challenges, such as implementing personalized training programs tailored to the specific needs and learning styles of older employees, providing ongoing support to help them navigate new technologies, and fostering a workplace culture that encourages and supports technology use.

An essential component of this research is identifying and analyzing best practices that have proven successful in aiding older workers in effectively integrating new technologies. The study offers recommendations for developing policies and practices that address the unique needs of older employees and improve the technology adoption process. The results are intended to help organizations create a culture that supports all employees in using new technologies, thereby enhancing productivity and maintaining the full potential of older workers in a digitalized environment. This research provides valuable insights for managers and policymakers to adapt the work environment for all employee groups, ensuring they can thrive in an increasingly digital world.

***Keywords: Technology Adoption, Older Workers, Resistance to Change, Technological Barriers, Organizational Culture.***