

# **Age is just a number, but with number comes prejudice: exploring workplace ageism and charting directions**

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## **Abstract**

**Purpose** – Ageism has deleteriously influenced individuals and society for nearly half a century. Despite receiving increased attention, it remains under-researched regarding how it might be reduced in the workplace. Even though its prevalence and allure, review studies on workplace ageism (WA) are also scarce, and thus a review is warranted.

**Design/methodology/approach** – To fill the preceding void, this study will systematically review the existing literature on WA using data from the past four decades.

**Findings** – This study identified the various antecedents and the intervention mechanism through which WA may be reduced. Additionally, through reviews, the authors advance the research by offering promising avenues for future research.

**Originality/value** – This review contributes to human resources managers and will inspire future scholars to delve deeper into combating age discrimination, stereotypes and bias toward employees in workplaces.

**Keywords:** Ageism, Age discrimination, Ageist, Age stereotype, Age bias, Older workers, Literature review, Systematic review, Stereotyping

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