



Learning, health and wellbeing in older workers. A multi-disciplinary perspective.

FOUNDING: 20 March 2013

E-CIR SCOPE

This E-CIR began in 2013 with founding Professors from Belgium (Isabel Raemdonck from Université catholique de Louvain; Filip Dochy from Katholieke Universiteit Leuven and Micheline Lesaffre from Ghent University), the Netherlands (Simon Beusaert, Mien Segers, Pascal Van Gerven from Maastricht University) and Germany (Regina Mulder from University of Regensburg and Andreas Gegenfurtner from Technische Hochschule Deggendorf). The multidisciplinary group was constructed as its members all acknowledged that lifelong learning and development as well as health and wellbeing of aging employees are high on the agenda of companies as well as national and EU policy (OECD, 2012). Therefore a multidisciplinary group was constituted with researchers (including Phd students) from various disciplines where this topic has been studied such as learning sciences, neurosciences, musicology, cognitive psychology, more specifically the research domains of health and wellbeing.

Findings from research demonstrate that aging processes create both advantages and disadvantages (Loeppke et al., 2013). Neuroscientists for example demonstrate a decline in cognitive capabilities and decreased working memory (Van Gerven, Paas, & Schmidt, 2000). This might influence aging employees' feelings of wellbeing, their investment in learning as well as job performance. However, learning sciences demonstrated that it is not necessarily employees' age that determines their learning and performance, but that other more important factors such as their motivation and future time perspective, referring to people's perceptions of how many opportunities (i.e., opportunity focus) and limitations (i.e., limitation focus) are ahead of them in their (working) life (Cate and John, 2007), play a role (Raemdonck, Beusaert, Froehlich, Kochoian, Meurant 2014; Froehlich, Beusaert, Segers, 2015).

The scope of this multi-disciplinary E-cir group is to create joint projects on the relation between learning, health and well-being. The group has set up a quasi-experimental research which examines if the use of a music app (Music4moods) has influence on learning and wellbeing of older employees by following up the heart rate and testing performance on different cognitive tests. In 2014 the E-cir group has organised an EARLI conference symposia in Oslo on *Maintaining a focus upon learning at work for older workers* (Symposium conducted at the 14th Biennial EARLI Conference).



E-CIR MEMBERS

Isabel Raemdonck

Simon Beusaert

Filip Dochy

Maïke Gerken

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Micheline Lesaffre

Regina Mulder

Andreas Gegenfurtner

Mien Segers

Pascal Van Gerven

Dominik Fröhlich

E-CIR MEETINGS

- 5-6 October 2015
- 22-23 January 2015
- 10-12 April 2014
- 17-18 October 2013