

## Responsiveness of Selected Business Enterprises on Accepting Aging Workforce: A Tool to Develop Employment Program for the Elderly

**Katrina A. Manlangit**

<https://orcid.org/00009-0007-0141-1652>

manlangitkat2017@gmail.com

University of Perpetual Help System DALTA, Manila, Philippines

### Abstract

This study aimed to assess the responsiveness of selected business enterprises in accepting aging workers and to use the results as basis for a localized employment program. It also determined the profile of enterprises in terms of years of operation, number of employees, number and gender of aging employees, and existence of policies or programs; the level of responsiveness in adaptability, performance, contribution, organizational conscientiousness, and social capital and generosity; A descriptive research design was utilized. A total of 126 managerial respondents from 21 enterprises were included through total enumeration. A researcher-made questionnaire anchored was used. Frequency, percentage, mean, standard deviation, and one-way ANOVA served as the statistical tools. Results of the study revealed that most enterprises had been operating for more than six years and employed 1–5 aging workers with mixed-gender representation. Nearly half reported formal hiring policies, with retirement transition support, partnerships with LGUs/PESO, and wellness programs as the most common practices. The overall responsiveness of enterprises was very high; adaptability, performance, contribution, and social capital and generosity were rated very high, while organizational conscientiousness was rated high. No significant differences were found across years of operation, number of employees, number of aging employees, and gender. Challenges included physically demanding and fast-paced work, technology adaptation, stereotypes, and generational conflicts. Based on the findings, a localized employment program was proposed to strengthen inclusive hiring, training, wellness, mentoring, and recognition of aging workers. resources to reinforce age-friendly employment and ensure the sustainability of a localized employment program for the elderly. For future researchers, it is recommended to expand coverage to other industries and regions for broader validation.

*Keywords: Business enterprise responsiveness, aging workforce, employment program, inclusivity, Philippines*