**ABSTRACT**

Societies are aging. This brings with it a lot of negative consequences and risks to companies. Employers are facing a phenomenon which is not fully recognized, and as a corollary there are no fully developed standards and tools for age management as an implemented strategy and personnel policy. Older workers have different needs and expectations regarding not only working conditions, ergonomics, safety, health care etc., but also with respect to social relationships, communication, career perspectives, professional training and development. These factors, as well as the results of research on aging, should be reflected in the practice of human resource management. The purpose ofthis article isto show the LIKE Age Management Model (LAMM) in the context of suggested practices and models to date. LAMM contains two types of functions: primary ones regarding recruitment, learning and development, health protection and promotion, exit and transitions to retirement procedures; and supporting ones related with flexible working hours, career development, redeployment and comprehensive approaches. The model has been evaluated on the basis of diverse criteria in the context of the proposed instruments described in the LAMM with respect to functions and possibilities of implementation in enterprises.