

EARLY DIAGNOSIS and PERFORMANCE MANAGEMENT at WORK: APPROACHES to EMPLOYEES in the FIRST STAGE of ALZHEIMER'S DISEASE

Assoc. Prof. Yesim Sirakaya * 

Head of the Department of Labor Economics and Industrial Relations, St. Clements University

Corresponding Author Assoc. Prof.
Yesim Sirakaya

Head of the Department of Labor
Economics and Industrial Relations,
St. Clements University

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Abstract: This study aims to examine the workforce performances and workplace management strategies of employees who have been diagnosed at the early stage of Alzheimer's disease. Neurodegenerative diseases, especially Alzheimer's disease, can affect the efficiency of the employees in the workplace by causing decline in cognitive, motor and emotional functions. Early diagnosis is critical to manage these effects on labor force. Suitable management strategies for individuals with early stage Alzheimer's disease can help maintain performance at work and contribute to organizational sustainability. In this context, strategies such as flexible working hours, task changes and supportive training programs can be applied with early diagnosis. The study emphasizes the importance of early diagnosis of Alzheimer's disease both individually and organizational. It also reveals the necessity of employers and managers to take appropriate supportive measures for employees with Alzheimer's disease in order to manage the effects on the labor force.

Keywords: *Alzheimer's disease, neurodegenerative diseases, early diagnosis, labor, performance management, workplace strategies, employee support, organizational sustainability.*

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Introduction

Working life is an important part of the economic and social structure of society in which individuals spend most of their lives, their personal and professional identities are shaped. In this context, health problems, especially neurodegenerative diseases, the efficiency of the labor force and the performances of individuals in working life have significant effects. Neurodegenerative diseases refers to a group of diseases characterized by the deterioration and loss of cells in the brain. Alzheimer's disease is one of the most common ones among these diseases and is often seen in the elderly population (Gauthier, Ballard, & Aarsland, 2016). The effects of neurodegenerative diseases on labor force affect not only the health status of individuals, but also the functioning of organizations, the efficiency of employees and the general workplace environment.

Neurodegenerative diseases become an increasing threat to the labor force, especially with the aging population. These diseases lead to decline in cognitive, motor and emotional functions, affecting individuals' daily duties at work (Panza, Solfrizzi, & Barulli, 2020). Alzheimer's disease is one of such diseases, and usually symptoms such as memory loss, concentration difficulties and decision -making ability (Bucks & Ashworth, 2020). These changes may adversely affect the performance of the labor force and create a significant difficulty for organizations. Employees can cope with these diseases and

provide appropriate management strategies and support in the workplace effectively (Kales, Gitlin, & Lyketsos, 2020). In this context, the effects of neurodegenerative diseases in the labor force are an important issue not only for individuals, but also for the sustainability of companies.

Alzheimer's disease is a neurodegenerative disease that should be carefully examined in terms of its effect on employees. Early phase Alzheimer's disease can affect employees' cognitive functions and reduce their performance at work. Symptoms such as memory loss, attention deficit, communication difficulties and difficulties in decision -making processes can make it difficult for individuals to do their job efficiently (Mitchell, Kumar, & Wang, 2020). This becomes evident, especially in complex workloads and tasks that require high levels of attention. In addition, the participation of employees in the workplace in the later stages of the disease may begin to decrease, which may lead to loss of labor and organizational efficiency losses (Cheng & Brodaty, 2022). Managing these effects require employers and managers to make arrangements in the appropriate workplace for employees with Alzheimer's disease and take supportive measures (Robertson & Evans, 2021).

Diagnosis in the early stages of Alzheimer's disease has a critical importance for the creation of management strategies in the workplace. Early diagnosis helps to manage the symptoms of the

disease and ensures a timely taken of the necessary measures to protect the performance in the workplace (Gaugler, Yu, Davila, & Shippee, 2020). Early interventions can ensure that employees continue to contribute to the labor force and gain more independence at work. In addition, appropriate arrangements can be made for employees at work with early diagnosis, for example, more flexible working hours, task changes and supportive training programs can be applied. Such strategies not only increase the quality of life of employees, but also contribute to the maintenance of organizations (Johnson & Stokes, 2021). Therefore, early diagnosis is of great importance both individually and organizational.

The aim of this study is to investigate how the performances of individuals who have diagnosed at the early stage of Alzheimer's disease are affected and how to interventions can be made on these effects. Early diagnosis and appropriate management strategies can continue to contribute to the labor force of employees, which contributes to the long-term sustainability of both individuals and workplaces.

Aim

The aim of this article is to examine the cognitive and behavioral changes faced by employees with early stage Alzheimer's disease in the workplaces and to determine the effects of these changes on the performance in the workplace. In addition, for employees who have been diagnosed with early stage Alzheimer's, effective performance management strategies and supportive approaches, making suggestions that can help them achieve successful adaptation in the workplace.

In particular, the aims of this study are as follows:

- Early stage Alzheimer's disease and workplace performance: Analyzing the effects of cognitive deterioration in the early stage of Alzheimer's disease on the performance of employees at work.
- Management of Cognitive Changes: To provide information about the difficulties faced by individuals with early stage Alzheimer's disease and the strategies to manage these difficulties.
- Workplace Support Strategies: To discuss supportive measures that can be applied at work and to make suggestions for employers for employees who have been diagnosed at the early stage of Alzheimer's disease.
- Early diagnosis and intervention methods in the workplace: To evaluate how early diagnosis is in cognitive deterioration and performance problems in the workplace.

This study is expected to make both academic and practical contributions about performance management at workplace. In addition, it aims to provide employers and managers to provide guidance about the methods of supporting employees with Alzheimer's disease more effectively.

Method

This article has been prepared using a literature screening method in order to examine the existing information about the diagnosis of early Alzheimer's disease at work and the management of performance effects on employees. Literature screening constitutes a wide database to determine the effects of

the workplace in the early stages of Alzheimer's disease and to understand strategies for managing these effects. Below, the process of literature screening and the resources used are explained.

The literature used for this research includes academic articles, books, reports and other scientific studies published on Alzheimer's disease, early stage diagnosis, workplace performance and related management strategies. Literature screening is made of various academic databases. These databases include Pubmed, Scopus, Google Scholar and Jstor. The screening was limited to the works published between 2015-2023. As Key Words, "Alzheimer's Disease", "Neurodegenerative Diseases", "Early Diagnosis", "Workforce", "Performance Management", "Workplace Strategies", "Employee Support", "Organizational Sustainability" were used.

The literature examined includes the studies of the early stages of Alzheimer's disease in the workplace, articles examining the effects of early diagnosis and cognitive deterioration on employees, and strategies to improve the performance of individuals with Alzheimer's disease. In addition, the studies for the managers and employers related to Alzheimer's disease have been scanned. Most of the studies deals with the difficulties faced by individuals who have been diagnosed with early Alzheimer's at work and the proposed methods to manage these difficulties.

The literature screening was made through a qualitative analysis of the data obtained from the scanned studies. The main findings and suggestions of the studies were compiled and classified in the light of the subject literature. The effects of early Alzheimer's diagnosis in the workplace, strategies to manage these effects and suggestions for monitoring performance in the workplace are presented in line with common themes in the literature.

The articles in this study were selected from the studies that provide direct data on the performance and management of individuals who have been diagnosed with early stage Alzheimer's performance. Information about the later stages of Alzheimer's disease and studies on individual treatment approaches have been excluded. In addition, articles containing access problems or incomplete data in the databases were excluded.

This literature screening is limited to only accessed databases and studies published between certain years. In addition, the limited number of research on the early stage of Alzheimer's disease has imposed some restrictions on generalizing the findings. In this context, the diversity and scope of the literature has been accepted as one of the factors affecting the validity of the research.

THE FIRST STAGE of ALZHEIMER DISEASE and ITS EFFECTS on LABOR FORCE

Alzheimer's disease is a neurodegenerative disease and causes progressive losses in memory, thinking abilities and behavioral skills. This disease, which affects millions of people around the world, has become an important issue in the labor market, especially with the increase of the elderly population (Alzheimer's Association, 2023). Traditionally, Alzheimer's disease can still continue to work actively, although it is seen as advanced age disease. Therefore, it is of great importance to establish early diagnosis and appropriate support mechanisms in the workplaces.

Alzheimer's disease was first defined by Alois Alzheimer in 1906 and is characterized by the damage of neurons in the brain (Hodges, 2020). The disease is usually examined in three main stages:

- *Early Stage (Mild Alzheimer's Disease):* At this stage, individuals can generally function independently, but have some slight changes in their daily activities. Common symptoms are as follows:

Deterioration in short -term memory (for example, don't forget important dates, don't ask the same questions again),

Concentration difficulties,

Decrease in planning and problem solving skills,

Decomposition in the perception of time and space,

Mild changes in social and business relations (Bucks & Ashworth, 2020)

- *Middle Stage (Middle Alzheimer's Disease):* At this stage, the symptoms of the disease become evident and more support is needed in daily life activities. Patients may experience vocabulary difficulties, spatial orientation disorders and mood changes.
- *Advanced Stage (Severe Alzheimer's Disease):* It becomes almost impossible for individuals to live independently. There are serious restrictions in mobility, losses in language skills and full addiction in personal care (Hodges, 2020).

The early stage of Alzheimer's disease usually begins with some small cognitive and behavioral changes that individuals themselves or their colleagues realize.

Cognitive changes observed in individuals in the early stage of Alzheimer are as follows:

- **Memory Problems:** Don't forget the difficulties, meetings or delivery dates, especially in remembering the events in the recent past, often ask for the same information,
- **Attention Deficit and Concentration Difficulties:** Inability to focus on the details in the workplace, difficulty in going on for a long time,
- **Decrease in decision -making and problem solving skills:** Delay in the process of making the right decision, especially in the face of a new situation,,
- **Word Finding Difficulties:** Often in speeches, don't forget familiar terms or use wrong words instead,
- **Special Perception Definition:** Particularly in big office environments or new environments, having difficulty in finding its direction,
- **Difficulty in doing double tasks:** Difficulty in dealing with more than one job at the same time (Johnson & Stokes, 2021).

In addition to cognitive symptoms, significant changes can be observed in the social and emotional situation of the individual. Among them:

- **Anxiety and Depression:** Increasing stress due to fear of failure at work,

- **Inward closure:** less social interaction, more passive in meetings,
- **Decrease in business motivation:** It is difficult for the tasks performed in advance now,
- **Nervousness and impatience:** difficulty in giving unexpected reactions or cope with stress (Koepell et al., 2020).

Early stage Alzheimer's patients may face various difficulties in maintaining their professional role. Especially information -based jobs and positions requiring detailed analysis may cause performance losses due to the progress of the disease.

- **Effects on daily workflow:**

Difficulty in performing routine tasks,

Increased frequency of errors in previously done jobs,

Decrease in time management skills,

Difficulty in planning complex projects.

- **Effects on Communication and Teamwork:**

Decreased active participation in meetings,

Difficulty in establishing a healthy cooperation with colleagues,

Understanding feedback and delay in practice,

Disruptions in customer and business relationships.

- **Effects on decision -making processes:**

Slow response in moments of crisis,

Slimming in analytical thinking skills,

Lack of risk management and strategic planning issues.

These symptoms may become more pronounced especially for individuals in leadership positions and cause loss of confidence in decision -making processes (Mitchell et al., 2020).

Although the early stage of Alzheimer's disease can be challenging for employees, supportive policies to be achieved in early diagnosis and work can help employees to contribute to the labor force. The fact that employers offer flexible working models, psychosocial support programs and awareness trainings, taking into account the cognitive health of their employees, would contribute to the adoption of a more inclusive approach at work.

EARLY DIAGNOSIS and AWARENESS at WORK

Early diagnosis of Alzheimer's disease is a critical issue in terms of both the individual welfare of the employees and the maintenance of the efficiency in the workplace. Early diagnosis at work can enable employees to continue their business life for a longer period of time (Alzheimer's Association, 2023). Managers and Human Resources (HR) experts can take an important role in protecting the cognitive health of employees by developing support mechanisms such as awareness programs and health screening.

In the early stage of Alzheimer's disease, the symptoms and behavioral changes that can usually be observed are as follows:

- **Forgetfulness and cognitive problems:** The employee can often forget his appointments and delivery dates, put

documents in the wrong places or ask the same questions again.

- Difficulty focusing: Delays may be experienced in completing tasks, the employee may not be able to concentrate on a job for a long time or may find it difficult to manage more than one task.
- Delay in decision -making processes: Even in simple tasks, difficulty in making the right decision, decreasing the ability to analyze and having difficulty in adapting to new situations.
- Difficulty in communicating with colleagues: There may be deterioration in language skills such as missing the subject often during meetings, difficulty in completing sentences or repeating the same conversations.
- Behavioral Changes: The employee may move away from his previous social and collaborative attitude, become more angry, anxious or withdrawn.
- Disruptions in Business Processes: It may be difficult to organize routine and time management skills may weaken.

In order to recognize these symptoms and to support the early diagnosis process, managers and HR experts need to be aware of (Johnson & Stokes, 2021).

Various training and support programs can be created for managers and HR experts to increase Alzheimer's awareness at work. The aim of these programs is to provide information about early diagnosis and to develop appropriate strategies to support employees.

The main components of awareness programs are:

- Cognitive Health Training: Creating awareness about the basic information about Alzheimer's and other cognitive disorders, early symptoms and changes that can be observed in employees.
- Special trainings for managers: Teaching leaders how to evaluate the decreases in the performance of their employees and how they can support them.
- Guides for HR experts: Developing procedures on how to create a road map for employees with Alzheimer's disease at work.
- Communication Strategies: Trainings explaining how employees and HR experts can communicate with them in an empathic and supportive way when they experience difficulties due to Alzheimer's.
- Flexibility Applications at work: Studies on flexible working hours, workload arrangements and stress management techniques to support employees' cognitive health techniques (Mitchell et al., 2020).

Awareness programs help to create a more supportive environment in the workplace by ensuring that both managers and employees have information about Alzheimer's.

Another important element that contributes to the early diagnosis of Alzheimer's at work is regular health screenings.

Scanning programs and support mechanisms that will help employees protect their cognitive health can be applied as follows:

- Companies offer regular cognitive health screenings to their employees (for example, memory tests, attention and focus tests),
- Encouraging cognitive evaluation tests within the scope of health insurance,

Providing self -assessment surveys for employees to monitor their cognitive health.

- Consultancy Services: Providing guidance on cognitive health through psychologists or health consultants at work,
- Regulations in the working environment: Providing a less stressful working environment for the early employees of Alzheimer (for example, regular work calendar -free working areas, regular work schedule)
- Flexible working hours: In order to support the cognitive health of employees, organizing business hours or offering home working options from home,
- Workload Management: The division of tasks into shorter and shorter departments, supporting priority,
- Social Support Groups: To create support groups for employees in the early stage of Alzheimer's disease and allow them to share similar experiences (Koepell et al., 2020).

Such health screening and support mechanisms can contribute to both employees' protection of cognitive health and maintaining their productivity at work.

Early diagnosis of Alzheimer's disease in the workplace is of great importance in terms of enabling employees to actively participate in their business life longer. The fact that managers and HR experts are aware of this issue, recognize early symptoms and create supportive policies can improve the experience of employees in their workplace. Mechanisms such as regular health screenings, awareness trainings and flexible working arrangements can help employees to contribute to the workforce longer by supporting both their cognitive health and business performances.

PERFORMANCE MANAGEMENT and ADAPTED WORKING MODELS

Employees who are in the early stage of Alzheimer's disease may continue to contribute to their business even if they experience slight deterioration in their cognitive functions. However, in this process, performance management systems and working models should be arranged to adapt to the cognitive abilities of employees. Adaptable working models can extend the labor force periods and increase their job satisfaction (Bucks & Ashworth, 2020).

Organizing business processes for employees who are in the early stage of Alzheimer's disease may enable them to continue to work in tasks in accordance with their skills. These arrangements aim to lighten the workload and to optimize business processes according to the abilities of employees.

- Visual tips, written instructions and reminder systems can be used considering that employees may need more reminders.
- Routine business processes are determined to standardize the tasks and to divide complex jobs into smaller parts.
- It can be provided for a longer time to complete the works and support employees to follow their duties step by step (Mitchell et al., 2020).
- Quietest working areas should be created that reduce noise and attention distributing elements.
- Working areas should be arranged in such a way that the employees can easily access and a system to ensure that they are connected to certain routines.
- Colleagues and managers should be informed about how to communicate effectively with employees with signs of cognitive regression.
- Work rotations can be planned to allow employees to use their strong sides.
- Transition to tasks requiring less cognitive loads from compelling tasks (eg routine procedures instead of analysis requiring tasks).
- Digital tools and reminder systems can be commissioned to support technical skills.

Through these regulations, employees in the early stage of Alzheimer's disease may remain productive for longer at work and continue to feel valuable (Johnson & Stokes, 2021).

Flexible working hours and task adaptations can help employees experiencing cognitive decline to perform better at work. These models allow employees to regulate business processes in accordance with the energy levels and cognitive capacity of the employees during the day.

Gradual working hours: If employees are more efficient in the morning, they may allow them to start working early or on the contrary, on the contrary.

Part-time work: Employees can protect their current capabilities and less hours of work can be provided.

Remote Working Options: Employees can work from home to make them feel more comfortable

- It is recommended to avoid complex tasks and make tasks clearer and more simple.
- Reducing the double task load (eg, at the same time, both data input and analysis of operations instead of processing more single-oriented tasks).
- Mentally exhausting jobs are planned for the most productive hours of employees.
- Such flexible working models can help employees protect their cognitive health and increase their efficiency in the workplace (Koepell et al., 2020).
- Traditional performance evaluation systems for employees in the early stage of Alzheimer's disease can be stress creative and increase the feeling of inadequacy.

Therefore, performance evaluation systems must be made more inclusive and supportive.

Quality-oriented assessment instead of quantity: Evaluating employees' outcomes not only with numerical metrics, but with factors such as cooperation, creativity and process compliance.

Continuous feedback: One-to-one feedback sessions issued at short intervals instead of traditional annual performance assessments.

Development-oriented Approaches: Personalization of development plans by providing supportive guidance to employees.

Making expectations in accordance with the cognitive abilities of employees, reorganization of workloads.

- Determine individual performance targets adapted according to the abilities of employees.
- Increasing their performance with technological solutions that support employees' memory and cognitive abilities (eg reminder applications and task tracking systems).
- In an Alzheimer's friendly workplace, an evaluation culture should be created understanding and supporting the cognitive changes of employees.
- Self-assessment surveys should be prepared for employees to evaluate their own performance.
- Employees who experience cognitive decline in the workplace should be provided with participation in performance evaluation processes without increasing their stress and anxiety levels.

Thanks to these changes, employees in the early stage of Alzheimer's disease can maintain their productivity by working in a more supportive environment at work (Mitchell et al., 2020).

Organizing business processes for employees in the early stage of Alzheimer's disease, flexible working hours and task adaptations and supportive performance evaluation systems can create a sustainable inclusion and productivity environment at work. It is possible for employers to improve both employee welfare and business processes by developing policies that are sensitive to cognitive abilities of employees.

PSYCHOSOCIAL SUPPORT MECHANISMS

It is critical to ensure that psychosocial support mechanisms in the workplace for employees in the early stage of Alzheimer's disease are critical for them to maintain their participation in business life and to preserve their psychological good. Employees who experience cognitive decline may face situations such as memory loss, attention deficit and difficulty in decision-making processes. This may cause them to feel excluded or insufficient at work. However, with appropriate psychosocial support mechanisms, a supportive working environment can be provided for these employees (Gaugler et al., 2020).

Early employees in the Alzheimer's disease may need psychological support to deal with the effects of their diseases. Psychological support programs offered at work can help employees adapt to cognitive and emotional changes brought about by the disease.

➤ Workplace Support Programs (Employee Assistance Programs - EAPS):

Individual counseling services should be provided in order for employees to protect their cognitive health.

By providing professional psychological support to employees who are diagnosed with Alzheimer, their awareness of the disease should be increased and their emotional strength should be strengthened.

Memory -supporting cognitive therapies and awareness trainings should be organized.

➤ Group Therapies and Support Groups:

Special support groups can be created for employees who have cognitive decline at work.

Thanks to group therapies, employees can share their feelings and thoughts with people with similar experiences (Smith et al., 2021).

Employees should be helped to get emotional support in a low stressful and safe environment.

➤ Personalized Psychological Counseling:

Workplace psychologists can create personalized support plans with regular interviews with the employees in the early stage of Alzheimer.

Cognitive adaptation techniques can be used to facilitate employees to adapt to business processes.

Psychological support programs reduce their stress levels by making employees feel safe at work and make it easier for them to contribute to working life (Cheng & Brodaty, 2022).

In order to avoid exclusion of employees in the early stage of Alzheimer's disease, policies that encourage colleague support and social inclusion should be developed. These support mechanisms can help employees feel more comfortable and safe in the work environment.

➤ Awareness and Training Programs:

Seminars and workshops should be organized in order to raise awareness of colleagues about Alzheimer's.

It should be ensured that colleagues should be trained in how to support employees living cognitive decline (Kales et al., 2020).

➤ Social support groups at work:

Collecting support groups should be established and employees should be encouraged to get psychosocial support from their colleagues.

Activities should be organized to strengthen the social ties of employees in the work environment.

➤ Anti -Discrimination Policies:

Policies that prevent age and cognitive health -based discrimination in the workplace should be implemented.

Equality and inclusive human resources policies should be developed in order to prevent employees from being excluded because they experience cognitive decline (Robertson & Evans, 2021).

Applications that encourage such social inclusion allow employees to feel safer and actively participate in their business life.

Stress management is a critical factor for employees in the early stage of Alzheimer's disease. Since stress can accelerate cognitive regression, stress -reducing programs to be applied at work are of great importance.

➤ Workload Management and Balance of Life:

Business processes should be organized in order to prevent employees from being exposed to excessive workload.

By developing policies that support the balance of work-life, employees should be allowed to relax and spend their time outside of work (Rasmussen et al., 2021).

➤ MindFulness and Stress Reducing Programs:

MindFulness and Meditation Programs can help Alzheimer's early stages reduce stress levels.

Physical and mental relaxation techniques such as yoga, breathing exercises and stress management trainings should be encouraged at work.

➤ Physical activity and healthy living programs:

Sports and exercise programs can be organized to support the physical health of employees.

The consumption of foods that support cognitive functions with healthy nutrition programs can be encouraged.

Such applications may contribute to the ability of Early employees to work in the early stage of Alzheimer's cognitive and emotional prosperity to work efficiently for a longer time at work (Livingston et al., 2020).

Psychosocial support mechanisms are of great importance for facilitating the adaptation of employees in the early stage of Alzheimer's disease to business life and creating an inclusive culture at work. Employers can strengthen psychological support programs for employees, develop policies that encourage social inclusion and increase stress management practices and ensure the continuity of employees in business life. This approach will increase both employee welfare and corporate productivity.

LEGAL and ETHICAL DIMENSIONS

Early employees who are in the early stage of Alzheimer's disease may face various legal and ethical difficulties in business life. Employers have important responsibilities in protecting the rights of these employees, preventing discrimination and providing an ethical working environment in the workplace. Each individual's right to work is guaranteed by national and international legal regulations. Individuals in the early stage of Alzheimer's disease have this right and employers need to provide working conditions in accordance with their health status. Article 23 of the Universal Declaration of Human Rights (United Nations, 1948) and the International Labor Organization (ILO) conventions emphasize that everyone has the right to work and that discrimination should be prevented in working life. The Turkish Labor Law (Law No. 4857) considers the provision of working environments in accordance with the health status of the workers among the employer's obligations. Employers have the following obligations against their employees who are in the early stage of Alzheimer's disease:

- Prevention of disability or health -based discrimination: Employers may not dismiss employees with cognitive decline only due to their health status or should not expose discrimination in the work environment (ILO, 2021).
- Obligation to adapt to reasonable adaptation: Flexible working models for employers, employees with cognitive decline should make adaptations such as reorganization of employment tasks or the use of supportive technologies (Ada, 1990).
- Privacy of Health Data: Employers should keep the information about the health status of employees confidential and use only within the relevant legal framework (GDPR, 2018).
- Although the loss of cognitive function has become apparent in later stages of Alzheimer's disease, patients can generally perform their work in the early stage. However, it is important to protect Alzheimer's patients in the context of disabled rights.
- Within the scope of the Disabled Rights Law in Turkey, advanced stages of Alzheimer's disease can be included in the status of disability. However, in the early stage, patients are usually not included in this status.
- The US Law on the Disabled (Ada, 1990) and the European Union Disabled Rights Framework necessitates employers to offer appropriate working conditions to individuals in the early stage of Alzheimer.
- Employers should make arrangements such as task change, flexible working hours and memory -supporting tools for employees in the early stage of Alzheimer's disease.

Employees should access vocational rehabilitation and support programs. These legal regulations are critical to ensure that Alzheimer's patients can work without discrimination in business life. Individuals in the early stage of Alzheimer's disease may face stigmatization and discrimination at work. This may adversely affect their business performance and psychological goodness. The Turkish Labor Law and the International Labor Organization (ILO) Combating Discrimination (No. 111) prohibits health -based discrimination in the workplace. Company policies should contain open rules to ensure equal treatment for employees with Alzheimer's disease. Executives and employees should be raised about Alzheimer's. The use of the preventive language should be encouraged (eg "employee with a need for cognitive support" instead of "forgetful employees"). By developing an inclusive leadership approach, employees should be supported in cognitive health issues. Alzheimer's business policies should be implemented to provide a supportive workplace environment (Robertson & Evans, 2021). It is of great importance to protect the rights of employees who are in the early stage of Alzheimer's disease, to fulfill the legal obligations of employers and to implement discrimination preventive policies. Supporting policies for these employees will contribute to the creation of a more fair and inclusive environment both ethically and legally.

SUGGESTIONS to INCREASE ALZHEIMER AWARENESS at WORK

- It is of great importance to integrate the employees in the early stage of Alzheimer's disease into business life and to raise awareness in order to create a supportive environment in the workplace. The awareness of employees, managers and employers about Alzheimer's awareness can ensure that individuals with disease remain active in business for a longer period of time and work efficiently.
- Training programs about Alzheimer's disease help employees and managers to learn the symptoms, progress of the disease, and how to support the early stage. Such programs both raise awareness and contribute to the adoption of more inclusive and supportive policies at work.
- Information should be provided about the basic symptoms of Alzheimer's disease and the effects of these symptoms in the work environment.
- Workshops should be organized to improve empathy and communication skills.
- Guides should be prepared on how to support employees living cognitive decline.
- Early diagnosis and work adaptation methods should be informed. Managers should receive training on strategies that support the cognitive abilities of employees in the early stage of Alzheimer's disease.
- Workshops and seminars should be organized on the creation of a Alzheimer's culture at work.
- Fair and supportive approaches should be developed in performance evaluation processes.
- Psychosocial support services should be provided for family members of Alzheimer's patients.
- Information about care and support strategies for family members should be provided.
- Training programs should be updated regularly and contain interactive content (eg simulations and case studies) to ensure the awareness of employees.
- Employers and managers have a key role in increasing Alzheimer's awareness at work. In order to provide an inclusive working environment in the workplace and to support the productivity of Alzheimer's patients, they need to take these steps:
- They should support the fact that Alzheimer's early phase of the employees in the early stage of Alzheimer's work life by providing flexible working hours and task adaptations.
- They should update the performance management systems and prevent employees from falling into disadvantage due to cognitive decline.
- They should provide psychological support services and consultancy programs at work.
- They should create rehabilitation programs and individual support plans for employees in the early stage of Alzheimer.

- They should organize information days and activities for Alzheimer's awareness.
- By creating a Alzheimer's support network at work, they should encourage the awareness of employees.
- Corporate Social Responsibility (CSR) projects can strengthen the contribution of the business world to increasing Alzheimer's awareness and creating social awareness. Companies can support this process by developing projects for both their own employees and society.
- Incident with Alzheimer's associations, informative activities and seminars should be organized.
- Awareness campaigns through media and digital platforms should be initiated and a wide audience should be reached.
- Scientific studies on Alzheimer's disease should be sponsorship.
- Innovative projects that support cognitive health should be encouraged.
- Employees should be encouraged to participate in social responsibility projects for Alzheimer's patients.
- The awareness of the employees should be increased by establishing voluntary support groups at work.

As a result, to increase Alzheimer's awareness in the workplace not only support employees struggling with the disease, but also strengthens empathy, solidarity and social responsibility awareness in the workplace. As employers, managers and employees become aware of Alzheimer's conscious, more inclusive and sustainable work environments can be created both at the individual and institutional level. Creating Alzheimer's workplaces with corporate social responsibility projects, awareness campaigns and training programs will provide a great advantage in terms of both ethical and business performance.

CONCLUSION

The first stage of Alzheimer's disease refers to an important turning point that can affect the performance of individuals working at work. Early diagnosis is critical for the management of the disease and the maintenance of employees' efficiency in business life. At this stage, it is necessary to support employees better and to make appropriate arrangements in the workplace, for the long -term success of both individuals and organizations. Early diagnosis enables patients to start treatment early and cope with difficulties at work. In addition, interventions that improve the quality of life of individuals in the early stage of Alzheimer's disease increase the satisfaction and commitment of employees from work.

Supporting individuals with Alzheimer's disease is important not only in terms of health, but also in terms of organizational success. Strategies such as correct arrangements, appropriate task changes and flexible working hours at work may reduce the effects of the disease and optimize employees' performance.

Recommendations:

- Early Diagnosis and Awareness Increase: Employers and managers should receive training on early symptoms of Alzheimer's disease. Increasing awareness levels of employees' symptoms of disease can help to make early diagnosis. Trainings and seminars on this subject allow employees to learn more about the disease (Alzheimer's Association, 2021).
- Performance Management Strategies: Personalized performance management strategies should be applied for employees in the early stage of Alzheimer's disease. Regulations such as flexible working hours, reduction of workload or task changes can help employees to work more efficiently and comfortably. In addition, a patient and understanding approach should be adopted in performance evaluations (Gauthier et al., 2016).
- Creating supportive environment at work: Support groups or consultancy services should be provided for employees in the early stage of Alzheimer's disease. Such support mechanisms can strengthen the psychological and emotional goodness of employees. In addition, the development of empathy and understanding of understanding among colleagues can help employees feel safer (Bakker et al., 2017).
- Training and resources to managers: Managers should receive more training in managing the effects of Alzheimer's disease on the workplace. In these trainings, the symptoms of the disease should be focused on issues such as empathic communication techniques and appropriate performance management strategies (Bordes et al., 2020).
- Early intervention and referral to treatment: Early diagnosed at work should be directed with professional health services. This will allow the treatment process to start early and will help employees cope with the disease. Early intervention can slow down the progression of the disease and allow employees to survive for longer (Panza et al., 2020).

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