

Quality of Work Life and Intended Age of Retirement



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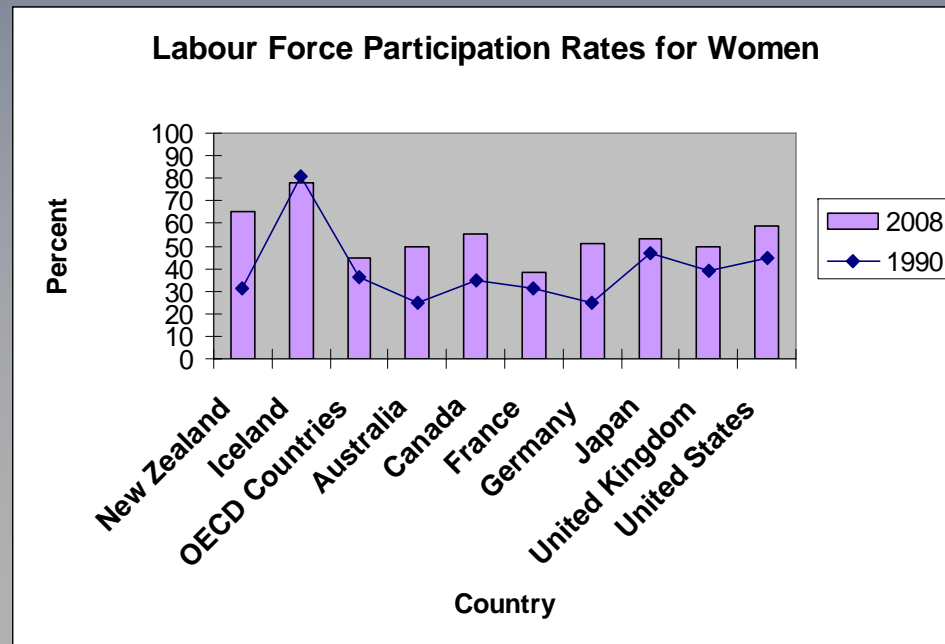
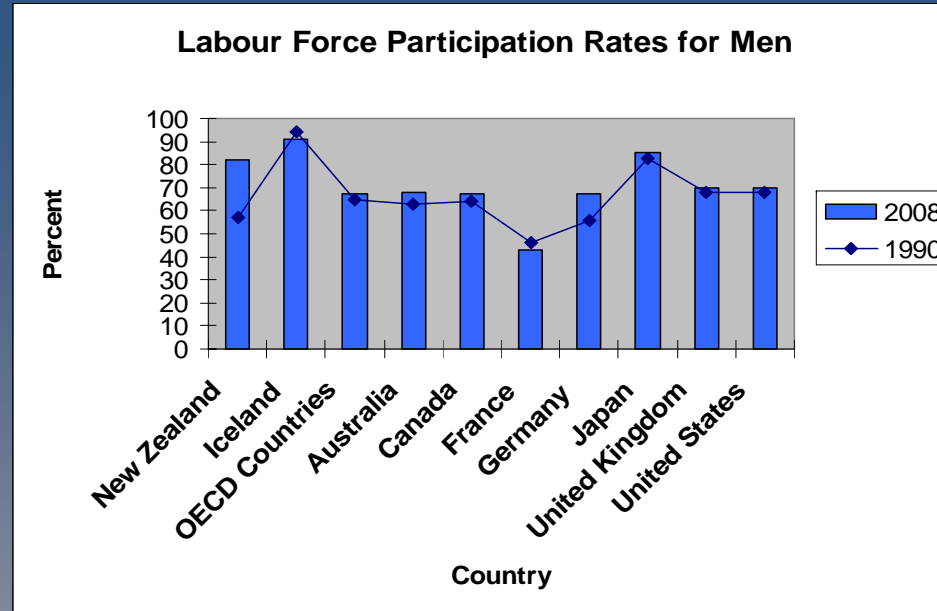


Health Research Council of New Zealand
Te Kaunihera Rangahau Hauora o Aotearoa

Presentation Outline

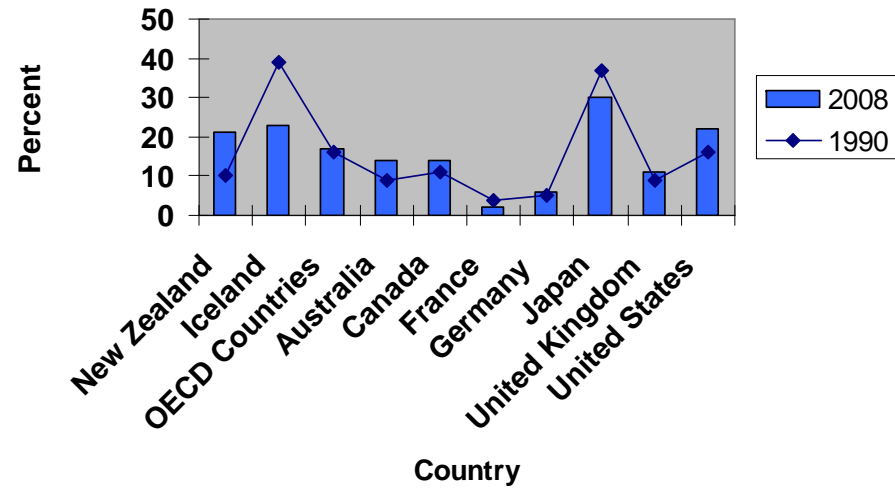
- Labour force participation rates for older workers
- Implications for LFP rate drop-off
- Determinants of early retirement
- HWR study – method
- Regression findings
- Conclusions and Future Work

55 to 64 Years

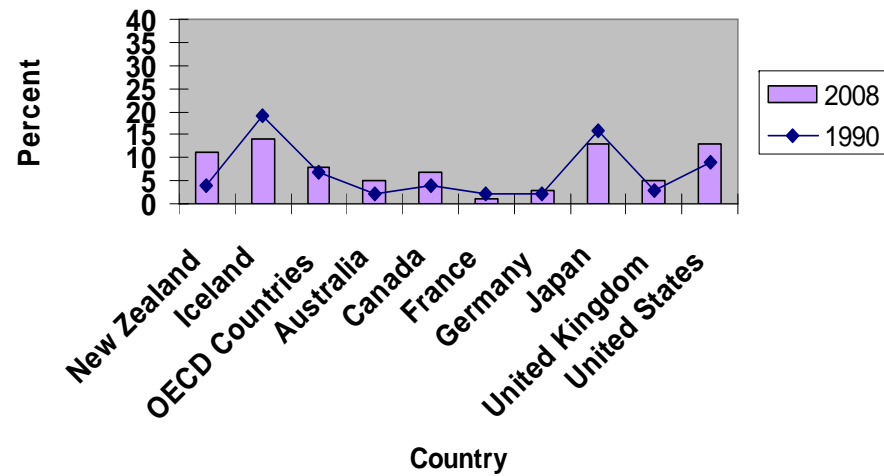


65 plus

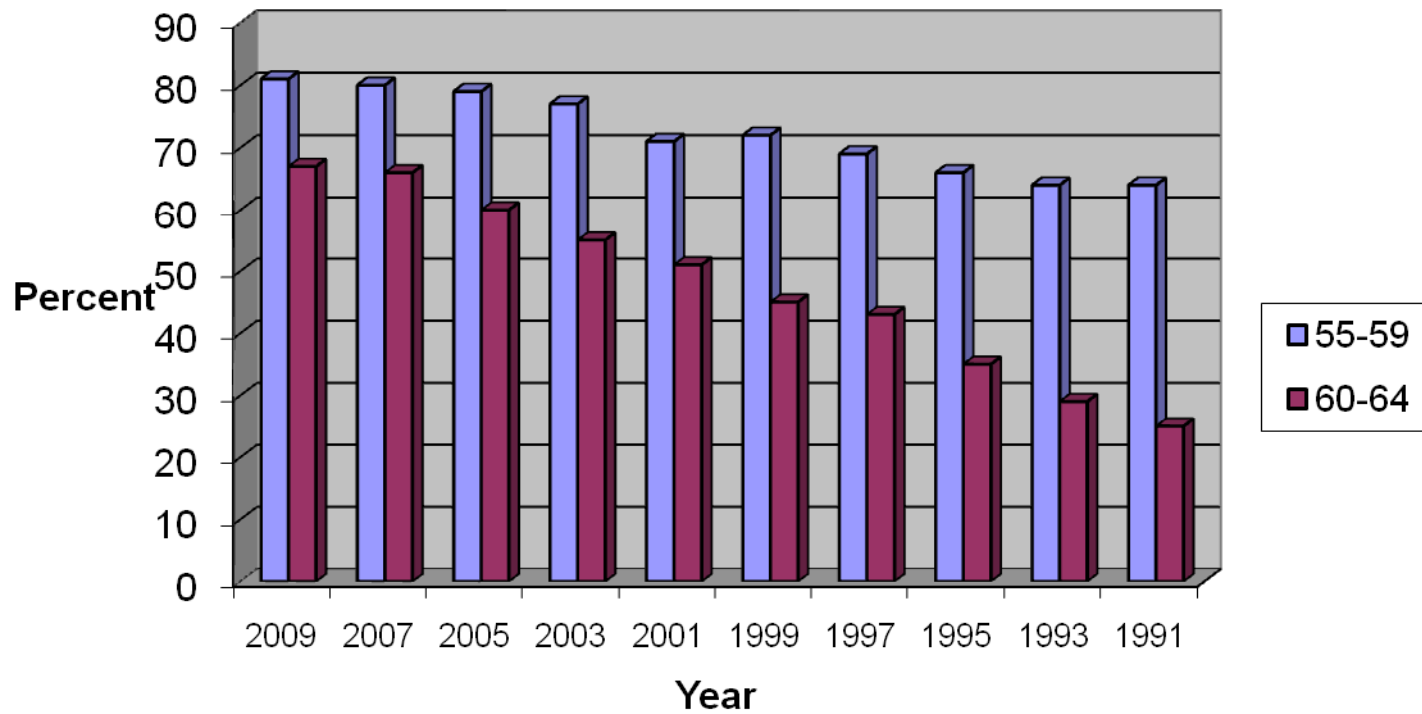
Labour Force Participation for Men



Labour Force Participation for Women



NZ Labour Force Participation Rate Drop Off



Macro implications of early workforce exit

- Unused capacity
- Reduced tax base
- Load on pension and fiscal systems

Determinants of Early Exit

- Health
 - Chronic illness, disability
- Wealth
 - Social policy
- Quality of Work Life
 - Demanding, stressful, unsatisfying

Push” “Pull” factors (Shultz et al., 1998)

- Macro level: labour market and social policy
 - Meso level: employers’ attitudes and policies
 - Micro level: workers’ health, wealth, quality of work life
-
- Job Demands as measure of quality of work life (e.g. Siegrist et al., 2006)
 - “Instrumental” vs “Terminal values” (Ryff & Baltes, 1976)
 - Intrinsic vs extrinsic rewards (e.g. Valentine et al., 1998)
 - Hygiene factors vs motivators (e.g. Lord, 2002)

Hypotheses

- Wealth will “pull” older workers toward earlier retirement.
- Poor health will “push” older workers toward earlier retirement.
- Poor quality of work life will “push” older workers toward retirement.
- Quality of work life will add to the explained variance in intended retirement age over and above health and wealth.

■ Health, Work & Retirement Study (HWR)

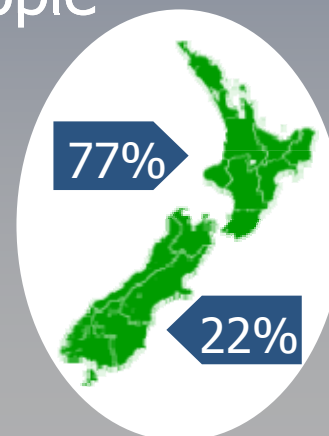
- Funded by NZ Health Research Council
- 3 years (from 2005 – 2008)
- Funded for 1st & 2nd waves of data collection

■ Research Collaboration

- School of Psychology, Massey University
- Research Centre for Māori Health & Development, Massey University
- NZ Institute for Research on Ageing, Victoria University

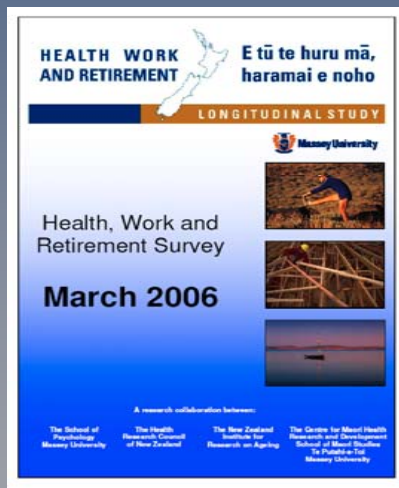
■ Phase 1 (2006)

- Postal survey of representative sample of NZers aged 54 and 70
- Randomly selected from NZ Electoral Roll (oversampling of Māori using the Māori descent indicator)
- Posted surveys to over 13,000 people
- 12,495 were able to respond
- N=6,662 (RR 53%)



Questionnaire

- The postal questionnaire included 7 sections:



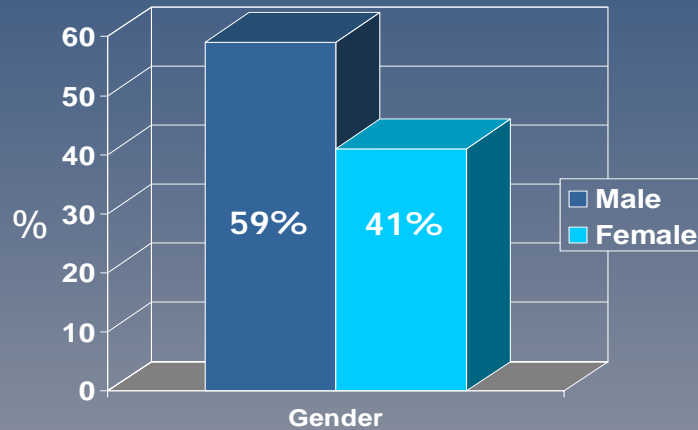
- Health and health service use
- Physical activity levels
- Social support
- Work status and satisfaction
- Retirement planning and perceptions
- Demographic information
- Māori cultural identity
- <http://hwr.massey.ac.nz>

Present Study

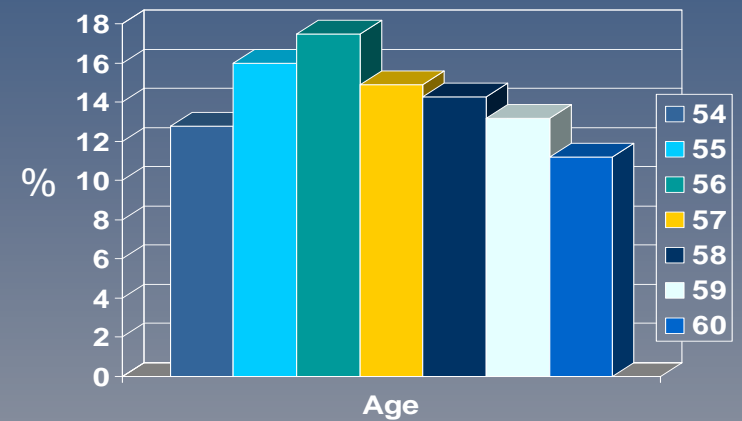
- Contribution of quality of work life to retirement intentions
- 2006 HWR data
 - 1,527 full-time workers
 - 54 to 60 years of age

Who are they?

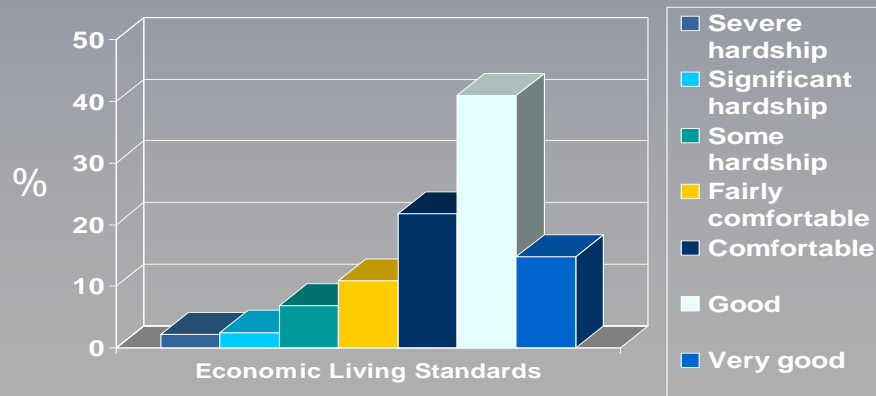
Gender



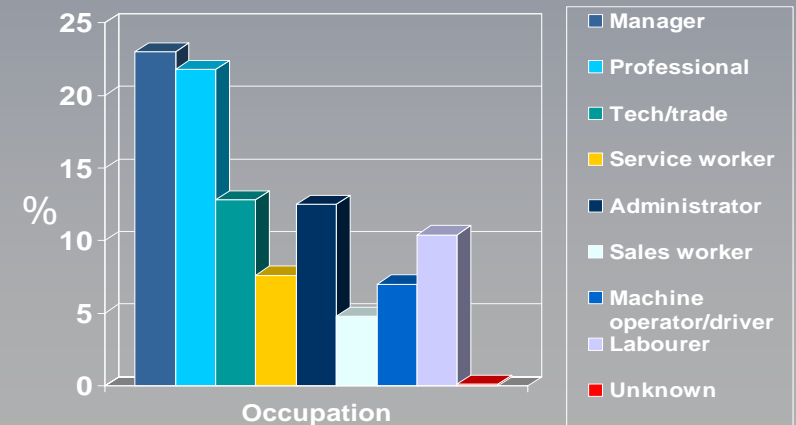
Age



SES



Occupation

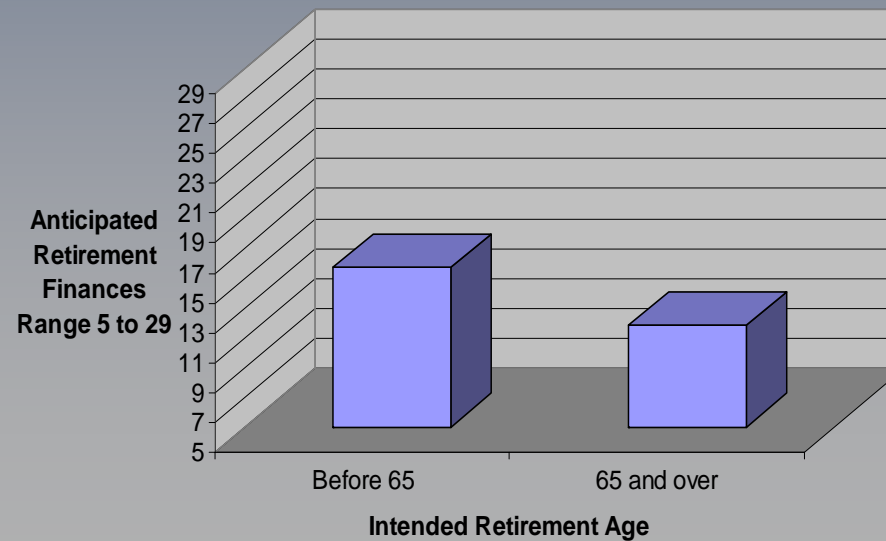
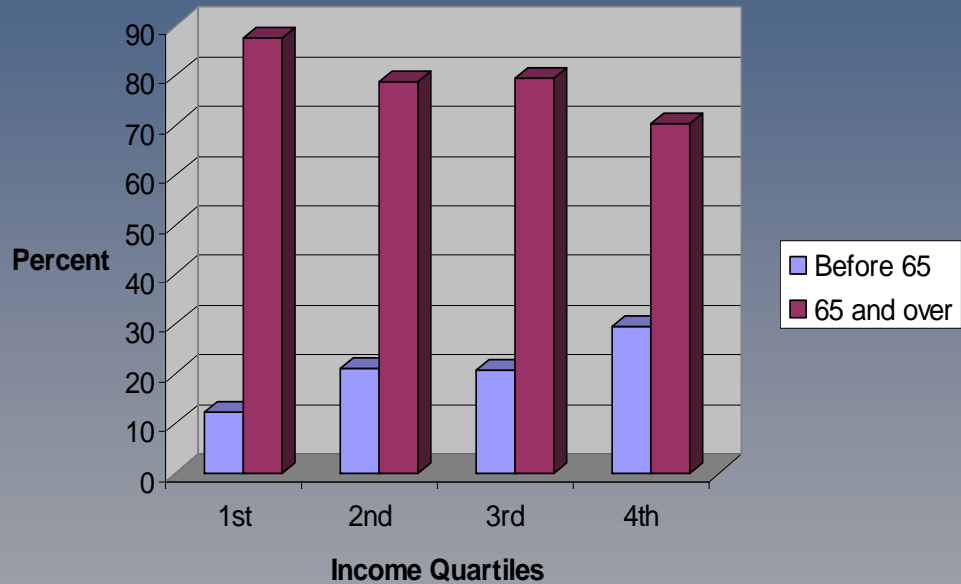


Measures

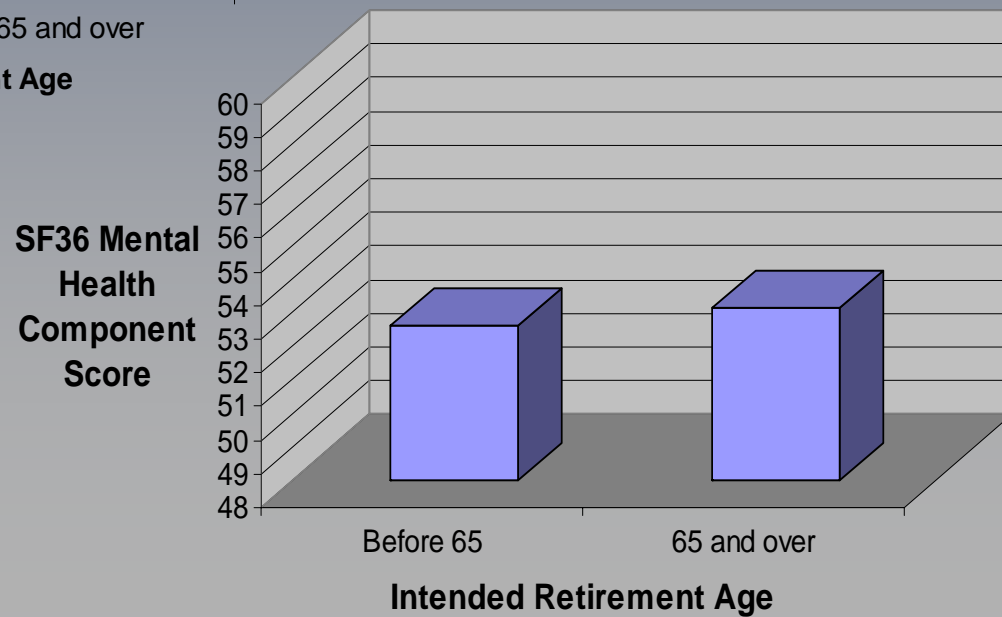
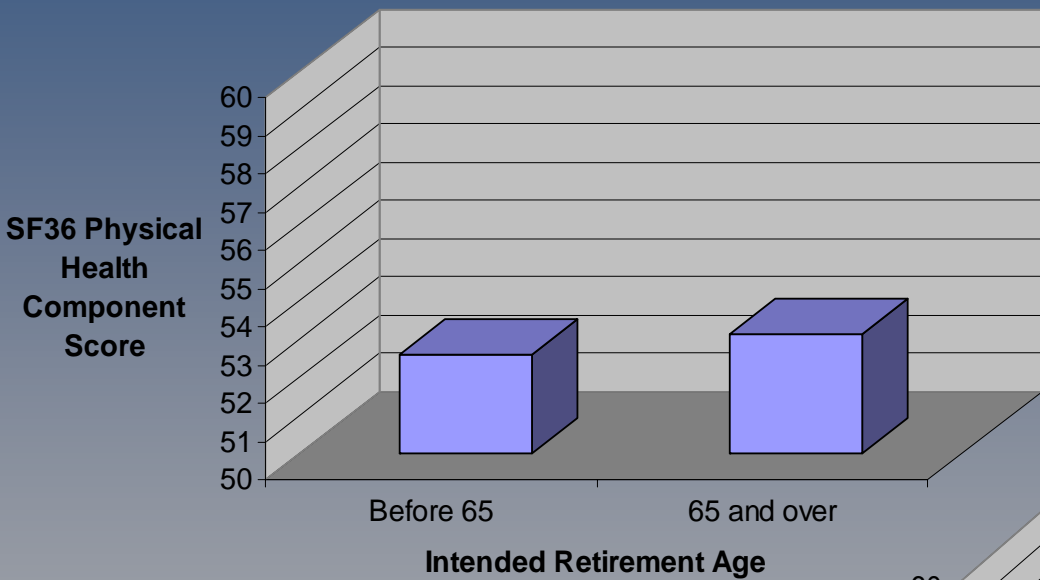
- Demographics
 - sex, age, education, occupation
- Wealth
 - Total personal income, anticipated finances in retirement
- Health
 - Sf36 Mental health and physical health component scores
 - Number of illness
- Quality of Work Life
 - Job stress
 - Job satisfaction
 - Plus
 - Social support at work
 - Leisure orientation
 - Career satisfaction
 - Career commitment
- Intended Retirement age (DV)

<http://hwr.massey.ac.nz>

Wealth and Intended Retirement Age

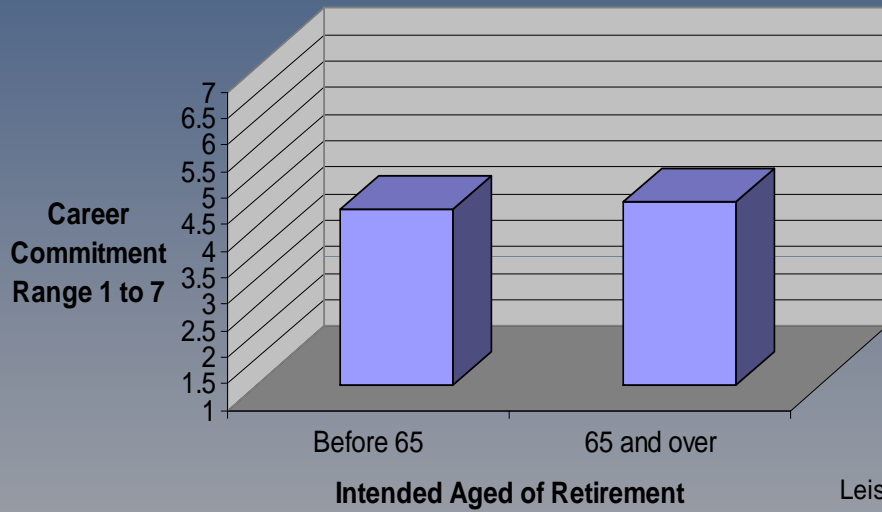


Health and Intended Retirement Age

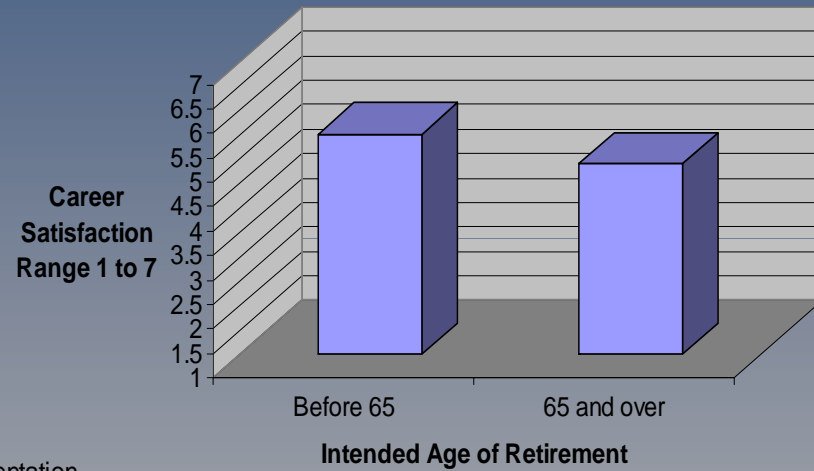


Quality of Work Life and Intended Retirement Age

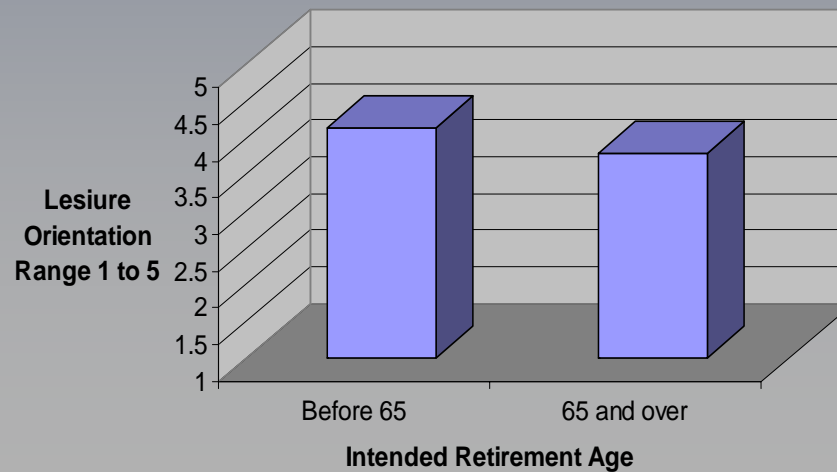
Career Commitment



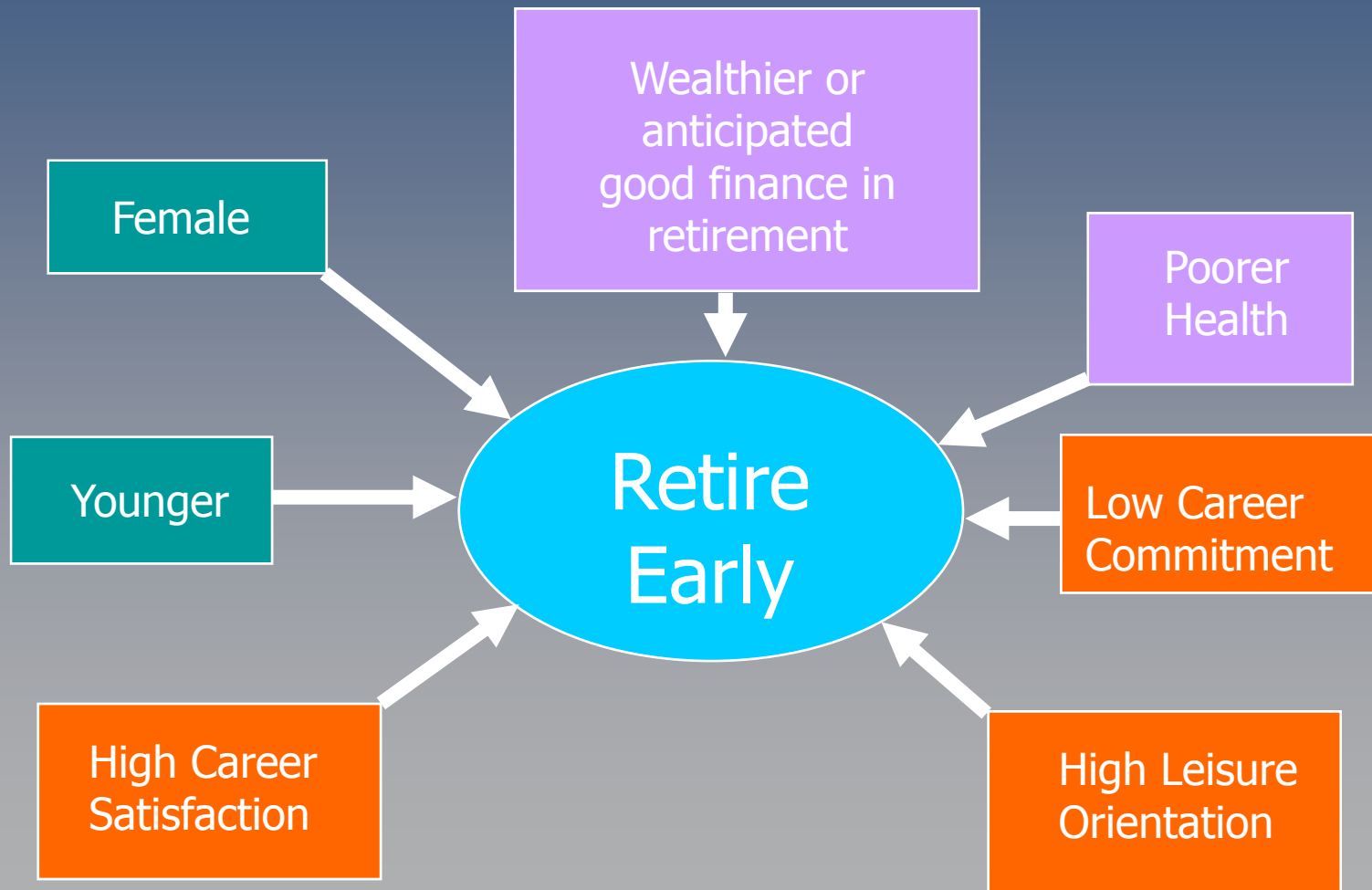
Career Satisfaction



Leisure Orientation



Determinants of Intended Retirement Age



Research is ongoing.....

- Participants reported intentions
 - Will follow-up on behaviour (2008 data and beyond)
 - Monitor changes in “push” and “pull” factors

New Zealand Longitudinal Study of Ageing (NZLSA)

- Research partnership with Family Centre Social Policy Research Unit
- Expanded sample (50 to 85 years)
- Additional measures



“You who have reached the pinnacle, remain as a guiding light to us all”

