



Domain: Motivation to work

Recommended Citation: Waginger, Ulrike (2015). "Domain: Motivation to work." It is the full report of the respective chapter in: Hasselhorn HM, Apt W (2015). *Understanding employment participation of older workers: Creating a knowledge base for future labour market challenges*. Research Report. Federal Ministry of Labour and Social Affairs (BMAS) and Federal Institute for Occupational Safety and Health (BAuA). BMAS/BAuA, Berlin, 120 pages. Online available at: <http://www.jp-demographic.eu/about/fast-track-projects/understanding-employment>

Introduction¹

There is growing scientific attention to motivational aspects of retirement planning and decision-making. Thus, factors like the intrinsic motivation to continue working, the general attitude towards work and retirement, and influence from the social environment that may affect retirement timing, have increasingly been taken into account during the last decade.

The relevance of psychological aspects for decisions about work and retirement was identified in the 1970s already, and various theories and concepts have been employed to explain the complex influences of an individual's motivation in the work context. Initially research often took a rather negative perspective, i.e. assessing the lack of job satisfaction or the loss of work motivation due to job strains or adverse work conditions as reason for an early exit from the labour force, rather than examining positive effects of high work motivation for extending professional careers.

Since then, research on work motivation was greatly advanced and factors contributing to the intrinsic motivation to work were identified as crucial for decision-making in the work-retirement transition. The review of the empirical and theoretical literature revealed a broad and conceptually heterogeneous area of research based on a variety of concepts and approaches to explore the link between motivational factors and retirement.

The importance of differentiating between factors influencing retirement preferences, retirement intentions, and the actual retirement behaviour has been pointed out in the literature, as due to the many factors influencing retirement timing in late work life, initial retirement plans may not have been successfully put into practice (Beehr 1986, Barnes-Farrell 2003, Phillipson and Smith 2005). As different factors may account for the actual retirement decision than were relevant for retirement intentions, these terms are not interchangeable and the need to systematically distinguish between older workers' retirement preferences, intentions and decisions is necessary (Beehr 1986, Barnes-Farrell 2003).

Feldman and Beehr (2011) distinguished three stages in the retirement decision-making process: a first phase, with the imagination of a possible future retirement (considerations and preferences), a second stage with assessment of the past and the planning of when to exit the labour force (retirement intention and planning), and a final third phase, representing the actual transition into retirement (decision and actual behaviour). Most promising and frequently applied theoretical concepts to understand this complex process have been assigned by Feldman and Beehr (2011) to

¹ The author of this report is Ulrike Waginger of the University of Vienna in Austria. She was national representative in the working group „Understanding employment participation of older workers“ appointed by the Joint Programming Initiative „More Years, Better Lives – The Potential and Challenges of Demographic Change“.



Domain: Motivation to work

the three stages according to the time-point they were most relevant and salient: in a first stage, theories assessing considerations of retirement were gathered and included image theory, continuity theory and social identity theory. The second phase comprised the intention to retire and encompassed employment stage theory, social-normative theories, disengagement theory, approach-avoidance motivation theory and person-environment fit theory. Finally, the third stage, comprising the actual retirement decision and effective transition into retirement, was scrutinised most frequently by economic theories and motivation theories.

Further concepts used to assess work motivation include process motivation, goal internalisation motivation, instrumental motivation, external self-concept motivation, and internal self-concept motivation (Ryan 2011). One widely applied theory to study motivation is the self-determination theory, distinguishing between two important constructs – the intrinsic motivation, considering the natural desire to learn and assimilate, driven by an interest or the enjoyment of the task itself, and the extrinsic motivation, referring to motivation stimulated by external rewards, desired consequences or the threat of punishment (Ryan and Deci 2000).

Since motivation to continue working in later life can be understood in many ways and to avoid overlapping with other domains, the focus was put on the older workers' view, and in particular on aspects contributing to the intrinsic motivation to work and their impact on older workers' intentions and decisions regarding labour market participation or withdrawal.

Methodology

Key references were revealed by a systematic literature review using the search machine, which was considered most appropriate, i.e. Web of Knowledge. After identifying key search terms, the search was performed and yielded 483 results, which were limited to publications of the last 10 years in English or German

A two-stage approach was chosen for further analyses: in a first stage, results were limited to reviews only. Thereby key references were identified and used for a further search of articles, i.e. screening references that had quoted these key publications or were cited by them. Articles found through this search were sifted by title and the most appropriate kept in the marked list. This first search yielded 69 results.

In a second stage, the search string was refined through relevant key words of the selected articles, and the search was also extended to primary studies. Thus, the search was limited to selected countries (European countries, Canada and the USA) and refined by relevant search areas. Titles were sifted and saved in Endnote Web, leading to a total of 206 articles. Abstracts of selected references were screened and 58 key references chosen. A final selection process took place during the reading of the articles, which further reduced their number to 28. Later, additional publications of interest, cited by the articles included or by the JPI National reports, were also added along with other publications that were suggested to the author.

Findings

Research on motivational aspects of older workers' decisions about labour force participation and retirement is very broad and conceptually heterogeneous. Theoretical and empirical findings were therefore grouped around three main points:



Domain: Motivation to work

- **Impact of intrinsic motivators for retirement decisions**
 - Relationship between motivation and age
 - Role of proximity of retirement and anticipated future
 - Impact of flexibility, choice and autonomy
 - Educational attainment and intrinsic motivation
- **Factors influencing older workers' attitudes and preferences**
 - Influence from the close social environment
 - Impact of social norms regarding retirement
 - Impact of views on older workers
- **Older workers' identities**
 - Self-Image and self-identity
 - Variety of the older workforce

In addition, literature was included when considered helpful for understanding motivational aspects of late careers, even if retirement was not specifically taken into account.

Impact of intrinsic motivators for retirement decisions

Intrinsic motivators to work, such as the meaningfulness of work, autonomy, and work enjoyment, were identified to play a key role for older workers' preferences regarding continued work or retirement. Moreover, evidence indicates that in later work life intrinsic factors may have an even greater influence on retirement decisions than extrinsic factors, like health and financial factors.

Findings from a qualitative study in the UK, for example, show the impact of the societal, organisational, household and individual-life-historical context on retirement behaviour by revealing that comparable adverse health conditions of older workers led to widely different choices on whether to continue work or retire (Brown and Vickerstaff 2011). These results were in line with findings from a representative Belgian online survey, indicating that motivational processes had a greater significance for retirement intentions than health impairment processes (Schreurs et al. 2011).

Evidence from large online surveys with participants from the EU and the US, showed that older workers were more motivated by intrinsically rewarding job features than by extrinsic ones (Inceoglu et al. 2012). A Danish study found that motivation to work at higher ages was often based on intrinsic motives, including perceptions like high job satisfaction, the feeling of professional pride and recognition, commitment and meaningful work, as well as a certain control over one's work and the opportunity for personal development at work (Daugaard and Lungsby Jensen 2007). Evidence from Norway revealed that among the main reasons to continue working after 62, was the perception that the job was still interesting and rewarding (Midtsundstad 2002, Midtsundstad 2003, Midtsundstad and Nielsen 2013).

Work motivation factors were also investigated in an Austrian study, showing that an increase of intrinsic motivators, such as appreciation at work, career opportunities, responsibility, work enjoyment, and identification with the company, as well as an improvement of extrinsic factors, such as income, working conditions and collaboration with colleagues, led to an increase in job satisfaction and work motivation and thereby raised the likelihood of working until statutory retirement age (Blumberger 2004).



Domain: Motivation to work

Relationship between motivation and age

Considering changes of work motivation in later life, Inceoglu (2012) identified a shift of people's motives from extrinsic to intrinsic ones, rather than as previously suggested a general decline of motivation with age. These findings were in line with earlier results, suggesting that rather than declining uniformly, the motivation of older workers evolved in a multidirectional, multilevel way, with gains in motivation for some types of tasks and loss for others (Stamov-Roßnagel and Hertel 2010).

Comparing older and younger employees, a Dutch study found that older workers appeared in greater need of an intrinsically challenging and fulfilling work to remain motivated, while career opportunities became less important to them (Boumans 2011). This was consistent with findings from a large meta-analysis of literature revealing a significant correlation between intrinsic motivators and age, whereas extrinsic factors were related negatively (Kooij et al. 2011).

As suggested in the National Report of the United Kingdom, these findings may, to a certain extent, represent "survivor effects", particularly for the oldest group of workers. Analysing UK survey data, McNair (2006) showed that positive attitudes towards work were declining among people in their early 50s, while they were again rising among people in their 60s. Findings suggested that those less motivated may have already dropped out of the labour market earlier, creating an older labour force composed of people with comparatively high levels of work motivation. Consistent with these findings, Smeaton et al. (2009) revealed in a further UK study that while workers aged 50-64 considered financial factors the strongest motivator to work, for those aged 65 and above, work enjoyment became the single most important motivator to continue working.

Role of proximity of retirement and anticipated future

Research on the pre-retirement period using data from a Dutch two-wave panel study, found that getting closer to the planned retirement affected work attitude and motivation negatively and resulted in older workers experiencing their work as more burdensome, thus indicating a disengagement process in the last two years prior to a planned retirement (Damman et al. 2013). A psychological disengagement was also suggested by Gaillard and Desmette (2008) to manifest in late work life for individuals, who felt that older workers received little recognition compared to younger colleagues in their respective organisation, while also lacking options for an early exit from the workforce. Interestingly, the authors emphasised that unless measures were taken to promote equal opportunities for all employees, while decreasing early retirement opportunities, there could be the risk that older employees attributed less importance to the work domain in their self-concept, whilst distancing themselves psychologically from work.

Research on subjective life expectancy, using data from a Dutch panel study, revealed a positive correlation between the envisioned life span and retirement intentions, but not with the actual retirement behaviour (van Solinge and Henkens 2009). Hence, people expecting to live longer intended to retire later, however, when looking at the actual retirement behaviour this correlation could not be proved, giving rise to the assumption that retirement plans could not be put into practice. A similar discrepancy was found between the intended retirement age and the actual time of exiting the labour market in an Austrian study on the transition from work to retirement (Statistik Austria 2013). Results indicated that people retired earlier than they had actually intended to. Additionally, retirement intentions were linked to educational attainment, with the more educated planning to retire later. These findings were in line with the observed differences of retirement intentions and the actual transition from work to retirement, which are most likely due to the various



Domain: Motivation to work

influences on retirement intentions and actual behaviour and the time that lies between the two (Feldman and Beehr 2011).

Impact of flexibility, choice and autonomy

Qualitative research in the UK found that as workers aged, they developed a strong desire to use any remaining healthy lifespan to fulfil non-work related aims and commitments, and thus wished to combine work with other activities and identities (Winkelmann-Gleed 2012). Similar findings were revealed in a study from Denmark, reporting that half of respondents would continue to work longer, if working time could be arranged more flexibly, with spending time with the family or having more time for leisure activities stated as two primary causes for seeking reduced working time (Daugaard and Lungsby Jensen 2007).

A representative Austrian study stressed the importance of providing older workers with objectively existing choices and autonomy at the work place (Eibel et al. 2009). These so-called resources people had included independence in planning work tasks and work speed, choice of methods and measures, potential of development, transparency of information, participation in operational decision-making, as well as giving and receiving social support. The more freedom older employees enjoyed, the more likely was their remaining at work until state pension age and beyond. Similar results were found in a Dutch study, showing that raised work autonomy, work variety and work challenge led to an improved intrinsic motivation of older employees (captured by a 4-item questionnaire including questions on job performance, job satisfaction and self-esteem) and an increased willingness to continue working (van den Berg 2011).

Educational attainment and intrinsic motivation

Research from Finland confirmed earlier findings that white-collar workers were more motivated to extend work life than blue-collar workers, with the experience of meaningfulness of work being among the main reasons stated to continue working after age 63 (Perkiö-Mäkelä 2012).

Evidence from Poland revealed that people with higher education considered financial motivators less important when approaching retirement, while intrinsic factors, such as social usefulness, the desire to be economically active for reasons of self-esteem, and the desire to improve knowledge and skills, became increasingly important for the continuation of work (Urbaniak 2013). A Norwegian study indicated that well-being at work was crucial for retirement decisions, however, well-being at work seemed to be considered differently according to the worker's level of education (Midtsundstad and Bogen 2011). While care workers and industrial workers enjoyed the social aspect of *being at work*, workers with higher education, including engineers and executive officers, enjoyed the *work itself (ibid)*.

Factors Influencing older workers' attitudes and preferences

According to social-normative theories, retirement decisions are affected by social influences, just like many other decisions in life. Hence, older employees take decisions about retirement influenced by their perceptions of prevailing norms from their social environment regarding the appropriate age of retirement (Feldman and Beehr 2011).

Influence from the close social environment

In their review of literature from the UK, Phillipson and Smith (2005) highlight the crucial role attitudes and experiences from family, friends and work colleagues, but also from the wider social network, play for older people's retirement decisions. Views of close friends seemed as particularly



Domain: Motivation to work

influencing and able to encourage people to retire or to continue working (Phillipson and Smith 2005).

The influence of life partners and close social environment in shaping retirement plans was also illustrated in a study on older employees of the Swedish health care sector (Nilsson et al. 2011), revealing that retirement decisions of life partners and close friends had an even stronger association with own retirement intentions than health or working conditions. Another study from Sweden found that personal retirement decisions were affected by retirement expectations and attitudes among the circle of acquaintances (Örestig 2013).

Consistent findings were also revealed in two Dutch studies, showing that together with other factors including health, affordability and age, a positive attitude of the partner about early retirement was predictive for an older worker's early exit of the workforce (de Wind et al. 2014, de Wind et al. 2015). The studies included follow-up questionnaires to determine actual retirement behaviour. A further study from the Netherlands revealed that older workers' retirement plans were strongly influenced by their partners' subjective norms about retirement, and those who felt pressure to retire early by their spouses were more likely to express early retirement intentions than those who did not (van Dam et al. 2009).

For further reading on household aspects please see the chapter on the *domestic domain*.

Impact of social norms regarding retirement

Social norms and values towards working in later life, as well as the cultural retirement patterns, were suggested to have a strong influence on retirement decisions of older workers. Based on data from the European Social Survey, Jansen (2013) examined the impact of social norms and values on retirement decisions quantitatively. Results showed a significant association between the prevailing attitudes on ideal retirement timing in a society and individual retirement behaviour. According to Jansen, on societal level labour market participation of older persons correlated with the country-specific "*transition-to-retirement-culture*"; and high rates of early retirement were found in countries with a "*comparatively exit-oriented transition-to-retirement-culture*" (Jansen 2013).

Evidence on the impact of social norms on retirement timing was also given in some national studies, notably those countries experiencing a relatively low labour participation of older workers exhibited a "culture of early retirement". Research from Belgium, for instance, indicated that social norms towards working in later life implied an "early exit culture", which largely affected retirement decisions, so that early retirement is considered as the retirement norm in Belgium (Desmette and Gaillard 2008). The reason accounting for this situation was proposed to be found in the very generous welfare system providing many options to exit the work force, but offering few measures to reintegrate older workers in the labour market. In Austria, two representative studies reported that the majority of participants aged 50 and over considered early retirement as a desirable option and intended to retire at the earliest possible time-point (Biffi 2006, Schober and Winter-Ebmer 2011).

The impact of social norms on retirement intentions was also considered in research from Canada, reporting that older workers' planned retirement age was the higher the longer they perceived their social environment thought they should work (Warren and Kelloway 2010). Similar perceptions were found in a Dutch study, showing that an older worker's intention to retire in the near future was



Domain: Motivation to work

strongly associated with the norms and expectations other people had about whether and when this person should retire (van Dam et al. 2009).

Social expectations regarding “normal” retirement age, i.e. when the transition from work to retirement should take place, have already been considered in earlier literature reflecting on the nature of norms, which is to “encourage behaviour consistent with normative behaviour patterns” (Barnes-Farrell 2003). Hence, social norms may exert pressure on older workers who are ahead or behind a socially expected retirement schedule.

Impact of views on older workers

Appreciation at work, but also negative stereotypes and prejudices related to age, were frequently suggested to affect older people’s willingness to remain employed. For example, older employees perceiving higher appreciation at work, as well as more opportunities to develop their skills and knowledge, were less likely to retire early (de Wind et al. 2014).

Apart from negative effects age-related stereotypes from employers and work colleagues may exert on older people’s work motivation and retirement preferences - with the potential risk of forming self-fulfilling prophecies (Buyens 2007; see the Human Resources Management and Interventions domain for further information), also positive stereotypes were found to be relevant for retirement intentions. According to a Belgian study, older workers were more motivated to develop and learn, as well as less willing to retire early, when confronted with positive stereotypes about older workers, whereas communicating negative information led to the opposite effect (Gaillard and Desmette 2010). The positive image attributed by the surrounding improved the self-image of older workers and thereby their perception of what they were able to accomplish.

A further aspect influencing retirement considerations was found in the age composition of the workplace, with possible impact on an older workers’ perception of the age-appropriateness of continued employment, as well as perceived “push-pressures” to provide “space” for younger workers (Barnes-Farnell 2003).

Older workers’ identities

Self-image and self-identity

Earlier research using image theory and continuity theory’s conceptualisation has shown that individuals have a strong desire to maintain a positive self-image and a consistent identity, and make choices accordingly. With regards to the retirement decision-making process, this means that older workers will choose the role - worker or retiree - that confirms their positive self-image and personal identity. If, for example, the acceptance of negative age-related stereotypes led to a declining self-image as worker, retirement may become more attractive and may help restore a positive self-image (Barnes-Farrell 2003).

Brougham and Walsh (2007) explored cognitive processes of older worker’s retirement decisions among US university staff. Findings revealed that the incompatibility of personal goals with work or retirement predicted older workers’ retirement intention. If continued work seemed in conflict with fulfilling important personal goals of family, freedom, flexibility, managing stress or entertainment, the decision to retire was more likely, and vice versa if retirement was seen incompatible with future goals, continued work was more likely to be chosen. A similar approach was taken in a second study, where a shift of expectations of goal fulfilment, rather than a change of goals, was presented in a different US university sample (Brougham and Walsh 2009). When the current job rather than



Domain: Motivation to work

retirement was expected to fulfil personal goals, the workplace was perceived positively and people intended to continue to work, whereas if retirement rather than the current job fulfilled these expectations (i.e. people experienced less meaning, growth and autonomy in their jobs), people were likely to plan retirement (*ibid*).

In a Belgian study on older workers' attitudes towards work and retirement, Gaillard and Desmette (2008) revealed that individuals, who perceived themselves as belonging to the "older worker group", were more in favour of early retirement than those who did not. Based on self-categorisation theory, cognitive identification with people who defined themselves as "older workers" was suggested to result in adopting stereotypic attitudes as well as behaviours attributed to older workers, like the intention to retire early (*ibid*).

Gender differences in the role work plays for an individual's personal and social identity have been taken into account in earlier studies, indicating that the work role is more central to the personal identity and self-image of men than of women (Barnes-Farrell 2003). This may reflect the different life courses and varying experiences that typify men's and women's lives, and possibly explain gender differences found in retirement status and timing. Women are more likely to adopt care obligations for children, grandchildren, and dependant family members both during their working life and in retirement, while men tend to take up the breadwinner's role. Moen et al. (2000) suggested that these different gender role expectations were important for seeing retirement as self-image affirming or threatening. Thus, men are more likely to delay retirement when family responsibilities increase, while women tend to choose early retirement in order to fulfil care responsibilities (Moen et al. 2000).

Variety of the older workforce

Research also emphasises the great heterogeneity of the older workforce. In her review of attitudinal influences on retirement decision-making, Barnes-Farrell (2003) argues "*retirement is a personal decision that has quite different ramifications for people from different generations, different gender role sets, different cultures, different family situations, and different socioeconomic contexts*" and considers the importance of individuals' differences in life experiences, personal values, and life goals for the retirement decision-making process.

In a review of findings from the UK, Flynn (2010) points to the large variety of older workers, whose personal work experiences shaped their attitudes about work and retirement, as well as their preferred time of exiting the labour force. Flynn stresses the importance of taking this diversity into account when considering possible policy measures to extend people's working lives.

Analysis of research

There is a growing attention in scientific research to motivational aspects of work-retirement transitions. In particular, the relevance of older workers' intrinsic motivation for retirement decision-making was identified and advanced only recently. In the last decade research has shifted to explore how positive motivational factors, notably the experience of an intrinsically rewarding work life, contribute to the willingness of older workers to extend work life until state pension age and beyond. Despite the importance of motivational factors for retirement decisions, which has been emphasised in many studies, the topic appears relatively under-researched in comparison to other domains.



Domain: Motivation to work

The review of the literature reveals a broad and conceptually diverse field of research largely building on earlier theories and approaches. The domain is strongly dominated by psychologists and few studies are available from sociologists, gerontologists and economists, with obvious implications on research focus and interpretation.

Many studies were based on researchers' own samples, often collected for the purpose of a particular study; and online surveys were repeatedly used for data collection. Most investigations employed a cross-sectional approach and only very few studies followed a longitudinal design or included a subsequent follow-up to identify actual early exits in the period under review (e.g. de Wind 2014, de Wind 2015). Thus, little evidence was found on whether results associated with retirement intentions also related to actual retirement behaviour.

More quantitative than qualitative studies were found, and some authors expressed the need for more studies applying mixed-method approaches to combine the strengths of both research designs. So far gender aspects were rarely taken into account in existing studies and a life course perspective was hardly considered.

Obviously the factors discussed in this report are closely related and often overlapping, and many articles deal with more than a single domain. In addition, motivation to continue working is certainly influenced by numerous factors so that inevitably most chapters of this report will have some impact on older workers' motivation to remain in the workforce until retirement age or even beyond.

Some evident overlaps exist with the following domains:

- With the *domestic domain*, in particular when considering influences of older workers' attitudes and preferences from the close social environment (partners, friends and work colleagues), as well as the possibility of combining work with other non-work related commitments (e.g. leisure activities, caring for grandchildren or a dependant person).
- The domain is closely linked to the domain *work factors*, as job satisfaction as well as working conditions will directly influence an individual's intrinsic motivation (e.g. through the effort-reward balance, social support at work).
- With the domain *HRM*, as appreciation at the work place as well as stereotypes about older workers were shown to influence retirement intentions. The possibility to work flexible or reduced hours may also contribute to the motivation to continue working.
- But also *legislative issues* and *labour market* factors may influence work motivation, as they may contribute to shaping societal norms and values, whereas the provision of appropriate policy measures, both on the organisational and the national level, may allow an older person's well-being at work (e.g. anti-age-discrimination legislation).

Consideration of the cross-national diversity

Among the countries included in this review, research is distributed quite unevenly, with the largest body of research originating from Western European countries like the United Kingdom, the Netherlands and Belgium. Some studies have been carried out in Scandinavian countries, notably Denmark and Norway, and very limited evidence is available from other countries. Very few studies applied a cross-country comparative perspective. This imbalance of geographical coverage may possibly result from the uneven distribution of investigators that have advanced research in this



Domain: Motivation to work

domain, as well as the varying availability of appropriate secondary data sets of a respective country (e.g. if own data collection was not feasible).

Findings on the impact of motivational factors on retirement decision-making were largely consistent across the countries included in this review. However, there appears great cross-national variation in terms of social norms and values regarding early retirement. Studies assume that “cultural retirement patterns” exist, with some countries exhibiting a comparatively “exit-oriented transition-to-retirement-culture” (Jansen 2013). Such diverging social norms across countries may also be the result of differences in welfare regimes and social policy.

Research Conclusions

Motivational factors underlying the decision to continue working or retire are an emerging area of research and as such fairly under-researched in many European countries. Quantitative research methods are predominantly applied, but some qualitative studies also exist. Most studies follow a cross-sectional approach, and few studies are available using longitudinal data.

- The studies under review revealed that the motivation to work at higher ages is often based on intrinsic motives. Moreover, the findings indicate a shift of people’s motives rather than a general decline of work motivation with age. Older workers appear to be more motivated by intrinsically rewarding job features than by extrinsic ones like financial rewards. They also seem to have a greater need for a challenging and fulfilling work environment to remain motivated compared to younger workers.
- The experience of meaningful work, the enjoyment of work, the perception of a certain level of autonomy and objectively existing choices, as well as social support and appreciation at work have been shown to be among the main intrinsic motivators for older workers to continue working until state pension age and beyond.
- Attitudes from the close social environment, in particular from partners and close friends, have also been identified as an important determinant for retirement planning of older workers.
- The impact of social norms and values on retirement timing has been explored and a correlation of high early drop out of older workers was revealed in countries with a rather “exit-oriented retirement culture”.
- The available research highlights that understanding the effect of motivational factors on retirement behaviour also requires the consideration of extrinsic conditions, notably the health status and financial factors related to retirement decisions of older workers.

Research Needs

- More longitudinal studies are needed to determine whether the stated retirement intentions match actual retirement behaviour at a later time and whether the factors that older workers initially cite as being decisive for their retirement planning remain important throughout the actual retirement decision-making process.
- Both quantitative and qualitative studies were applied to investigate the domain, however a strong predominance of quantitative methods was found. Research would benefit from more qualitative and mixed-method studies.
- Gender differences regarding the motivational aspects of retirement planning and decision-making have hardly been taken into account so far. Considering the great differences frequently



Domain: Motivation to work

seen in the life courses of women and men, such as women's earning gaps due to childcare, but also care obligations for grandchildren and dependant family members in later life, gender differences in retirement decisions can be expected. Future research should include this demographic category of analysis to close this prevailing research gap.

- More research is also necessary to improve the understanding of the image of older workers (and older persons in general) in society. Until now, existing research focused on the perceptions and stereotypes of employers, however, the views of work colleagues, peers, and older persons themselves, as well as the image of older workers in the media, may be as influential in the motive structure to continue working or retire.
- The domain is largely driven by researchers from the United Kingdom, the Netherlands, Belgium, and the Scandinavian countries, while there is limited evidence across all other JPI countries. Besides these regional gaps, there is a need for comprehensive cross-country comparisons.
- Research on the impact of motivational aspects on employment and retirement behaviour has been advanced fairly recently. Thus, only a limited number of studies are available so far, in particular when considering up-to-date results from the EU. In view of the importance attributed to the topic, increased efforts to expand the current state of research are highly recommended.



Domain: Motivation to work

References

1. Barnes-Farrell, J. 2003. "Beyond Wealth and Health: Attitudinal and Other Influences on Retirement Decision-Making." Pp. 159-87 in Retirement: Reasons, Processes and Results edited by G. Adams and T. Beehr. New York, Springer.
2. Biffel, Gudrun. 2006. Age-Management – A Coping Strategy for Employers (The Case of the Automotive Industrie). Working papers. Österreichisches Institut für Wirtschaftsforschung, 274. Wien.
3. Blumberger, Walter; Sepp, Renate; Affenzeller, Sabine. 2004. „ARBEIT - ALTER - ANERKENNUNG“. Arbeiterkammer Oberösterreich & Land Oberösterreich.
4. Boumans, N.P.G., de Jong, A.H.J. & Janssen, S.M. 2011. AGE-DIFFERENCES IN WORK MOTIVATION AND JOB SATISFACTION. THE INFLUENCE OF AGE ON THE RELATIONSHIPS BETWEEN WORK CHARACTERISTICS AND WORKERS' OUTCOMES. International Journal of Aging & Human Development, 73(4):331-350.
5. Brougham, R.R. & Walsh, D.A. 2009. EARLY AND LATE RETIREMENT EXITS. International Journal of Aging & Human Development, 69(4):267-286.
6. Brougham, R.R. & Walsh, D.A. 2007. IMAGE THEORY, GOAL INCOMPATIBILITY, AND RETIREMENT INTENT. International Journal of Aging & Human Development, 65(3):203-229.
7. Brown, P. & Vickerstaff, S. 2011. Health Subjectivities and Labor Market Participation: Pessimism and Older Workers' Attitudes and Narratives Around Retirement in the United Kingdom. Research on Aging, 33(5):529-550.
8. Buyens, D., van Dijk, H., Dewilde, T., De Vos, A. 2009. The aging workforce: perceptions of career ending. Journal of Managerial Psychology, Vol. 24 Iss 2 pp. 102 - 117
9. Damman, M., Henkens, K. & Kalmijn, M. 2013. Late-Career Work Disengagement: The Role of Proximity to Retirement and Career Experiences. Journals of Gerontology Series B- Psychological Sciences and Social Sciences, 68(3):455-463.
10. Daugaard J & Lundsby Jensen M. Flexibel tilbagetrækning fra arbejdsmarkedet. Ældresagen 2007
11. De Wind, A., Geuskens, G.A., Ybema, J.F., Blatter, B.M., Burdorf, A., Bongers, P.M. & van der Beek, A.J. 2014. Health, job characteristics, skills, and social and financial factors in relation to early retirement - results from a longitudinal study in the Netherlands. Scandinavian Journal of Work Environment & Health, 40(2):186-194.
12. De Wind, A., Geuskens, G.A., Ybema, J.F., Bongers, P.M., van der Beek, A.J. xxxx. The role of ability, motivation, and opportunity to work in the transition from work to early retirement – testing and optimizing the early retirement model. Scandinavian Journal of Work Environment & Health. 2015;41(1).
13. Eibel, Kerstin; Iwanowa, Anna; Jiménez, Paulino; Kallus, Wolfgang; Korunka, Christian; Kubicek, Bettina. 2009. Die Qualität des Arbeitslebens von älteren ArbeitnehmerInnen. Bundesarbeiterkammer.



Domain: Motivation to work

14. Feldman, D.C. and Beehr, T.A. 2011. A Three-Phase Model of Retirement Decision Making. *American Psychologist*, 66(3):193-203.
15. Flynn, M. 2010. Who would delay retirement? Typologies of older workers. *Personnel Review*, 39(3):308-324.
16. Gaillard, M. & Desmette, D. 2008. Intergroup predictors of older workers' attitudes towards work and early exit. *European Journal of Work and Organizational Psychology*, 17(4):450-481.
17. Gaillard, M. & Desmette, D. 2010. (In)validating Stereotypes About Older Workers Influences Their Intentions to Retire Early and to Learn and Develop. *Basic and Applied Social Psychology*, 32(1):86-98.
18. Inceoglu, I., Segers, J. & Bartram, D. 2012. Age-related differences in work motivation. *Journal of Occupational and Organizational Psychology*, 85(2):300-329.
19. Inceoglu I, Segers J, Bartram D, Vloeberghs D. 2009. Age differences in work motivation in a sample from five Northern European countries. *Zeitschrift für Personalpsychologie*, 8 (2), pp. 59-70.
20. Jansen, A. 2013. Cultural retirement patterns: The impact of societal norms and values on the labor market participation of older people in Europe. *Kolner Zeitschrift Fur Soziologie Und Sozialpsychologie*, 65(2):223-251.
21. Kooij, D.T.A.M., De Lange, A.H., Jansen, P.G.W., Kanfer, R. & Dikkers, J.S.E. 2011. Age and work-related motives: Results of a meta-analysis. *Journal of Organizational Behavior*, 32(2):197-225.
22. McNair, S. (2006), 'How different is the older labour market? Attitudes to work and retirement among older people in Britain', *Social Policy and Society*, 5(04), 485-494.
23. Midtsundstad, T. 2002. AFP-pensjonisten: sliten–eller frisk og arbeidsfør? En analyse av tidlig pensjonering og bruk av AFP i privat sektor. . Fafo-rapport 385. Oslo, Forskningsstiftelsen Fafo.
24. Midtsundstad, T. 2003. "Yrke bestemmer avgangen: En beskrivelse av tidlig pensjonering blant statsansatte." *Søkelys på arbeidsmarkedet*(1): 101-112.
25. Midtsundstad, T. and H. Bogen 2011. "Seniorpolitikk – behov for justering? Analyse av praksis i seks foregangskommuner." *Søkelys på arbeidslivet* 28(nr. 1-2): 89-106.
26. Midtsundstad, T. and R. A. Nielsen 2013. Arbeid, pensjon eller begge deler? . Fafo-rapport 2013:12. Oslo, Fafo.
27. Moen, P., Fields, V., Quick, H., & Hofmeister, H. 2000. A life-course approach to retirement and social integration. In K. Pillemer, P. Moen, E. Wethington, & N. Glasgow (Eds.), *Social integration in the second half of life* (pp. 75-107).
28. Nilsson, K., Hydbom, A.R. & Rylander, L. 2011. Factors influencing the decision to extend working life or retire. *Scandinavian Journal of Work Environment & Health*, 37(6):473-480.
29. Örestig, J. 2013. The long and winding road: A life course approach to retirement behaviour. PhD thesis in sociology. Umeå University.



Domain: Motivation to work

30. Perkiö-Mäkelä M, Kauppinen T, Eds. (2012). Työ, terveys ja työssä jatkamisajatukset. Työ ja ihminen, Tutkimusraportti; 41. Helsinki, Työterveyslaitos.
31. Phillipson, C. and Smith, A. 2005. Extending working life: A review of the research literature, Department for Work and Pensions research Report No.299, Leeds: DWP.
32. Ryan, J.C. 2011. Development of a measure of work motivation for a meta-theory of motivation. *Psychological Reports*. 108(3):743-55.
33. Ryan, R.M. and Deci, E.L. 2000. Intrinsic and Extrinsic Motivations: Classic Definitions and New Directions. *Contemporary Educational Psychology*, 25, 54–67 (2000)
34. Schober, T., Winter-Ebmer, R. 2011. Ältere Arbeitnehmer, gesundheitliche Einschränkungen und Übergänge in den Ruhestand; JKU; Linz.
35. Schreurs, B., Cuyper, N.D., Emmerik, I.J.H., Notelaers, G. & Witte, H.d. 2011. Job demands and resources and their associations with early retirement intentions through recovery need and work enjoyment. *SA Journal of Industrial Psychology*, 37(2):63-73.
36. Smeaton, D., Ray, K. and Knight, G. (2014), Costs and benefits to business of adopting work life balance working practices: A literature review. London: Department for Business, Innovation and Skills.
37. Stamov-Roßnagel, C., Hertel, G. 2010. Older workers' motivation: against the myth of general decline. *Management Decision*, Vol. 48 Iss 6 pp. 894 – 906.
38. Statistik Austria. 2013. Erwerbstätigkeit von Menschen mit gesundheitlichen Beeinträchtigungen. Modul der Arbeitskräfteerhebung 2011; Wien.
39. Urbaniak, B. 2013. Basic characteristics of elderly workers (45/50+) employment Podstawowe charakterystyki zatrudnienia kobiet i mężczyzn w wieku 45/50+ [w]: red. E. Kryńska, J. Krzyszkowski, B. Urbaniak, J. Wiktorowicz, Diagnostyka obecnej sytuacji kobiet i mężczyzn 50+ na rynku pracy w Polsce. Raport końcowy, s. 109-166. Łódź.
40. van Dam, K., van der Vorst, J. D. M., & Heijden, B. I. J. M. 2009. Employees' intentions to retire early. A case of planned behavior and anticipated work conditions. *Journal of Career Development*, 35, 265–289.
41. van den Berg, P.T. 2011. CHARACTERISTICS OF THE WORK ENVIRONMENT RELATED TO OLDER EMPLOYEES' WILLINGNESS TO CONTINUE WORKING: INTRINSIC MOTIVATION AS A MEDIATOR. *Psychological Reports*, 109(1):174-186.
42. van Solinge, H. and K. Henkens. 2010. "Living Longer, Working Longer? The Impact of Subjective Life Expectancy on Retirement Intentions and Behaviour." *European Journal of Public Health* 20(1):47-51.
43. Warren, A. M., and Kelloway, E. K. 2010. Retirement decisions in the context of the abolishment of mandatory retirement. *International Journal of Manpower*, 31(3), 286-305.



Domain: Motivation to work

44. Winkelmann-Gleed, A. 2012. Retirement or committed to work? Conceptualising prolonged labour market participation through organisational commitment. *Employee Relations*, 34(1):80-90.