

MEASURING „MOTIVATION TO WORK“ IN OCCUPATIONAL STUDIES

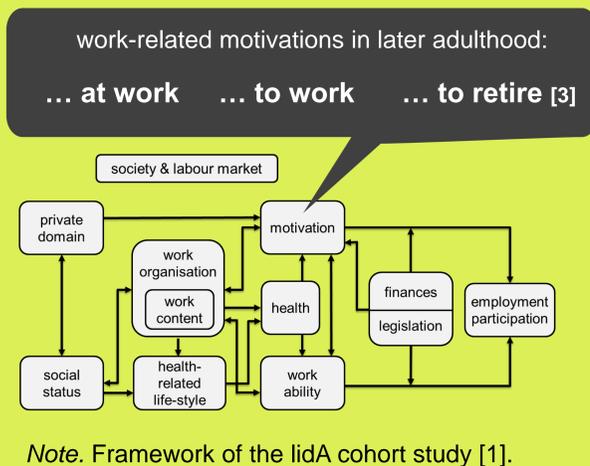
BACKGROUND

In the context of demographic change, **motivation to work** seems crucial for employment participation of older workers [1, 2]. But in large, interdisciplinary cohort studies we find

- different constructs used as interchangeable and
- dominant use of single items with (only?) face validity.

Open questions:

- How can we differentiate motivation to work from similar constructs?
- How can we measure it content-free (as content factors will be measured separately)?
- How can we operationalise it economically for use in large cohort studies?



Research aim:

Empirical discrimination of **motivation to work** from similar constructs (motivation at work and motivation to retire acc. to [3]) by examination of construct validity, using „pilot data“ [4] of a large German cohort study.

METHODS

Outcome measures: motivation...

- ...at work: intrinsic work motivation (3 items from [4])
- ...to work: preferred retirement age (1 item)
- ...to retire: frequency of thoughts about retirement (1 item)

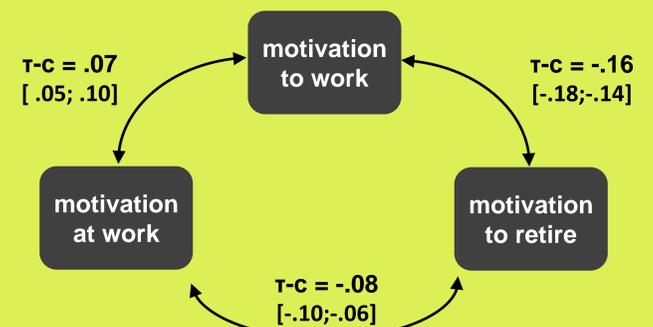
Predictors:

gender, cohort, education, work ability, health, health of partner, household liabilities, positive attitude to early retirement among peers, financial possibility of early retirement, from COPSOQ [5]; leadership quality, support from colleagues, work control, skill discretion, quantitative demands

Participants and analyses:

- from the German lidA-cohort study on work, age, health and work participation, $N = 4.024$ (of wave 2 in 2014)
- only employed persons, 49 & 55 years old, sample representatively drawn from register of the Federal Employment Agency
- Computer-assisted personal interview (CAPI) at home
- Analysis I: Rank correlations (Kendall's tau-c), Analysis II: binary-logistic regressions, all data cross-sectional

RESULTS I



Note. $N = 4006 - 4024$; $\tau\text{-c}$ = Kendall's tau-c, all p 's < .001. In brackets: 95%-CI.

DISCUSSION

- The three motivational goals correlated only to low extent and in the expected directions (Results I). Furthermore, motivation to work can be discriminated from motivation at work by some variables from the private domain. It can also be discriminated from motivation to retire by *cohort*, *health* and *health of partner* (Results II).
- Motivation to work should not be used as interchangeable with motivation at work and not as exact opposite of motivation to retire.
- Small range and low reliability of outcome measures may have led to weak associations in Analyses I and II, leading to overestimation of the independence of the three motivational goals.
- Further analyses: Construct validity will be explored with more reliable measures in wave 3. Criterion validity (real retirement) will also be analysed with longitudinal data from wave 3 (2017/2018).

RESULTS II

predictor variables – Model 1	motivation to work	motivation at work	discrimination of constructs as hypothesized
cohort (1959 vs. 1965)	0	0	X
self-rated health	0	0	X
quantitative work demands	0	0	X
early retirement financially possible	–	0	✓
positive attitude to early retirement among peers	–	0	✓
predictor variables – Model 2	motivation to work	motivation to retire	discrimination of constructs as hypothesized
cohort (1959 vs. 1965)	0	+	(✓)
self-rated health	0	–	✓
health of partner	0	0	X
household liabilities	+	–	X

Note. $N = 3841$; condensed results from three separate multiple binary-logistic regression. „+“ = significant relation in same direction, „-“ = significant relation in opposite direction, „0“ = no relationship.

Each model included the full set of predictors (see „Methods“) as control variables, shown are only results of *hypothesized discriminating* predictors.

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