

# 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

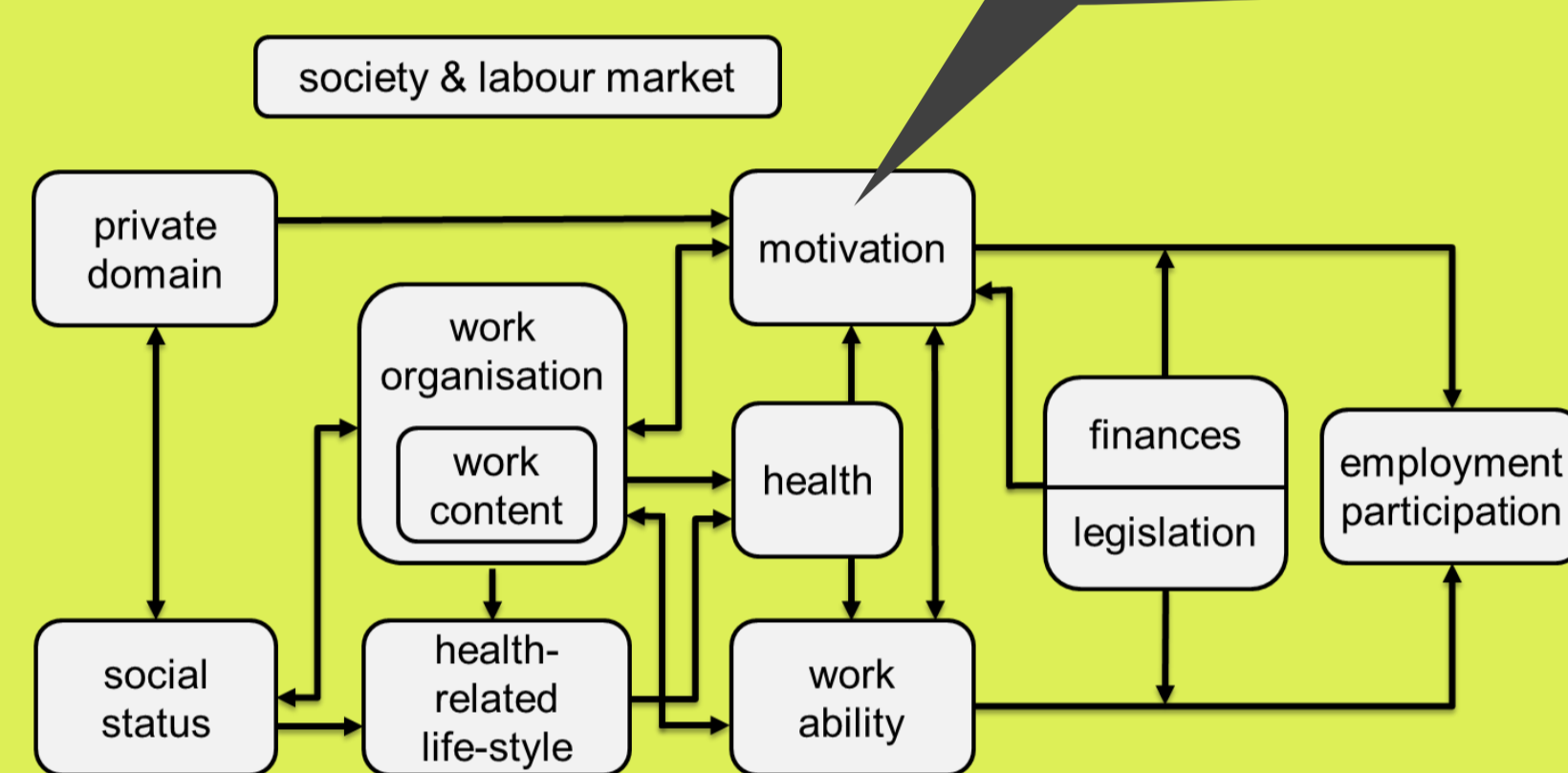
- different constructs used as interchangeable and
- dominant use of single items with (only?) face validity.

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?

work-related motivations in later adulthood:

... at work ... to work ... to retire [3]



Note. Framework of the lidA cohort study [1].

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)

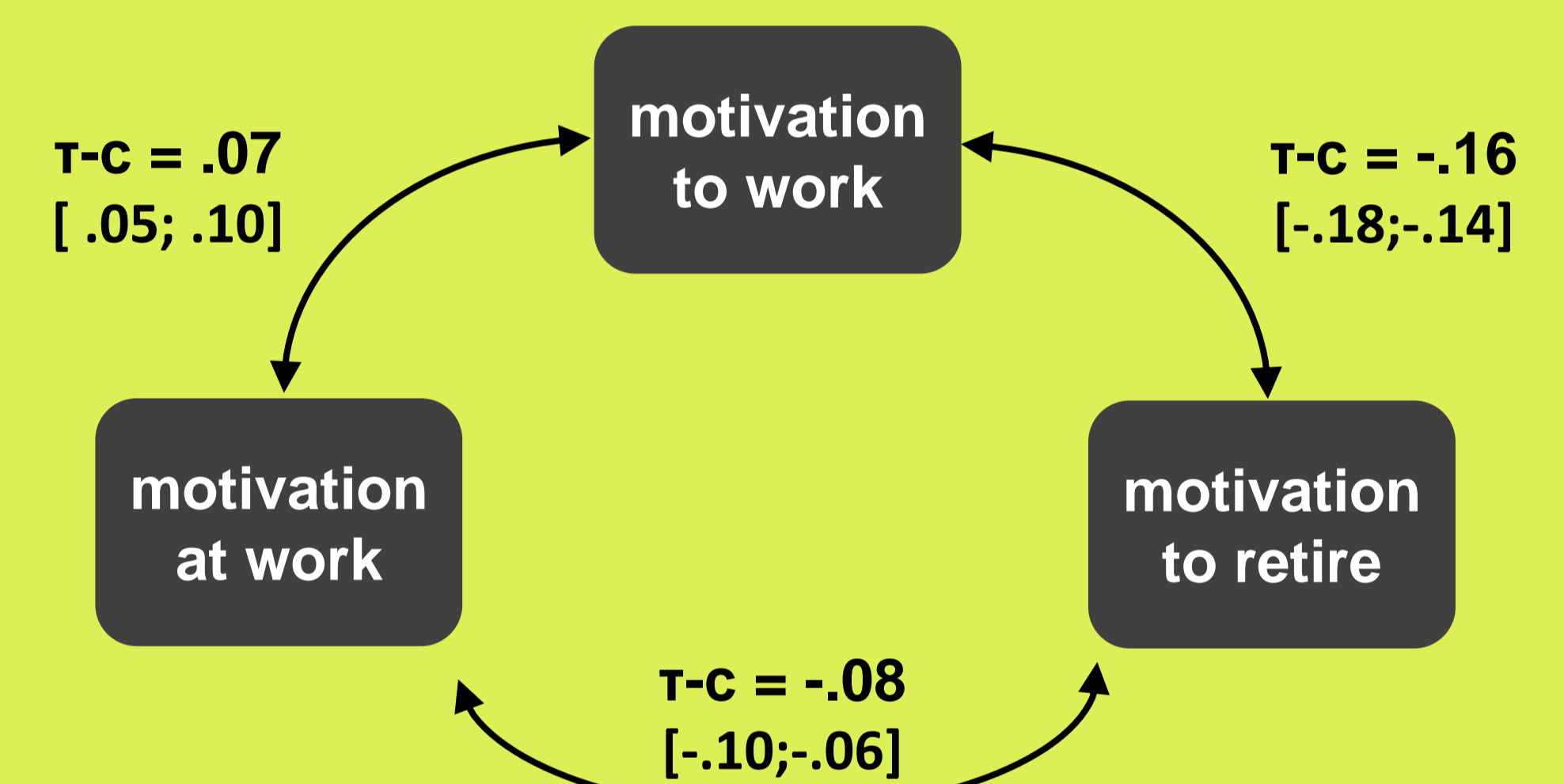
**Predictors:**

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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