

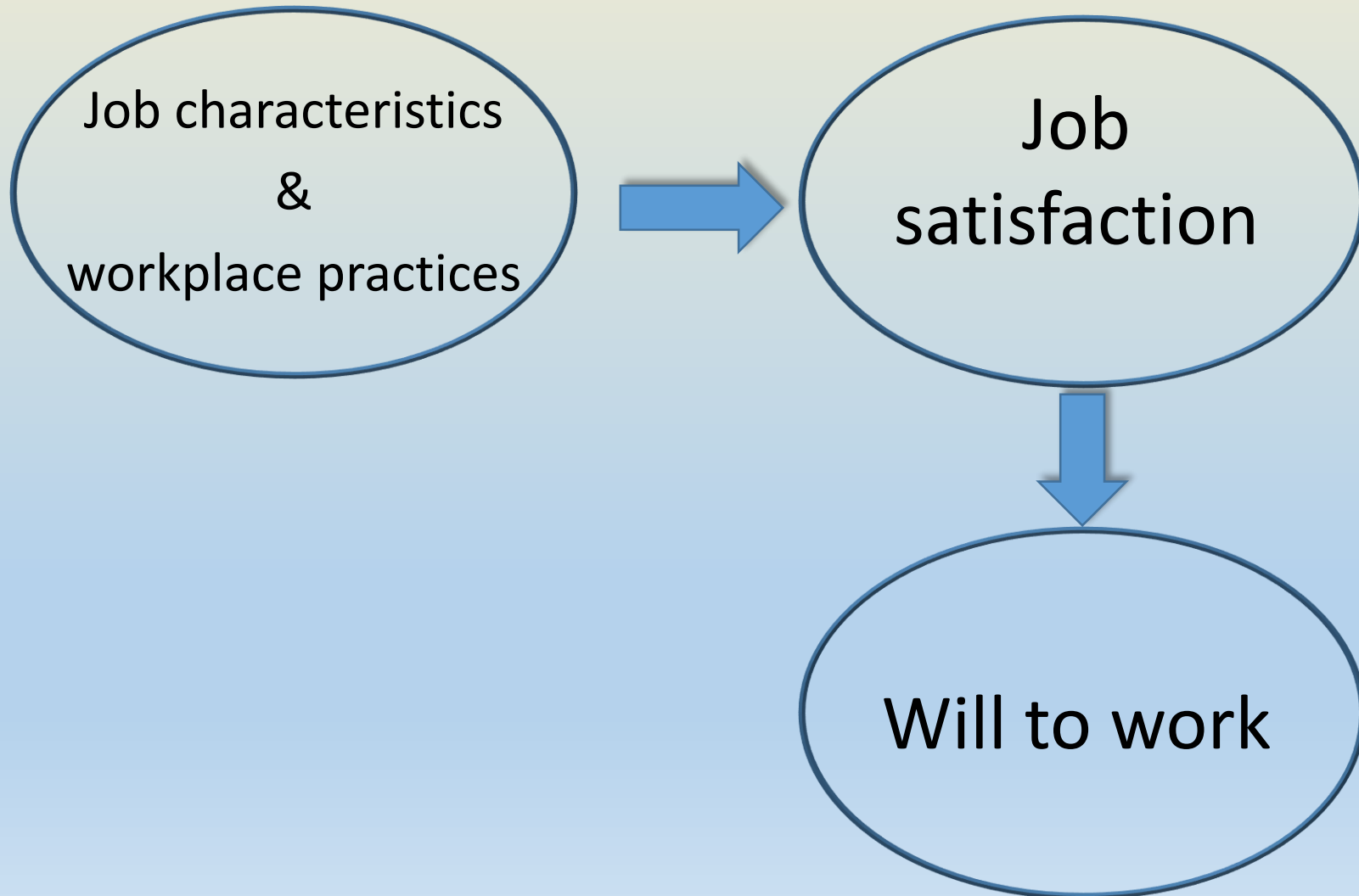
Who wants to work longer and why?

Workplace practices, job conditions and longer
working life

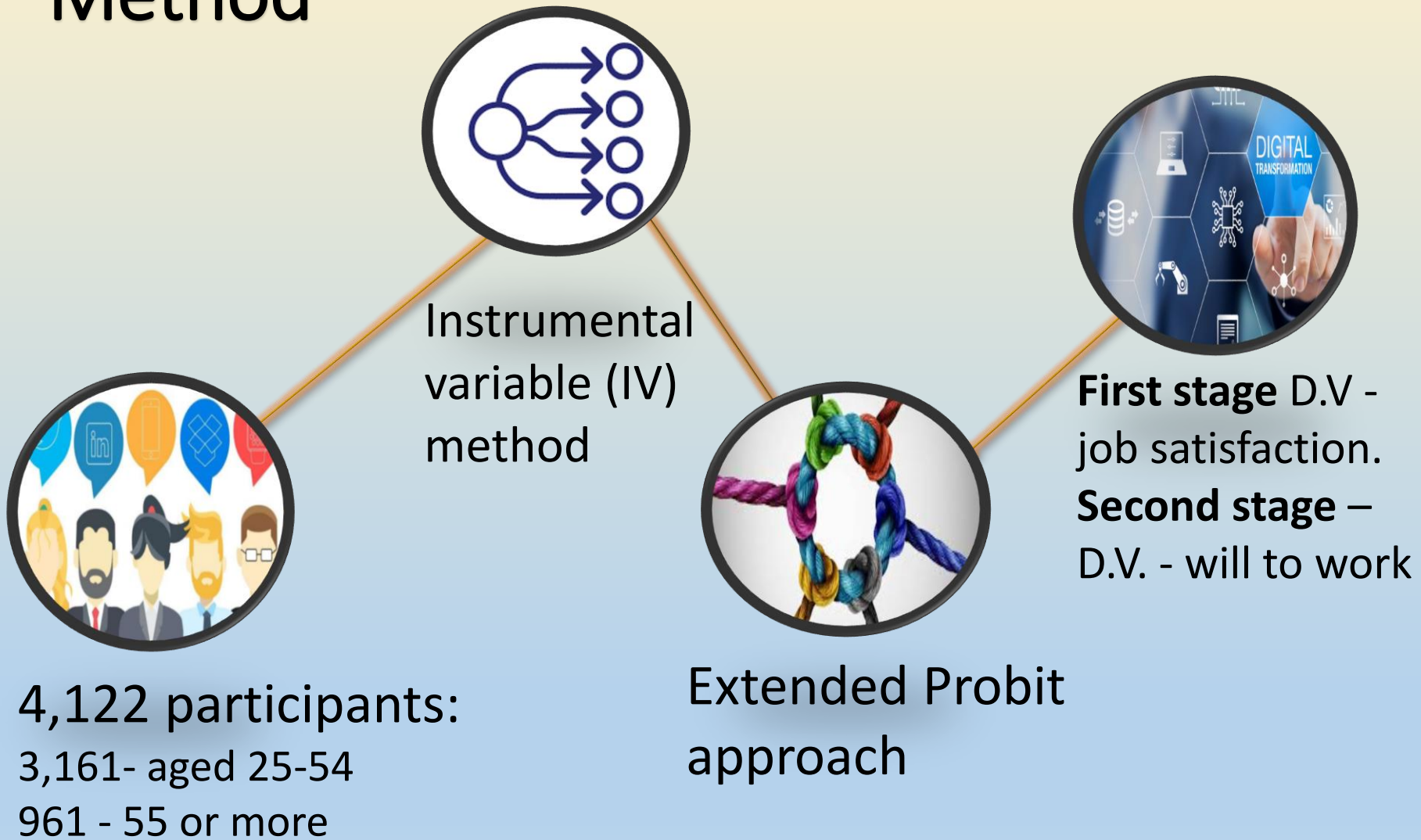
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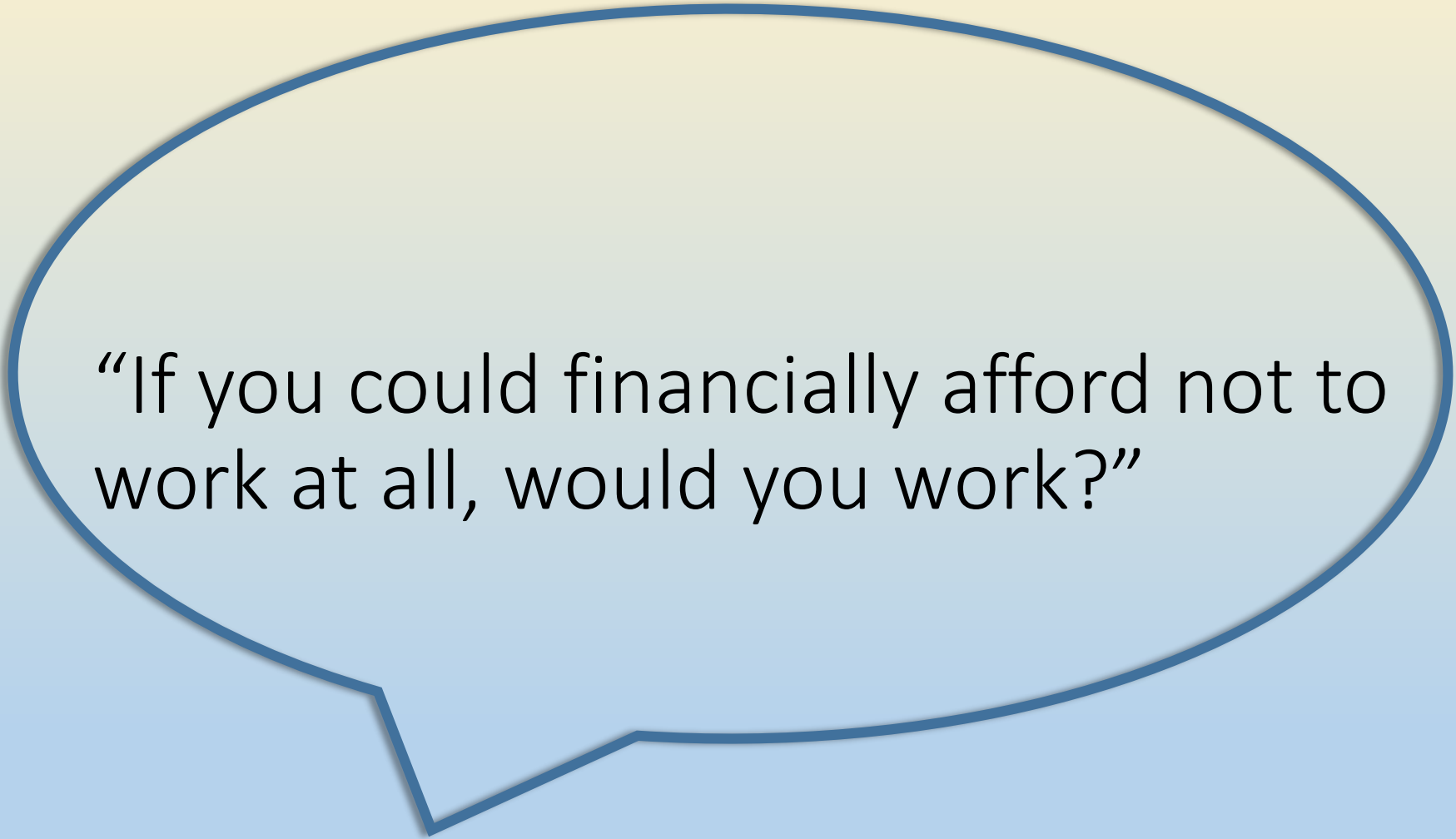
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Objective of research



Method





“If you could financially afford not to work at all, would you work?”

Results



Estimations of the Extended Probit Model, by Age Group

	Aged 25-54 years		Aged 55 years or over	
Variables	<u>First Stage</u> Worker's Job Satisfaction	<u>Second Stage</u> Employee's will to work	<u>First Stage</u> Worker's Job Satisfaction	<u>Second Stage</u> Employee's will to work
Satisfied with Income	0.549*** (12.01)	-----	0.496*** (4.78)	-----
Additional Benefits	0.022 (1.32)	-----	0.096** (2.37)	-----
New Working Methods	0.042 (0.66)	-----	0.452*** (2.97)	-----
Involved in Improvement	0.053 (1.36)	-----	0.233** (2.47)	-----
Useful Work	0.330*** (4.54)	-----	0.459*** (3.17)	-----
Balance	0.227*** (5.64)	-----	0.333*** (3.17)	-----
Job Security	0.248*** (5.01)	-----	0.161 (1.47)	-----

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	Variables	<u>First Stage</u> Worker's Job Satisfaction	<u>Second</u> <u>Stage</u> Employee's will to work	<u>First Stage</u> Worker's Job Satisfaction	<u>Second</u> <u>Stage</u> Employee's will to work
	Female	0.135** (2.16)	-0.076 (1.10)	-0.122 (0.78)	-0.001 (0.01)
	Married	-0.081 (1.24)	-0.119 (1.55)	-0.394** (2.35)	-0.184 (0.96)
	Health Status	0.145*** (2.74)	0.125* (1.90)	0.175* (1.80)	0.284** (2.36)
Satisfied with Job: not satisfied at all- Base Group	satisfied	-----	0.427* (1.68)	-----	0.807 (1.41)
	very satisfied	-----	0.659** (2.11)	-----	1.418** (2.11)

*, ** and *** denote statistical significance at the 10%, 5% and 1% levels

Absolute value of asymptotic Z-statistic in parentheses.

Discussion

Implementing various practices can create a perception of organizational support and job satisfaction

Good health status and higher levels of job satisfaction- extremely important to the **will to work** among workers aged 55+.

Work conditions & characteristics may contribute to the will of individuals aged 55+ to **remain in the labor market.**

The effect of Job Satisfaction on the **will to work** among workers aged 55 and older is more pronounced.

Conclusions

- ◎ The findings may help organizations and policymakers to implement practices and measures that can prolong working life.
- ◎ The contribution of the current study:
 - Highlighting the practices that may enhance younger and older workers' job satisfaction.
 - Proving the importance of this issue for older workers, compared to the younger workers group.



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