

Post-retirement employment among nurses: A case of planned behavior

Yisheng Peng, Hanyi Min, Ivica Pavisic, Steve M. Jex

Department of Psychology,

Bowling Green State University

Victoria Steiner

Department of Public Health and Preventive Medicine

University of Toledo

The nursing occupation has been struggling with labor shortage for a long time. What's worse, recent aging trend further exaggerated this problem. Post-retirement employment (PRE), which refers to labor force participation during retirement, is a promising strategy to be considered. Actually, PRE is becoming common among current retiree population and has important benefits for individual older workers, employers, and organizations.

Previous studies mainly focused on general demographic characteristics, job-related variables, and family-related variables. They failed to examine the roles played by specific factors that are particularly important in the context of an increasingly aging workforce. As people grow older, they will experience age-related changes in physical and cognitive functions, time perspective, as well as motivational strivings. Likewise, the aging workforce leads to new challenges for many organizations, such as designing better jobs for older workers, adjusting human resource practices for older workers' needs, promoting intergenerational communication, and preventing age discrimination. What are the influences of these age-related changes on older workers' intention to engage in PRE? Prior research has failed to systematically examine these age-related changes as potential antecedents of older workers' intention to engage in PRE. Additionally, aging-related changes in the family sphere, such as family caregiving issue and spousal expectations and support, are also important. A fuller examination of older workers' intention to engage in PRE must consider the effects of older workers' family-related variables.

Based on the above consideration, the present research will examine the effects of aging-relevant person-related (e.g., motivations), job-related (e.g., physical demands), organization-related (e.g., opportunities for generativity, age discrimination), and family-related factors (e.g., family caregiving demands, spousal expectation and support) on older nurses' intention to engage in PRE (e.g., bridg employment). Furthermore, nurse incivlity, as a specific nursing occupation-related factor, will also be examined. Findings of this research will provide implications for organizations and policy-makers to retain older, skilled nurses.

This study will survey consenting nurses above 50 years old by valid measures on antecedents and outcome variables. Proposed hypotheses will be tested through the quantative data collected in this project.

Corresponding Author: Yisheng Peng

Department of Psychology

Bowling Green State University

Email: pengy@bgsu.edu



**University of Cincinnati
17th Annual
Pilot Research Project
Symposium
October 13-14, 2016**



Hosted by: The University of Cincinnati Education and Research Center
Supported by: The National Institute for Occupational Safety and Health.
(NIOSH) Grant #: T42-OH008432

Main Menu:

- ◆ **Pilot Research Project Overview**
- ◆ **Welcome and Opening Remarks**
- ◆ **Keynote Address**
- ◆ **Podium Presentations**
- ◆ **Poster Presentations**
- ◆ **Video Montage of 17th Annual PRP Symposium**
- ◆ **Participating Universities**
- ◆ **Steering Committee Members**
- ◆ **Acknowledgements**
- ◆ **Problems Viewing the Videos**

- ◆ **PRP Website**

Produced by Kurt Roberts Department of Environmental Health
Copyright 2016, University of Cincinnati



University of Cincinnati 17th Annual Pilot Research Project Symposium October 13-14, 2016



Pilot Research Training Program (PRP) Overview

Welcome to the University of Cincinnati Education and Research Center's (ERC) 16th Annual Pilot Research Project (PRP) Symposium on October 8-9, 2016. Welcome to the University of Cincinnati Education and Research Center's (ERC) 17th Annual Pilot Research Project (PRP) Symposium on October 13-14, 2016, held in the Auditorium of Proctor Hall, College of Nursing. The purpose of the PRP is to increase the research capacity of research trainees and young investigators in occupational health and safety and to encourage those in related disciplines to pursue occupational health and safety research.

Under the administrative direction of Dr. Amit Bhattacharya, research proposals are solicited and peer-reviewed annually from qualifying faculty and graduate students from the **University of Cincinnati and the following PRP partnering institutions – Air Force Institute of Technology, Bowling Green State University, University of Toledo – Health Science Campus, Central State University, Purdue University, University of Kentucky, Western Kentucky University, Eastern Kentucky University, Murray State University, Ohio University and Kentucky State University.**

At this symposium, the 2015-16 awardees will be presenting the results of their research and the 2016-17 awardees will make poster presentations of their proposed work. The keynote speaker on Thursday, October 13, 2016 is **Anita Schill, PhD, MPH, MA**, Senior Science Advisor to the Director and Co-Manager for the Total Worker Health® Program with the National Institute for Occupational Safety and Health (NIOSH), will deliver the keynote address on **"Advancing Well-Being Through Total Worker Health."**

The University of Cincinnati's Education and Research Center is one of 18 such centers funded by the National Institute for Occupational Safety and Health (NIOSH) nationally. Dr. Tiina Reponen serves as the director of the ERC, which is based in the university's Department of Environmental Health within the College of Medicine. The purpose of the ERC is to train professionals in the didactic and research skills necessary to lead the occupational safety and health disciplines. Results of research are translated into action through an outreach program and shared with professionals and practitioners in the region via continuing education.

Since 1999, the PRP program has allocated over \$1.3 million to support 222 pilot research projects. These projects have served as a catalyst in bringing over \$34 million in additional research support to the region from sources independent of the PRP program, such as, the National Institute for Occupational Safety and Health (NIOSH), National Institutes of Health (NIH), United States

Department of Agriculture (USDA), National Science Foundation (NSF), and the Centers for Disease Control and Prevention (CDC). Additionally, the PRP has brought 47 new investigators from other fields of expertise to the area of occupational safety and health research.

[Return to Main Menu](#)