

A study on the impact of work motivation and job search behavior on reemployment among the unemployed aged 45 and older

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INTRODUCTION

Knowing that the number of older long-term unemployed increases, research is needed to get insight into the relationships between work motivation, job search behavior and re-employment success among the older unemployed.
Previous studies indicated that work motivation and job search behavior can contribute to reemployment.

AIM OF STUDY

- (1) Examine the associations of autonomous and controlled motivation to work with preparatory and active job search behavior
- (2) Investigate how autonomous and controlled work motivation as well as preparatory and active job search behavior predict reemployment among older unemployed individuals (age 45+).

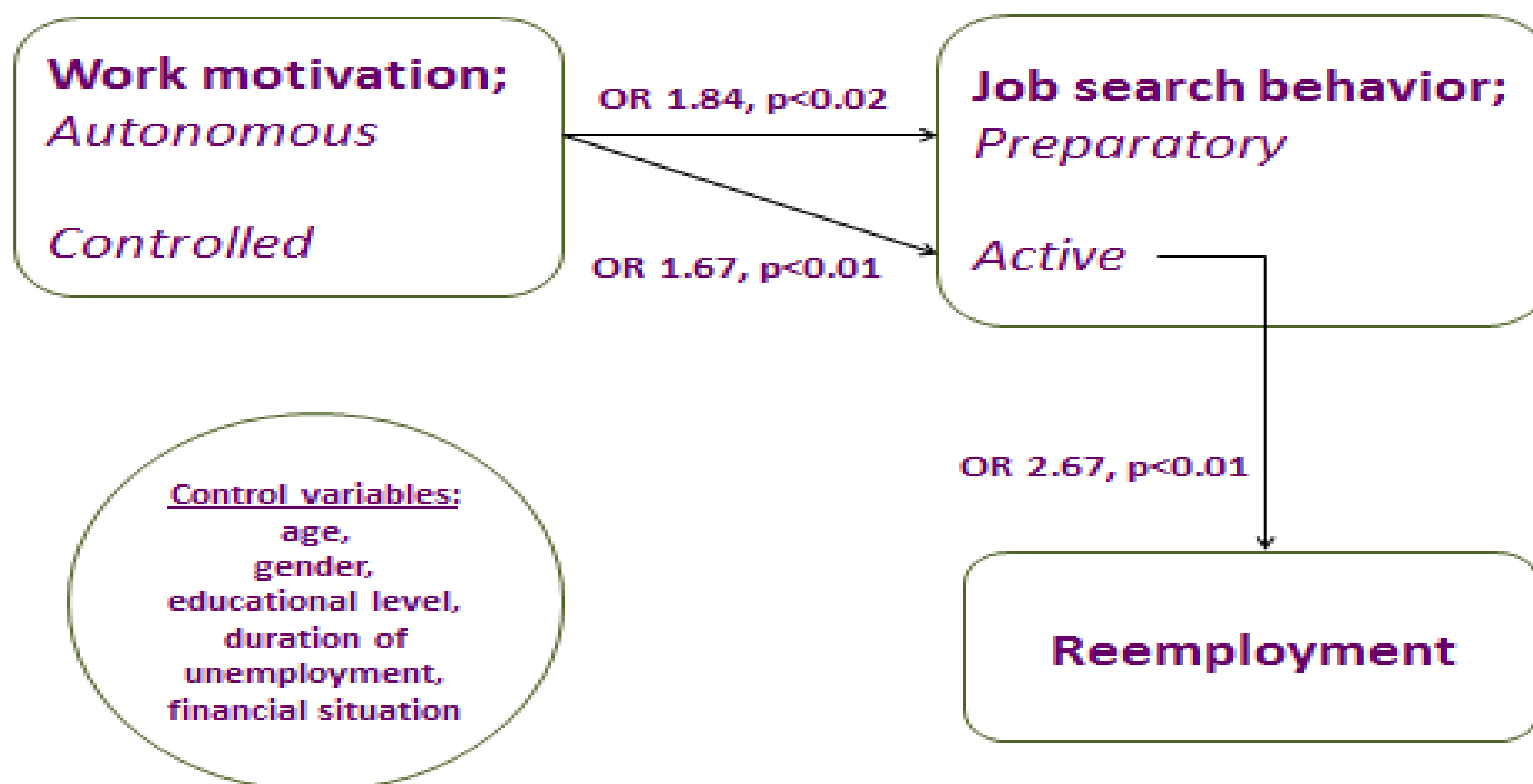
METHOD

- Secondary analysis on STREAM cohort (longitudinal Study on TRansitions in Employment, Ability and Motivation)
- Sample of Dutch citizens aged 45-64 years (N=502)
- Online questionnaire
- Reemployment was assessed at one-year follow-up

STATISTICAL ANALYSIS

- Logistic regression analyses
- Analyses were adjusted for *age, gender, educational level, duration of unemployment, financial situation and time-wave.*

RESULTS



CONCLUSION

- Autonomous motivation to work contributes to job search behavior
- Active job search behavior predicts reemployment success at one-year follow-up
- Autonomous motivation is important in job search and reemployment
- Financial motives seem less influential in the job search process

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