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

Nienke Velterop, Hilbrand Oldenhuis, Jan Fekke Ybema, Jac van der Klink, Louis Polstra, Sandra Brouwer
Department of Health Sciences, Division of Community and Occupational Medicine, University Medical Center Groningen, University of Groningen, The Netherlands
Hanze University of Applied Sciences, Centre of Applied Labour Market Research, Groningen, The Netherlands
Netherlands Organisation for Applied Scientific Research TNO, Hoofddorp, The Netherlands

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

Work motivation; Autonomous
Controlled

OR 1.84, p<0.02

Job search behavior; Preparatory
Active

OR 1.67, p<0.01

OR 2.67, p<0.01

Control variables:
age, gender, educational level, duration of unemployment, financial situation

Reemployment

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

Contact: n.velterop@pl.hanze.nl