

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



A study based on STREAM-data

Nienke Velterop

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Why?



- ❧ Raising of the retirement age
 - ❧ Increasing unemployment rates
 - ❧ Decreasing reemployment success

 - ❧ Ageism
 - ❧ Lack of up-to-date labour market knowledge
 - ❧ No adequate network
 - ❧ Self-esteem
- What predicts reemployment success within the older unemployed?**

Theoretical background



↻ Job search behavior ↑, reemployment success ↑

↻ Job search behavior (Blau, 1994)

- preparatory

- active

↻ Few studies made this distinction

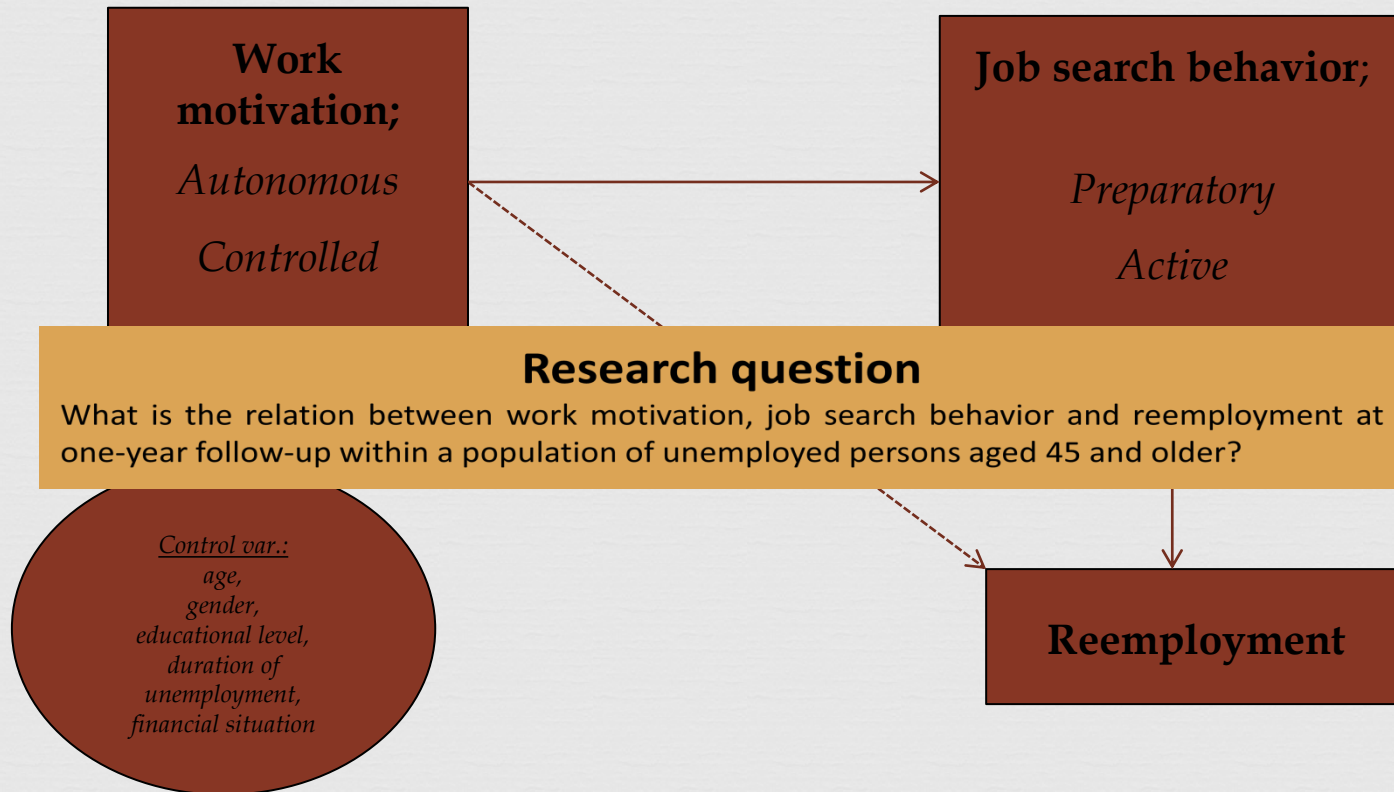
↻ No studies focused on the older unemployed

Theoretical background



- Work motivation ↑, job search behavior ↑
- Work motivation (SDT; Deci & Ryan, 2000)
 - autonomous
 - controlled (financial motive)
- Again, no studies in the older unemployed group

Research model



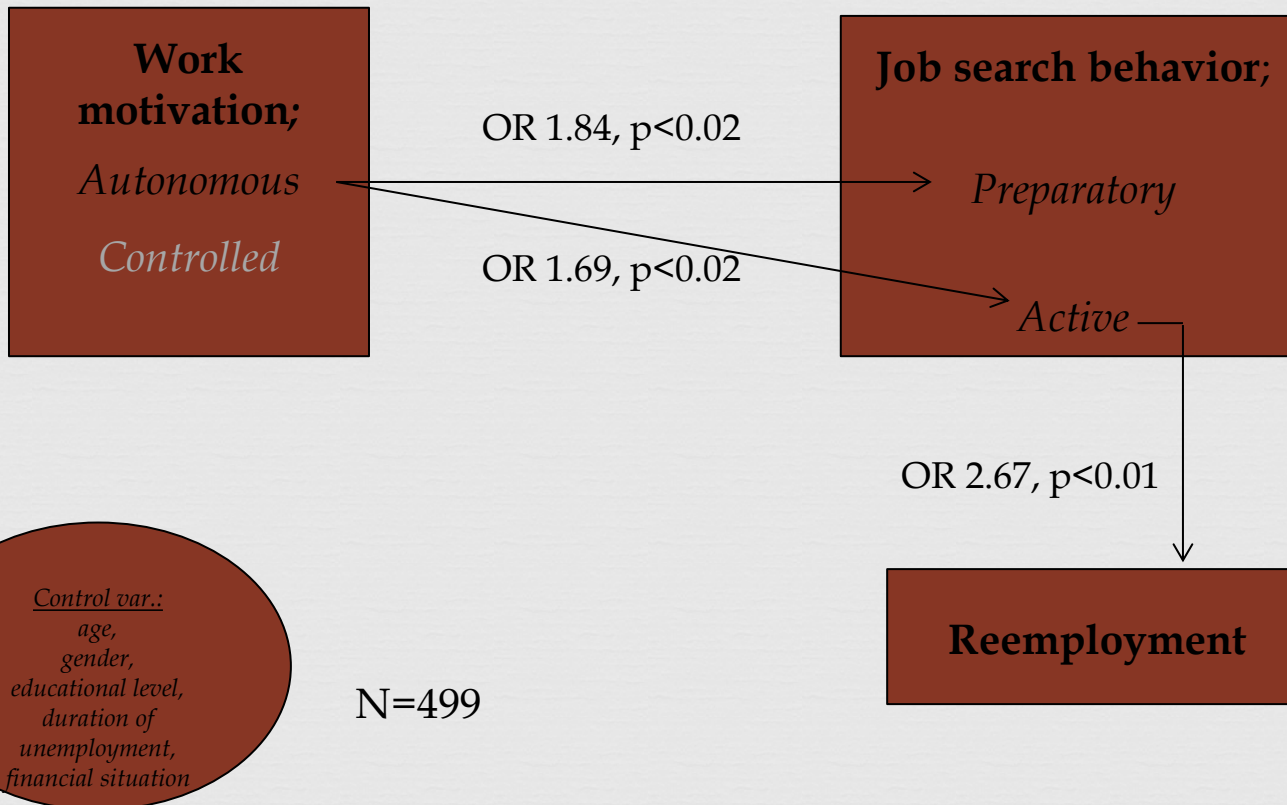
Method



- ❧ Study on **T**ransitions in **E**mployment, **A**bility and **M**otivation in people aged 45 and older (STREAM)
- ❧ Sample of 502 unemployed Dutch citizens
- ❧ Reemployment at one-year follow-up

- ❧ Logistic regression analyses (SPSS 20)
- ❧ Adjusted for *age, gender, education level, duration of unemployment, financial situation and time-wave*

Results



Conclusion



- ❧ Preparatory versus active behavior is a relevant distinction
- ❧ Interventions on behavior instead of financial incentives
- ❧ Stimulate autonomous motivation

Questions?



“I would recommend all the
older unemployed to make a
name for themselves”



Jan van der Veen
(‘the national unemployed person’)