

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

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## Acknowledgements

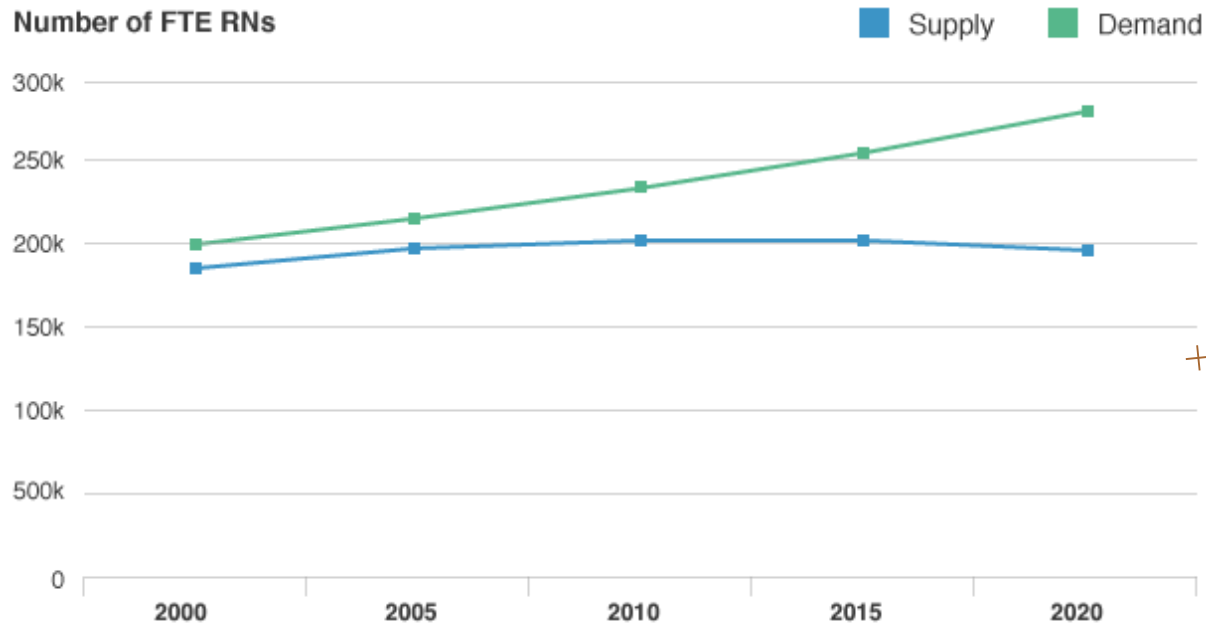
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# Post-Retirement Employment (PRE)

- Working for pay after retirement
- Benefits for
  - Individuals
  - Organizations
  - Society

(Beehr & Bennet, 2016)

# The Labor Shortage in Nursing



+Half million shortage!!!

Source: [U.S. Health Resources and Services Administration](#)

# The Theory of Planned Behavior (TPB; Ajzen, 1991; 2011)

- Attitude
- Subjective norm
- Behavioral control
- Intention
- Actual behavior
  - The present study conceptualized PRE intentions and actual planning for PRE under the referent of the nursing occupation.

## Attitude toward PRE

- The degree to which the person has an (un)favorable evaluation of PRE.
  - *Hypothesis 1.1*: Attitude toward PRE will be positively associated with PRE intentions.
  - *Hypothesis 1.2*: Attitude toward PRE will be positively associated with actual planning for PRE.

## Subjective Norm Regarding PRE

- The extent to which significant others would engage in PRE and support engagement in PRE.
  - *Hypothesis 2.1*: Subjective norm will be positively associated with PRE intentions.
  - *Hypothesis 2.2*: Subjective norm will be positively associated with actual planning for PRE.

## Perceived Control over PRE

- The perceived ease or difficulty of engagement in PRE.
  - *Hypothesis 3.1*: Perceived control over PRE will be positively associated with PRE intentions.
  - *Hypothesis 3.2*: Perceived control over PRE will be positively associated with actual planning for PRE.



## Summary

- The present study examined individuals' attitudinal and cognitive antecedents of PRE intention and actual planning for PRE.
- Our hypotheses were tested in a group of nurses who were 45 years old and above.

## Method

- 469 nurses ( $\geq 45$  years old)
- Measurements
  - Demographic and Control Variables
    - Age, gender, job tenure, ethnic group membership, educational background, job position, and marital status
    - Health status
    - Retirement income satisfaction
    - Perceived physical demands

## Method

- Measurements
  - Post-retirement employment intention (3 items)
    - e.g., I intend to continue to be active in my career field after retirement.
  - Actual planning for post-retirement employment (4 items)
    - e.g., I have discussed my plans of working in the nursing profession after retirement with colleagues or my supervisor.

## Method

- Attitude toward post-retirement employment (3 items)
  - e.g., I think it is interesting to continue working in the nursing profession after retirement.
- Subjective norm (4 items)
  - e.g., Most people who are important to me recommend I continue working in the nursing profession after retirement..
- Perceived control over post-retirement employment (5 items)
  - e.g., Continuing to work in my career field after retirement is within my personal control.

# Results: Sample representativeness

Table 1.  
*A Comparison of the Study Sample's Demographics with the Ohio and National Nursing Population Pool*

	<b>Current Study's Sample</b> ( <i>N</i> = 469)	<b>Ohio Board of Nursing 2015 RN Workforce</b> ( <i>N</i> = 183,188)	<b>2015 National Nursing Workforce Pool</b> ( <i>N</i> = 78,700)
Gender			
Female	88.3%	92%	91.8%
Male	11.7%	8%	8.2%
Racial Background:			
Caucasian	90.0%	89.3%	80.5%
African American	4.4%	5.4%	5.5%
Other	5.6%	5.3%	12.9%
Education			
Bachelor degree	31.7%	41%	44.7%
Master degree or higher	48.6%	15.8%	21.3%

## Results: Construct discriminant validity

- Confirmatory factor analyses confirmed the construct distinctiveness of research variables of interest ( $CFI = .96$ ,  $RMSEA = .052$ ,  $SRMR = .042$ ).

## Results: Regression analyses

- *Hypothesis 1.1*: Attitude toward PRE will be positively associated with PRE intentions. **Supported!**
- *Hypothesis 1.2*: Attitude toward PRE will be positively associated with actual planning for PRE. **Supported!**

## Results: Regression analyses

- *Hypothesis 2.1*: Subjective norm will be positively associated with PRE intentions. **Supported!**
- *Hypothesis 2.2*: Subjective norm will be positively associated with actual planning for PRE. **Supported!**



## Results: Regression analyses

- *Hypothesis 3.1*: Perceived control over PRE will be positively associated with PRE intentions. **Not Supported!**
- *Hypothesis 3.2*: Perceived control over PRE will be positively associated with actual planning for PRE. **Supported!**

## Results: Control variables

- With respect to PRE intention
  - European Americans (-)
  - Female (+)
  - Health status (+)
  - Job position (+)
- With respect to actual planning for PRE
  - Age (+)
  - Female (+)
  - Job position (+)
  - Physical demands (+)

## Results: Post-hoc Analyses

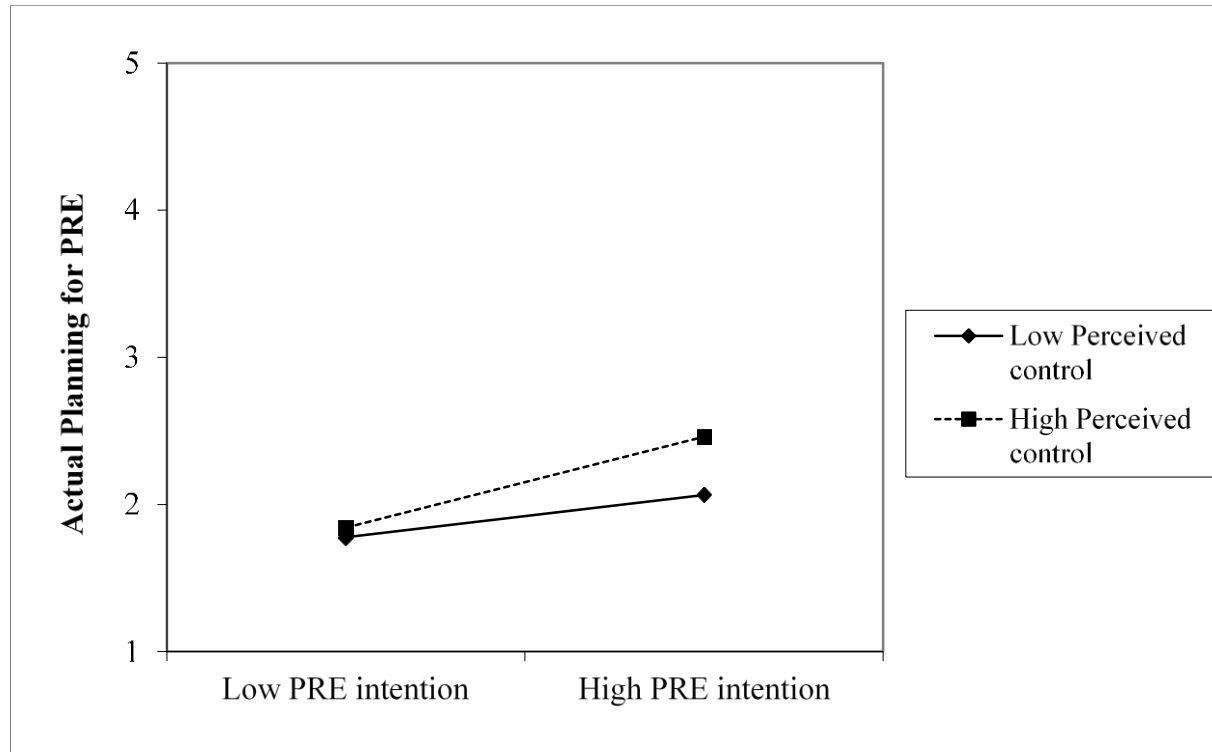


Figure 2. Graph of the Perceived Control  $\times$  PRE Intentions Interaction Effect on Actual Planning for PRE.

Note: PRE = Post-Retirement Employment.

## Conclusions

- All three TPB components significantly predicted nurses' PRE intentions and actual planning for PRE over and above the demographic and control variables.
- Future interventions aiming to promote nurses' intentions to continue working after retirement could focus on increasing their positive attitudes toward PRE and their perceived control over PRE, as well as considering the influence of significant others (e.g., family members, friends).

## Questions?

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