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WORK BEYOND RETIREMENT: USING MIXED METHODS RESEARCH TO EXPLORE WORKERS' MOTIVES

DELO PO IZPOLNITVI POGOJEV ZA UPOKOJITEV: PROUČEVANJE MOTIVOV Z INTEGRACIJO KVALITATIVNIH IN KVANTITATIVNIH METOD

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ABSTRACT

People are increasingly prolonging their work activity, both internationally and in Slovenia. The motives for extended working life remain poorly understood from the workers' perspective. As a part of the doctoral dissertation, we conducted a mixed methods study that explored the workers' motives and aimed to test the main thesis that internal motives are more important than external motives for workers' decision to prolong work activity. In the first phase, a total of 26 interviews were conducted with 9 retirement-aged workers. Using thematic and narrative qualitative analysis, we explored the main prerequisites and motives for extended working life. The findings were used in the second phase, in which we developed a novel questionnaire. To improve its content and construct validity, the questionnaire underwent cognitive interviewing (n = 6) and pilot testing (n = 31). Its final version was used in an online survey of 219 retirement-aged workers. In the final stage of the research, we interpreted qualitative and quantitative findings in a joint display. Retirement-aged workers included in the study did not continue to work because they had nothing else to do or because their financial situation was so difficult, but because they were driven by motives of love and contribution, self-esteem and mastery and transcendence. Different individual, occupational and societal factors connected with work beyond retirement were discussed and brought together in a Model of Motivation for Work beyond Retirement (MoMo WbR) that is based on active and healthy aging, occupational science and the theory of gerotranscendence.

Keywords: active and healthy aging, gerotranscendence, motivation, occupational science, work activity.

POVZETEK

Po vsem svetu, tudi v Sloveniji, vedno več ljudi podaljšuje delovno aktivnost po izpolnitvi pogojev za upokojitev. Motivi za podaljševanje delovne aktivnosti so slabo raziskani z vidika delavcev. V okviru doktorske disertacije je bila narejena študija o motivih delavcev, ki je temeljila na integraciji kvalitativnih in kvantitativnih raziskovalnih metod. Preverili smo tezo, da so za odločitev o podaljševanju delovne aktivnosti pomembnejši notranji motivi v primerjavi z zunanjimi. V prvi fazi raziskave je bilo z devetimi delavci, ki so izpolnjevali pogoje za upokojitev, narejenih skupno 26 intervjujev. S pomočjo tematske in

narativne kvalitativne analize smo preučili glavne pogoje in motive za podaljševanje delovne aktivnosti. Uporabili smo jih v drugi fazi raziskave, v kateri smo razvili nov vprašalnik. Za izboljšanje vsebinske in konstruktne veljavnosti vprašalnika so bili izvedeni kognitivni intervjuji (n = 6), sledilo je pilotno testiranje (n = 31). Končna različica vprašalnika je bila vključena v spletno anketo, v kateri je sodelovalo 219 ljudi, ki so izpolnjevali pogoje za upokojitev. V zadnji fazi raziskave smo kvalitativne in kvantitativne izsledki interpretirali skupaj. Ugotovitve so pokazale, da v raziskavo vključeni delavci niso delali naprej zaradi pomanjkanja aktivnosti ali slabe finančne situacije. Glavni motivi za delo so bili: ljubezen do dela in občutek doprinosa, občutek samozavesti in obvladanja ter transcendenca. Različni individualni, okupacijski in družbeni dejavniki, ki vplivajo na delo po izpolnitvi pogojev za upokojitev, so bili naslovljeni in povezani v konceptualnem modelu motivacije za nadaljevanje dela, ki temelji na teoriji aktivnega in zdravega staranja, okupacijski znanosti in na gerotranscendenci.

Ključne besede: aktivno in zdravo staranje, gerotranscendenca, motivacija, okupacijska znanost, delovna aktivnost.

Razširjen povzetek

V Evropski uniji vse od leta 2003 narašča število ljudi, ki se odločijo nadaljevati delo, ko izpolnijo pogoje za starostno upokojitev (Eurostat 2020). Raziskave o motivih za podaljševanje delovne aktivnosti se osredinjajo predvsem na pozitivne vidike dela, ki se navezujejo na posameznika ter zagotavljanje vzdržnosti javnih pokojninskih sistemov in drugih sistemov socialne varnosti (Grah idr. 2019, 325; Hovbrandt idr. 2019, 171; Sewdas idr. 2017, 1). Razlogi za nadaljevanje z delom pa so raznoliki. Povezani so s financami in tudi z dejavniki, ki jih je težko meriti, na primer z ohranjanjem rutine in socialnih stikov, identiteto, občutkom smisla in doprinosa (Bratun in Zurc 2020; Sewdas idr. 2017).

Podaljševanje delovne aktivnosti je naletelo tudi na kritike (Di Gessa idr. 2018; Laliberte Rudman in Molke 2009). Nekateri avtorji so opozorili, da lahko poveča socialno-ekonomske neenakosti med prebivalstvom (Madero-Cabib in Kaeser 2016, 26). Prevladujoča paradigma aktivnega staranja prav tako ne upošteva heterogenosti starejših delavcev. Podaljševanje delovne aktivnosti je pogosto enačeno s koncepti "produktivnega" in "uspešnega" staranja ter promovira ideje o neprekinjeni aktivnosti brez upoštevanja drugih dimenzij človekovega razvoja (Bratun in Asaba 2021; Laliberte Rudman in Molke 2009, 378). Kljub pomislekom se zdi, da je podaljševanje delovne aktivnosti vedno bolj razširjeno, v Sloveniji in mednarodno, zato so potrebne interdisciplinarne raziskave, ki lahko prispevajo k boljšemu razumevanju motivov in okoliščin delavcev, ki se odločajo za tako obliko dela. Grah in sodelavci (2019, 325–326) poudarjajo, da bomo tako lahko oblikovali trajnostni menedžment starosti in raznolikosti.

V disertaciji smo želeli preveriti glavno tezo, da so za odločitev o podaljševanju delovne aktivnosti pomembnejši notranji motivi v primerjavi z zunanjimi. Preveriti smo želeli tudi vpliv različnih kontekstualnih dejavnikov na odločitev o nadaljevanju dela. Izbrana metodologija je vključevala integracijo kvalitativnih in kvantitativnih raziskovalnih metod. V prvi fazi je bilo v obdobju 22 mesecev z devetimi delavci, starimi od 59 do 72 let, ki so izpolnjevali pogoje za starostno upokojitev, narejenih 26 poglobljenih intervjujev. Empirično gradivo smo analizirali s kombinacijo tematske analize (Braun in Clarke 2006; 2019) in narativne analize (Polkinghorne 2015). V kvalitativnih izsledkih smo opisali glavne pogoje in motive za podaljševanje delovne aktivnosti (Bratun in Zurc 2020; Bratun in Asaba 2021). Grafično smo jih prikazali kot piramido motivov za nadaljevanje delovne aktivnosti, ki je vključevala predpogoje za delo (zdravje in sposobnosti, slog vodenja,

odnosi na delovnem mestu, značilnosti dela, časovni vidik), finance, navade in rutine, delovne uspehe, občutek doprinosa, ljubezen do dela in gerotranscendenco. Opisano je bilo tudi okolje, v katerem poteka tranzicija v upokojitev in ki vključuje dejavnike, kot so: partner, socialna mreža, nove vloge in smiselne aktivnosti, ki človeka prevzamejo.

Na osnovi dobljenih kvalitativnih ugotovitev smo zasnovali drugo fazo doktorske disertacije, v kateri smo razvili nov vprašalnik o motivih za nadaljevanje dela. Za izboljšanje vsebinske in konstruktne veljavnosti vprašalnika so bili izvedeni kognitivni intervjuji (n = 6); sledilo je pilotno testiranje vprašalnika (n = 31). Končna različica vprašalnika, ki je vključevala tudi 4-stopenjsko lestvico gerotranscendence (Tornstam 2017), je bila vključena v spletno anketo, v kateri je sodelovalo 219 oseb, ki so delo nadaljevale po izpolnitvi pogojev za upokojitev. Pri obdelavi kvantitativnih podatkov so bili uporabljeni: deskriptivna statistika, metoda glavnih komponent, korelacijska analiza, t-test za neodvisne vzorce, parni t-test, ANOVA in multipla regresijska analiza.

V zadnji fazi raziskave smo kvalitativne in kvantitativne izsledke združili in interpretirali skupaj. V raziskavo vključeni delavci niso delali naprej zaradi pomanjkanja smiselnih aktivnosti ali slabe finančne situacije. Glavni motivi, ki so tudi napovedali nadaljevanje dela, so bili: ljubezen do dela in občutek doprinosa (β = 0,208, p = 0,005), občutek samozavesti in obvladanja (β = 0,216, p = 0,003) ter kozmična transcendenca (β = 0,181, p = 0,005). Lestvica gerotranscendence je pokazala, da je imela vključena skupina delavcev visoko stopnjo občutka koherence (M = 3,47; SD = 0,50) in željo po spoznavanju novih ljudi (M =3,19; SD = 0,76). Med notranjimi motivi za delo in kozmično transcendenco je obstajala statistično značilna pozitivna povezava (r = 0,240, p < 0,001).

Različne dejavnike, ki vplivajo na delo po izpolnitvi pogojev za upokojitev, smo naslovili in povezali v konceptualnem modelu motivacije za nadaljevanje dela, ki izhaja iz teorij aktivnega in zdravega staranje, okupacijske znanosti in gerotranscendence, kar predstavlja izviren prispevek na področju socialne gerontologije in menedžmenta starosti. Glede na izsledke vseh faz raziskave smo lahko potrdili izhodiščno tezo, da so za nadaljevanje delovne aktivnosti notranji motivi pomembnejši od zunanjih. Predlagamo, da se v sodobni menedžment starosti poleg dimenzije »delati« vključijo tudi dimenzije »biti«, »postati« in »pripadati«; tako se lahko bolj celostno podpre zaposlene, ki želijo podaljšati delovno aktivnost.

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1 INTRODUCTION

This dissertation explores the motives of people who continue to work even though they could already retire. The share of people who fulfil the retirement criteria and remain in active employment has been increasing across the European Union (EU; Eurostat 2020), including in Slovenia (Rodica et al. 2022a, 3). The topic is relevant, first, because due to the population ageing, prolonged work activity has been identified as important for the financial sustainability of public systems (Eurostat 2020). Second, although there is no mandatory retirement age in Slovenia, the percentage of people aged 55-64 years who remain in active employment is 48.6%, which is lower compared to the EU average of 59.1% (66.0 % for men and 52.6 % for women) and is among the lowest in Europe (Eurostat 2020), placing Slovenia in a potentially precarious economic and social position. Furthermore, studies by Eurofound (2017, 4–6) showed that less than 15% of Slovenian workers are motivated to work "as long as possible" and that on average, they would like to retire at 57.4 years, with 52% of women stating that they would not be able to continue in their current job until the age of 60.

The rather negative attitude toward continuous labour activity is at odds with the position work has traditionally held in Slovenian culture. According to the opinion polls (*slo. raziskava Slovensko javno mnenje*), work and productivity are considered some of the most important values for people in Slovenia (Toš 2021, 57). However, it appears that there are circumstances, either internal or external, that might inhibit people's motivation to stay in active employment until they meet the retirement criteria and beyond. For instance, a relatively dated study suggested that work conditions and opportunities for older workers in Slovenia compared unfavourably to some other EU member states, which could influence earlier retirement (Zupančič 2012, 34). Age discrimination has also been cited as having a negative impact on the motivation and participation of older workers (Rožman et al. 2020, 10; Žnidaršič and Dimovski 2009, 88). Žnidaršič and Dimovski (2009, 91) also mention the long-standing culture of early exit from paid employment in Slovenia as well as the limited experience with positive approaches to retaining older workers.

The international literature on motives for extended working life (EWL) has mainly been focusing on the positive aspects of work beyond retirement, such as financial benefits to the individual and ensuring the sustainability of national welfare and pension systems

(Eurostat 2020; Grah et al. 2019, 325; Hovbrandt et al. 2019, 171; Sewdas et al. 2017, 1). At the individual level, it has been argued that motives for prolonged work activity are both internal and external (Hovbrandt et al. 2019, 174–175). Furthermore, Jahoda (1997, 317–318) described manifest or financial functions of work and latent or psychological and sociological functions of work, suggesting that there are different levels of motives connected with work. Work is an important area of human occupation[1], closely associated with identity, meaning, purpose and quality of life (Eagers et al. 2018, 626–629; Silver and Williams 2018, 323–325). The reason people continue to work after fulfilling the retirement criteria is for money and survival as well as for less explicit reasons, such as to have time structure and to maintain activity, collective purpose and social contacts (Beehr and Bennett 2015, 119–120; Sewdas et al. 2019, 2; Wolverson et al. 2015, 135–145). Longevity, the relatively good health of older adults and less physically demanding jobs are also contributing to the trend of prolonged work activity that is expected to continue worldwide (Jenkins 2020, 9; Organisation for Economic Co-operation and Development [OECD] 2019).

Although there is a significant body of research in the field of age management in Slovenia (e.g.; Dimovski and Colnar 2017; Grah et al. 2019; Žnidaršič 2010; Žnidaršič and Dimovski 2009), the studies so far approached the phenomenon of EWL mainly through the lens of organizations, economy and management and rarely included the perspectives and experiences of retirement-aged workers. The omission of worker's perspective has also been noted in international studies of older workers' motivation (Amabile 2019, 208). In addition, previous studies on prolonged labour activity often did not distinguish between older workers (i.e., workers aged over 55 years who do not necessarily meet the retirement criteria) and workers who could already retire but continue to work. This is relevant because it has been noted that the two cohorts should not be equated as they can differ significantly in their experiences and motives (Friedrich et al. 2011, 904). Throughout this thesis, the term retirement-aged worker is used consistently to describe workers who fulfil retirement criteria and continue to work.

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[1] In this dissertation, the term occupation does not refer solely to work and employment. It refers to meaningful activity as understood within occupational therapy and occupational science. "Occupations refer to the everyday activities that people do as individuals, in families, and with communities to occupy time and bring meaning and purpose to life. Occupations include things people need to, want to and are expected to do" (World Federation of Occupational Therapists 2012). This terminology was chosen in order to adopt a broader perspective of work and human activity that is more congruent with a critical conceptualization of work (Asaba et al. 2020).

Our research focused on the exploration of internal and external motives for prolonged employment among retirement-aged workers in Slovenia. Furthermore, we were interested in different contextual factors that could influence their decision to prolong labour activity. To critically examine the motives of people who continue to work after fulfilling the retirement criteria, we included various motivational and gerontological theories, and placed a specific focus on the theory of gerotranscendence that describes an individual's gradual move toward maturity and wisdom (Tornstam 1989; 1997; 2005) and might help us understand the highest level of human motivation. The overall aim of our study was to explore the motives and experiences of retirement-aged workers in Slovenia from their own perspective using a mixed-methods research approach. The main thesis was that internal motives are more important than external motives for workers' decision to prolong their work activity. We argue that an in-depth understanding of workers' motives could assist in the development of original strategies that could support retirement-aged workers in their work-related decisions.

In the manuscript, we first present a review of literature on EWL, with a special focus on the workers' perspective (Chapter 2). The methods section (Chapter 3) describes the main aim of the study, the research questions and hypotheses and the overall design of the study. Each phase of the mixed-methods research is then presented separately. In the first phase of the study, presented in Chapter 4, the topic is explored qualitatively, using semi-structured interviews with retirement-aged workers (n = 26 interviews). The qualitative findings are used in the second phase, presented in Chapter 5, to design a new assessment instrument – a survey questionnaire. The development phase, which includes cognitive interviews (n = 6) and pilot testing (n = 31), contains an analysis of the validity of the developed instrument. Gerotranscendence is explored and presented in a separate section of the thesis (Chapter 6). The third phase of the study includes quantitative investigation of motives for EWL, using previously developed and tested measures as presented in Chapter 7. Finally, the findings of qualitative and quantitative findings are combined in the integration phase of the study (Chapter 8). In the discussion section (Chapter 9), the findings are interpreted and discussed together and juxtaposed to relevant literature in the field. The manuscript concludes with a presentation of an original model – The Model of Motivation for Work beyond Retirement (Chapter 10) and with the specification of the manuscript's contribution to science (Chapter 11).

2 OVERVIEW OF RELEVANT LITERATURE ON MOTIVATION FOR EXTENDED WORKING LIFE[2]

2.1 Theories on human motivation for extended working life

In the social gerontology literature, the most often cited theories that explain prolonged work activity are Atchley's continuity theory (1989), Havighurst's activity theory (Havighurst, 1961), life course perspective (Elder 1992) and role theory (Ashforth 2001). Continuity theory argues that as people age, they try to maintain their behavioural patterns and connection to the world by using their previous experiences, skills and strategies (Atchley 1989, 183). Similarly, according to the activity theory, activity and social participation are critical to successful aging. People who actively work on their personal relationships and strive to be included in meaningful activities achieve the best health and well-being outcomes (Havighurst 1961, 8–13). Working longer could, therefore, fit the paradigms of continuity and activity as suggested by those theories. The life course perspective, on the other hand, emphasizes the social, cultural and structural context in which aging occurs. Aging is viewed as a lifelong process. For example, research based on the life-course perspective has found that older workers may retire earlier if they lived in areas of high unemployment as young adults because of limited opportunities attributed to their lower socio-economic background (Murray et al. 2019). Finally, the role theory focuses on the importance of roles for a person's identity and self-esteem and links specific roles with specific stages of life or chronological age, e.g., retirement age discontinues the worker role. Through the lens of the role theory, people's behaviour is governed by the social expectations of different roles they play in their lives (Anglin et al. 2022, 1469). There is a general tendency to behave in a pro-social way that results in rewards rather than punishments, suggesting social conformity that has been criticised by some occupational scientists (Jackson 1998a; 1998b). Nonetheless, this theory could be useful when trying to understand people's continued work engagement, particularly given the mixed messages people receive from their social environment when deciding to prolong work activity,

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[2] Some of the material included in this chapter is from an Accepted Manuscript of an article published by Taylor & Francis in *Journal of Occuptional Science* on April 27, 2022, available online: https://www.tandfonline.com/doi/full/10.1080/14427591.2022.2057574 and from an Accepted Manuscript of an article published by Elsevier in *Journal of Aging Studies* on July 28, 2021, available online: https://doi.org/10.1016/j.jaging.2021.100954 . This material is re-used with the permission from the publishers.

sometimes making it unclear whether they are doing the "right thing" or not when staying employed and maintaining the worker role.

A historical examination suggests that when developed, some of these theories – particularly the activity and continuity theory – contrasted the previously promoted 'disengagement model' and replaced it with an 'activity model' that became dominant in gerontology henceforth (Ehni et al. 2018, 262). The activity approach to aging influenced the emergence of a successful aging model that describes the importance of activity continuation in old age, including continuous work activity (Foster and Walker 2015, 84–86). Although these theories have been widely accepted and have often informed public policies and initiatives related to older people, some authors problematize the idea of applying values connected with middle-age (e.g., ongoing activity) to older age and potentially pathologizing desires that might be connected to a person's normal psycho-social development; for example, a wish for more solitude and reflection (Gerdina 2020, 34–35; Tornstam 2017, 5–25). An alternative theory of ageing has been proposed by Lars Tornstam, called the gerotranscendence theory (Tornstam 1989; 1997; 2005; 2017). The theory describes positive aging as an individual's gradual move toward maturity and wisdom, which can include a conscious decision to cease activity in certain areas of life a person does not perceive important any longer. The theory questions the concept of 'successful aging' that focuses on productivity, activity and independence, which are, arguably, the values of white, middle-class, middle-aged men and might not encompass other cohorts (Gerdina 2020, 35). The process of gerotranscendence is vaguely defined as "a shift in meta-perspective from a material and rational vision to a more cosmic and transcendent one, usually followed by an increase in life satisfaction" (Tornstam 1989, 60). It also argues that gerotranscendence is a natural process that can motivate the pursuit of positive development and transition and can be accelerated by certain life crises. Tornstam (2017, 45–63) proposed three levels of change inherent in gerotranscendence:

(1) cosmic transcendence: change in the perception of time where the barrier between the past and the present becomes blurred, feeling a connection with the previous generations and the universe, new understanding of life and death and a reduced fear of death, newfound pleasures which are often connected with nature, acceptance of the secret dimension of life;

(2) coherence dimension/self: discovering the self, reduced egocentrism and a move toward altruism, ego integrity that helps a person make sense of their life, a desire for peace and solitude;

(3) social dimension: re-evaluating relationships and priorities, less interest in superficial contacts and activities, less focus on material goods, everyday wisdom that rejects the duality of good vs bad, right vs wrong.

An assessment instrument that measures gerotranscendence, the Gerotranscendence Scale (GTS), has also been developed. It includes all three dimensions described above and is designed as a 25-item questionnaire, using a 1 to 4 scale (Tornstam 2017, 91–92). A higher score on the scale suggests more traits of gerotranscendence. Often, cosmic gerotranscendence is regarded as the most typical dimension of gerotranscendence and the most relevant for the development of gerotranscendence (Tornstam 1989, 60). Originally, the theory was based on the population of older adults; however, it has been argued that it might also apply to individuals from other age groups who are seeking to re-evaluate their lives (Jewell 2014, 119). It has been proposed that gerotranscendence is unrelated to culture; however, some inter-cultural differences have been noted (Ahmadi 2001, 397). The phenomenon of gerotranscendence has not been applied to the population of workers over 60 yet to help increase the understanding of their motives for delayed retirement, especially higher-level motives that are inherent in Tornstam's theory. Furthermore, the theory currently lacks empirical data from Central, Southern and Eastern Europe (Gerdina 2020, 37); therefore, data collection in this location could contribute to the scientific rigour and development of the theory.

Another theory that should be mentioned within the critical perspective is the theory of the post-labour society that describes work activity as not just having a productive function, but also a meaning-making function (Albuquerque and Albuquerque 2022a, 73). The meaning-making function is closely connected to human well-being and should not be disregarded, particularly when trying to replace/omit highly meaningful work occupations (e.g., through retirement) without providing an alternative. Albuquerque and Albuquerque (2022b, 30) argue that "policymakers may need to shift their perspective from a narrow productivist labor occupations approach towards a comprehensive meaningful occupations approach".

A specific type of occupation that has been described within occupational science is an engaging occupation (Jonsson et al. 2000; 2001; Jonsson 2008). Jonsson (2008, 7) found that in the transition from work to retirement, engaging occupations can play a significant role in promoting people's well-being and can be associated with more satisfying occupational patterns. The main characteristics of engaging occupations include (Jonsson et al. 2000, 428–429):

- infused with positive meaning,
- involve intense participation over time,
- consist of a set of activities that are connected into a coherent whole,
- go beyond personal pleasure and involve commitment or responsibility,
- connect to a community of people with shared interests,
- have features of work.

2.2 What motivates retirement-aged workers?

Scholars have examined the motives among people who want to work beyond statutory retirement age from different perspectives. Björklund Carlstedt et al. (2018) conducted a scoping review of the incentives for work after pensionable age and determined that in order to prolong working life, workers need to want to work longer (motivation), be able to work longer (health, abilities, skills) and be allowed to work longer (policies and system structure). The authors found that most studies on incentives for EWL were conducted on individual-level predictors for EWL, while research on organizational level and societal-level predictors remains scarce. Their findings suggest that the development of strategies aimed at the individual (micro), the work environment (meso) and the socio-cultural context (macro) are required. De Wind et al. (2018) quantitatively investigated predictors for work beyond retirement in 1,125 Dutch workers aged between 56 and 64 years. They established that work characteristics and health factors independently predicted work beyond retirement. Furthermore, workers without chronic disease were more likely to continue working compared to workers with chronic disease. Fasbender et al. (2016, 13–14) studied if different dimensions of the meaning of work can predict post-retirement employment in a sample of 2,149 German workers. The dimensions were described as social (belonging to a group), personal (satisfaction and meaningfulness of work), financial, and generative (making a greater contribution). The authors found that EWL was positively related to the social and personal meanings of work. Furthermore, being male, feeling

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healthy and being previously employed were positively related to EWL, while subjective financial status was negatively related to EWL (Fasbender et al. 2016, 16). Nilsson et al. (2011, 477) showed on a Swedish example that health, financial incentives and retirement decisions by partners and friends can influence the decision to work until age 65 and beyond. In addition, Wang et al. (2008, 827) found that predictors of EWL were lower age, more years of education, better health, less work stress and higher job satisfaction. In relation to prolonged work activity, authors often mention 'bridge employment', seen as a transitional stage from career employment to full retirement during which workers either take a job in the area where they worked before (their career employment) or take a job in a different field (Wang et al. 2008, 818).

To sum it up, studies show that incentives for prolonged work activity are both internal and external, which is congruent with Jahoda's (1982) description of manifest and latent functions of work. Internal driving forces probably become more pronounced as people age (de Lange et al. 2010, 119). For example, uninterrupted routine (Wolverson et al. 2015, 135–145) and personal development (de Wind et al. 2016; Reynolds et al. 2012, 91–96) have been recognized as some of the essential intrinsic rewards of delayed retirement. It has also been suggested that motivation in the last period of one's work life may have implications for subsequent retirement (Henning et al. 2019, 201).

Research has demonstrated the benefits of prolonged work activity on multiple levels, including increased independence, preserved routines, better health and financial stability (Cole and Hollis-Sawyer 2020, Wolverson 2015). On the other hand, ageism and negative stereotypes towards older workers remain widespread, limiting their opportunities in the labour market (Čič and Žižek 2017, 49; Cole and Hollis-Sawyer 2020; Fasbender and Wang 2017; Finkelstein et al. 2015, 30; Harris et al. 2018; Posthuma and Campion 2009). Intergenerational tensions, expressed in the opinion that older workers should step back in favour of the younger generation, are also not uncommon (Björklund Carlstedt et al. 2018, 185) and can intensify in the event of an economic crisis when older workers are more likely to be forced into early retirement due to high unemployment rates (Coile and Levine 2011; Phillipson 2019, 632). People who reach the statutory retirement age might, therefore, face an inner conflict when deciding to postpone retirement, juxtaposing their motives and personal preferences against prejudice and societal expectations. Moreover, most studies to date examined workers during a time of relative stability. We do not know

if other theories and incentives might become more relevant during a crisis situation – such as a pandemic – when the continuity no longer applies and people's activities and roles transform rapidly (Di Renzo et al. 2020, 229).

The age at which people get access to a full state pension, and could arguably become more inclined to withdraw from the labour market, differs significantly between countries, ranging from 58 to 67 years in most OECD member states with an average of 63.5 years for women and 64.2 years for men (OECD 2019, 92). There appear to be significant differences in the employees' intentions to continue working past typical retirement age. For instance, in Malta, less than 3% of women would like to work for as long as possible. In contrast, more than 40% of men would do so in Latvia and Estonia. Furthermore, workers' opinion about what age they would like to work until often does not match the statutory pension age in that country. In the Nordic countries, where the statutory retirement age is one of the highest in the world, the workers would like to retire on average a year earlier than stipulated. More incongruency has been detected in Cyprus, Greece, Slovenia and Poland where workers would like to work between 5 and 7 years less than required (Eurofound 2017, 3–5).

While the phenomenon of EWL is very complex, policies and initiatives have mostly focused on workers' chronological age and health, as well as the economic consequences of early exit from the labour market, somewhat neglecting other aspects of people's lived experience and the context of their work-related decisions (Nilsson 2016, 492). Moreover, policymakers may overlook the fact that retirement-aged workers are a very heterogenous group, whose decisions are driven by different motives. For instance, some choose to continue working because they enjoy it, while others are forced to work beyond retirement due to economic hardship or caregiving responsibilities (Newton and Ottley 2020, 74–82). Little attention has also been given to higher-level motives and motivational self-transcendence that may develop late in one's career (Henning et al. 2019, 190), with current focus primarily on the financial sustainability (which should not be ignored). An in-depth understanding of an individual's motives is needed if we want to support and empower workers in their decisions to continue working past typical retirement age, creating a meaningful approach as opposed to applying a standardized, one-size-fits-all tactic (Flynn 2010, 308; Kooij et al. 2008, 367; Nilsson 2016, 502; 2020).

To encourage work beyond retirement, several models have been developed. For instance, Model of prolonged work life after reaching pensionable age by Shultz (2012, 214–241) includes three levels that are important to EWL: (1) micro (the person's attributes), (2) meso (work opportunities within the organization) and (3) macro level (the wider social context). Those components are also represented in Nilsson's (2016; 2020) Sustainable Working Life for All Ages model (swAge model). The SwAge model looks at different work-related factors in relation to a person's biological age, mental age, social age and chronological age, considering the complexity and multidimensionality of the worker's reality. According to the research underpinning the swage model, different areas are important to the worker's continued participation in the labour force, including health, economic incentives, social context, physical work environment, mental work environment, work characteristics (e.g., pace, work hours), work satisfaction and motivation, perception of competence and skills, and attitudes of managers and organizations (Nilsson 2020).

In the Slovenian context, Žnidaršič and Dimovski (2009) published a Comprehensive Age Management Model, a conceptual model that aims to help in the development of company-specific model that would promote the retention of older workers in Slovenia. The model includes six fields of action: (1) changing mental models and attitudes within organizations to become less ageist and more positive toward older employees; (2) developing human resource management in the light of aging workforce; for example, recruiting older workers; (3) enabling knowledge transforming management; (4) promoting health management in the workplace; (5) looking into ergonomics and job design, and (6) managing different generations that co-exist in the workplace. When developing the model, Žnidaršič and Dimovski (2009, 96) also asserted that age management was still in its early phase in Slovenia and required further development to enable better inclusion of older workers and satisfactory work beyond retirement.

Prolonged work engagement has not gone without criticism, however (Di Gessa et al. 2018; Laliberte Rudman and Molke 2009). Some scholars have argued that it can increase the social and health inequalities between the less and the more educated workers as the work conditions and motives of the two groups can be very dissimilar (Madero-Cabib and Kaeser 2016, 26). Furthermore, the dominant work perspective often neglects the heterogeneity of people who fulfil the retirement criteria. For instance, it equates prolonged work activity

with the concept of "productive aging" or "successful aging", which can exclude individuals or groups who do not or cannot conform to the general ideals of productivity and independence (Ehni et al. 2018, 266–267). Laliberte Rudman and Molke (2009, 378) have also argued that the promotion of EWL can internalize the neoliberal values of productivity, independence and continuous activity without any scrutiny. Despite the lack of consensus on this matter, it appears that prolonged work employment is becoming the "new normal" and requires more interdisciplinary and transdisciplinary research to better understand the driving forces and factors that can play a role in this process (Feldman and Beehr 2011, 113; Grah et al. 2019, 325–326). All in all, work activity of people who fulfil the retirement criteria remains poorly understood from a social sciences perspective, subtly suggesting an approach that lacks a participatory social justice design and that is not necessarily informed by multidisciplinary perspectives. A more meaningful approach to EWL could be developed by including scientific knowledge from disciplines such as social gerontology and occupational science, which has been attempted in this dissertation.

2.3 Literature review of qualitative studies

It has been argued that in order to fully understand people's purposeful and meaningful engagement in everyday activities, we should acknowledge the dimensions of doing-being-becoming-belonging and their interrelatedness in relation to human occupation and experience as described within occupational science, a science devoted to the study of humans as occupational beings (Wilcock 2006, 50–58). *Doing* is the visible quality of an occupation that we can usually observe, *being* links with our sense of self and how we experience an occupation, *becoming* is a process of growth that encompasses the desire to develop through engagement in an occupation, and *belonging* describes our interpersonal relationships and sense of sharing our occupations and their meaning with others (Hitch et al. 2014, 248–253; Hitch and Pepin 2020, 8–10; Wilcock and Hocking 2015, 83–238). These dimensions are usually explored through a qualitative approach that considers the existence of multiple realities and looks at people's understanding and interpretation of daily reality (Creswell and Poth 2017).

In the literature review we wanted to synthetize qualitative studies that have described the motives of retirement-aged workers from their own perspective. Retirement-aged workers were defined as people who met the statutory retirement age applicable in their respective country contexts and continued to work even though they were entitled to a pension. The

utilized definition of retirement was chosen because it includes the economic perspective of retirement, and views retirement as a life cycle event that typically involves pension that replaces an income from employment (Maestas and Zissimopoulos 2010, 151). Receiving pension/retirement income and not participating in the labour force are only two possible measures of retirement. There are several other operationalizations of retirement, including reduction in hours worked, exit from one's main employer, change of career later in life and self-assessed retirement (Denton and Spencer 2009, 70). We searched five databases (CINAHL, Web of Science, Business Source Premier, ERIC, and ProQuest) for articles on the topic of reasons for prolonged work activity from the workers' perspective (qualitative studies), using keywords presented in Table 1. The search was conducted in June 2020.

Table 1: Keywords used in the search strategy

Search keywords group 1: "older worker*" OR "senior worker*" OR "retirement-aged worker*" OR "aging workforce" OR "silver workforce" OR "aging employee*" OR "bridge employ*" OR "bridge job*" OR "employment of older worker*" OR "worker* over 60" OR "delay* retirement" OR "older employee*"
Search keywords group 2: motive* OR incentive* OR motivation* OR reward* OR reason*
Search keywords group 3: "experience* OR perception* OR narrative* OR perspective* OR ethnography OR story* OR "qualitative research" OR "qualitative method*" OR "qualitative design"

Source: Bratun et al. 2022, 3.

Ten qualitative studies were identified. The studies were conducted in six countries: three in the United States, one in Slovenia, one in the United Kingdom, one in the Netherlands, one in Sweden, one in Australia and one in Iran. One study was transnational in nature and included professionals from Australia, New Zealand and the UK. Five studies included different professional groups; however, two studies included only nurses, two included only academics, and one focused on the fashion design industry. In four of the studies, it was clear that all the participants continued working in their career employment. In the other six, it was either not specified (n = 2) or some of the participants changed their occupational categories after meeting the retirement criteria (n = 4). The participants' ages ranged from 50 years to 91 years, with the majority of the articles (n = 9) including people

aged 62 or older. Six studies included only workers over 65 and two studies only workers who were 70 or older.

All selected articles were added to the data matrix that collated and summarized the results and included the following items: Author(s) and Year, Objective, Participants, Context, and Key Findings. The findings were analyzed from the perspective of doing-being-becoming-belonging and any presence of these concepts was noted for each article. Data matrix is included in Appendix A. Furthermore, articles were analyzed thematically (Thomas and Harden 2008). Eight main themes were developed in the analysis, describing different motives for workers' extended engagement in the labor market. These motives were, in order of the frequency of mention: (1) Maintaining Health, (2) Finances, (3) Achievement and Growth, (4) Positive relationships, (5) Helping Others and Society, (6) Enjoying Work, (7) Purpose in Life, and (8) Keeping Familiar Patterns. The identified motives were found across several studies suggesting a level of agreement between different contexts. Table 2 includes each motive as a theme from the analysis and provides a definition. An exploratory association with dimensions of doing-being-becoming-belonging mentioned before is also provided for each motive, most motives exhibiting an overlap of dimensions.

Table 2: Synthesis of motives for prolonged work activity from the workers' perspective

Theme / Motivational factor	Theme/ Motive description	Doing-being-becoming-belonging	Studies where present
Maintaining health	Work helps to maintain physical and mental health by encouraging people to be active. Can also be a prerequisite to continue working.	Mainly associated with doing (activities) and being (healthy).	Dorfman 2000; Fraser et al. 2009; Friedrich et al. 2011; Grah et al. 2019; Hovbrandt et al. 2017; Hutchings et al. 2020; Nobahar et al. 2015; Reynolds et al. 2012; Sewdas et al. 2017; Ulrich and Brott 2005.
Finances	Working for financial reasons to provide for yourself or your family; secure a better lifestyle.	Mainly associated with doing (the visible	Dorfman, 2000; Fraser et al. 2009; Friedrich et al. 2011; Hovbrandt et al.

		dimension of occupation).	2017; Hutchings et al. 2020; Nobahar et al. 2015; Reynolds et al. 2012; Sewdas et al. 2017; Ulrich and Brott 2005.
Achievement and growth	Personal achievement that gives the worker a sense of pride, identity, expertise, abilities. Includes continuous professional development connected with growth and active aging as well as the freedom to cease work at any moment.	Mainly associated with being (i.e., identity) and becoming (through growth).	Fraser et al. 2009; Friedrich et al. 2011; Grah et al. 2019; Hovbrandt et al. 2017; Hutchings et al. 2020; Reynolds et al. 2012; Sewdas et al. 2017; Ulrich and Brott, 2005.
Positive relationships	Encompasses positive relationships with co-workers, employer factors that support prolonged employment and relationships with family and others that encourage work (e.g., spouse).	Mainly associated with belonging (to groups and relationships).	Dorfman 2000; Fraser et al. 2009; Friedrich et al. 2011; Hovbrandt et al. 2017; Hutchings et al. 2020; Nobahar et al. 2015; Sewdas et al. 2017; Ulrich and Brott, 2005.
Helping others and society	Working for the greater good and passing on your knowledge to younger generations; serving others.	Mainly associated with belonging (to something greater than yourself).	Dorfman 2000; Fraser et al. 2009; Friedrich et al. 2011; Grah et al. 2019; Hutchings et al. 2020; Nobahar et al. 2015; Ulrich and Brott 2005.
Enjoying work	Loving and enjoying work; work is a reward in itself.	Mainly associated with doing (work you love) and being (yourself).	Dorfman 2000; Fraser et al. 2009; Friedrich et al. 2011; Hovbrandt et al. 2017; Hutchings et al. 2020; Ulrich and Brott 2005.

Purpose in life	Work gives purpose and meaning to life and is a source of self-actualization.	Mainly associated with being and becoming (who you are meant to be).	Dorfman 2000; Fraser et al. 2009; Hovbrandt et al. 2017; Sewdas et al. 2017; Ulrich and Brott 2005.
Keeping familiar patterns	Work provides a familiar pattern of life that is difficult to replace. It also provides balance between different areas of life.	Mainly associated with doing (performance patterns) and being (roles).	Fraser et al. 2009; Hutchings et al. 2020; Nobahar et al. 2015; Ulrich and Brott, 2005.

Source: Adapted from Bratun et al. 2022, 10.

Maintaining health was mentioned by participants in almost all studies, being a salient theme across all the included studies. Health could take on different meanings in the workers' narratives. For instance, in order to continue working it was important to feel healthy enough (Grah et al. 2019, 335; Hovbrandt et al. 2019, 174–175; Sewdas et al. 2017, 4–5; Ulrich and Brott 2005, 161). Some workers continued working but reduced their hours due to health problems (Hutchings et al. 2020, 1309). Flexible work arrangements were crucial in deciding to continue working (Fraser et al. 2009, 268; Nobahar et al. 2015, 811; Sewdas et al. 2017, 4). On the other hand, work was often perceived as a way to maintain health in old age, both physically and mentally, prompting the participants to prolong their work activity in order to preserve good health and vitality (Fraser et al. 2009, 265–266; Friedrich et al. 2011; Nobahar et al. 2015, 810–812). Reynolds et al. (2012, 87–91) also indicated that the motivation to continue working was to maintain a sense of youthfulness. An unexpected finding in one of the studies was represented by a choice of continued work, despite poor health, because the person assessed that their disability would prevent them from having an active retirement with meaningful occupations (Dorfman 2000, 1041).

Finances were mentioned by participants in almost all studies, too. Some workers experienced financial insecurities (Nobahar et al. 2015, 813) or had other needs and obligations connected to material resources; for instance, they wanted a better lifestyle or had to support another family member (Reynolds et al. 2012, 86). On the other hand, money was not identified as the most important or only factor in the workers' decision to extend their working lives. In fact, some of the participants in the identified studies rejected the

financial motive altogether (Grah et al. 2019. 333–338) or emphasized that money was less important than other motives for continued work (Hovbrandt et al. 2017, 176–178).

Achievement and growth were described as motives in many of the included studies (Fraser et al. 2009, 262; Friedrich et al. 2011, 901; Grah et al. 2019, 335; Hovbrandt et al. 2019, 176; Hutchings et al. 2020, 1320; Reynolds et al. 2012, 92; Sewdas et al. 2017, 5–6; Ulrich and Brott 2005, 164–165). This theme included the concept of autonomy, described as being able to continue working yet stop at any time, and having control over what one does, which seemed to be an important motivating factor for many of the participants and contributed to their sense of achievement. The theme also included various aspects of identity that were associated with work (Fraser et al. 2009, 266; Grah et al. 2019, 335; Hovbrandt et al. 2017, 177) and with being an expert in a particular field (Friedrich et al. 2011, 902; Hutchings, Wilkinson, and Brewster 2020, 1307).

Positive relationships were often cited as a reason to continue working (Dorfman 2000, 1034; Fraser et al. 2009, 266; Friedrich et al. 2011, 902; Hovbrandt et al. 2017, 178; Hutchings et al. 2020, 1311; Nobahar et al. 2015, 811; Sewdas et al. 2017, 5; Ulrich and Brott 2005, 164). Workers considered both their relationships at work (with co-workers and supervisors) as well as relationships outside of work. For instance, some continued to work in order to synchronize the timing of their retirement with that of their spouse (Hutchings et al. 2020, 1311).

Helping others and society were mentioned as important motivations to work beyond retirement age as well (Dorfman 2000, 1044; Grah et al. 2019, 339; Fraser et al. 2009, 266; Friedrich et al. 2011, 903; Hutchings et al. 2020, 1316; Nobahar et al. 2015, 813; Ulrich and Brott 2005, 164). Workers experienced pleasure in passing on their knowledge (Dorfman 2000, 1040; Grah et al. 2019; Friedrich et al. 2011, 903; Ulrich and Brott 2005, 165) and giving back to society in the latter part of their careers, serving others (Nobahar et al. 2015, 813; Hutchings et al. 2020, 1316).

Enjoying work was often mentioned as an intrinsic motivator with work itself being a reward (Dorfman 2000, 1036; Fraser et al. 2009, 266–267; Friedrich et al. 2011, 903; Hovbrandt et al. 2017, 175; Hutchings et al. 2020, 1311–1313; Ulrich and Brott 2005, 167). Some activities were ranked as particularly enjoyable, such as teaching and research (Dorfman 2000, 1036; Grah et al. 2019, 338). Some also experienced a more balanced life overall, especially if they reduced their work hours, which helped them enjoy work more

than before, when life was dominated by work obligations (Hovbrandt et al. 2017, 177–178; Hutchings et al. 2020, 1300; Ulrich and Brott 2005, 163).

Purpose in life was also described as a motive for delayed retirement in some of the reviewed studies (Dorfman 2000, 1042; Fraser et al. 2009, 266; Hovbrandt et al. 2017, 175; Sewdas et al. 2017, 5; Ulrich and Brott 2005, 163). Some participants described their work as a vocation and source of self-actualization (Grah et al. 2019, 333–338). Work could define people in very powerful ways, as described in the study by Grah et al. (2019, 335) in which the participant articulated that without work, she might cease to exist.

Keeping familiar patterns was another important motive for extended working life. Maintaining a daily routine that included work was critical for many participants (Nobahar et al. 2015, 811; Sewdas et al. 2017, 5). Some participants also wanted to avoid having nothing to do post-retirement and therefore continued to work (Fraser et al. 2009, 266; Hovbrandt et al. 2017, 176). Established routines helped to elude the experience of "not doing" and the so called "occupational void" of retirement (Hutchings et al. 2020, 1317).

The dimensions of doing-being-becoming-belonging all featured in the description of workers' motives. Doing was often connected with engagement in activities (Nobahar et al. 2015, 811), having something to do (Fraser et al. 2009, 266; Hovbrandt et al. 2017, 176), maintaining routines (Sewdas et al. 2017, 5) and exercising the body and mind (Friedrich et al. 2011, 902; Grah et al. 2019, 333). Being could be understood as a sense of work-related identity (Hutchings et al. 2020, 1300–1304), having a role such as a teacher/mentor or an expert (Friedrich et al. 2011, 902) and having a purpose in life (Fraser et al. 2009, 266; Hovbrandt et al. 2017, 175; Sewdas et al. 2017, 5). Becoming featured in a wish for continuous professional development (Dorfman 2000, 1034; Friedrich et al. 2011, 901), learning and growth (Grah et al. 2019, 339; Ulrich and Brott 2005, 164). Finally, the belonging dimension was recognized in a sense of belonging to a certain work community or an organization (Fraser et al. 2009, 266; Friedrich et al. 2011, 901; Hovbrandt et al. 2017, 176; Hutchings et al. 2020, 1313) and a wish to contribute to a greater good (Nobahar et al. 2015, 813; Reynolds et al. 2015, 86).

All in all, the literature review demonstrated that motives for work were versatile and they often overlapped and co-existed, contributing to different aspects of the dimensions doing, being, becoming and belonging.

2.4 Work beyond retirement in Slovenia

In Slovenia, people can retire at age 65 if they have worked for at least 15 years, or at age 60 if they have worked for 40 years (full National Insurance contributions paid). In some cases, people fulfill the retirement criteria before turning 60; for example, due to care of children in the first year of their life or due to military service (Pension and Disability Insurance Act 2022, Article 28). The old-age pension in Slovenia is significantly lower than the worker's previous income; the pension currently amounting to 63.5% of the pension base for women and 61.5% for men (Pension and Disability Insurance Act 2022, Article 37). The percentage point will be equalized to 63.5 % for both genders in January 2023 (Pension and Disability Insurance Institute of Slovenia 2019a). The pension base is calculated on the basis of a monthly average of the bases from the most favourable 24 consecutive years of insurance (Pension and Disability Insurance Institute of Slovenia 2020).

If a person continues to work after becoming eligible for retirement, they are entitled to receive both a full salary and 40% of the old-age pension for the first three years, and 20% thereafter (Pension and Disability Insurance Act 2022, Article 39a), claiming the so-called dual status. Every further year of pensionable service is evaluated: every 6 months of continued work activity equals one and a half percentage points (i.e., 3 % for one year and 9 % for 3 years), which is added to the percentage calculated from the pension base. This means the workers can receive a higher pension amount when they do retire (Pension and Disability Insurance Institute of Slovenia 2020). The financial incentive to continue working is, therefore, evident. There are other options to continue working after fulfilling the retirement criteria. For instance, workers can retire and do occasional contract work that does not exceed 60 hours per month as long as the yearly income is less than €7,562.47 (Pension and Disability Insurance Institute of Slovenia 2019b). In 2022, the work limit was temporarily increased to 90 hours per month and the yearly income to €9,237.96, to be in effect until 31st December 2022, as a crisis measure to help with economic recovery (Pension and Disability Insurance Institute of Slovenia 2022).

Currently, there is no mandatory retirement age in Slovenia and people can continue working indefinitely after reaching the retirement age (Pension and Disability Insurance Institute of Slovenia 2019b). Even so, in 2019, the employment rate of people aged 55–64 years was 48.6%, one the lowest in the European Union (Eurostat 2020). In comparison, in

2004, the employment rate was 30.1% in this age group, so the working life appears to be extending in Slovenia nonetheless (Eurostat 2020). Furthermore, an increasing number of people is choosing to work beyond retirement age while claiming the dual status (receiving full salary and 40% of the pension). In 2014, there were 1,023 people with the dual status in Slovenia, in July 2020 the number was 11,719 and in September 2022 it reached 16,356 (Rodica et al. 2022a, 3). We do not know if the workers' decision to continue working is based primarily on the financial incentive or are there other, less known motives, too.

From the legislative perspective, in September 2020, a new suggestion was launched by the so-called Council for Debirocratization. It was proposed that a retiree could continue working while receiving both 100% pension and 100% salary (Government of the Republic of Slovenia 2020). However, workers would be automatically retired when they met the retirement criteria, and it would then be up to the employer to re-activate them, somewhat reducing the workers' autonomy. The new proposal, which was later dismissed by the Constitutional Court of the Republic of Slovenia, suggests that the circumstances surrounding prolonged labour activity are not static in Slovenia and that the situation might be changing over time, which could influence the workers' motives and their reasoning around prolonging labour activity. Therefore, to capture the changes in societal trends and other developments, a longitudinal study of the situation of workers who fulfil the retirement criteria might be apt (Plano Clark et al. 2015, 299–300).

We still lack in-depth empirical data on whether retirement-aged workers in Slovenia are willing, able and allowed to work beyond retirement age, the dimensions described by Björklund Carlstedt et al. (2017, 178), as well as what drives them to continue working. One of the first studies that was conducted in Slovenia and included the workers' perspective showed that communication in the organization plays a vital role in the worker's decision to either continue working or retire (Žnidaršič et al. 2011). The authors highlighted the importance of listening to workers and their needs, making them feel heard, respected and understood. Furthermore, they proposed a simple formula that might convince the worker to stay: satisfaction with communication leads to higher job satisfaction, which in turn influences the worker's sense of loyalty and makes them more likely to continue working (Žnidaršič et al. 2011, 4). Later, a case study was conducted by Grah et al. (2019) that aimed to explore the most important factors that encourage workers to remain in the labour market after meeting the official retirement age. The study included

one high-end luxury fashion designer and concluded that for the participant, the intrinsic motives were the main drive to continue. Vitality, the ability to adapt, lifelong learning, and positive emotions were also found to be of importance. However, due to the methodological limitations, the findings of this study could not be generalized to a wider Slovenian population (and beyond). The authors, therefore, suggested that further studies should be conducted, including different industries and addressing individual, organizational and social factors involved in prolonged employment (Grah et al. 2019, 341).

Review of the literature suggests that the motives and incentives for delayed employment have been studied before; however, a holistic, participatory approach has been somewhat missing in Slovenia. The phenomenon of delayed employment is not well understood from the perspective of retirement-aged workers. Little attention has also been given to higher-level motives and motivational self-transcendence that can develop in one's late career. We argue that mixed methods insights might be very useful in gaining a comprehensive understanding of the phenomenon of delayed employment through the integration of multiple sources of data and will help us answer the pending question of why some people yearn to retire while their peers cannot imagine doing that.

3 METHODS

3.1 Rationale of the thesis and research aims

The overall aim of this study was to explore the internal and external motives of workers in Slovenia who continue to work after meeting the retirement criteria. The main thesis of dissertation was that internal motives are more important than external motives for workers' decision to prolong their engagement in the labour market.

The specific aims were:

- to understand work-related motives from the perspective of retirement-aged workers in Slovenia;
- to study how different contextual factors and circumstances influence the development of motives for delayed retirement;
- to develop, test and validate a questionnaire for assessing retirement-aged workers' motivation for work beyond retirement;
- to explore the concept of gerotranscendence in workers who delay retirement in Slovenia;
- to test and validate an assessment instrument for measuring gerotranscendence – the Gerotranscendence Scale.

3.2 Research methodology

This was a mixed-methods study. Mixed methods research (MMR) has been defined as "research in which the investigator collects and analyses data, integrates the findings, and draws inferences using both qualitative and quantitative approaches or methods in a single study or a program of inquiry" (Tashakkori and Creswell 2007, 4). For the purpose of this study, we have also decided to lean on the definition of Hesse-Biber (2015, p.xxxix) who writes in *The Oxford Handbook of Multimethod and Mixed Methods Research Inquiry* that "what most approaches to mixed methods have in common is the mixing of at least one qualitative and one quantitative method in the same research project or set of related projects (e.g., in a longitudinal study)". This approach goes beyond individual quantitative and qualitative results and can provide new insights that are larger than the sum of the two separate parts (Creswell and Plano Clark 2018, 13).

MMR can be applicable to a wide variety of research problems where one type of methodology is considered insufficient. It also provides an opportunity to balance the strengths and weaknesses of qualitative and quantitative research by using them in combination (Creswell and Plano Clark 2018, 8–12). In our situation, MMR was chosen because there was a need to first explore the phenomenon qualitatively before administering a quantitative instrument (Creswell and Plano Clark 2018, 9). Specifically, exploratory sequential design was used (Creswell and Plano Clark 2018, 84–91). In this three-phase design, the researcher starts with the collection and analysis of qualitative data, followed by a development of a tool or approach that is then tested quantitatively. The exploratory sequential design is particularly fitting when a research problem is more qualitatively oriented and warrants an inductive approach at the start of the study; the qualitative aspect is, therefore, usually emphasized (Creswell and Plano Clark 2018, 86–89).

In the present MMR, the three-phase research process involved a qualitative phase, a measure development phase, and a quantitative phase. The study concluded with the final integration of data from different strands of the study. The qualitative part of the study used a longitudinal research approach. We applied the definition of longitudinal research by Van Nes et al. (2011, 6) that considers longitudinal design to involve repeated collection of at least one data source at three or more points in time. Since the qualitative phase was more pronounced, our design could be described as qualitative-focused exploratory sequential design. The research process is presented in Figure 1.

Figure 1: Research process
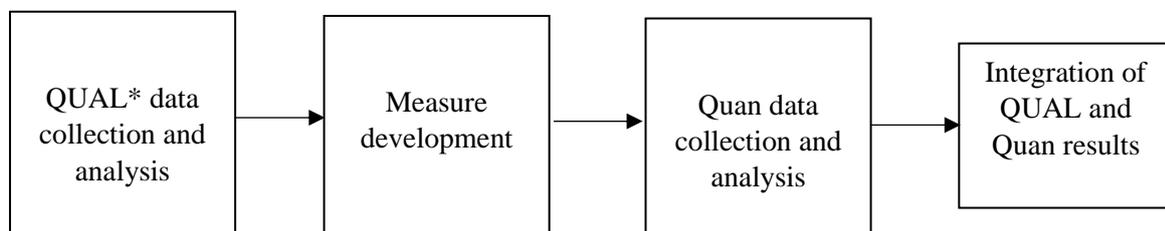
Note: Qual = Qualitative; Quan = Quantitative

*Capital letters are used as the qualitative phase was dominant in this MMR.

Source: Own 2022 (based on Creswell and Plano Clark 2018, 94).

It has been argued that due to the nature of MMR, different paradigms can be used to inform the studies within one research project and that certain flexibility might be required to find a paradigm that best fits the context of a particular study (Creswell and Plano Clark 2018, 41; Johnson 2017, 160). The study began with qualitative interviews, so in the first phase, a constructivist paradigm was used. The constructivist worldview acknowledges the existence of multiple realities and aims to elicit subjective meanings from the participants, building up to patterns of responses (Creswell and Plano Clark 2018, 39–42). We then moved to the quantitative strand of the study, using a survey. The paradigm, therefore, shifted to a more postpositivist worldview that applies a singular reality to impartial testing of hypotheses (Creswell and Plano Clark 2018, 39–42). Finally, when integrating and interpreting qualitative and quantitative data, we attempted to establish a dialogue between multiple worldviews, leading to a metaparadigm described as dialectical pluralism (Johnson 2017). Dialectical pluralism is considered an intellectual process that involves listening to and considering different perspectives and epistemologies and learning from the natural tensions that arise between these to develop a feasible solution (Johnson 2017, 161).

3.3 Research questions and hypotheses

We aimed to answer several research questions:

RQ1: What characterizes the motives of workers who delay retirement, and how are these motives situated in working life?

RQ2: What factors inhibit or facilitate the worker's decision to continue working beyond retirement age?

RQ3: How do motives for work and retirement develop and change over time in a specific socio-economic context?

RQ4: How is gerotranscendence characterized and negotiated among workers who delay retirement?

RQ5: Are the themes from the qualitative interviews generalizable to a larger population of retirement-aged workers?

RQ6: How do the interview data with retirement-aged workers and quantitative outcome results of the survey combine to update the existing notions of work and retirement culture in Slovenia?

Additionally, we formulated specific hypotheses that were finalized at the end of phase 1 of the study and included the following:

H1: Internal incentives are more important for prolonged employment than external incentives.

H2: Leadership style in the organization and self-perceived health are more important than the perceived socio-economic situation for the intention to continue working past retirement age.

H3: There is a correlation between the workers' sense of belonging at work and intention to continue working past retirement age.

H4: Workers who report negative inter-personal relationships at work are more likely to work for the financial incentive than workers who are more satisfied with their inter-personal relationships at work.

H5: Workers who report more meaningful activities or hobbies that are at least as important to them as work and are satisfied with their inter-personal relationships exhibit more elements of (cosmic) gerotranscendence compared to workers who have less meaningful activities or hobbies in their lives and are not satisfied with their inter-personal relationships.

3.4 Description of the study

3.4.1 Phase 1

Phase 1 was a three-part longitudinal study conducted between December 2019 and October 2021. It included a qualitative exploration of the reasons and incentives for work. We were particularly interested in the development of motives and work plans over time and any changes in the workers' narratives. Interviews were conducted with nine retirement-aged workers at three time points (n = 26 interviews). The three rounds of interviews were then brought together in the final analysis of the qualitative phase of the MMR.

Purposeful sampling was used, specifically, maximum variation sampling, in which we aimed to include individuals who were diverse in their characteristics and could contribute different perspectives on the central phenomenon (Creswell and Plano Clark 2018, 176).

Inclusion criteria were developed based on the taxonomy of bridge employment by Beehr and Bennett (2015, 114) to include the first four categories of the taxonomy as follows: (1) has fulfilled the retirement criteria; (2) continues to work in his/her career job (the same field of work); (3) continued working immediately after fulfilling the retirement criteria (as opposed to delayed start), (4) has a steady work arrangement; (5) is other-employed or self-employed.

The study started before the COVID-19 pandemic, so the participants were interviewed before the pandemic (1st round of interviews) and after the start of the pandemic (2nd round of interviews) to narratively explore the development of their motives following a crisis. The third round of interviews was conducted approximately 12 months later. Interviews were analysed using thematic analysis (Braun and Clarke 2006; 2019) and narrative analysis (Polkinghorne 2015) with the aid of computer software Atlas.ti (Muhr 2019). The main finding of Phase 1 was an original hierarchy of motives. Early in the data collection, there was also an unexpected finding that pointed toward the development of gerotranscendence in retirement-aged workers; therefore, this aspect was included in further data collection. The findings of Phase 1 have already been published in two separate publications (Bratun and Zurc 2020; Bratun and Asaba 2021).

3.4.2 Phase 2

In Phase 2, we developed a survey questionnaire, titled the Work beyond Retirement Questionnaire (WbRQ) that was used in Phase 3. The initial qualitative phase played a role in defining the questions/items that were included in the quantitative survey of workers' motives for delayed retirement. The variables included in the questionnaire were based on the themes that emerged from the qualitative analysis, which means that our tool was based on the views of the participants (Creswell and Plano Clark 2018, 90).

In addition, the questionnaire included the Slovenian version of the Gerotranscendence Scale to measure the presence of gerotranscendence in the participants (Tornstam 2017). The Scale was previously adapted from English to Slovenian by Gerdina (2020) and his translation was followed with the author's permission. The original scale consists of 25 statements, organised into three sections. However, we included a shorter version that consisted of 10 statements that measure gerotranscendence (GTS-10).

To explore different aspects of validity and reliability of the WbRQ, firstly, cognitive interviews (n = 6) were conducted and analysed to increase the content validity of the newly developed questionnaire. The whole survey questionnaire was pilot tested on a small sample of workers who met the inclusion criteria of the study (n = 31). Rasch analysis was also used to explore the validity of the WbRQ and GTS-10. The questionnaire was adjusted according to the results of the pilot testing.

3.4.3 Phase 3

In Phase 3, the finalized version of the questionnaire was administered to a larger sample of workers who continued to work after fulfilling the retirement criteria. The inclusion criteria included all categories of the Beehr and Bennett's taxonomy (2015, 114) as follows: (1) has fulfilled the retirement criteria; (2) continues to work in his/her career job or noncareer job; (3) continued working immediately after fulfilling the retirement criteria or the start was delayed, (4) has a steady or intermittent work arrangement; (5) is other-employed or self-employed. A representative sample of people aged 60 to 66 years was provided by the Statistical Office of the Republic of Slovenia. The link to the online survey was distributed by mail to 4,000 contacts. Of the 457 respondents that returned the survey, 219 fulfilled the inclusion criteria and were included in the final quantitative data analysis. To analyse data, computer program SPSS (IBM Corp. 2021) was used to perform descriptive statistics, check the normal distribution and perform relevant statistical tests, including principal component analysis and multiple regression analysis.

Lastly, all the data was integrated and presented together in a joint display (Creswell and Plano Clark 2018, 238–242).

Figure 2 represents the diagram of the research procedure.

Figure 2: Diagram of the research procedure
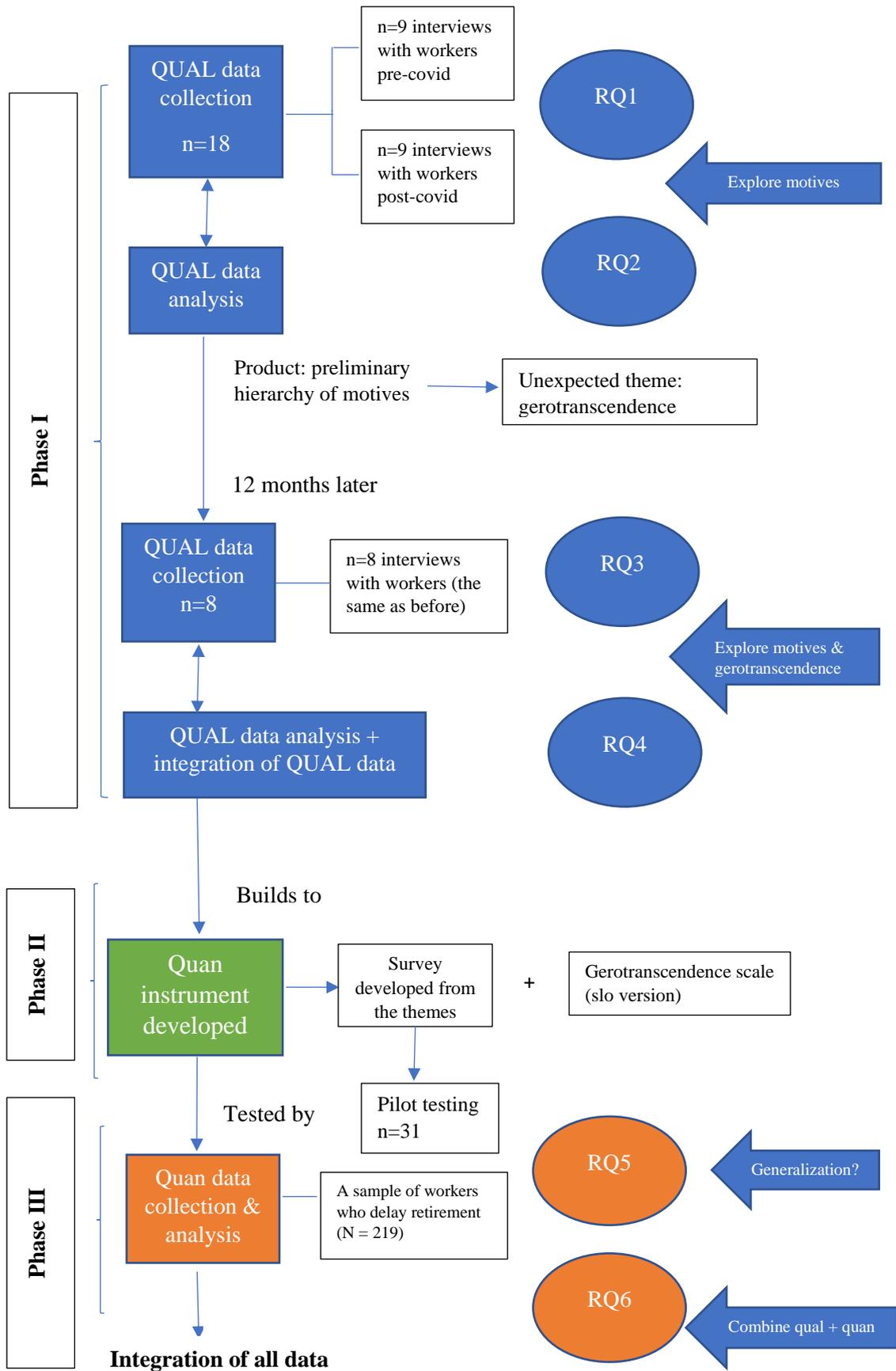
Source: Own 2022.

3.5 Ethical considerations

The study was conducted according to the ethical standards of the Declaration of Helsinki. For the qualitative phase, ethical permission was obtained from the Ethical Committee at Alma Mater Europaea for each of the interview rounds (no. 4/2019-20, no. 8/2019-20, no. 2/2021-21). For the quantitative phase, a separate ethical permission was obtained from Alma Mater Europaea (no. 1/2021-22). All ethical permissions are included in Appendix B. Before interviews, the participants also signed a written, informed consent (Appendix C). Furthermore, the quantitative sampling was conducted in line with the ethical standards of the Statistical Office of the Republic of Slovenia that prepared the sample based on the applicable legislation of the Republic of Slovenia. According to the article 41 of the State Statistics Act (Official Gazette of the Republic of Slovenia, No. 45/1995 and 9/2001), the Statistical Office of the Republic of Slovenia can provide certain personal information of the citizens of Slovenia to registered researchers or research institutions for the purpose of surveying. It is forbidden to use this data for marketing purposes. The provided information can only contain entries from the Central population register (*slo. Centralni register prebivalstva – CRP*). The variables provided for the sample of this study were name and surname, address, and age. On behalf of the student, Alma Mater Europaea signed the contract with the Statistical Office of the Republic of Slovenia for the preparation of the sample and the financial costs of the sampling were covered by the student. The data file with the sample was forwarded to the student in a password protected format. It was stored on the student's computer for the duration of the study. The file was then permanently deleted as stipulated in the contract between the Statistical Office of the Republic of Slovenia and Alma Mater Europaea. Apart from the student, no other person had access to the sample at any time.

4 EXPLORATORY PHASE: LONGITUDINAL QUALITATIVE STUDY[3]

4.4 Research questions

In the qualitative part of the study, we were guided by the following research questions:

RQ1: What characterizes the motives of workers who delay retirement, and how are these motives situated in working life?

RQ2: What factors inhibit or facilitate workers' decision to continue working beyond retirement age?

RQ3: How do motives for work and retirement develop and change over time in a specific socio-economic context?

4.5 Sampling strategy and participants

Nine workers, aged between 59 and 72 years (M = 63.7 years), participated. The inclusion criteria were described in the Method's section (3.4.1 Phase 1). In short, the participants had to fulfil the retirement criteria and continue to work in the same job as before, have a steady work arrangement and could be other employed or self-employed. We used purposeful sampling, specifically, maximum variation sampling, and recruited participants through snowball sampling (Creswell and Plano Clark 2018, 176). The author approached people whose social network could include retirement-aged workers and asked them to identify potential participants. In this way, five participants were recruited. One of the participants referred three more candidates and one of them, an additional one. In this way, a total of six men and three women were recruited. They represented a diverse sample in terms of their education level, profession, and job role. Although we did not collect information specifically about the socio-economic situation of the participants, we observed during the interviews that their socio-economic situations likely varied. For

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[3] Some of the material in this chapter is from an Accepted Manuscript of an article published by Taylor & Francis in the *Scandinavian Journal of Occupational Therapy* on October 14, 2020, available online: https://doi.org/10.1080/11038128.2020.1832573 and from an Accepted Manuscript of an article published by Elsevier in *Journal of Aging Studies* on July 28,2021, available online: https://doi.org/10.1016/j.jaging.2021.100954 . This material is re-used with the permission from the publishers.

example, while some mentioned owning several properties, others indicated financial difficulties and lived in more modest dwellings. Seven of the participants were married and their partners were also employed, one was widowed, and one had a partner who was retired. Five of the participants became eligible for retirement less than one year ago prior to the first interview, three participants between one and two years ago, while one participant could have retired 10 years ago. They all continued to work immediately after fulfilling the retirement criteria without an interruption or a break in labour activity. The participants' socio-demographic characteristics are presented in Table 3. Pseudonyms were used in the analysis and presentation of the findings to preserve the participants' identity.

Table 3: Participants' socio-demographic characteristics

Participant	Gender	Age	Education level	Profession	Area of work
Felix	male	60	vocational school	salesman	private company
Darko	male	60	vocational school	metalsmith	private company
Vilma	female	59	high school	administrator	public sector
Marius	male	62	primary school	storekeeper	private company
Joe	male	67	bachelor's degree	high school teacher and singer	education/culture
Lyudmila	female	63	bachelor's degree	university faculty	education
Margaret	female	72	medical degree	medical doctor	health care
Paul	male	62	bachelor's degree	manager of services	health care
Andrew	male	65	PhD	university faculty	education

Source: Own 2022.

4.6 Data collection

Data collection started in December 2019. It comprised of semi-structured interviews as well as some informal discussions and email contacts. The first round of interviews (n = 9) was conducted between December 2019 and January 2020, before the COVID-19 pandemic. The second round (n = 9) was performed between June 2020 and September 2020, shortly after the end of the first lockdown in Slovenia to capture the experience of work beyond retirement during a crisis situation. The third round of interviews was completed about 12 months later, between June 2021 and October 2021. One of the interviews (Joe) had a larger time gap due to the participant's other obligations. The meetings took place in locations chosen by the participants and included the participant's home, workplace, and bar/coffee shop. Table 4 shows the dates of the interviews and locations for every participant.

Table 4: Interview dates and locations

Participant	Date of first interview	Date of second interview	Date of third interview	Interview location
Felix	12.12.2019	3.8.2020	16.7.2021	home
Darko	13.12.2019	3.8.2020	17.7.2021	bar
Vilma	18.12.2019	8.7.2020	8.7.2021	home
Marius	18.12.2019	18.8.2020	20.7.2021	home
Joe	20.12.2019	3.7.2020	6.10.2021	bar
Lyudmila	9.1.2020	6.7.2020	15.7.2021	workplace (3rd interview: bar)
Margaret	17.1.2020	1.7.2020	28.6.2021	workplace
Paul	21.1.2020	30.6.2020	5.7.2021	workplace
Andrew	20.7.2021	7.9.2020	Lost to follow-up	workplace

Source: Own 2022.

An interview guide was developed for each of the interview rounds (Appendix D). The questions were inspired by the initial literature review (Beehr and Bennett 2015; Hovbrandt et al. 2019; Tornstam 1997; 2017) and covered topics related to the participants' motives for prolonged work activity, their experience of working after fulfilling the retirement

criteria and plans for the future. During the first interview, more time was spent on general questions such as 'Why have you decided to continue working when you could retire?', 'What was your employer's/co-workers' reaction?', 'What are your plans for the future?'. The subsequent interviews followed up on the topics previously covered and explored any changes that might have happened. They also served to member check the information from the previous sessions. The interviews started with a brief summary of the previous interview, after which the participants were invited to comment on the accuracy of the interpretation and provide additional comments. Since there was familiarity from the previous meetings, the individual conversations often followed up on the topics covered in the earlier interview, for instance, relationship with the partner, search for new activities, problems with certain people at work. In the second interview, some of the questions also covered the experience of the lockdown, for example: 'How did COVID-19 affect your work and employment?', 'Can you describe what you did during the lockdown?'. Additionally, an unexpected theme emerged from the first round of interviews, which we identified as potentially close to the experience of gerotranscendence. Therefore, we decided to pursue this aspect in the subsequent interviews, for example, asking the participants to describe what was important for them in their lives, with the aim to answer the fourth research question:

RQ4: How is gerotranscendence characterized and negotiated among workers who delay retirement?

In total, 26 interviews were conducted, with one of the participants (Andrew) lost to the third follow up. The interviews were recorded with the participants' permission. Some of the discussions, however, happened when the recording was turned off and notes were written to capture the ideas that were expressed during these conversations. The interviews ranged in length from 20 to 70 minutes. The average length of the interviews was 48.5 minutes in the first round, 38.5 minutes in the second round, and 40 minutes in the third round. The total duration of meetings was 1,105 minutes and resulted in 215 pages of near verbatim interview transcripts (conducted by the author), as well as some notes on the informal discussions that took place after the recording stopped. Parts of the conversations that had no relation to the research were not included in the analysis. Table 5 shows the amount of empirical material collected for each of the participants and in total.

Table 5: Empirical data (recordings and transcriptions) per participant

Participant	Duration 1st interview	Duration 2nd interview	Duration 3rd interview	Total duration	Number of transcribed pages
Felix	31 min (+ 10min untaped)	16 min (+10 min untaped)	17 min (+15 min untaped)	64min (+35 min untaped)	14
Darko	40 min	16 min (+ 10 min untaped)	17 min (+20 min untaped)	73 min (+30 min)	13
Vilma	50 min	17 min (+30 min untaped)	16 min (+60 min untaped)	83 min (+90 min untaped)	27
Marius	51 min	41 min (+ 20 min untaped)	37 min	129 min (+20 min untaped)	40
Joe	45 min	59 min	40 min	144 min	25
Lyudmila	50 min (+email)	20 min (+email)	19 min + 20 min untaped	89 min (+ 20 min untaped + 2 emails)	21
Margaret	50 min	20 min	40 min	110 min	15
Paul	40 min	10 (+ 10 min untaped)	20 min	70 min (10 min untaped)	13
Andrew	45 min (+ 25 untaped)	48 min (+ 20 min untaped)	/	93 min (+45 min untaped)	47
Total	437 min	347 min	321min	1.105 min	215

Source: Own 2022.

4.7 Data analysis

Multiple methods of analysis are recommended in longitudinal research to allow for the exploration of the richness of data that is usually generated (Calman et al. 2013, 2). We wanted to look at the data from both a group and individual perspective, therefore, a combination of thematic analysis (Braun and Clarke 2006; 2019) and narrative analysis (Polkinghorne 2015) was used. Data were analysed cross-sectionally and longitudinally. Each interview was analysed separately, before moving onto the next to support a reflexive approach focusing on process and change (Calman et al. 2013, 7).

We used thematic analysis to identify and interpret repeated patterns of meaning across the data set (Braun and Clarke 2006, 79). Thematic analysis has been described as an essentialist or realist method as well as a constructionist method, depending on the focus of the study (Braun and Clarke 2006, 85). In our study, we were interested to reflect the reality, motives and meaning of the participants and to explore how these are influenced by the broader social discourse, therefore, a combination of essentialism and constructivism was used. We aimed to reach an interpretative level in our analysis, moving from descriptions to interpretations to show the significance of the identified patterns in a broader context (Braun and Clarke 2006, 84). The analysis was performed in the original language of the transcripts (Slovenian) and translated into English by the author who is fluent in both languages.

The thematic analysis followed six phases as described by Braun and Clarke (2006; 2019). It involved a constant iterative process of moving back and forth between the transcripts, the generated codes and the analysis, questioning and comparing the codes for meaning and interpretations and adjusting the themes in order to find the best fit for the data. First, the transcripts were repeatedly read to get familiar with the material. Some notes about the initial ideas and thoughts were created during this phase. The transcripts were then imported into Atlas.ti (Muhr 2019), which was used for initial coding and organisation of data into meaningful units. We generated 99 codes in the first round of interviews, 286 codes in the second round and 184 codes in the third round. Examples of codes included: work conditions, good atmosphere, higher pension, work routine, new friendship, regret, fear of death.

 In the third phase of the analysis, we started arranging codes into potential themes and sub-themes. The proposed themes were reviewed and refined in the fourth phase when we also manually created a thematic map to help with the visual representation. Several thematic maps were tried until finding the best fit for the data set (Braun and Clarke 2006, 91). In the fifth phase, the themes were refined, and definitions of themes were generated. We also checked the internal coherency of the themes and finalized the sub-themes. In the final phase, a report was produced, including extracts from the text (participants' citations) to support the analysis. When providing the citations, we preserved as much context as possible to capture the richness of the data (Borell et al. 2006, 78).

Each theme had a number of occurrences across the data set. However, some sub-themes were more present in some interviews and some interview rounds, while they were absent or poorly represented in others. The key criterium for theme formulation was that it should capture something important in relation to the aim of our study (Braun and Clarke 2006, 82). The process was repeated after each round of interviews and at the end, the three analyses were brought together in a final presentation of the data. For each round, a separate report was created in Atlas.ti. An excerpt of the report is provided in the Appendix E.

When developing the themes, we were trying to code the material without fitting it into a pre-existing theoretical framework to allow for a data-driven, inductive approach (Braun and Clarke 2006, 83–84). However, the author's background in occupational therapy, occupational science and social gerontology might have guided some decisions and influenced the judgments about the coding; therefore, we cannot claim that a pure inductive approach was used.

After the first round of interviews, a preliminary hierarchy of motives was developed (Figure 3) (Bratun and Zurc 2020, 489). It served as the foundation for subsequent data collection and analysis. After the last round of interviews, the hierarchy was finalized and updated according to the subsequent interviews (Figure 4).

Figure 3: Preliminary hierarchy of motives
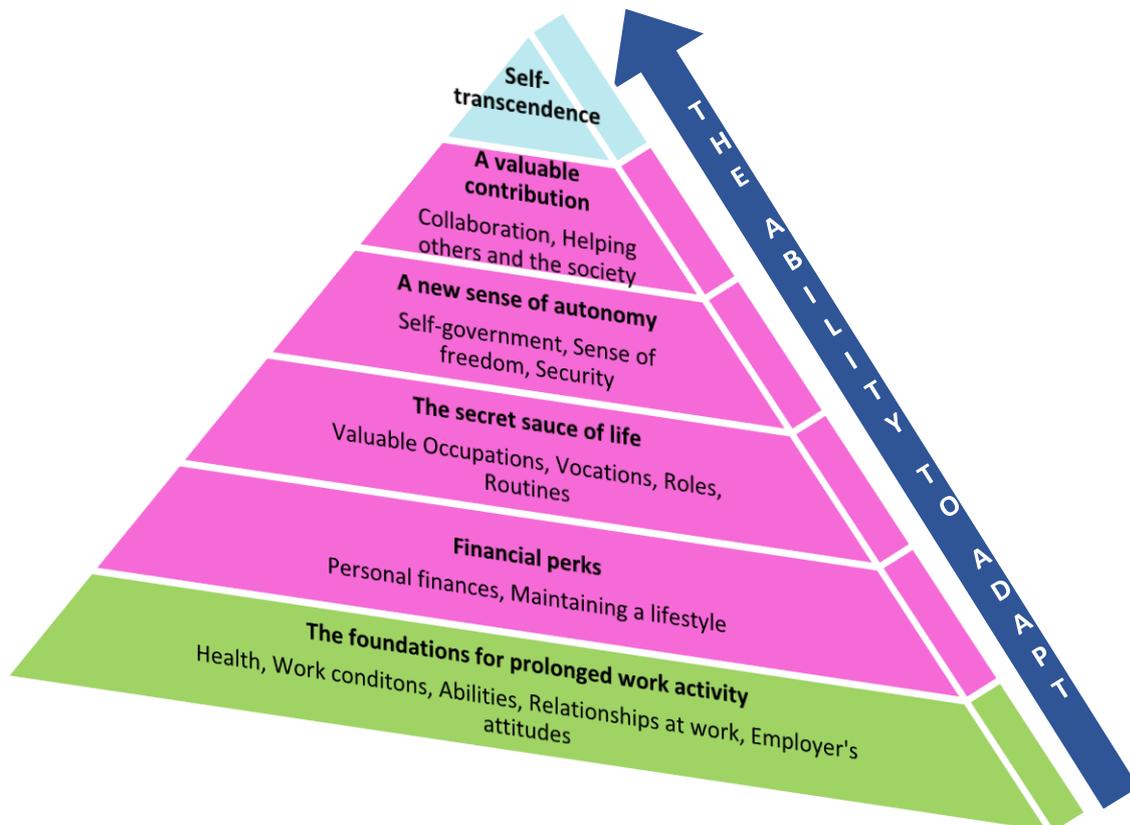
Source: Bratun and Zurc 2020, 489.

McAllum at al. (2019) have cautioned that when identifying commonalities across the data, we can sometimes omit rich examples that would be important to study. Therefore, narrative methods can be employed simultaneously to consider text as a whole, deriving meaning from individual plots that are contextualized (McAllum et al. 2019, 359). The narrative analysis was based on techniques described by Polkinghorne (2015). Narratives were used as a mode of reasoning in data generation and in the analysis of the data. We wanted to capture individual's unique lived experience, so we kept each life story and analysed it individually. Events were organized chronologically and examined for plots and significant events. We looked for the key events in each narrative that could help explain the unfolding of narratives over time and temporally and sequentially link different events and actions. We wrote several drafts for each of the participants that led to the development of the final narrative that included a coda or an evaluation of the meaning of the story (McAllum et al. 2019, 367–368). Stories were later shortened for the purpose of the presentation.

4.8 Findings

4.8.1   Thematic findings

Five themes were developed in the analysis: (1) Foundations for extended working life, (2) Motives for extended working life, (3) Gerotranscendence, (4) Adapt and accept, and (5) The landscape of work-to-retirement transition. Foundations for extended working, Motives for extended working life and The landscape of work-to-retirement transition had five subthemes while Gerotranscendence had three subtheme. The themes and their subthemes are presented in Table 6. The extended table with definitions and examples of accompanying codes from the text is included in the Appendix F.

Table 6: Main themes and subthemes

Theme	Subthemes
Foundations for extended working life	Health and abilities
	Work characteristics
	Work relationships
	Leadership style
	Temporal perspective
Motives for extended working life	Financial perks
	Occupational patterns
	Work achievements
	A valuable contribution
	Love of work
Gerotranscendence	Existential questions
	Connection with nature
	Change in priorities
Adapt and accept	/
Landscape of work-to-retirement transition	Healthy and active aging
	Engaging occupations
	New roles and routines
	Relationship with partner
	Social networks

Source: Own 2022.

What follows is a presentation of each theme and its development over time, substantiated with quotations from the interviews. Next to the participant's name, the number of the interview is given, e.g., Int.1 represents the first interview.

4.5.1.1 Theme one: Foundations for extended working life

This theme describes the factors that are a prerequisite for EWL. They relate to personal factors (health and abilities of the worker and the subjective feeling it is not time to retire yet), social factors (work relationships), and organizational factors (leadership style and work characteristics). If any of these factors are expressed negatively (e.g., health problems, bad relationships, unsuitable leadership style), the worker is more likely to consider retiring regardless of their overall motives for work.

Participants cited **health and abilities** as a major factor in their decision to continue working. They described some subjectively perceived reduction in physical and mental abilities as the study progressed. However, these were not yet affecting the quality of their work in their opinion. They felt that while they were healthy, they could continue working. In contrast, ill health (theirs or of their spouse) would be a reason to stop working.

During the first interview all participants reported that their health was good enough to support work activity. At the same time, health was recognized as something everything else hinged on. When talking about continuing to work, interviewees often added *"If I'm healthy, if I'm healthy"* (Darko, Int. 1) or *"I'll work for as long as I'm as healthy as I am now"* (Marius, Int. 1). The participants valued their health. Felix (Int.3) said: *"I am satisfied that I can work and that I'm physically healthy."*

Margaret (Int. 1) felt that (ill) health might be the only thing that could stop her in her intention to continue working: *"Maybe I will [retire] if that's my destiny. But it's not really my wish. As long as I'm healthy, I have energy, I can work twice as much as my younger colleagues."* In the time between the second and the third interview, Margaret sustained a back injury while doing sports. However, she felt that the injury did not prevent her from performing her work. On the contrary, activities at work seemed to be helping with her physical recovery: *"This is a new experience for me and a change. The pain is related to my activities. I have the least pain if I walk or change positions frequently. So, what I do here [at work], involves a lot of posture changes and then, I don't have pain. But if I'm cooking, for example, and stay in one position, well, then I can feel it…"* (Margaret, Int. 3).

Marius, too, brought up some health issues during the third interview, but said they were still manageable: *"Every now and then something starts giving me pain. Today, it's my heel. Might be a warning sign for gout…I do have it…it kicks me from time to time. But, it's fine, I can deal with it for now."* He also explained:

My head is starting to let go a bit. I've started to forget so much lately that it's outrageous. I don't even know my phone number, I don't. If you ask me now, I'd have a hard time remembering. Because I'm not interested in this info. But I do know, for example, things for work, what number packages we need. I'll never forget that, you see. It comes with years; you just have it in your blood. (Marius, Int.3)

Felix (Int.1) considered his abilities when planning the work-to-retirement transition:

My plan is to work for two more years. That's the goal. And then I'll see if I'm capable to carry on. But if it's going to be too much of a burden, then I'll stop…our seasons are very hard physically; you need to work 10 to 12 hours per day. If I see I'm not able to do it anymore, I'll have to retire. My physical strength is decreasing, and my memory too…some things that I memorised before, now I need to write them down. During peak season, you get 15 orders and 15 phone calls, and there is no way I can remember it all.

Participants sometimes indicated that **work characteristics** contributed to their ability to continue working and that people doing other jobs might not be as 'privileged'. It was acknowledged that certain jobs might be more difficult to perform when a person ages. Vilma (int.1), who had experience of different work environments, repeatedly mentioned how the type of work can make a difference:

Vilma: It's for certain, if I had, if I was working in a shop now, I doubt that I would decide to continue…

Interviewer: Why do you think that?

Vilma: Because it was mentally strenuous, physically demanding in a shop…you see, I was going crazy when I was working in a shop. I think I would retire then. I think those in public services definitely have an advantage…That's my opinion.

During the 3rd interview, Vilma again reiterated: "*It's true, I probably already said that, that my work is not particularly difficult. So, I have an advantage there.*"

It was also mentioned that good working conditions supported EWL. Interestingly, some (Felix, Lyudmila, Margaret) felt that during the COVID-19 pandemic, work conditions for them improved. During the lockdown, Margaret was first put on paid leave (due to her age and associated risks for infection) and when she returned to work, she observed:

When I returned, the work schedule was changed. Before, we had appointments every 20 minutes and check-ups every 10 minutes. So, it was very intense, I worked full speed. But

now, because of COVID, the appointments are more spread out; 30 minutes per patient. And then we also disinfect the room after they leave. So, in comparison, the work became more relaxed, nothing to complain about…It's not just for me, we will probably continue like this. And this is positive for the patients, so they will have 30 minutes to tell me what's wrong. (Margaret, Int. 2)

Felix (Int. 2) also commented on the changes at work that were positive:

There was a change [during COVID] because we put more focus on the safety aspect, for the customers as well, we were reminding them about protective measures…I can say that the customers were much more disciplined and that, with a few exceptions, they were following the instructions. So, I'd say that during this time it was actually more pleasant to work with customers, much more than before.

Work relationships were another important prerequisite for EWL. Relationships could be a deciding factor to either continue working or stop. This subtheme mostly referred to the relationships with co-workers and the general atmosphere at work. A pleasant, supportive work environment encouraged a person to continue. In contrast, toxic relationships and negative organization culture could cause a person to retire sooner than they would otherwise. There was a marked difference between those who felt secure and supported at work and those who did not. Andrew (Int.1) was reflecting:

Of course, those who deactivate are probably those who are not satisfied at their workplace. Or, their work is so stressful and strenuous. But work stress is a relative concept; sometimes work stress can be a pull. How can I explain, you get used to the challenges. Except if stress is connected with personal relationships, with anarchy, bullying and things like that. People who experience that, they escape into retirement.

Lyudmila (Int. 1) also suggested that relationships were fundamental for well-being at work. She said: "*I think that relationships are the basis for functioning, healthy relationships that is. That, and the attitude toward students and work…You can't fake that, it either is or it isn't.*"

Vilma, who was not satisfied with her relationships at work, said in the second interview: *If I'm completely honest, the situation at work is really getting on my nerves. You see…it's not…people are weird…I mean weird…egoistical, they just look out for themsleves and it gets on my nerves. Thank god I'm old enough I can retire, really.*

In the third interview, Vilma and Felix, who had by then decided to retire, remarked that they would probably continue working for a few more years if relationships at work were better. Vilma (Int. 3) explained: *"It's not like it would be so difficult going into work. I think that if the situation at work was as it should be and suitable for a primary school, I think I would continue working for a few more years…But now I notice that I'm tired of this. Tired of all the scheming and intrigues, I find it meaningless."*

Some participants (Felix, Vilma, Darko) also suggested that in the midst of relationship problems at work, the financial factor became a stronger motivating force for them compared to before.

The leader/manager and their attitude and **leadership style** played an important role in the decision to continue working as well. If the manager treated the worker poorly, they were less likely to continue. In contrast, if the manager was respectful to the worker and included them in the decision-making, this could be essential for EWL. Already during the first interview, Felix described how his manager subtly tried to manipulate him into retiring to reduce the organisation's costs by replacing him with a younger worker who could be paid less. Similarly, Vilma's organisation initially planned to close her position, bypassing the legislation that protects older workers. In contrast, Paul's manager asked him to stay, which he repeated during every interview: "*I continued because I was invited. My boss, the director, asked me if I wanted to continue.*"

Lyudmila (Int. 3), too, described a leadership style that was favourable to EWL: *"The last 20 years, the leadership style was pretty democratic. So, it was possible to discuss things, there was no autocracy. But before that, it wasn't. We did what we were told to do, everything was directed. So, I think my work was most relaxed the last 10 years. And I think I could continue working if I wanted, nobody would be stopping me."*

Joe (Int. 1) described his view of a good vs bad leadership at work:

> This is happening everywhere, when bosses are taking advantage of their position, so they can get rid of someone that they dislike…It doesn't matter how old you are, age is only an excuse, you know… "they can't do it because they are so old"…of course, it can be easier for younger people to work overtime and other things…A clever boss always has a wide spectrum: older- younger, men – women, this is what a clever boss does; I mean clever leadership will have all generations, both genders…

Sometimes, a change in the leadership could change the worker's situation in terms of retirement prospects and their decision to continue. Darko who in his first interview described his love of work, which he perceived almost as a leisure time activity he would do even if he didn't get paid, said in the second interview: *"I'll work for three more years, and not a day longer. Then I don't know, but I'll finish. I've had enough."* He felt that since the founder of the company, who was like a father to him, retired and the business was taken over by the son, things have changed. *"The son doesn't have the same feeling as the old man had; it's different now."*

The temporal perspective was a subtheme that captured the relation between the decision to retire and temporality; for instance, being of a certain age to retire or having worked for long enough (e.g., 40 years, 43 years). The span here was rather large; for instance, Vilma felt 62 was old enough to retire, while Margaret did not yet feel it at 74.

During the first interview, the participants mostly felt that it was not the time to retire yet, for example*: "I just think I'm too young to retire. I think I should stay among people, that if I just stayed at home…if I had a partner, that would be a different story, we could do something together, but this way…Look, I'm just not ready yet." (Vilma, Int.1)*

Some of the participants knew people who were forced to retire too early, which affected those people negatively. Andrew (Int.1) described one example that prompted him not to retire prematurely: *"A professor, that was also one of my professors, a well-known professor of psychology, he was very frustrated because he had to retire, very…His health deteriorated, because he no longer had a chance to work with students and do research work and such."*

During the third interview, however, most participants felt that they were approaching their personal right time to retire. The decision to retire reflected that a person felt psychologically ready to retire (at a certain point) and could start a new life stage. This decision was highly individual and could also include a consideration for the next generation, as in making space for younger people while moving on yourself.

Paul (Int. 3) was waiting for a specific work project to end, after which he felt it was time to retire: *"I'll wait for this project to finish, and then I'll really stop. Another year or two. I'll be 65 years old by then and I think 65 is enough, that you can pass it on to someone else."*

For some, having worked for 3 years after meeting the retirement criteria could also be the milestone after which they were not prepared to continue (due to cuts in the financial incentive). This 3-year timeline is probably very specific to Slovenia. Darko (Int.3) was adamant: "*Yes, it has changed for the better. The corona didn't affect our company so badly. So it's a bit better, there is enough work. So I think I'll hang in there for another year. So that the 3 years have passed. But then it's over. I finish. Even if there is work, I won't continue, because you have to finish at one point.*"

The sentiment of the right time also included the acknowledgement that a person was still healthy, therefore, should retire timely and enjoy retirement and other activities for the rest of their life (as opposed to continue working) as suggested by Vilma (Int. 3): "*At one point you have to decide and stop. You can't just go on working forever. You should have some enjoyable time left when you retire. I don't want to be disabled and old when I retire. You know what I mean, you should be fit enough when you retire, so you can enjoy that time.*"

Darko explained in the first interview that it was vital to establish a 'sweet spot' for retirement; not retiring too early, but also making sure that prolonged work activity would not jeopardize health and limit post-retirement activities: "*You always need more money. But it's better I retire healthy and enjoy my life a little bit afterward.*" The temporal perspective also emphasized the individuality of the participants as their meaning-making and decision-making differed in relation to EWL or the time of anticipated retirement. In the case of Margaret, however, her work environment pushed her toward retirement as they felt it was the right time for her to retire: "*I think it was expected [to retire]. If you turn 73… it was sort of expected that it is time for me to retire. I felt it from my supervisors….*" Margaret's autonomy regarding the time to retire was, therefore, compromised by her work environment and her supervisors who, for example, took her office away and gave it to the new person in the team, sending a message Margaret interpreted as a signal for her to go.

4.5.1.2 Theme two: Motives for extended working life

This theme describes the main motives for EWL, which are both external (finances, maintaining familiar patterns, tangible achievements) and internal (making a contribution, love of work). None of the participants had only one motive; there was always an overlap of motives that incentivized individuals to continue working. Finances and a stable routine were mentioned by most participants, but internal motives often appeared to be more vital to the decision to continue.

Financial perks could be an important motive to continue working, both to increase the current salary and improve future pension. Most of the participants were aware that they would not be able to afford the same lifestyle on a state pension, so they were motivated to continue working like suggested by Paul (Int.1): *"If you drop from a normal salary to about half of that, you need to make some changes; you need to really adjust your life. I might say, 'now, I'd like to go travelling', but heck, how can I go travelling if I can't pay for it?"*

For some, the state pension alone was so low they felt like a '*social case*' (Marius, Int. 1), so they were compelled to work longer. When the state incentive was reduced after 3 years of EWL, the motivation to continue seemed to be reduced in some of the participants and they decided to retire then (Vilma, Darko, Felix). Money could also become more essential if the foundational factors were not in place. For instance, Felix who was struggling with his work relationships and had a negative relationship with the employer said in the second interview: "*Yes, I think that [money]is the main motivation now…If it wasn't for the 40% extra, if there was only salary, which he [the employer] cut recently, I think I wouldn't even consider working on.*" Nonetheless, finances were not the only motive and for some, they were not a motive at all. Margaret (Int. 1) was very clear: *"I never had the financial motive to extend. That was never a motive for me…No, no. My husband is an economist, so we have a lot of assets, enough for the rest of our lives... They have calculated a wonderful pension for me, 1600 per month, you can live quite nicely with that…"*

Helping adult children financially could also motivate people to continue working as mentioned by Joe, Lyudmila and Andrew.

Maintaining **occupational patterns** was another motive for work. Work provided a certain familiar pattern of life with its habits and routines. For some, this routine presented a much-needed stability that they might find difficult to replace without becoming bored. Marius described his work routine that has not changed since fulfilling the retirement criteria (Int. 1): *"I'm going to work at 6 AM, you know. Every day. And that's the same as before. Although I started my shift at 7.30, I came early. The storehouse opened at 8 AM, but I was there at 6.15, the same as now. So, I didn't retire. I didn't."*

During the COVID-19 lockdown, the participants had to adjust their everyday routine. For some, it could be a positive experience, for example, for Lyudmila who was working from home and had more flexibility with her schedule (Int. 2): *"This was the first time in 40 years that I really saw spring!... For me, it was a time of transition, changing my patterns of*

everyday life. And, also, adding new, self-rewarding patterns, such as walking, experiencing the spring, cooking, reading…"

She continued to explain about work being a set of habits that need to be changed when a person retires. COVID-19 helped her with the process of adjustment:

> If I retired directly in September, it would probably be a bit of a trauma, it would be traumatizing for me until September and then there would be a quick descent into retirement. But now, it was more gradual. I experienced it as a gradual change of habits. Because, at the end of the day, what is work if not a mix of habits? You get up, get ready, sit in the car, drive to work, work. And now I was forced to change it. Just like a smoker. A smoker won't stop smoking, but if there is a health issue, they'll stop in a second. That's how I perceived it. This coronavirus came and we were not responsible for it, but our habits changed overnight.

Work also provided a sense of **achievement** and success, which could be a source of pleasure for the worker. Sometimes, the success was externally recognized and rewarded (or at least acknowledged), but sometimes, the satisfaction was only known to the worker. Felix (Int. 3), for example talked about the compliments he received from their customers: "*I really like it that the customers are mostly very satisfied with me. I get a lot of compliments for being kind and for other things. So, I don't have any problems with the customers. If I did, I probably wouldn't be working here anymore.*"

Some participants were proud of their role in the company and the recognition they received in the work environment. Marius (Int. 3) told a short anecdote about how he felt valued by his bosses because they decided to postpone a social event so he and his wife could attend it as well:

> It will be the company's 30th anniversary now and we are going to Škocjan caves. They invited us together with our spouses. And after that, we'll go to Portorož on a boat to have a bit of fun. But they had to postpone it for me, because I'm on annual leave. And she [the boss] forgot. So, I said to her, well congratulations for the 30th anniversary, but I will be on Lošinj then…So then they postponed it for a week for us [him and his wife].

A feeling of mastery and competence was also enjoyed, especially when it could be expressed through autonomous work. Having the freedom to decide when to retire, was often perceived as a part of a personal autonomy as described by Vilma (Int.1): "*I feel more*

self-assured…before, I was stressing because I had years to go. But now I can just say that I'm leaving in a month. So, I feel some sort of safety."

Making **a valuable contribution** to the company/organization, and to a wider society, was often cited as a motive. In every interview, Paul noted it was important to him that his work had a positive impact and contributed to the greater good. In the last interview, he expressed: *"Look, you have to consider that I'm approaching 65 and I still have an interest in the field/…/ What we are doing now is a new information system. That is not necessarily my main interest, but I feel an organization like ours should have one. So, if I can contribute with my knowledge and help to do certain things, I will do that."*

Joe (Int. 1) was also thinking about his contribution in relation to the younger generation: *"I don't find it hard…Sometimes I need to push through a bit but otherwise…teenage years…The school is here so they [the students] have a reason; they can be angry with me, because it suits them…if it wasn't for us, they'd be totally lost…"*

The opportunity to share knowledge appeared important to all participants, regardless of the type of their work and its complexity. There were, however, very few chances to mentor or teach, either due to institutional barriers or perceived lack of interest from the younger generation. Participants regretted this situation and saw it as a missed opportunity to utilize their knowledge in the last period of their working lives. Margaret (Int.3) said:

> I had very very limited opportunities to pass on my knowledge. In January, February, they assigned a younger colleague to me, so she could learn. But she didn't want to. So, they sent another one, but this one has a lot of work at her clinic, so she only comes on Mondays. I also work on Tuesdays, but she has other engagements then, so it's already 50% less time... Anyway, I think she is interested, and I hope something will come of it, so, I could have a successor. Because they have not able to find a successor for me until now, and I'm 74.

Other participants, too, mentioned the importance of having somebody to replace them post retirement so that the work process would not suffer (Lyudmila, Darko, Andrew, Marius). Darko suggested to his employer that they hire someone 6 months prior to his retirement so that he can give them a proper induction. The employer said he would consider it. Andrew also recalled that it used to be common in his field for the old and new employee's duties to overlap, which is no longer the case: *"When I go, this subject will be gone as*

well…" (Andrew, Int.1). The awareness of an imminent discontinuity of work they did and found important could, therefore, be an incentive to continue.

Finally, **love of work** was an important motive, too. Work could be a source of life purpose for some of the participants. They felt that work was their vocation, and they were internally motivated to continue working out of love for their profession or the type of work they did. This were people who did not work (just) for finances. For Margaret, who was known for a specialised treatment method she performed, her work was a vocation. When she was asked what she would do if she retired, she replied: *I'd continue doing this. I just need a room. Even when I go on holidays, I take with me my set of needles. There is always someone there I can help* (Margaret Int.1)*.* Lyudmila (Int. 1) also noticed how her motivation did not decrease prior to retirement because of her love of the work she did: *"It's something I've been thinking about, if now, that I am running the last stretch of the race, my motivation will go down. But no, I really like working with students and my motivation is the same as if this wouldn't be my last year."*

Andrew (Int. 2) also spoke of his positive relationship to work: *"And there are those, who really enjoy their work, I'd say that this pedagogical work has a sort of an eros, sort of, how to put it, challenge for the professor who enters the lecture room and so on. And the generations change and maybe there's a generation that you don't get along with so well, but then the next one is…and you move forward."*

4.5.1.3 Theme three: Gerotranscendence

This theme links with the theory of gerotranscendence, describing a subtle personal transformation that is connected with growth and maturity and leads to well-being. During the second interview, conducted after all the participants had lived through the lockdown and the COVID-19 pandemic situation, many of them reflected more on the **existential questions,** such as mortality. Time spent at home was seen as a psychological preparation for retirement as well as a quiet time that provided food for thought. Joe (Int. 2) was talking about his observations of society and himself: *"You can achieve wisdom by, firstly, facing yourself and figuring out who you are. And you have to be able to notice other people, too. You need to be able to see their challenges, but also their good sides. However, if you are too focused on yourself, you can't notice others. Others have to be your mirror."*

Remarks about death and transience also became more common as the study progressed. Marius (Int.3) talked about appreciating each day: *I live for this day, from one day to*

another. Good morning, good morning, I say to myself every morning. I'm happy I can function.

The participants spoke about how **values and priorities could change** for them, especially following the COVID-19 experience. Work could lose its prominence in the narrative and a new life was expected that would be characterized by occupational balance. Lyudmila (Int.2) appreciated some aspects of the lockdown and experienced a transformation:

> The structure of my day changed. I could take time in the morning and went walking for an hour and a half. I never allowed myself to do that before. And then I would have breakfast and started to work at the computer, sometimes until 5, 6 o'clock or longer. There was this freedom because I didn't have to commute to Ljubljana. So, I had a feeling I had a lot more time for myself, a lot more than before. I started thinking more about my retirement transition that was coming in the autumn.

After the interview, Lyudmila sent an email and added some more thoughts to her answer. She wrote: *"[I had] more freedom, I worked on myself [during the lockdown]. And while doing that, I was thinking how much time we throw away each day…driving by car, unnecessary chats, shopping…and all of a sudden you realize that a lot of those activities you don't really need…you change values, priorities."*

Some of the participants also talked more about the importance of spending time in the nature and **connecting with nature**. Darko really enjoyed the experience of gardening, which he started during the COVID-19 pandemic: *"Me and my wife, we love our garden. You can watch things grow, explore."* Margaret also started to spend more time in nature as her family bought a country house as she explained in the 3rd interview:

> It's a real paradise there. Especially now, when it's warm. It's 20 minutes to the Triglav national park. From our house to Bled canyoon and back it's a 3 hour walk. …and there are also some archelogical excavations, from the paleolitic times, so it is very interesting to walk there and ponder about the things that were happening here 5000 years ago. So I have to say I'm adapted and enjoy it.

The described state of mind in which existential questions, occupational balance and personal enjoyment were prioritized, appeared to be an exit point to a meaningful retirement.

4.5.1.4 Theme four: Adapt and accept

This theme describes a process of gradual adaptation and acceptance that occurs when people are approaching their work-to-retirement transition. Their work obligations and/or work hours might slowly be reduced. The process can include some elements of grieving, for instance, a feeling of loss of previous roles. If people continue working, they must be able to accept novelty and acquire new skills and knowledge, constantly adapting to changed circumstances.

The participants were aware of the need for adaptation in the process of the work-to-retirement transition as well as throughout their working lives. Andrew (Int. 1) described how all his life he was in the forefront when it came to novelty, including nowadays. He did, however, apply critical consideration to his choices:

> You know, I'm the generation before the computers; there were some systems for writing, and a screen, and you had to download software and write…I was one of the first to use it here. Everything I needed, I learnt how to use. But there are certain things that I just refuse to use, such as Facebook and Twitter…I think that's like opium for crowds, doesn't really bring anything, it just takes…however, everything useful the new technology brought, I do use.

The ability to adapt was also utilized in the transition process. At the time of the third interview, Margaret's work hours were reduced, and she had less and less work responsibilities. Her office was also taken from her, and she was moved elsewhere to provide space for the new head of the department. She admitted that she missed the work activities that were taken away from her. However, she also described spending more time in the family's countryside house and exploring the surrounding areas, so she concluded: "*So, I have to say, I have adapted and I'm enjoying myself now.*" She accepted the new reality: "*I always find an answer why something is good for me. It's obvious to me that my abilities will be reducing with years, nature created us like that, so it's normal that I work less.*" (Margaret, Int.3)

Lyudmila (Int. 3) was the only one who at the end of the study completed a full transition to retirement. She described this transition in the following way: "*I experienced it as very mild and gracious. It wasn't a shock. It really wasn't a shock. I just slipped into it. I didn't feel it as a cut.*" She previously reflected that the adaptation process was eased by the COVID-19 situation that provided time and space to adapt and build new habits and

routines: *"I think the essential thing the transition has to involve is changing routines and habits and adding some new ones that are comparable in meaning."* (Lyudmila, Int.2)

4.5.1.5 Theme five: The landscape of work-to-retirement transition

This theme describes the worker's broader context as they approach retirement and make decisions regarding EWL. While active aging is directly linked to prolonged work activity, some of the other strategies relate to designing a meaningful retirement, such as having engaging occupations and co-occupations in the new occupational pattern. The social context is also important as well as relationship with one's partner and adoption of new roles; for instance, being a grandparent.

Active and healthy aging appeared to be the framework of the participants' lives. The emphasis was on being active and participating in the society. The ongoing activity could be encouraged by important others; for instance, children. The sentiment of constant activity could be diametrically opposite to the idea of gerotranscendence. However, it seemed that the two may co-exist.

The participants often mentioned the desire to keep active, either in the context of work or other activities. Marius (Int. 3), who referred to himself as a 'workaholic', said: *"You get used to working, you know. It's hell if you have nothing to do. That's why I suggest to anyone who retires to keep doing something. Otherwise, you'll suffer. Or find something. If I had a dog, like you [refers to the researcher], that's fine too, you need to have a commitment."*

Paul (Int.3) also expressed his desire to remain active and connected post-retirement: *I'd like to stay active till the end. It doesn't matter what you do. You can speak nicely to your neighbour, and you've done a lot.*

Some participants also met new friends or spent more time in activities they previously did not have the time for. In the last interview, Lyudmila (Int. 3) happily reported that she met someone new to socialize with, which made her life more exciting: *"My partner doesn't like to walk. This lady I met is alone and I think I found a connection so I can continue walking outside of my immediate environment, if the situation permits...we've done a few walks to small hills together already."*

By the end of the study, some found occupations that could replace work and kept them fully and positively engaged and connected with others, the so-called **engaging**

occupations. During the lockdown, Darko started gardening for the first time in his life and described it as very fulfilling. In the last interview he conveyed his future plans:

> Me and my wife, we are gardeners now. I was given a chance to buy a plot of land. So, I put an offer in and am waiting for the permission to buy it/.../ all the extra money I earned in the past 3 years [when he delayed retirement], I'll put toward that land. And we'll built a hut, a nice one, with a fence around it. I'll make it as beautiful as you can see on TV.

Lyudmila (Int. 3) also spoke of occupations she enjoyed post retirement: *"I have to tell you, I have read an enormous amount of books in the past year, and that was really soothing for the soul. Because before, I was always running out of time. But now, the structure of my day, I design my structure really well and in this new structure, there is always time for reading. So this is really bringing meaning to me."*

When approaching retirement or becoming newly retired, participants also adopted some **new roles and routines**. Often, the role of grandparents took a lot of their time, and they anticipated that it might become even stronger post retirement as described by Lyudmila, Paul, Darko, Marius and Vilma. Marius (Int. 3) who was already now spending a lot of time with his grandchildren, joked that his wife and he will *"become forever babysitters"* when they retire. Vilma described how during the pandemic socializing with grandchildren was regular: "*You know what I did! A few times, I mean, not a few times, quite a lot actually, two times per week, the little ones came to stay, so I was occupied with them. But otherwise, nothing special…"*

Relationship with partner was an important part of the narrative of EWL and retirement transition. Those who had partners, considered them in their retirement plans and also in the timing of the retirement. Some looked forward to engaging in co-occupations, while others became more aware that they might not have so many activities in common and will have to look for other companions. Felix (Int.3) who was planning to retire before his wife, reflected: *"I'd prefer if we were both retired. It's a different life then. And it's different if both are at home, have some coffee together, go for a walk…It doesn't matter how long you've been married, it's still nicer if you are at home together than if you are alone."*

Lyudmila, on the other hand, was aware that she and her partner had different interests. She mentioned that in all her interviews. In the first interview she reflected:

> I was counting on my relatives for when I retire, that I will go galivanting with my sister. But then this was lost, so I needed to change my plans completely [note: Lyudmila's sister

died]. And then the other thing is your partner. Some partners can't wait to retire and then they go together somewhere and do things together. But my hubby and I are very different. And we don't have this that now we will buy bicycles and go somewhere, or go skiing or I don't know what. We are very different. And this presents a question now for me, how will we spend so many hours together? How will we fill those hours and what will the content be? Because now I spent more time together with my co-worker than my life partner. And during weekends, us women are occupied with all sorts of things. And then, we will be together 24 hours all of a sudden.

Participants also talked about their **social network** and its characteristics. Mainly, they were socializing with other people who were still active in the labour force as explained by Felix (Int.3):

Actually, the people I socialize with, I'm one of the oldest. No other has fulfilled the retirement criteria yet. One is older than me, but he isn't 65 yet so he continues to work as he can't retire yet. And in the other [football] team there are two who will retire this or next year and they are both planning to retire. So, they showed no interest to continue [working]. But apart from those three, all the rest are younger and don't meet the retirement criteria. They are over 50, but les than 60.

Being around younger, active people might have contributed to people extending their working life to match the activity of their social network. Intergenerational social contacts were also important for the person's general well-being and participation as described by Lyudmila (Int.3):

These people from the street that I meet when I go walking, they are mostly retired, so I don't have a very mixed group. But I do have quite a few of those who are 30 years old, 35 years old, and they have children who are 5, 7 years old, from our street, and they come to my garden, and we sit together a bit and the children really love me because I know how to entertain them with activities. And the children, when they come, they say: "Hello, we came to see L." They don't go to their friends or peers, but to L [laughs].

4.8.2 Narrative findings

Narrative findings are presented chronologically for each of the participants focusing on the motives for EWL and plans regarding work-to-retirement transition over time (Table 7). For each of the participants, some key events or characteristics were identified that were linked to their decision-making process and to the way their story was unfolding. Some

elements of Gergen and Gergen's (2010) narrative inquiry were also applied, specifically we aimed to identify a narrative slope for every participant in relation to their EWL. A regressive slope meant that the story had an overall negative direction, a progressive slope that the direction was generally positive, and a stable slope denoted a balanced progression, things staying mostly unchanged over time.

By the end of the study, participants that were planning to continue working, mainly had stable narratives. In contrast, participants that were planning to retire showed either regressive or progressive narratives. Progressive narratives were more obvious in the presence of new, fulfilling occupations and roles. Regressive narratives were often characterized by bad relationships at work and pressures to retire that sometimes went against the participant's wishes.

Table 7: Narrative findings for all 9 participants

Participant	Motives for work pre-COVID-19	Plans for retirement pre-COVID-19	Experience of COVID-19	Motives for work post COVID-19	Plans for retirement post COVID-19	Motives and plans for retirement during last interview	Key events/ meaning	Overall narrative slope
Vilma	Not ready to retire yet (feels too young); financial perks; enjoying greater autonomy at work (can stop working when she decides). Likes to keep the routine; has no replacement activity.	Plans to work at least until the end of 2021 but might go on for longer if everything ok.	Was on paid leave; enjoyed her time at home; saw it as a preparation for future retirement; did less physical activity (put on weight).	Financial motives; to defy the negative atmosphere at work, particularly the supervisor (she doesn't want to escape into retirement). Feels reduced abilities, but not affecting her work yet. Feels more ready to retire; freedom that she can retire at will.	Plans to retire at the end of 2021 but might retire earlier if it gets too difficult with work relationships. Daughter motivating her to extend a bit longer. The reason she is contemplating earlier exit is because she is more sensitive to relationships at work after she saw how great it was to be at home.	Plans to retire at the end of 2021 or might continue for a few more months in 2022, depending on what makes more sense financially. Feels it is ok to retire after working for 43 years. Bad work relationships are getting too much (she is tired of that). If better relationships, she would continue.	Conflicts at work. Financial motives becoming more important than at the start. Had a good time at home during COVID-19.	Regressive (Conditions at work deteriorating so will retire.)

Participant	Motives for work pre-COVID-19	Plans for retirement pre-COVID-19	Experience of COVID-19	Motives for work post COVID-19	Plans for retirement post COVID-19	Motives and plans for retirement during last interview	Key events/ meaning	Overall narrative slope
Paul	Making a valuable contribution to the team and the society; financial perks.	Does not think about retirement; will work on for as long as he is invited by the management.	Positive experience of work from home; good relationships at home; plenty to do. Observed the negative social implications of safety measures and lockdown; worried about the younger generation.	Wants to finish a project where he feels his experience and knowledge are needed. Enjoys learning and making a contribution. He has support in the team. Good work relationships are the most important for him.	His contract was extended again during COVID-19; will work on for as long as he is invited by the company (no plan to retire).	His contract was extended again, and he was given a permanent contract. Nonetheless, he thinks he will retire in 1-2 years, when he is 65 and the current project will be wrapped up.	Invited to continue.\n\nSupport at home and at work.\n\nConcerned about others.	Stability (Strong support in the workplace throughout.)

Participant	Motives for work pre-COVID-19	Plans for retirement pre- COVID-19	Experience of COVID-19	Motives for work post COVID -19	Plans for retirement post COVID -19	Motives and plans for retirement during last interview	Key events/ meaning	Overall narrative slope
Margaret	Making a valuable contribution by helping others; work is a vocation. Finances specifically not a motive.	Does not think about retirement yet/ not an option for her (she will continue working in some capacity).	Did not work during the pandemic due to her age (on paid leave); enjoyed staying at home. When she returned, she observed positive changes at her workplace due to COVID-19 rules; motivated to continue helping others.	Nobody to replace her so the technique she practices would stop, which she thinks would be a shame. She loves her work and that she can help others. Money is not a motive. Great satisfaction at seeing the results of her work.	Does not think about retirement yet/ not an option for her. However, the management is making her feel it is time to retire.	Has retired in January 2021; now has a contract with the same organization for 8 hours per week. She is not sure if this will be extended at the end of the year, but also feels 75 is an age when she should perhaps retire. She will probably look for other work options if she cannot continue at the same place.	Implicit pressure from the organization to retire. Adapting by focusing on positive thinking.	Regressive (She would EWL but was made to feel that it was time to retire.)

Participant	Motives for work pre-COVID-19	Plans for retirement pre- COVID-19	Experience of COVID -19	Motives for work post COVID -19	Plans for retirement post COVID -19	Motives and plans for retirement during last interview	Key events/ meaning	Overall narrative slope
Lyudmila	Making a valuable contribution to the team and using this time to consciously look for occupations that could replace work post-retirement. Attending a self-help group to prepare for retirement.	Plans to retire in 9 months (September 2020).	Positive experience of work from home; overcame some fears related to technology; re-evaluated life and has better idea of replacement activities for when she retires. Lockdown helped her let go of work and work-related identity.	Found many new occupations that fulfil her and also has a new friend she does co-occupations with (walking). Is planning to work in an intergenerational centre in her town. Feels alive and well, ready to retire.	Plans to retire in September 2020	Has now retired. Not missing work. Has replaced work with other meaningful occupations and reduced contacts in a satisfactory way.	Conscious preparation for retirement. Empowered during the lockdown. Found new occupations.	Progressive (Gradual transition into retirement with positive experience.)

Participant	Motives for work pre-COVID-19	Plans for retirement pre-COVID-19	Experience of COVID -19	Motives for work post COVID -19	Plans for retirement post COVID -19	Motives and plans for retirement during last interview	Key events/ meaning	Overall narrative slope
Darko	Would be bored if he retired; waiting for wife to retire; financial benefits.	Will retire when wife retires (3 more years); eager to do activities together with his wife.	Was on paid leave and then worked part-time; started gardening as a family activity.	Waiting for wife (if wife could retire, he would retire too), doesn't want to be bored and home alone. Financial motives as well. Motivation for work is now declining, fed up with it and would like to do other things in life. Less afraid to retire as has found a new occupation during lockdown (gardening).	Will retire when wife retires (2.5 more years). Experienced more pressure from employer to retire as less work during the crisis (change in management). If there is an economic crisis, happy to retire earlier (or if pressure becomes unbearable).	Will retire in June 2022 (earlier than planned) and spend one year alone at home before wife retires. Planning co-occupations after that. Looking forward to retirement.	Change in management (new boss). Found a new occupation.	Progressive (Retired earlier than planned but found other activities that motived him more.)

Participant	Motives for work pre-COVID-19	Plans for retirement pre- COVID-19	Experience of COVID -19	Motives for work post COVID -19	Plans for retirement post COVID -19	Motives and plans for retirement during last interview	Key events/ meaning	Overall narrative slope
Marius	Cannot imagine not working; financial perks	Might retire fully when wife retires but has no plans yet.	Mostly worked from home and spent time with his wife.	The main motive is his need to do something, i.e., work. Cannot imagine life without work and work routine. Lost when nothing to do.	No plans to stop working.	No plans to stop working. Will work for as long as he is able. When wife retires, they will probably continue working together (contract work).	Strong attachment to work and work routine.	Stability (Work a central feature in the narrative throughout.)
Felix	Feels too young to retire. Would be bored if retired; has no replacement activity; financial perks.	Plans to work till at least end of 2021 (unless it gets too difficult).	Pleasant experience during COVID-19 as customers nicer and more relaxed. Felt good when he was at home.	At present, financial perk the main motive he is continuing. Also feeling healthy and able to work. Feels unappreciated at work.	Might retire sooner or leave present job as work relations have deteriorated (relationship with the boss). Employer put some pressure to retire.	Will retire at the end of December 2021	Bad relationships at work. Financial motives becoming more important than at the start.	Regressive (Conditions at work deteriorating so will retire earlier than his wish.)

Participant	Motives for work pre-COVID-19	Plans for retirement pre- COVID-19	Experience of COVID -19	Motives for work post COVID -19	Plans for retirement post COVID -19	Motives and plans for retirement during last interview	Key events/ meaning	Overall narrative slope
Joe	Enjoys his work; financial benefits and helping adult children financially.	Retirement not an option yet due to circumstances (finances).	Mixed experience of lockdown; learnt new skills (making videos); had less activities (put on weight); critical toward the society and politics.	The same motives as before. New motive is that he finds the present situation challenging and feels he needs to act and support a better future through his work.	Retirement not an option yet.	Was active in some civic initiatives that motivate him. Motives for work the same and likely to continue.	Civic involvement.	Stability (Plans and motives mostly unchanged.)
Andrew	Enjoys his work; financial benefits and helping adult children financially.	Will work for as long as has cognitive capacity.	Worked remotely using technology which lowered his work satisfaction. Observed his physical fitness deteriorated.	His work changed drastically; he was able to switch to remote work; however, he expects that his motivation will decline if online work continues.	Might stop in October 2022 (especially if remote work continues); expects to continue with some aspects of his work post retirement.	Lost to follow up.	Negative experience of online work.	Regressive (Work satisfaction deteriorating due to external circumstances and planning earlier retirement.)

Source: Own 2022.

4.5.3 Hierarchy of motives for work beyond retirement

Following the qualitative analysis of the three rounds of interviews, the findings were depicted schematically, building on the initial image presented in Figure 3 (Bratun and Zurc 2020, 489). The first three themes from the thematic analysis are arranged as a hierarchical pyramid, which is situated in the context of the fifth theme (The landscape). The first theme, Foundations for EWL, is at the base of the pyramid, followed by the layers that represent the Motives for EWL (financial perks, occupational patterns, work achievements, a valuable contribution and love of work). At the peak of the pyramid is Gerotranscendence that can represent a meaningful transformation in the path to retirement. It also illustrates motives that go beyond the self that were present in the studied group of workers. The theme Adapt and accept denotes a process that happens when approaching the work-to-retirement transition and is illustrated as an arrow, going from the material, external motives (finances) to the more internal, non-material motives (love of work, gerotranscendence). The process does not happen in isolation but is surrounded by contextual factors that can be linked to the worker's meaning-making and decision-making process. These contextual factors form the Landscape of EWL and include the adoption of new roles, search for engaging occupations and a tendency toward active and healthy aging. The Landscape is also influenced by a person's social network and relationship with their partner. Figure 4 shows the finalized hierarchy of motives for work beyond retirement with contextual factors.

Figure 4: Schematic representation of the qualitative findings of motives for EWL

LANDSCAPE OF WORK-TO-RETIRMENT TRANSITION

New roles

Engaging occupations

Healthy & active aging

Gero-transcendence

Love of Work
Vocation, Purpose in life

A Valuable Contribution
Being needed, Passing on knowledge

Work Achievements
Success, Mastery, Competence, Autonomy

Occupational Patterns
Routines & Habits, Stability

Financial Perks
Improved salary & pension, Helping children financially

Foundations for EWL
Health & Abilities, Leadership style, Work relationships, Work characteristics, Temporal perspective

ADAPT & ACCEPT

Social network

Relationships with partner

Source: Own 2022.

4.5.4 Summary of qualitative findings

In the qualitive phase of the study, we answered the first four research question.

The study described different external and internal motives of a group of Slovenian retirement-aged workers in the context of an individual's occupational life and social networks. None of the participants had only one motive for EWL; the motives overlapped and complemented each other. The findings also demonstrated the presence of the highest level of motivation in older workers, such as motivational self-transcendence. There were certain prerequisites that were required for the person to continue working, such as good health and abilities, positive work relationships, appropriate leadership style and a personal feeling it was not time to retire yet. These factors could facilitate the decision to continue working. In contrast, a decline in health and abilities, relationship difficulties and non-supportive leadership style could trigger thoughts of retirement. Additionally, other factors were considered and negotiated when prolonging work activity, such as new roles, one's partner and absence or presence of activities that could replace work.

We found that the participants exhibited different pattern of work and retirement plans. They mostly reported positive experiences from the lockdown period, which gave them a unique insight into how life could be different post retirement, yet still satisfying. These experiences seemed to have contributed to the psychological preparation for future retirement, especially in terms of developing new habits and activity patterns. Although the life direction remained largely undisturbed, the narrative surrounding work and future retirement changed for some of the participants, bringing fluctuations in the levels of motivation they described in relation to their work. Relationships emerged as vital to different aspects of the participants' lives, including relationships at work and with family, relationships in the society and inter-generational relationships. Inter-personal relationships helped to contextualize a person's experience and their decisions about whether to continue working and for how much longer. For those who experienced work relationship challenges, the external rewards could become more important than previously. During the COVID-19 pandemic, those who were previously motivated by a sense of belonging and contribution, described concern for the well-being of the society, especially younger people, and felt motivated to act and continue working.

Examples of experiences that were close to gerotranscendence were noted in the sample. These mostly related to the change in life priorities, connection with nature, and awareness

of one's mortality. The state of mind characterized by maturity and life wisdom appeared to be an exit point to a meaningful retirement. Gerotranscendence was sometimes exhibited in the way participants chose their occupations, looking for ways to express their true self and be engaged in a meaningful way, for example through engaging occupations.

5 DEVELOPMENTAL PHASE: DESIGNING A NOVEL QUESTIONNAIRE

5.1 Developing a draft questionnaire from qualitative findings

It is a characteristic of the exploratory sequential design that the exploratory qualitative data from the first phase of the mixed-methods study are then used to design a quantitative feature based on the qualitative results (Creswell and Plano Clark 2018, 67). Correspondingly, the findings of the qualitative phase of the study served as the basis for a novel questionnaire – the   Work beyond Retirement Questionnaire (WbRQ) – that aimed to "measure" factors that could support or hinder retirement-aged workers to continue working past retirement age. All items and questions in the questionnaire were developed from the qualitative themes and subthemes, aiming to reflect the qualitative definitions of the underlying concepts. Creswell and Plano Clark (2018, 218) consider this step to be the integration of qualitative and quantitative data that results in the contextually relevant quantitative feature.

The focus of the questionnaire was on the workers' subjective experience and perceptions of their work. For instance, one of the subthemes in the qualitative findings was *Work characteristics*, so an item that was developed based on the definition of this category was *I think that the work I do is strenuous.* Another subcategory was *Work achievements* and described work as "*providing a sense of achievement and success, which is a source of pleasure for the worker. Sometimes, success is externally recognized and rewarded (or at least acknowledged), but other times, the satisfaction is only known to the worker. Feelings of mastery and competence are also enjoyed, especially when they can be expressed through autonomous work.*" Four items in the questionnaire were developed from this description, namely *It means a lot to me to get praised for my work; A sense of mastery is important to me at work; Being autonomous is important to me at work* and *I'm proud of my role at work.* Table 8 is a joint display of the integration of qualitative and quantitative data and shows the connection between the themes from the qualitive interviews and items in the questionnaire.

Table 8: Connection between the themes from qualitative interviews and items in the questionnaire

Theme	Sub-category	Item in the questionnaire
THE FOUNDATIONS FOR EWL	Health & Abilities	I feel healthy enough to continue working. I have noticed a decline in the abilities that are required to perform my work and work tasks in the past year.
	Work Characteristics	I think that the work I do is strenuous.
	Work relationships	I get along with my co-workers.
	Leadership style	I think my managers/supervisors want me to continue working in this organisation. Our manager has a leadership style that is inclusive and kind to the employees.
	Temporal perspective	I think every person feels when it's the right time to retire.
REWARDS FOR EWL	Financial perks	Finances are the main reason I continue working.
	Occupational patterns	The daily routine that is linked to work is important to me.
	Work Achievements	It means a lot to me to get praised for my work. A sense of mastery is important to me at work. I'm proud of my role at work. Being autonomous is important to me at work.
	A valuable contribution	It's important to me to pass on my knowledge and experience. It's important to me to feel useful for the organisation and the society. I feel I am a part of the organization.
	Love of work	I work because I love my work. I work because my work gives me a sense of purpose in life. The main reason I continue working is a sense of inner satisfaction I get.
ADAPT & ACCEPT		It's important to me to be able to continuously develop personally and professionally.
GEROTRANSCENDENCE	Existential questions	**Gerotranscendence Scale – short version (10 questions)**
	Connection with nature	

	Change in priorities	
THE LANDSCAPE OF WORK-TO-RETIREMENT TRANSITION	**Engaging occupations**	Beside work, do you have any other activities or hobbies that would be at least as important to you as work?
	Active and healthy aging	Have you taken up any new activities or hobbies in the last year?
	Social networks	I'm satisfied with my relationships outside of work. How would you describe your social network based on their work activity? Which generations of people do you socialise with?
	Relationship with partner	My partner is an important consideration when planning retirement, for instance, we would like to retire at the same time.

Source: Own 2022.

The Work beyond Retirement Questionnaire (WbRQ) started with a screening question that aimed to establish if the participants met the inclusion criteria before continuing with the questionnaire. The inclusion criteria were phrased as fulfilling the retirement criteria and continuing to work. For those who did not meet the inclusion criteria, the questionnaire stopped with the first question.

The draft questionnaire included 22 items, divided into two sections: (1) prerequisites for extended work life (n = 7 items) and (2) motives (n = 15 items). A 5-point scale was used to express agreement/disagreement with the statements, ranging from the lowest agreement at 1 to the highest agreement at 5. This was followed by four additional, closed-ended questions that were not specifically about work (one question about engaging occupations and one about active aging, and two questions about the social network) and one question that enquired about how much longer the participants were planning to continue working. Lastly, there were six demographic questions. The questionnaire also included 10 items from the Gerotranscendence Scale – GTS-10 (Tornstam 2017). The psychometric properties of this scale will be presented in a separate chapter (Chapter 6).

The language of the questionnaire was Slovenian, which was the language of the target population. However, for the purpose of the dissertation, the items were translated to English. We acknowledge that some of the language nuances might have been lost due to the translation. The draft questionnaires in Slovenian and English language are included in Appendix G (Slovenian) and Appendix H (English).

5.2 Cognitive interviews: exploring content validity of the questionnaire

5.2.1 Developing an interview protocol for cognitive interviews

To explore the evidence of validity in relation to the content of the draft questionnaire as well so to reduce the non-response rate, cognitive interviews were conducted (Drennan 2003, 57–59). Cognitive interviews are rooted in cognitive psychology and help us explore cognitive processes involved in the question and answer process (Collins 2015, 23; Wilson 2005, 182–187). They have been recognised an essential part of the survey pretesting process and are administered to detect and resolve any potential problems with the items before the survey is used on a larger scale (Miller 2014, 1–5; Preissner et al. 2020, 4).

The aims of the cognitive interviews were based on the four-stage model that describes the following four areas of investigation in cognitive interviewing: comprehension, retrieval, judgement and response (Collins 2015, 104). We wanted to explore the comprehension of key terms within the questions and the comprehension of questions as a whole, establish if the participants limited their recall to a specific time period, explore what information they included and excluded when answering the questions, and check if any of the questions were found too sensitive to answer (Collins 2015, 103–105). Additionally, we wanted to find out about the participants' general survey experience; for instance, if the length was acceptable or if they felt any items were missing (Collins 2015, 104).

Prior to the interviews, all items were defined and described in order to clarify what they were/were not attempting to capture/ "measure". A formular was prepared with well-defined measurement objective for each item as described by Collins (2015, 102). For example, for Item 1 (*I feel healthy enough to continue working*), the instruction was "*to check if the person feels healthy enough to continue working; it includes a person's subjective experience of their physical and mental health and the compatibility between the perception of one's health and their work capacity*." For Item 2 (*I have noticed a decline in the abilities that are required to perform my work and work tasks in the past year*) the description was "*to check if there has been a change in the perception of the abilities related to the performance of specific work; it includes a person's physical and cognitive abilities; the change in the abilities does not necessarily affect the quality of work*." The definitions of measurement objectives for all items in the questionnaire are presented in Appendix I.

5.2.2 Participants and data collection

Six retirement-aged workers who fulfilled the inclusion criteria for the study participated in five cognitive interviews. They were recruited face-to-face or by email. Four interviews were performed in person and were tape recorded with the participants' permission. The fifth interview was conducted via Zoom and included two participants (a married couple) who expressed a wish to participate together. The last interview was not tape recorded; however, the researcher took notes according to the pre-prepared formular that was also used in the other interviews (Appendix J). No incentives were offered to the participants for their participation.

During the interviews, different cognitive interviewing techniques were used (Collins 2015, 110–120). The participants were encouraged to think aloud as they were deciding on their answers (*"Please tell me what you are thinking when answering the questions"*). Probes from the interviewer were also used to clarify responses, explore new issues that emerged and gather overall thoughts on the instrument (e.g., "*What did you understand under the term health?"*). The participants were also observed to detect any non-verbal cues such as hesitation or confusion when completing the questionnaire. The interviews lasted between 50 and 70 minutes and were conducted by the author of the dissertation.

5.2.3 Analysis of the cognitive interviews

After the interviews, the notes from each interview were entered into a summary document (Appendix K). The responses from the participants were compared to the originally generated definitions and to one another to identify patterns in the responses as well as discrepancies in the understanding of the items and any difficulties in the response process. The analysis was largely on a descriptive level (Collins 2015, 164–167).

5.2.4 Findings from the cognitive interviews

The findings of the analysis were organized into five categories based on common themes: (1) Redundancy in the formulation of the items, (2) Undefined construct, (3) Not inclusive enough, (4) Overlap in the items or responses, (5) Positioning issues. In addition, changes to instructions and scoring have also been discussed. Themes from the cognitive interviews are presented in Table 9 together with theme descriptions, items that applied to each theme, and suggested improvements. All participants reported that the questionnaire did not seem

too long to them and that none of the questions were too sensitive to answer. The overall experience was described as positive. Based on the findings from the cognitive interviews, the item categories and item content were refined as discussed in the next section.

Table 9: **Themes from the cognitive interviews with descriptions, items and suggested improvements.**

Theme	Description	Items from the questionnaire	Suggested improvement
Redundancy in the formulation of the items	The item includes unnecessary information or provides an example that can confuse the respondent.	Screening question (option a and b) Item 2 (time frame) Items 8 and 18 (phrase 'the main') Item 22 (example)	Omit the redundant information or the example.
Undefined construct	The item includes a general concept that contains different dimensions, so some of the respondents might consider all these dimensions while others might not.	Item 1 (health) Item 3 (strenuous) Item 10 (praise) Item 12 (pride) Item 20 (part of organization) Question 1 (activity)	Provide a definition of the construct with the item or divide the item into two.
Not inclusive enough	The item is worded in such a way that the reply does not apply to all respondents or all situations.	Screening question (option c, d) Item 13 Item 15 Item 22 Question 3	Provide an additional option for replying, re-word (and/or) or add "does not apply to me".
Overlap in the items or responses	The items are so similar that they can be considered a repetition. The reply categories are too similar, or they overlap, so the respondent finds it difficult to choose between the two categories as both might apply.	Screening question (option b) Item 18 Question 4 Demographic 4 Demographic 5 Demographic 6	Remove the item. Re-word the reply categories to provide a clearer distinction.
Positioning	The item is positioned in such a way that the topics are mixing, switching from one topic to another abruptly.	Item 19 Item 20 Question 2	Re-position the question.
Scoring & Instructions	Verbal labelling used only on the first and last option. Instructions not specific enough regarding time frame.	General	Consider providing full verbal labelling. Provide a time framework in the instructions.

Source: Own 2022.

5.2.5 Improvements of the measure

Of the 22 original questionnaire items, ten did not require any changes following cognitive interviews (items 4–7, 9,11,14,16,17,21). Of the remaining 12, one was deleted (item 18) and eleven required some revisions. One item was divided into two (item 1). Of the five additional questions, one was kept in its original form, one was deleted and three required some alternation. One demographic question that considered work hours was added, three required revisions to ensure better representation and eliminate ambiguity and three remained in their original form. The screening question was also adjusted to increase the understanding. Table 10 presents the items of the questionnaire before and after the cognitive interviews. The Slovenian wording of the items pre and post cognitive interviews is provided in Appendix L.

Table 10: Items before and after cognitive interviews

Original item	Revised item*
Screening question: Which of the statements would best describe your current status (please choose one): a) I am employed and do not meet the criteria for retirement (age 60 years and 40 years labour activity or age 65 years and at least 15 years labour activity). b) I am employed and meet the criteria for retirement (age 60 years and 40 years labour activity or age 65 years and at least 15 years labour activity). c) I am retired and continue to work in the same organization as prior to retirement (e.g., contract work). d) I am retired and work in a different organization as the one I worked in prior to retirement (e.g., contract work) e) I am retired and don't work anymore.	Screening question: Which of the statements would best describe your current status (please choose one): a) I am employed and do not meet the criteria for retirement. b) I meet the criteria for retirement but continue to be employed. c) I am retired and continue to work in the same organization as prior to retirement (e.g., contract work, as needed). d) I am retired and work in a different organization as the one I worked in prior to retirement (e.g., contract work, as needed). e) I am retired and don't work anymore.
1. I feel healthy enough to continue working.	1a I feel physically healthy enough to continue working. 1b I feel mentally healthy enough to continue working.

Original item	Revised item*
2. I have noticed a decline in the abilities that are required to perform my work and work tasks in the past year.	2. I have noticed a decline in the abilities that are required to perform my work.
3. I think that the work I do is strenuous.	3. I think that the work I do is physically and/or mentally strenuous.
4. I get along with my co-workers.	4. I get along with my co-workers.
5. I think my managers/supervisors want me to continue working in this organisation.	5. I think my managers/supervisors want me to continue working in this organisation.
6. I think every person feels when it's the right time to retire.	6. I think every person feels when it's the right time to retire.
7. My manager has a leadership style that is inclusive and kind to the employees.	7. My manager has a leadership style that is inclusive and kind to the employees.
8. Money is the main reason I continue working.	8. Money is an important reason that I work.
9. The daily routine that is linked to work is important to me.	9. The daily routine that is linked to work is important to me.
10. It means a lot to me to get praised for my work.	10. It means a lot to me to get praised for my work *(Praise can come from the supervisor, colleagues, customers, clients or other people).*
11. A sense of mastery is important to me at work.	11. A sense of mastery is important to me at work.
12. I'm proud of my role at work.	12. I'm proud of what I have achieved at my work.
13. Being autonomous is important to me at work.	13. A sense of autonomy is important to me at work.
14. It's important to me to pass on my knowledge and experience.	14. It's important to me to pass on my knowledge and experience.
15. It's important to me to feel useful for the organisation and society.	15. It's important to me to feel useful for the organisation and/or society.
16. I work because I love my work.	16. I work because I love my work.
17. I work because my work gives me a sense of purpose in life.	17. I work because my work gives me a sense of purpose in life.
18. The main reason I continue working is a sense of inner satisfaction I get.	18. DELETED DUE TO OVERLAP
19. I am satisfied with my relationships outside of work.	19. I am satisfied with my relationships outside of work. REPOSITIONED
20. I feel I am part of the organization where I work.	20. I feel a sense of belonging to the organization where I work.

Original item	Revised item*
21. It's important to me to be able to continuously develop personally and professionally.	21. It's important to me to be able to continuously develop personally and professionally.
22. My partner is an important consideration when planning retirement, for instance, we would like to retire together.	22. My partner is an important consideration when planning retirement. ADD AN OPTION FOR THOSE WITHOUT A PARTNER
Q1. Beside work, do you have any other activities or hobbies that would be at least as important to you as work? (Please chose one)	Q1. Beside work, do you have any other activities or hobbies that would be at least as important to you as work? *This could be activities that have a positive meaning for you, you perform them regularly, they connect you with others and can have the characteristics of work.* (Please chose one)
Q2. For how much longer do you intend to continue working? (Please chose one) a) I will continue working for a year or less. b) I will continue working for another 1 to 3 years. c) I will continue working for longer than 3 years. d) I don't have a time limit. I will continue working for as long as possible. e) I have not decided yet.	Please tell us how strongly you agree or disagree with the statements on a 5-point scale where 1 indicates the lowest agreement (strongly disagree) and 5 indicates the strongest agreement (strongly agree). When answering, think about your overall feelings in the last 30 days: I will continue working for as long as possible.
Q3. How would you describe your social network based on their work activity? (Please chose one) a) I mainly socialize with people who are still working. b) I mainly socialize with people who are already retired or don't work. c) I socialize with people who are still working as well as with people who are retired or unemployed.	Q3. How would you describe your social network based on their work activity? (Please chose one) a) I mainly socialize with people who are still working. b) I mainly socialize with people who are already retired or don't work. c) I socialize with people who are still working as well as with people who are retired and/or unemployed.
Q4. Which generations of people do you socialise with? (Please chose one)	DELETED

Original item	Revised item*
Q5. Have you taken up any new activities or hobbies in the last year? YES/NO	Q5. Have you taken up any new activities or hobbies in the last year? YES/NO
D1. Your gender: a) Female b) Male	D1. Your gender: c) Female d) Male
D2. Your age: ___ years	D2. Your age: ___ years
D3. Education level: a) primary school or less b) vocational school c) high school d) college education e) university f) Master's degree g) PhD	D3. Education level: a) primary school or less b) vocational school c) high school d) college education e) university f) Master's degree g) PhD
D4. Which of the statements best describes the sector you work in or have worked in prior to retirement (regardless of your profession)? (Please choose one): a) Economy and private business b) Education c) Health care č) Social service d) Civil service e) NGO f) Culture g) Other	D4. Which of the statements best describes the sector you work in or have worked in prior to retirement (regardless of your profession)? (Please choose one): a) Economy and private business b) Education c) Health care č) Social service d) Civil service e) Culture f) Other
D5. How would you describe your socio-economic situation: a) very bad b) bad c) satisfactory d) good e) excellent	D5. How would you describe your socio-economic situation: a) very bad b) bad c) neither good nor bad d) good e) excellent

Original item	Revised item*
D6. How would you describe your marital status? a) Single b) Married c) Divorced d) Widower e) Long-term relationship/co-habiting	D6. How would you describe your current marital status? a) Single b) Married c) Long-term relationship/co-habiting
D7.	ADDED: D7. How many hours do you work per week? a) I work full time (40 hours per week) b) I work part time (at least 20 hours per week) c) I work less than 20 hours per week.

* Items that remained unchanged are marked in green.
Source: Own 2022.

The refined version of the measure had 2 sections of a total of 22 items. The first section measured the prerequisites for extended working life and had 8 items. The second section measured the motives for extended working life and contained 14 items. The item referring to the partner, had an additional option added (*Does not refer to me*), while the other items remained on a 1 to 5 scale. The question referring to the intention to continue working was transformed into an agree/disagree statement. There were four additional questions that were not referring directly to the concepts from the two sections and 7 demographic questions as well as an introductory screening question. To increase the reliability of the measure connected with measuring on different occasions (e.g., a person has a good vs a bad day at work, which could influence their responses), we added an additional sentence to the instruction: *"When answering, think about your overall feelings in the past 30 days."*. Consideration was also given to the word labelling of the responses as is common in Likert-type scales (from strongly disagree to strongly agree). It has been argued that full verbal labelling, where every number is assigned a word label, improves scale validity and reliability as we know exactly what option the respondent is choosing (Collins 2015, 190). However, if word labels are not provided, we might be giving the respondents more freedom with their replies. Also, in Slovenia, 1–5 rating is the most used rating that is applied from elementary school on, so people are used to it and might use it intuitively.

Therefore, we kept the labelling of the first and the last value (1= strongly disagree; 5 = strongly agree).

The revised questionnaire is included in Appendix M. The revised version was used in the pilot study that explored other aspects of validity and reliability of the instrument before administrating it to a larger sample of retirement-aged workers in Slovenia.

5.2.6 Commentary on the evidence for the interpretation of scores gathered with the questionnaire

We so far presented the process of developing a novel questionnaire on the motives of retirement-aged workers (WbRQ). Since we followed the qualitative themes when developing the items and went back to the target population to test their understanding and acceptance of the developed items, we could argue that our tool was based on the views of the participants, adding a participatory dimension to our research (Creswell and Plano Clark 2018, 123–125). After the cognitive interviews, more than half of the original items and questions required some form of revision, either in terms of the content or positioning of the items. This step of the questionnaire development importantly contributed to the content validity of the measure (Collins 2015, 23; Drennan 2003, 60; Preissner et al. 2020, 4).

There were some additional issues that were discussed in relation to the interpretation of the results of the questionnaire. For instance, the questionnaire was designed as agreement/disagreement (A/D) statements, which can be problematic. This arguably leads to positive bias when answering the questions as well as requires more burdensome cognitive process compared to direct questions or item specific (IS) questions (Saris et al., 2010, 62–63). Questionnaires containing A/D items are generally considered of lower quality compared to IS (Saris et al. 2010, 74). On the other hand, some of the items in our questionnaire might be considered too sensitive if rephrased as IS questions, therefore, agreement/disagreement statements could be more appropriate for this population and aim of the study. As already mentioned, to increase the reliability of the measure connected with measuring on different occasions, we have added an additional sentence to the instructions. However, some research suggests that in A/D variety surveys, providing instructions versus not providing them makes little difference to how people respond to the items (Schiel and Moore 2017).

This section explored the evidence of validity in relation to the content of a novel questionnaire on motives for EWL. Essential refinements of the questionnaire items were proposed and implemented following the analysis of cognitive interviews which improved the item formulation from a content validity perspective. The revised questionnaire then underwent further quantitative validity and reliability exploration as described in section 5.3 and Chapter 6 (GTS-10).

5.3 Pilot study: exploring internal structure and reliability of the questionnaire

5.3.1   Participants and data collection

Data were collected using an online questionnaire, created with 1KA (version 22.06.14). Snowball sampling was used to recruit the participants who met the retirement criteria and continued to work. The link to the study was sent to several potential participants and they were asked to circulate it among other people they knew who met the inclusion criteria of the study. The online survey was active between September 29, 2021, and November 20, 2021. In total, 31 people completed the pilot questionnaire. The questionnaire was then closed as the required number of participants had been reached (n = 30).

Almost two thirds (61.3%) of the sample constituted of women (n =19). The participants were aged between 56 and 72 years (M = 63.03 years; SD = 4.924 years). We assumed, based on the participants' written comments, that the youngest participants were employed in the sectors where workers reach the retirement criteria earlier (old age pension with an added period) due to the hazardous nature of work; e.g., the police force, miners. Table 11 represents the characteristics of the sample from the pilot study.

Table 11: Socio-demographic characteristics of the sample

Variable	Frequency (n)	Percentage (%)
Gender (n = 31)		
Female	19	61.3%
Male	12	38.7%
Education level (n = 30)		
Primary school or less	1	3.2%
Vocational school	2	6.5%
High school	9	29.0%
Polytechnic	7	22.6%
University degree	10	32.3%
Masters or PhD	2	6.4%
Work hours (n = 30)		
Full time (40 hours/week)	25	80.6%
Part time (>20 hours/week)	4	12.9%
Part time (<20 hours/week)	2	6.5%
Marital status (n = 31)		
Married	21	67.7%
Single	9	29.0%
Common law/co-habiting	1	3.2%
Socio-economic situation (n = 31)		
Very bad	1	3.2%
Bad	2	6.5%
Neither good nor bad	12	38.7%
Good	11	35.5%
Excellent	5	16.1%

Source: Own 2022.

The participants were employed in various sectors, most often in health care (n = 9; 29.03%) and business and economy (n = 8; 25.81%), followed by education (n = 5; 16.13%). Figure 5 represents the participants' area of work. All in all, the sample of the pilot study could be considered versatile in terms of the socio-economic characteristics and reflected some of the attributes of the qualitative sample, for instance, age and work sector.

Figure 5: Participants' area of work (n = 31)
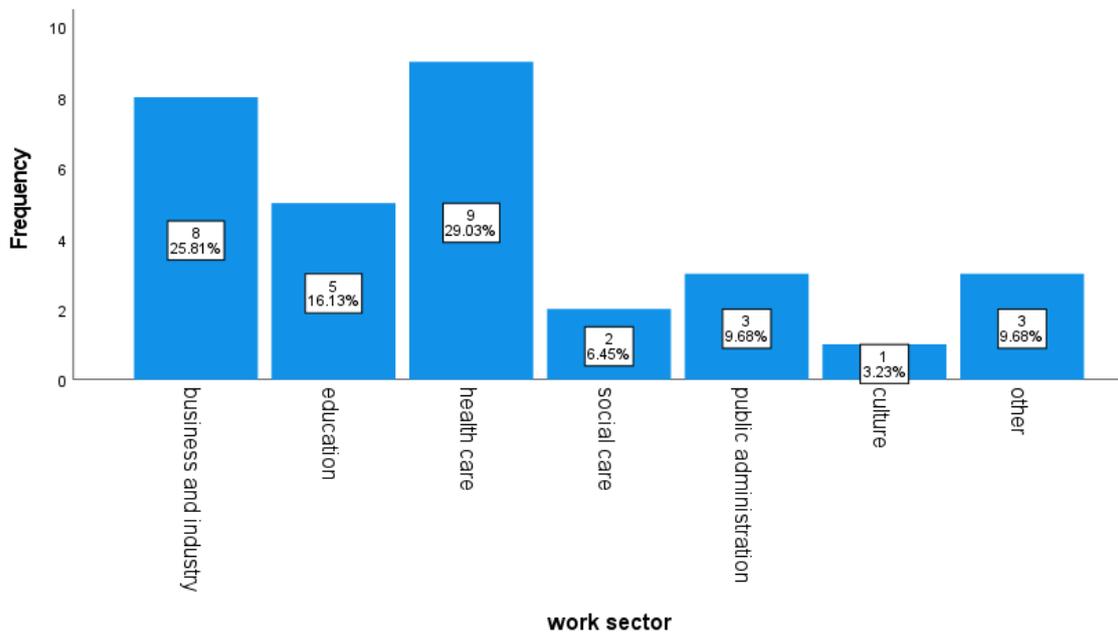
Source: Own 2022.

5.3.2 Descriptive statistics and reliability analysis

Descriptive statistics and reliability analysis were calculated using SPSS (IBM Corp. 2021). The highest agreement was expressed for the item *I feel mentally healthy enough to continue working* (M = 4.67; SD = 0.547), followed by items *A sense of mastery is important to me at work* (M = 4.65; SD = 0. 608), and *I feel physically healthy enough to continue working* (M = 4.48; SD = 0.677). The least endorsed items were *I have noticed a decline in the abilities that are required to perform my work* (M = 2.13; SD = 1.358) and *I think that the work I do is physically and/or mentally strenuous* (M = 2.60; SD = 1.404). Descriptive statistics for all 22 items are presented in Table 12.

Table 12: Descriptive statistics for 22 items of the questionnaire

Item	Median (±Standard Deviation)	Minimum	Maximum
I feel physically healthy enough to continue working.	4.48 (0.677)	3	5
I feel mentally healthy enough to continue working	4.67 (0.547)	3	5
I have noticed a decline in the abilities that are required to perform my work.	2.13 (1.358)	1	5
I think that the work I do is physically and/or mentally strenuous.	2.60 (1.404)	1	5
I get along with my co-workers.	4.30 (0.750)	3	5
I think my managers/supervisors want me to continue working in this organisation.	3.82 (1.219)	1	5
I think every person feels when it's the right time to retire.	4.32 (1.077)	1	5
My manager has a leadership style that is inclusive and kind to the employees.	3.61 (1.474)	1	5
Money is an important reason that I work.	3.35 (1.199)	1	5
Daily routine that is linked to work is important to me.	3.35 (1.142)	1	5
It means a lot to me to get praised for my work.	4.16 (1.128)	1	5
A sense of mastery is important to me at work.	4.65 (0.608)	3	5
I'm proud of what I have achieved at my work.	4.42 (0.765)	2	5
A sense of autonomy is important to me at work.	4.39 (0.803)	2	5
It's important to me to pass on my knowledge and experience.	4.32 (0.909)	2	5
It's important to me to feel useful for the organisation and/or society.	4.29 (1.006)	2	5
I work because I love my work.	4.32 (1.045)	2	5
I work because my work gives me a sense of purpose in life.	3.52 (1.235)	1	5
I feel a sense of belonging to the organization where I work.	4.03 (1.169)	1	5
It's important to me to be able to continuously develop personally and professionally.	4.13 (0.957)	2	5

Item	Median (±Standard Deviation)	Minimum	Maximum
My partner is an important consideration when planning retirement.	3.29 (1.953)	1	6

Source: Own 2022.

For the additional questions, when asked about other activities that would be as important to them as work (with an additonal explanation: *This could be activities that have a positive meaning for you, you perform them regularly, they connect you with others and can have the characteristics of work)*, n = 25 (80.64%) participants reported having at least one such activity. Figure 6 represents the distribution of important activities that could be regarded as engaging occupations.

Figure 6: Frequency of engaging occupations in the sample (n = 31)
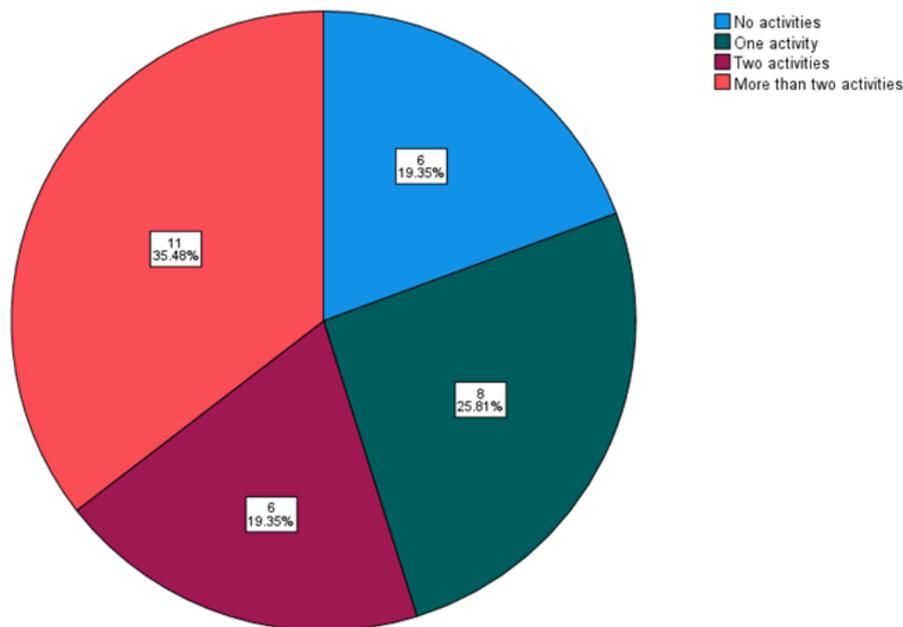
Source: Own 2022.

Just over three quarters of the participants (n = 24; 77.4%) reported not starting any new activity in the past year. When asked about their social network, almost all the participants (n = 29; 96.7%) reported socializing with people who were still working as well as those who were already retired. None of the participants had a social network that would constitute of retirees only. Most of the participants (n = 27; 87.1%) agreed or strongly

agreed with the statement that they were satisfied with their non-work relationships (M = 4.42; SD = 0.72).

Next, we checked the reliability of the WbRQ questionnaire. Reliability of a questionnaire means that it consistently reflects the construct that it is supposed to measure (Field 2018, 821). Cronbach alpha or α, is considered the most common measure of scale reliability (Field 2018, 822). Before running the reliability analysis, one item was reverse-scored (*I have noticed a decline in the abilities required to perform my work*). The item about abilities was worded the opposite way around to other items. It has been argued that reverse wording is a good way of reducing response bias as participants need to pay attention when filling out the questionnaire (Field 2018, 823).

Cronbach α for the 22 items was 0.793 (Table 13), which is considered an acceptable value for Cronbach α and probably indicates good reliability of the scale (Field 2018, 823826). However, the analysis showed that if items money, partner and strain were removed, this would cause an increase in α (to 0.807, 0.834 and 0.819 respectively). This might suggest that these three items are negatively affecting the reliability of the scale and should be removed (Field 2018, 825). Furthermore, since our questionnaire had a high number of items, we should be careful not interpret the high value of Cronbach α as a measure of unidimensionality (Field 2018, 823). In fact, it has been suggested that if a questionnaire has subscales or there are several factors, Cronbach α should be applied to each scale separately (Field 2018, 823). We were aware that in the final analysis of the bigger sample several factors might emerge, and these would need to be explored separately.

Table 13: Cronbach alpha for the 22 items of WbRQ

Cronbach's alpha	Cronbach's alpha based on standardized items	N of items
0.793	0.838	22

Source: Own 2022.

5.3.3   Rasch model

There has been an ongoing discussion about the limitations of applying the traditional psychometric methods, particularly in health care and social sciences that often feature multidimensional tests (Fisher 1993, 320; Lamprianou 2020, 11; Park et al. 2021, 3; Stolt

et al. 2021, 3). Therefore, it has been suggested, that a Rasch model might be a preferred method when developing assessments (Lamprianou 2020, 11). A Rasch analysis was used to assess the WbRQ scale functioning, the measure's unidimensionality, item fit, person fit, and person separation. A WINSTEPS software (Linacre 2022) was used to perform the analysis.

First, The Rasch analysis was performed for all 22 items. The rating scale functioning was examined. The requirement is that there should be at least 10 entries for each score and the measure should increase monotonically (Stolt et al. 2021, 3). The observed count was not over 10 for all six scores and the measure was not increasing monotonically. The score that did not fit the model was the score six used for the item about the partner, which indicated that it might be more appropriate to combine some of the item categories (Linacre 2002). In our case, this suggested that a five-point scale might be more appropriate for all items. Furthermore, infit mean square (MnSq) and outfit MnSq values were between 0.52 and 3.82. This is not in the suggested interval of 0.6 – 1.4, which is considered to be productive for rating scale measurement (Linacre 2002, 94). We can, therefore, conclude from the data in Table 14 that the rating scale was not functioning well.

Table 14: Rating scale functioning for 22 items of WbRQ

```
TABLE 3.2 Raw data for ministep_all.xlsx        ZOU734WS.TXT  Jul 30 2022 13: 8
INPUT: 31 PERSON  22 ITEM  REPORTED: 31 PERSON  22 ITEM  6 CATS MINISTEP 5.2.5.1
--------------------------------------------------------------------------------


SUMMARY OF CATEGORY STRUCTURE.  Model="R"
-----------------------------------------------------------------------
|CATEGORY     OBSERVED|OBSVD SAMPLE|INFIT OUTFIT|| ANDRICH |CATEGORY|
|LABEL    SCORE COUNT %|AVRGE EXPECT|  MNSQ  MNSQ||THRESHOLD| MEASURE|
|-------------------+------------+-----------++---------+--------|
|    1   1      41   6|  -.99 -1.17|  1.22  1.28||  NONE   |( -2.85)| 1
|    2   2      46   7|  -.84  -.89|  1.03   .82||  -1.15  |  -1.77 | 2
|    3   3     110  16|  -.80  -.58|   .71   .52||  -1.61  |  -1.10 | 3
|    4   4     162  24|  -.22  -.25|  1.00  1.10||   -.81  |   -.41 | 4
|    5   5     307  46|   .18   .12|   .90   .96||   -.71  |  1.85  | 5
|    6   6       6   1|  -.87*  .56|  3.82  1.22||  4.27  |( 5.38) | 6
|-------------------+------------+-----------++---------+--------|
| MISSING       10   1|  -.49   |           ||         |        |
-----------------------------------------------------------------------
OBSERVED AVERAGE is mean of measures in category. It is not a parameter estimate.
```

Source: Own 2022.

Additionally, the analysis also showed that the measure was not unidimensional, which is an important requirement of the Rasch model (Stolt et al. 2021, 3). The instrument can be considered unidimensional if in the table of standardized residual variance, the first component explains more than 50 % of the total variance and any other component explains

less than 5 % of the remaining variance. The measure explained only 32.2% of the total variance, which is below the suggested 50%.

The separation analysis shown in Table 15 indicated that the population could be divided into two groups with a separation score of 1.75, which is above the recommended 1.5 that suggests the measure divides persons into distinct groups, which is something that is expected of a measure scale (Stolt et al. 2021, 4).

Table 15: Separation table for 22 items of WbRQ

```
TABLE 3.1 Raw data for ministep_all.xlsx          ZOU734WS.TXT  Jul 30 2022 13: 8
INPUT: 31 PERSON  22 ITEM  REPORTED: 31 PERSON  22 ITEM  6 CATS MINISTEP 5.2.5.1
-------------------------------------------------------------------------------

     SUMMARY OF 31 MEASURED PERSON
-------------------------------------------------------------------------------
|          TOTAL                     MODEL        INFIT       OUTFIT        |
|          SCORE      COUNT   MEASURE   S.E.    MNSQ  ZSTD   MNSQ  ZSTD     |
|-----------------------------------------------------------------------------|
| MEAN      86.5      21.7     -.23     .23     1.04  .06    .93   -.14     |
| SEM        2.0       .2       .10     .01      .08  .24    .06    .19     |
| P.SD      10.8      1.1       .53     .05      .43  1.32   .35   1.02     |
| S.SD      11.0      1.1       .53     .05      .44  1.34   .35   1.04     |
| MAX.     106.0      22.0     1.07     .40     1.97  2.78   1.81  2.24     |
| MIN.      65.0      17.0    -1.14     .18      .38 -2.19   .36  -1.81     |
|-----------------------------------------------------------------------------|
| REAL RMSE    .26 TRUE SD    .46  SEPARATION  1.75  PERSON RELIABILITY   .75 |
|MODEL RMSE    .24 TRUE SD    .47  SEPARATION  1.97  PERSON RELIABILITY   .79 |
| S.E. OF PERSON MEAN = .10                                                 |
-------------------------------------------------------------------------------
PERSON RAW SCORE-TO-MEASURE CORRELATION = .92 (approximate due to missing data)
```

Source: Own 2022.

On the other hand, the item-fit statistics was not appropriate as the infit/outfit MnSq values were between 0.38 and 2.88, so not in the interval between 0.6 and 1.4. Item goodness-of-fit values were not in the suggested interval for the following items: partner, strain, time to retire, work relationships, and competence as shown in Table 16.

Table 16: Item misfit table for 22 items of WbRQ

```
-----------------------------------------------------------------------------------
|ENTRY   TOTAL  TOTAL   JMLE   MODEL|  INFIT  |  OUTFIT  |PTMEASUR-AL|EXACT MATCH|        |
|NUMBER  SCORE  COUNT  MEASURE  S.E. |MNSQ ZSTD|MNSQ ZSTD|CORR. EXP.| OBS% EXP%| ITEM    |
|-----------------------+----------+----------+----------+----------+-------------------|
|   21    102    31     .64     .15|2.88 6.07|2.85 5.51|A .13   .50|  6.5 30.8| partner        |
|    4     78    30    1.14     .16|1.83 3.12|2.03 3.44|B .01   .53| 20.0 26.0| napor          |
|    7    134    31    -.28     .20|1.23  .80|1.52 1.41|C .35   .36| 51.6 43.8| čas            |
|    9     98    31     .74     .15|1.34 1.56|1.37 1.53|D .10   .50| 35.5 30.0| denar          |
|    3    116    30     .19     .17|1.32 1.25|1.35 1.21|E .40   .44| 36.7 35.6| sposobnosti*   |
|    8    101    28     .40     .17|1.05  .28| .93 -.17|F .62   .48| 25.0 31.8| stil vodenja   |
|   11    129    31    -.09     .19| .93 -.15| .75 -.74|G .55   .39| 51.6 37.3| pohvala        |
|   17    134    31    -.28     .20| .93 -.14| .84 -.38|H .50   .36| 38.7 43.8| imeti rad      |
|   22    125    31     .04     .18| .89 -.33| .79 -.65|I .52   .41| 35.5 35.9| namera         |
|   19    125    31     .04     .18| .86 -.46| .74 -.87|J .58   .41| 48.4 35.9| pripadnost     |
|   20    128    31    -.06     .18| .76 -.86| .86 -.36|K .36   .40| 38.7 36.1| razvoj         |
|   10    104    31     .60     .15| .68 -1.62| .84 -.65|k .49   .49| 51.6 31.1| rutina         |
|   16    133    31    -.24     .20| .78 -.69| .65 -1.05|j .59   .37| 58.1 43.7| koristen       |
|    1    139    31    -.51     .23| .67 -.94| .72 -.70|i .25   .33| 48.4 51.3| zdravje fizično|
|   14    136    31    -.37     .21| .72 -.86| .66 -.95|h .38   .35| 45.2 47.8| avtonomija     |
|    6    107    28     .22     .18| .71 -1.21| .63 -1.36|g .67   .46| 46.4 33.3| podpora        |
|    2    140    30    -.86     .28| .61 -.98| .66 -.75|f .22   .29| 60.0 65.3| zdravje psihično|
|   18    109    31     .48     .16| .65 -1.74| .63 -1.66|e .62   .48| 41.9 31.4| smisel         |
|   13    137    31    -.42     .22| .61 -1.27| .51 -1.53|d .49   .34| 58.1 49.4| ponos          |
|   15    134    31    -.28     .20| .60 -1.38| .49 -1.71|c .63   .36| 67.7 43.8| prenos znanja  |
|   12    144    31    -.81     .27| .50 -1.42| .39 -1.82|b .56   .29| 67.7 63.7| obvladam       |
|    5    129    30    -.26     .20| .38 -2.55| .40 -2.15|a .65   .37| 73.3 44.2| odnosi         |
|-----------------------+----------+----------+----------+----------+-------------------|
| MEAN   121.9  30.5     .00     .19| .95 -.16| .94 -.20|          | 45.8 40.5|        |
| P.SD    17.0    .9     .50     .03| .53 1.84| .57 1.79|          | 15.7 10.1|        |
-----------------------------------------------------------------------------------
```

Source: Own 2022.

The items that did not fit the model were, therefore, removed and the analysis was run again for the remaining 17 items. This improved the rating scale functioning (Table 17) and the dimensionality slightly increased too; the 17-item measure now explained 36.3% of the total variance. However, there were still some items that exhibited a questionable fit (Infit MnSq and Outfit MnSq were not in the suggested interval 0.6-1.4), namely money and abilities. This suggests that some of the items might need to be excluded from the model and that the measure probably contains several subscales.

Table 17: Rating scale functioning for 17 items of WbRQ

```
TABLE 3.2 Raw data for ministep_all.xlsx        ZOU218WS.TXT  Jul 30 2022 14:11
INPUT: 31 PERSON  17 ITEM  REPORTED: 31 PERSON  17 ITEM  5 CATS MINISTEP 5.2.5.1
--------------------------------------------------------------------------------


SUMMARY OF CATEGORY STRUCTURE.  Model="R"
--------------------------------------------------------------------------
|CATEGORY      OBSERVED|OBSVD SAMPLE|INFIT OUTFIT|| ANDRICH |CATEGORY|
|LABEL    SCORE COUNT %|AVRGE EXPECT|  MNSQ  MNSQ||THRESHOLD| MEASURE|
|--------------------+------------+------------++---------+--------|
|   1   1     22   4|  .12  -.14| 1.32  1.46||  NONE   |( -2.04)| 1
|   2   2     35   7|  .29   .17| 1.18  1.12||  -.46   |  -.82  | 2
|   3   3     87  17|  .31   .54|  .76   .56||  -.57   |  -.04  | 3
|   4   4    133  26| 1.04  1.01|  .89   .97||   .34   |   .79  | 4
|   5   5    242  47| 1.60  1.58| 1.02  1.01||   .69   |( 2.14) | 5
|--------------------+------------+------------++---------+--------|
| MISSING      8   2|  .91      |           ||         |        |
--------------------------------------------------------------------------
OBSERVED AVERAGE is mean of measures in category. It is not a parameter estimate.
```

Source: Own 2022.

5.3.4   Considerations about the WbRQ questionnaire after the pilot study

The pilot study and the analysis confirmed that our measure was not unidimensional and that we are most likely capturing different concepts with the WbRQ. This finding will need to be considered when analysing data in the next phase of the study. Item goodness-of-fit statistics highlighted that some of the items might need to be excluded, however, this could be considered when the different components of the scale are clearly identified. Furthermore, Rasch analysis suggested that a 5-point scale might be more appropriate for the questionnaire, therefore we made the adjustment and used a 5-point scale for all questions.

After a discussion with an expert, we also decided to include two additional options in the work sector question (i.e., research and agriculture) and one option to the marital status question (widowed). Furthermore, the question about social network was excluded as the pilot study suggested it might not provide very relevant data (the answers were showing strong tendency toward one option) and could just additionally burden the respondents. We, however, decided to add an open question about the type of the newly started activity for the participants who reported that they started doing one in the past year. The final version of the questionnaire is included in Appendix N.

During the pilot study we became aware of the difficulty with the recruitment of the participants. A lot of effort was required to enrol a sufficient number of participants who met the inclusion criteria. We, therefore, considered using different forms of the questionnaire for the main study (e.g., online version and a paper version) to reach as many people as possible. Since this would present two different test situations, it should be considered in the interpretation of the findings (alternate-form reliability coefficient). Moreover, we decided to widen the inclusion criteria and include other categories from the Beehr and Bennett taxonomy (2015) in order to enrol a sufficient number of participants for the study.

6   GEROTRANSCENDENCE SCALE: PRETESTING

6.1 Gerotranscendence scale

As already mentioned, the survey questionnaire also included the short version of the Gerotranscendence scale (GTS-10). GTS was developed to measure three aspects inherent in the gerotranscendence theory (cosmic, self and social). Tornstam (2017) developed a 25-item, 4-point, gerotranscendence scale (GTS-25), as well as a shorter version of that scale with 10 items (Tornstam 2017). In international studies on gerotranscendence, different versions of the GTS have been used to date, often applying a shorter version or including the cosmic subscale only (Braam et al. 2006; 2016; Duan et al. 2016; Read et al. 2014; J.-J. Wang 2011; K. Wang et al. 2015). The GTS-25 was adapted from English to Slovenian by Gerdina (2020) who conducted 12 cognitive interviews to check the scale's content validity. Following the interviews, several linguistic changes were recommended (Gerdina 2020, 53–55). Appendix O includes the original English and the proposed Slovenian version of the Gerotranscendence scale (Gerdina 2020). In this study, the finalized Slovenian translation was followed with the aim to build on Gerdina's previous work and check other aspects of validity and reliability in the Slovenian context.

There was a consideration of whether to use the long or the short version of the GTS. To the best of our knowledge, a psychometric comparison between the long and the short version of the GTS has not been conducted to date. While the shorter version might be more time efficient and could contribute to higher recruitment rate and lower drop-out rate, the longer version could arguably be more valid and precise when measuring the construct of gerotranscendence. Some research suggests that the difference between longer and shorter scales becomes more pronounced when considering diagnostic validity and precision, but for research purposes, short and long scales often have similar characteristics in terms of validity and reliability aspects and can both be useful (Kemper et al. 2019, 769). We, therefore, opted to use the shorter version, GTS-10.

The GTS-10 includes five cosmic dimension items, two self/coherence dimension items and three social dimension items as shown in Table 18. Prior to the analysis, two items (*My life feels chaotic and disrupted* and *I like meetings with new people*) need to be reverse coded due to the negative item wording. The responses are summed within each dimension. Greater scores suggest greater levels of gerotranscendence (Tornstam 2017). Tornstam (2017, 91) reported that the reliability for the cosmic dimension was $\alpha = 0.73$, for the self

dimension α = 0.57 and for the social dimension α = 60. The GTS-10 was included in the second part of the anonymous online questionnaire with a short introduction of the scale for the participants.

Table 18: Contents of the GTS-10

Dimension	Items
Cosmic dimension	I feel a strong connection with earlier generations.
	I feel connected with the entire universe.
	I feel that I am a part of everything alive.
	Sometimes I feel like I live in the past and present simultaneously.
	I can feel a strong presence of people who are elsewhere.
Self/Coherence dimension	The life I have lived has coherence and meaning.
	My life feels chaotic and disrupted.
Social dimension	I like meetings with new people.
	I like to be by myself better than being with others.
	Being at peace and philosophizing by myself is important for my well-being.

Source: Own 2022.

6.2 Methods

Thirty-one workers who met the retirement criteria, aged between 56 and 72 years (M = 63.03 years; SD = 4.924), participated in the pilot study of the GTS-10. A 4-point, 10 statement scale was used to collect data. SPSS (IBM Corp. 2021) was used to perform descriptive statistics. To check the GTS-10 overall functioning, Rasch analysis was performed with WINSTEPS software (Linacre 2022).

6.3 Results

6.3.1 Descriptive results

The highest agreement was reported for the statements *The life I have lived has coherence and meaning* (M=3.23; SD=0.56) and *I feel that I am a part of everything alive* (M=3.16; SD=0.735), followed by *I like meetings with new people* (M=3.03; SD=0.752). The latter statement would need to be rotated in the analysis as tendency toward meeting new people is at odds with gerotranscendence. Considering the above, it is not surprising that the statements for which the lowest agreement was recorded were *My life feels chaotic and disrupted* (M=1.58; SD=0.672) and *I like to be by myself better than being with others* (M=1.90; SD=0.978). None of the participants completely disagreed with the statement *The life I have lived has coherence and meaning* (range between 2 and 4) and also nobody completely agreed with the statement *My life feels chaotic and disrupted* (range between 1 and 3). Table 19 shows the descriptive results for GTS-10.

Table 19: Descriptive results for GTS-10 (pilot)

Item	Median (±Standard Deviation)	Minimum	Maximum
I feel a strong connection with earlier generations.	2.55 (0.888)	1	4
I feel connected with the entire universe.	2.52 (0.962)	1	4
I feel that I am a part of everything alive.	3.16 (0.735)	1	4
Sometimes I feel like I live in the past and present simultaneously.	2.13 (0.846)	1	4
I can feel a strong presence of people who are elsewhere.	2.55 (0.925)	1	4
The life I have lived has coherence and meaning.	3.23 (0.560)	2	3
My life feels chaotic and disrupted.	1.58 (0.672)	1	4
I like meetings with new people.	3.03 (0.752)	1	4
I like to be by myself better than being with others.	1.90 (0.978)	1	4
Being at peace and philosophizing by myself is important for my well-being.	2.74 (0.930)	1	4

Source: Own 2022.

6.3.2 Rating scale functioning

In the Rasch analysis, first, rating scale functioning was examined, which included assessing category frequencies, average measures, infit and outfit mean squares and threshold calibrations (Stolt et al. 2021, 3). The observed count was over 10 for all 4 scores, so there were enough observations. Furthermore, the observed average was progressing monotonically, from lower to higher (Linacre 2002, 90-93). Infit MnSq and Outfit MnSq was between 0.83 and 1.12, which is in the suggested interval of 0.6 -1.4 considered to be productive for rating scale measurement (Linacre 2002, 94). We could conclude from the data in Table 20 that the rating scale in the GTS-10 was functioning.

Table 20: Rating scale functioning for GTS-10

```
Diagnosis C GT10 - Notepad
File Edit Format View Help
TABLE 3.2 Raw data Gt10_ministep.xlsx          ZOU156WS.TXT  Nov 23 2021 10:20
INPUT: 31 PERSON  10 ITEM  REPORTED: 31 PERSON  10 ITEM  4 CATS MINISTEP 5.1.2.0
-----------------------------------------------------------------------------


SUMMARY OF CATEGORY STRUCTURE.  Model="R"
-----------------------------------------------------------------------
|CATEGORY      OBSERVED|OBSVD SAMPLE|INFIT OUTFIT|| ANDRICH |CATEGORY|
|LABEL    SCORE COUNT %|AVRGE EXPECT|  MNSQ  MNSQ||THRESHOLD| MEASURE|
|---------------------+------------+------------++---------+--------|
|    1   1     48  15| -1.20 -1.19|  .98   .97||  NONE   |( -2.69)| 1
|    2   2     82  26|  -.51  -.46|  .86   .83||  -1.38  |  -.95  | 2
|    3   3    121  39|   .58   .50|  .96  1.00||   -.39  |   .79  | 3
|    4   4     59  19|  1.55  1.63|  1.12  1.12||   1.77 |(  2.95)| 4
-----------------------------------------------------------------------
OBSERVED AVERAGE is mean of measures in category. It is not a parameter estimate.
```

Source: Own 2022.

6.3.3 Item fit

To establish internal scale validity, it is important to examine item goodness-of-fit values, which should be between MnSq 0.6 and 1.4. In the case of GTS-10, we can observe that all items met this criterion as they were between 0.65 and 1.44 (Table 21). Item fit statistics is, therefore, acceptable for GTS-10.

Table 21: Item misfit table for GTS-10

```
Item misfit GT10 - Notepad
File Edit Format View Help
TABLE 10.1 Raw data Gt10_ministep.xlsx           ZOU156WS.TXT  Nov 23 2021 10:20
INPUT: 31 PERSON  10 ITEM  REPORTED: 31 PERSON  10 ITEM  4 CATS MINISTEP 5.1.2.0
-------------------------------------------------------------------------
PERSON: REAL SEP.: 1.45  REL.: .68 ... ITEM: REAL SEP.: 3.55  REL.: .93


         ITEM STATISTICS:  MISFIT ORDER


------------------------------------------------------------------------------------
|ENTRY   TOTAL  TOTAL    JMLE   MODEL|   INFIT  |  OUTFIT  |PTMEASUR-AL|EXACT MATCH|           |
|NUMBER  SCORE  COUNT  MEASURE  S.E. |MNSQ  ZSTD|MNSQ  ZSTD|CORR.  EXP.| OBS%  EXP%| ITEM      |
|-----------------------------------+----------+----------+-----------+-----------+-----------------|
|    9     61     31    1.25    .25|1.33  1.41|1.44  1.73|A .13   .56| 41.9  47.1| Rad srecujem   |
|    6    106     31   -1.73    .31|1.30  1.13|1.27   .97|B .20   .42| 35.5  60.7| Kaos (rot)     |
|    8     59     31    1.37    .25|1.16   .75|1.09   .46|C .63   .56| 45.2  47.1| Raje sam       |
|    4     66     31     .94    .24|1.07   .37|1.03   .21|D .44   .55| 48.4  46.4| Socasno        |
|    1     78     31     .24    .24| .98   .00|1.01   .12|E .63   .54| 54.8  48.4| Povezan        |
|    2     98     31   -1.06    .28| .98   .03| .96  -.05|e .47   .47| 67.7  56.4| Del živega     |
|   10     85     31    -.18    .25| .98   .00| .97  -.04|d .64   .52| 48.4  50.6| Mir in samota  |
|    3     79     31     .18    .24| .78  -.98| .78  -.94|c .70   .53| 54.8  48.5| Prisotnost     |
|    7    100     31   -1.21    .28| .72 -1.10| .70 -1.19|b .38   .46| 71.0  57.2| Smiselna celota|
|    5     79     31     .18    .24| .65 -1.65| .65 -1.68|a .76   .53| 61.3  48.5| Povezan z gener.|
|-----------------------------------+----------+----------+-----------+-----------+-----------------|
| MEAN    81.1   31.0    .00    .26|1.00   .0| .99   .0|           | 52.9  51.1|               |
| P.SD    15.5    .0    1.00    .02| .22   .9| .23  1.0|           | 10.7   4.8|               |
------------------------------------------------------------------------------------

↑TABLE 10.3 Raw data Gt10_ministep.xlsx           ZOU156WS.TXT  Nov 23 2021 10:20
INPUT: 31 PERSON  10 ITEM  REPORTED: 31 PERSON  10 ITEM  4 CATS MINISTEP 5.1.2.0
```

Source: Own 2022.

6.3.4 Unidimensionality

Unidimensionality means that all the items measure one construct, which is the main requirement of the Rasch model (Stolt, Kottorp, and Suhonen 2021, 3). The GTS-10 did not meet this criterium as the first component was 47.8% and the other components exceeded 5% (Table 22). The largest first constant component explained 13.8 % (eigenvalue 2.64) of the variance and the second largest explained 9.5 % (eigenvalue 1.82). We can conclude that GTS-10 is not unidimensional and internal scale validity is not supported.

Table 22: Dimenisionality for GTS-10

```
🗒 Diagnoisis D dimensionality - Notepad
File  Edit  Format  View  Help
TABLE 23.0 Raw data Gt10_ministep.xlsx         ZOU156WS.TXT  Nov 23 2021 10:20
INPUT: 31 PERSON  10 ITEM  REPORTED: 31 PERSON  10 ITEM  4 CATS MINISTEP 5.1.2.0
--------------------------------------------------------------------------------

     Table of STANDARDIZED RESIDUAL variance in Eigenvalue units = ITEM information units
                                         Eigenvalue   Observed   Expected
Total raw variance in observations     =    19.1463 100.0%        100.0%
  Raw variance explained by measures   =     9.1463  47.8%         47.2%
    Raw variance explained by persons  =     2.9837  15.6%         15.4%
    Raw Variance explained by items    =     6.1626  32.2%         31.8%
  Raw unexplained variance (total)     =    10.0000  52.2% 100.0%  52.8%
    Unexplned variance in 1st contrast =     2.6448  13.8%  26.4%
    Unexplned variance in 2nd contrast =     1.8185   9.5%  18.2%
    Unexplned variance in 3rd contrast =     1.5679   8.2%  15.7%
    Unexplned variance in 4th contrast =     1.3303   6.9%  13.3%
    Unexplned variance in 5th contrast =      .8291   4.3%   8.3%
```

Source: Own 2022.

6.3.5 Separation

Separation index corresponds to reliability in classical test theory. It tells us if the test can separate participants into distinct groups (Stolt, Kottorp, and Suhonen 2021, 4). In the case of GTS-10, the person separation index was 1.45, which indicates that the participants could probably not be divided into two groups (low and high on gerotranscendence) as shown in Table 23. Cronbach alpha was calculated at 0.7.

Table 23: Separation table for GTS-10

```
🗒 Separation table - Notepad
File  Edit  Format  View  Help
TABLE 3.1 Raw data Gt10_ministep.xlsx          ZOU156WS.TXT  Nov 23 2021 10:20
INPUT: 31 PERSON  10 ITEM  REPORTED: 31 PERSON  10 ITEM  4 CATS MINISTEP 5.1.2.0
--------------------------------------------------------------------------------

     SUMMARY OF 31 MEASURED PERSON
--------------------------------------------------------------------------------
|          TOTAL                      MODEL        INFIT       OUTFIT      |
|          SCORE    COUNT   MEASURE    S.E.    MNSQ   ZSTD   MNSQ   ZSTD   |
|------------------------------------------------------------------------|
| MEAN     26.2     10.0      .20      .46     .99    -.16    .99    -.14  |
| SEM       .8       .0       .16      .01     .10     .27    .10     .25  |
| P.SD     4.3       .0       .89      .04     .55    1.45    .53    1.39  |
| S.SD     4.3       .0       .90      .04     .56    1.48    .54    1.41  |
| MAX.     36.0     10.0     2.58      .62    2.25    2.46   2.31    2.53  |
| MIN.     19.0     10.0    -1.22      .43     .16   -3.32    .16   -3.30  |
|------------------------------------------------------------------------|
| REAL RMSE   .51 TRUE SD   .73 SEPARATION 1.45 PERSON RELIABILITY .68  |
|MODEL RMSE   .46 TRUE SD   .76 SEPARATION 1.67 PERSON RELIABILITY .74  |
| S.E. OF PERSON MEAN = .16                                              |
--------------------------------------------------------------------------------
PERSON RAW SCORE-TO-MEASURE CORRELATION = 1.00 (approximate due to missing data)
CRONBACH ALPHA (KR-20) PERSON RAW SCORE "TEST" RELIABILITY = .70  SEM = 2.34 (approximate due to missing data)
STANDARDIZED (50 ITEM) RELIABILITY = .93
```

Source: Own 2022.

6.4 Summary on the psychometric properties of GTS-10

The Rasch analysis revealed that GTS-10 was not unidimensional. This was expected as gerotranscendence describes three dimensions (cosmic, self, social). The scale categories were advancing monotonously, with Infit MnSq and Outfit MnSq values ranging from 0.83 to 1.12, indicating good rating scale functioning. Item fit MnSq values were between 0.65 and 1.44, suggesting acceptable item goodness-of-fit. The person separation reliability was rather low (separation index = 1.45). Cronbach α for the entire scale was 0.7, indicating acceptable internal consistency (Field 2018, 823).

The analysis showed that the psychometric properties of the Slovenian GTS-10 were acceptable; however, because there was no unidimensionality, the Rasch model could not be supported and in the future, it might be better to analyze each of the subscales separately. Nonetheless, the scale demonstrated acceptable functioning and could be used in the population of older workers. Further studies with larger samples and comparisons between different demographic groups are required to deepen our understanding of the concept in the Slovenian context. This aim was pursued in the larger scale quantitative study presented in the next section (Chapter 7).

7 PHASE 3: QUANTITATIVE STUDY

7.1 Inclusion criteria and sampling

In the quantitative phase we conducted a cross-sectional study and focused on the fifth research question:

RQ5: Are the themes from the qualitative interviews generalizable to a larger population of retirement-aged workers?

As already mentioned, the inclusion criteria for the quantitative study were further developed compared to the qualitive phase, and included all categories of the Beehr and Bennett's bridge employment taxonomy (2015, 114) as follows: (1) has fulfilled the retirement criteria; (2) continues working in his/her career job or noncareer job; (3) continued working immediately after fulfilling the retirement criteria or the start was delayed, (4) has a steady or intermittent work arrangement; (5) is other-employed or self-employed. The criteria were extended to include noncareer jobs, delayed start of work and intermittent work arrangement for reasons already discussed. Subquestions about type of work and work hours were included in the questionnaire to capture this information.

Due to incomplete or unavailable records and grey economy, it was difficult to estimate the number of persons who met the inclusion criteria – the population size. According to the records of the Statistical Office of the Republic of Slovenia – database SiStat (2022), 49,192 persons aged over 60 years continue to work in Slovenia. However, the number includes people who do not fulfill the retirement criteria yet. When the study took place, 15,002 persons claimed the previously described "dual status" (Rodica et al. 2022b, 3). Pension and Disability Insurance Institute does not keep records of numbers of retired persons who pursue other forms of employment (e.g., occasional work). A relatively dated record from the Ministry of Labour, Family, Social Affairs and Equal Opportunities (2016) stated that 4,997 retirees performed occasional or temporary work in 2015. This considered, we could estimate that at least 20,000 people in Slovenia continue to work (in a registered manner) after meeting the retirement criteria. Due to the difficulty in accessing the sample and financial and time limitations (the researcher working alone), our aim was to include a minimum of 200 people, which would mean that the margin of error was set at 6.89% and the confidence level at 95%.

We approached the Statistical Office of the Republic of Slovenia about preparing a representative sample of the target population that we could contact regarding participation in the study. Initially, it was discussed that the sample would include 2,000 individuals aged over 65 years who were in active employment as the criterium 65 years would automatically mean that they fulfil the retirement criteria. However, the Statistical Office of the Republic of Slovenia rejected the proposed sample on ethical grounds. The variable "in active employment" was not available to us as it is not included in the Central Population Registry (see ethical considerations in section 3.5). It was, therefore, decided to target the population between 60 and 66 years and then manually select cases that met the inclusion criteria of the study. Age bracket 60 to 66 years was chosen for several reasons; namely, it aimed to increase the odds to collect enough data from the target population as well as it imitated the characteristics of the sample from the qualitative phase as suggested in MMR (Creswell and Plano Clark 2018, 182):

- In the qualitative study, the mean age of the participants was 63.7 years and in the pilot study, the mean age was 63 years. Furthermore, in the qualitative study and pilot study, the majority of the participants were between 60 and 66 years old.
- In 2020, the average age at retirement in Slovenia was 61 years 11 months for women and 62 years 8 months for men (Rodica et al. 2021, 14).
- According to the information provided by the Pension and Disability Insurance Institute, the majority (53.2%) of people who meet the retirement criteria and continue working are aged 60 to 64 years, 23.1% are younger than 60 years and 23.6% are older than 65 years (email correspondence with Pension and Disability Insurance Institute, available on request).

The age range for the main quantitative study was, therefore, set between 60 and 66 years to capture both individuals who can retire at 60 years as well as some of those who retire at 65, with the majority expected to be in the 60 to 64 years bracket. When sampling, the participants' age was their age on December 31st, 2021, meaning that some of the participants might have been older by the time they received/completed the survey.

Due to the expected high volume of cases that would not meet the inclusion criteria (e.g., not fulfilling the retirement criteria yet, fulfilling the retirement criteria but not in active employment), a bigger sample was requested (n = 4,000 people) that was still considered manageable from a financial and time perspective. According to the data from the

Statistical Office of the Republic of Slovenia (2022), there are 116,464 persons aged 60–66 years in Slovenia, therefore, the requested sample represented about 3.5% of the population. Application for sampling was submitted to the Statistical Office (Appendix P) and was approved. The Statistical Office prepared a random sample of 4,000 persons, aged 60-66 years, living in Slovenia. Their details (name and surname, age and postal address) were forwarded to the researcher who then contacted them via mail to invite them to participate in the study. Although the Statistical Office provided a random sample, the sample included in the final data analysis would more accurately be described as a nonprobability sample (Creswell and Plano Clark 2018, 177).

7.2 Data collection

On the 18th of January 2022, 4,000 invitation letters were sent out through the Post of Slovenia. Appendix Q includes the invitation letter that contained the information about the study and its aim as well as a link and QR code for the online survey. The survey was created with 1KA (version 22.06.14), the same as in the pilot study. Contact information of the researcher were provided as well. Participants were offered no incentive for their participation.

Of the 4,000 letters, 26 were returned undelivered. Eleven recipients contacted the researcher by telephone and opted to complete the questionnaire via telephone. The researcher entered their answers into the online questionnaire simultaneously as they were conversing. Furthermore, six of the participants requested a paper version of the questionnaire, which was sent to them with an enclosed postage-paid envelope. All six returned the completed questionnaires, which were entered into the system manually. The rest of the participants completed the survey online.

The online questionnaire was open between January 18th, 2022, and March 25th, 2022. The first entry was made on January 20th, 2022, and the last on March 13th, 2022. Most questionnaires were submitted within the first two weeks. The link was deactivated when no new answers were received for a substantial amount of time.

In total, 694 people accessed the first page of the online questionnaire (Introduction page) and 476 clicked on the questionnaire (the start button). Of those, 457 started to fill it out and submitted it back. However, 12 questionnaires were returned empty, so they were excluded. Moreover, 3 questionnaires were excluded as the age of the participants was stated as 22 years, 34 years, and 42 years, which is well below the retirement criteria (these

participants indicated they were still employed and not meeting the retirement criteria). The number of valid questionnaires was, therefore, 442. There were 219 questionnaires completed by persons who met the inclusion criteria of the study. Table 24 presents the numbers of submitted and included questionnaires.

Table 24: The number of completed and included questionnaires

Accessed the questionnaire	Submitted back	Completed	Valid total	Meeting inclusion criteria
n = 476	n = 457	n = 445	n = 442	n = 219

Source: Own 2022.

7.3 Data analysis

Descriptive statistics, paired t-test, independent t-test, repeated measures ANOVA, correlation analysis, principal component analysis (PCA), reliability analysis and multiple regression analysis were calculated using SPSS Statistics for Windows, Version 28.0 (IBM Corp. 2021). We set α at 0.05 for all statistical tests.

Function Select cases was applied to only include groups 2 and 3 (employed who met the retirement criteria and retired who continued to work) from the questionnaire in the analysis. PCA was used to reduce data into smaller number of new components that could be used as new variables in further calculations (Field 2018, 779). Although sample sizes of 300 or more are suggested for PCA, several other guidelines have been proposed when establishing the required sample size for PCA, including the Kaiser-Mayer-Olkin (KMO) measure, factor loadings and communalities (MacCallum et al. 2001, 612). The KMO measure over 0.5 verifies sampling adequacy. Furthermore, communalities over 0.3 are preferable, while communalities above 0.6 indicate that a small sample may be adequate (MacCallum et al. 2001, 612). It has also been suggested that if a component has four or more loadings higher than 0.6, then the sample size is less of an issue and the component can be considered reliable (Guadagnoli and Velicer 1988, 274). Generally, high component loadings are consistent with a well-defined component (Field 2018, 797). The above guidelines were used in our analysis and interpretation. For other statistical tests, G*Power

software was used to check that the sample size was adequate for the chosen statistical method (Kang 2021).

Since parametric statistics and PCA require normally distributed data, normal distribution was checked visually using histograms and Q-Q plots, and by examining the skewness and kurtosis values as well as the results of Kolmogorov-Smirnov test (Field 2018, 243–251). According to George and Mallery (2010, 114) the values for skewness and kurtosis between -2 and +2 are considered acceptable in order to prove normal univariate distribution. The p-value of Kolmogorov-Smirnov test needs to be greater than 0.05 to accept the hypothesis of a normal distribution. Based on the central limit theorem, in samples greater than 30, normality distribution is less of a factor in data analysis and assumptions of normality are not as crucial compared to smaller samples (Field 2018, 248). Data were also analysed for outliers using boxplot as the absence of outliers is another condition for parametric statistics and PCA (Field 2018, 240–241).

For missing values, we used pairwise deletion, which means that the case was not excluded from the analysis entirely if data were missing for an item, but it was only excluded for that item (Field 2018, 252). When data are missing at random, pairwise deletion has been described as a preferred method to listwise deletion as it increases the power of the analysis (Marsh 1998).

7.4 Sample

Of the total 442 returned surveys, 173 (39.14%) of the respondents were employed and did not meet the retirement criteria yet, 172 (38.91%) were employed and met the retirement criteria, while 47 (10.63%) were retired but continued to work. Forty-five (10.18%) were retired and did not engage in paid work any longer. Those that chose the option *Other* (n = 5; 1.13%) stated that they were currently unemployed or unemployed and awaiting retirement. Of the 438 that answered the gender question, 209 were female (47.72%) and 229 were male (52.28%). The participants' average age was 62.33 years (SD = 2.01 years). Almost one half of the respondents who were approaching retirement but did not meet the criteria yet, reported they were not planning to prolong work activity (n = 83; 47.98%). About a third (n = 56; 32.37%) said they would continue and 34 (19.65%) did not know yet.

For the purpose of this dissertation, the sample that was included in the analysis consisted of the second and third group of participants (employed who met the retirement criteria and

retired who continued to work), therefore, the included sample was n = 219. The participants were between 60 and 67 years old, the average age was 62.92 years (SD = 2.17 years). For women, the average age was 62.45 years (SD = 2.06 years) and for men 63.29 (SD = 2.21 years). The socio-demographic characteristics of the sample are presented in Table 25.

Most of the participants were employed in business and industry (n = 68; 31.3%), followed by public administration (n = 31; 14.3%) and education (n = 30; 13.8%). Most completed a high school (n = 66; 30.28%), a polytechnic (*slo. Višja ali visoka šola*) (n = 56; 25.69%) or a university (n = 53; 24.31%). Areas of participants' employment and education level are presented in Figure 7 and Figure 8.

Table 25: Participants' socio-demographic characteristics

Variable	Frequency (n)	Percentage (%)
Gender (n = 217)		
Female	103	47.5
Male	114	52.5
Employment status (n = 219)		
Employed, meeting retirement criteria	172	78.5
Retired, continue to work	47	21.5
Same company, same work	22	46.8
Same company, different work	1	2.1
Different company, same work	3	6.4
Different company, different work	16	34.0
Other	5	10.6
Work hours (n = 218)		
Full time (40 hours/week)	163	74.8
Part time (>20 hours/week)	24	11
Part time (<20 hours/week)	21	9.6
Other	10	4.6
Geographic area (n = 218)		
Urban	96	44.0
Rural	71	32.6
Suburban	49	22.5
Other	2	0.9
Marital status (n = 216)		
Married	135	62.5
Single	34	15.7
Widowed	11	5.1
Common law/co-habiting	30	13.9
Other	5	2.8
Socio-economic situation (n = 218)		
Very bad	1	0.5
Bad	6	2.8
Neither good nor bad	55	25.3
Good	137	63.1
Excellent	18	8.3

Source: Own 2022.

Figure 7: Participants' area of work (n = 217)
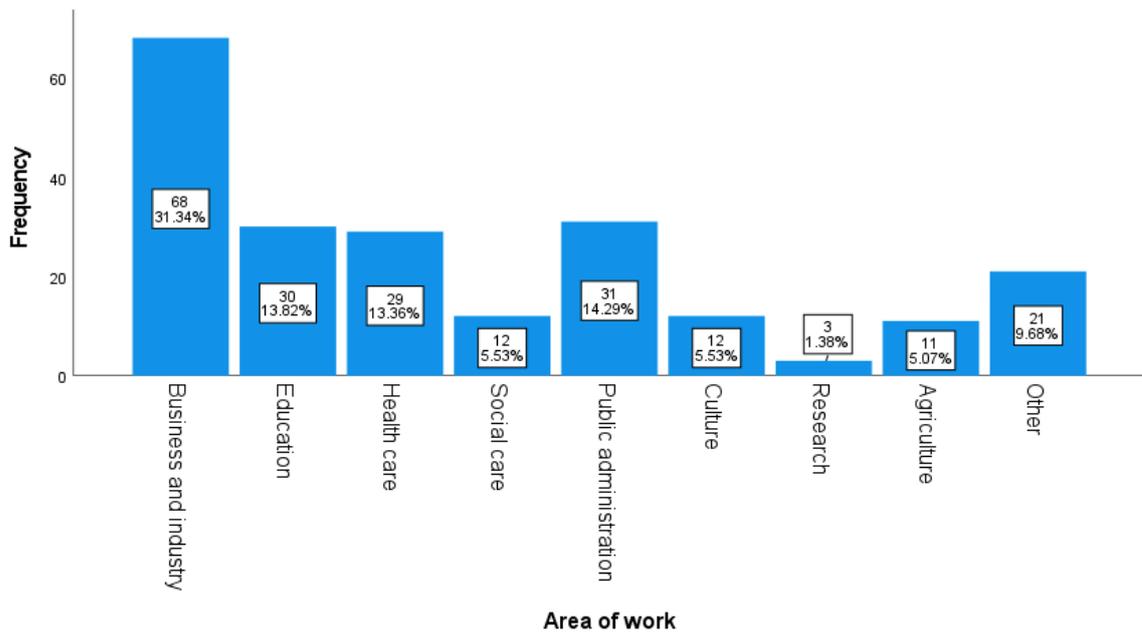
Source: Own 2022.

Figure 8: Participants' education level (n = 218)
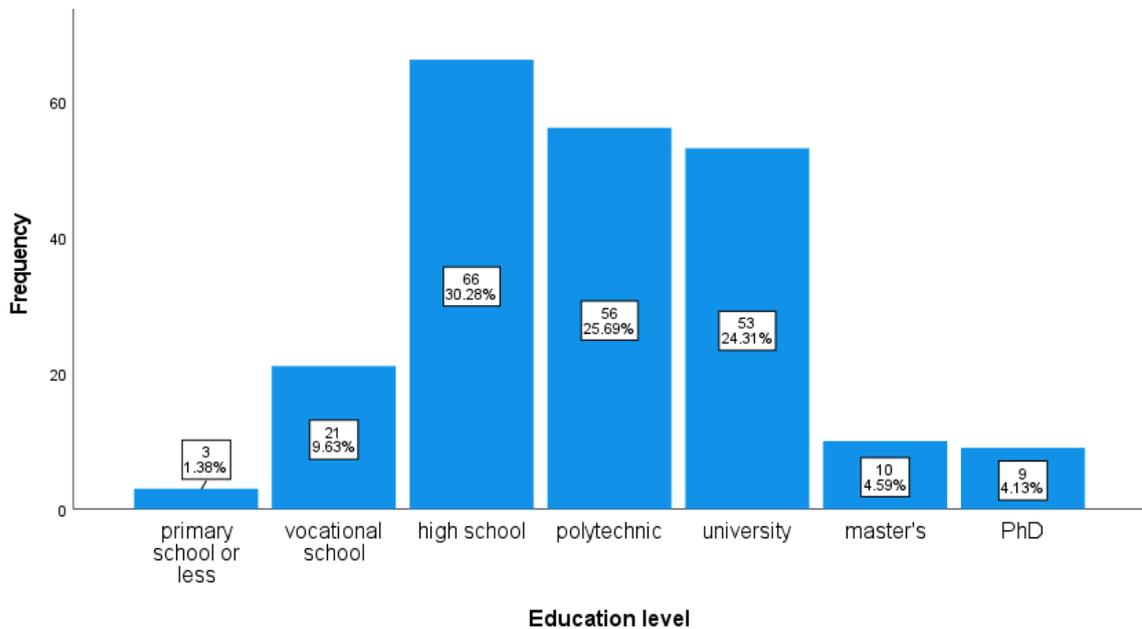
Source: Own 2022.

7.5 Results of the WbRQ

7.5.1 Descriptive results

As previously described, a 5-point scale was used, where 1 meant the lowest agreement and 5 the highest agreement. On average, the participants expressed the highest agreement with the statements *A sense of mastery is important to me at work* (M = 4.65; SD = 0.635) and *I feel mentally healthy enough to continue working* (M = 4.61; SD = 0.750), followed by *A sense of autonomy is important to me at work* (M = 4.57; SD = 0.678) and *I feel physically healthy enough to continue working* (M = 4.55; SD = 0.774). The items relating to mastery and autonomy, as well as the item relating to the sense of pride of what a person's has achieved at their work, were the only ones for which none of the participants expressed total disagreement (score 1). The least endorsed were the items *I have noticed a decline in the abilities that are required to perform my work* (M = 2.29; SD = 1.286) and *I think that the work I do is physically and/or mentally strenuous* (M = 2.83; SD = 1.381), followed by *My partner is an important consideration when planning retirement* (M = 2.93; SD = 1.585) and *Daily routine that is linked to work is important to me* (M = 3.46; SD = 1.316). A visual examination of the descriptive data suggests that, on average, the participants more readily agreed with the items connected with internal motivation (e.g., love of work, feeling of autonomy, feeling of mastery) than the items connected with external motivation (e.g., money). However, the item *It means a lot to me to get praised for my work,* more closely connected with external motivation, also received a relatively high agreement (M = 4.19; SD = 0.993). Furthermore, high agreement was expressed for the item relating to the personally perceived time of retirement *I think every person feels when it's the right time to retire* (M = 4.53; SD = 0.832). We also observed that the most replies were missing for the items connected with the management dimension, *I think my managers/supervisors want me to continue working in this organisation* and *My manager has a leadership style that is inclusive and kind to the employees*, seven and ten respectively. This could indicate that the participants found these questions too sensitive or did not feel comfortable to answer freely. The results of the WbRQ are presented in Table 26. Table 27 shows the frequency of answers by score for each item.

Table 26: Descriptive statistics for 22 items of the WbRQ

Item	Median (±Standard Deviation)	Minimum	Maximum
I feel physically healthy enough to continue working.	4.55 (0.774)	1	5
I feel mentally healthy enough to continue working	4.61 (0.750)	1	5
I have noticed a decline in the abilities that are required to perform my work.	2.29 (1.286)	1	5
I think that the work I do is physically and/or mentally strenuous.	2.83 (1.381)	1	5
I get along with my co-workers.	4.47 (0.801)	1	5
I think my managers/supervisors want me to continue working in this organisation.	4.06 (1.117)	1	5
I think every person feels when it's the right time to retire.	4.53 (0.832)	1	5
My manager has a leadership style that is inclusive and kind to the employees.	3.94 (1.277)	1	5
Money is an important reason that I work.	3.54 (1.222)	1	5
Daily routine that is linked to work is important to me.	3.46 (1.316)	1	5
It means a lot to me to get praised for my work.	4.19 (0.993)	1	5
A sense of mastery is important to me at work.	4.65 (0.635)	2	5
I'm proud of what I have achieved at my work.	4.52 (0.751)	2	5
A sense of autonomy is important to me at work.	4.57 (0.678)	2	5
It's important to me to pass on my knowledge and experience.	4.46 (0.832)	1	5
It's important to me to feel useful for the organisation and/or society.	4.47 (0.805)	1	5
I work because I love my work.	4.47 (0.822)	1	5
I work because my work gives me a sense of purpose in life.	3.83 (1.099)	1	5
I feel a sense of belonging to the organization where I work.	4.19 (1.074)	1	5
It's important to me to be able to continuously develop personally and professionally.	4.24 (0.949)	1	5
I will continue working for as long as possible.	4.02 (1.191)	1	5
My partner is an important consideration when planning retirement.	2.93 (1.585)	1	5

Source: Own 2022.

Table 27: Frequency of responses for each item in the WbRQ

Item	Total n	Score				
		1 n (%)	**2** n (%)	**3** n (%)	**4** n (%)	**5** n (%)
I feel physically healthy enough to continue working.	218	3 (1.4)	2 (0.9)	14 (6.4)	53 (24.3)	146 (67.0)
I feel mentally healthy enough to continue working	217	3 (1.4)	2 (0.9)	11 (5.1)	44 (20.3)	157 (72.4)
I have noticed a decline in the abilities that are required to perform my work.	215	84 (39.1)	45 (20.9)	37 (17.2)	38 (17.7)	11 (5.1)
I think that the work I do is physically and/or mentally strenuous.	217	56 (25.8)	30 (13.8)	54 (24.9)	48 (22.1)	29 (13.4)
I get along with my co-workers.	216	3 (1.4)	2 (0.9)	18 (8.3)	61 (28.2)	132 (61.1)
I think my managers/supervisors want me to continue working in this organisation.	212	9 (4.2)	8 (3.8)	48 (22.6)	44 (20.8)	103 (48.6)
I think every person feels when it's the right time to retire.	218	2 (0.9)	5 (2.3)	21 (9.6)	37 (17.0)	153 (70.2)
My manager has a leadership style that is inclusive and kind to the employees.	209	19 (9.1)	11 (5.3)	29 (13.9)	54 (25.8)	96 (45.9)
Money is an important reason that I work.	218	19 (8.7)	14 (6.4)	80 (36.7)	41 (18.8)	64 (29.4)
Daily routine that is linked to work is important to me.	217	25 (11.5)	24 (11.1)	55 (25.3)	52 (24.0)	61 (28.1)
It means a lot to me to get praised for my work.	218	5 (2.3)	11 (5.0)	27 (12.4)	69 (31.7)	106 (48.6)
A sense of mastery is important to me at work.	218	0 (0)	2 (0.9)	13 (6.0)	44 (20.2)	159 (72.9)
I'm proud of what I have achieved at my work.	218	0 (0)	5 (2.3)	19 (8.7)	51 (23.4)	143 (65.6)
A sense of autonomy is important to me at work.	217	0 (0)	2 (0.9)	17 (7.8)	54 (24.9)	144 (66.4)
It's important to me to pass on my knowledge and experience.	218	2 (0.9)	5 (2.3)	21 (9.6)	53 (24.3)	137 (62.8)
It's important to me to feel useful for the organisation and/or society.	217	2 (0.9)	4 (1.8)	19 (8.8)	58 (26.7)	134 (61.8)
I work because I love my work.	217	2 (0.9)	4 (1.8)	22 (10.1)	52 (24.0)	137 (63.1)
I work because my work gives me a sense of purpose in life.	219	8 (3.7)	16 (7.3)	58 (26.5)	61 (27.9)	76 (34.7)
I feel a sense of belonging to the organization where I work.	217	8 (3.7)	8 (3.7)	36 (16.6)	48 (22.1)	117 (53.9)
It's important to me to be able to continuously develop personally and professionally.	218	5 (2.3)	4 (1.8)	36 (16.5)	62 (28.4)	111 (50.9)
I will continue working for as long as possible.	218	11 (5.0)	17 (7.8)	35 (16.1)	49 (22.5)	106 (48.6)
My partner is an important consideration when planning retirement.	216	67 (31.0)	22 (10.2)	41 (19.0)	31 (14.4)	55 (25.5)

Source: Own 2022.

In the three additional questions, the majority of the participants reported that they had one or more activities or hobbies that were as important to them as work (n = 183; 83.56%). These activities were performed regularly, connected people with others, had a positive meaning and could have the characteristics of work (i.e., engaging occupations). About one sixth (n = 36; 16.44%) had no activities that would be as important to them as work. Figure 9 shows the frequency of engaging occupations in the sample.

Figure 9: Frequency of engaging occupations in the sample (n = 219)
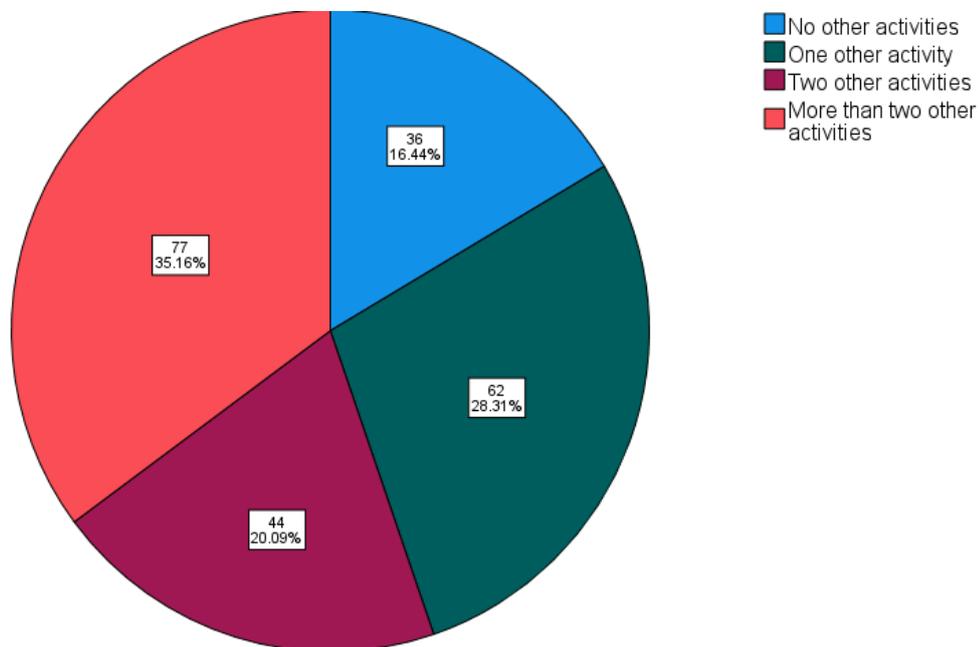
Source: Own 2022.

When asked if they had started any new activities in the past year, about three quarters of participants answered no (n = 163) and 55 (25.1%) answered affirmative. Thirty-nine of those who started with a new activity also named the activity (or activities if more than one). In total, 43 activities were recorded. The activities that were mentioned were organized into broad categories as follows:

- sports and recreation: walking, group exercise, golf, yoga, cycling (n = 11),
- educational activities: learning languages, taking courses (n = 7),
- arts and crafts: painting, writing, handicrafts, photography (n = 7),
- gardening and agriculture (n = 6),

- volunteering: civil society, non-paid jobs, working in regional associations, project management (n = 4),

- personal building projects: building a house, building a boat (n = 4),

- caregiving activities (n = 1),

- other activities: reading, playing cards, astrology (n =3).

The participants were mostly satisfied with their relationships outside of work, with n = 180 (82.2%) choosing 4 or 5 to describe their satisfaction. Only five (2.3%) chose 1 or 2 to describe their satisfaction with relationships. The average value for this question vas 4.26 (SD = 0.832).

7.5.2 Normal distribution and outliers

Normal distribution was evaluated by exploring skewness and kurtosis values and the results of the Kolmogorov-Smirnov test in combination with the accompanying graphs. Although some of the skewness and kurtosis values indicated potential normal distribution, visual exploration of histograms, Q-Q plots and boxplots revealed that the variables in the WbRQ were generally not normally distributed. Kolmogorov-Smirnov tests were also significant for all items ($p > 0.05$) suggesting that the distribution was different from a normal distribution. Most of the items had negative skewness values and were, therefore, skewed to the right. Negative skewness is somewhat expected in A/D questionnaires due to the positive bias when answering questions (Saris et al. 2010, 62–63). Furthermore, mostly positive values of kurtosis were indicative of a heavy-tailed distribution (Field 2018, 247).

There were some mild outliers as observed on the boxplot diagrams. We examined those to ascertain if they were error outliers. The observation revealed that they were more likely interesting cases that chose lower values than the others, therefore, should not be discarded in the analysis as they captured valuable information about the sample (Aguinis et al. 2013, 275–280).

We used different methods to try to transform the variables to a more normal distribution, including square root and Lg10 as well as a 2-step approach that retains the original series' mean and standard deviation, which improves the interpretation of results (Templeton 2011; Templeton and Burney 2017). A two-step transformation to normality produced the best results. The outliers were mostly addressed with this method and skewness and kurtosis values were all between -2 and 2 after the transformation, however, most of the

histograms were still showing some deviations from normality, which was considered acceptable. The transformed items were used for further analysis.

7.5.3 Principal component analysis for WbRQ

Principal component analysis was conducted on the 22 items of the WbRQ with orthogonal rotation (Varimax) as described by Field (2018, 814). The aim of the PCA was to assess the underlying structure for the 22 items of the WbRQ. In the preliminary analysis, we checked the correlation matrix and excluded variables that had no correlations greater than 0.3. These were the variables strain, money and partner. We then re-ran the analysis with the remaining 19 items. The KMO = 0.802 verified the sampling adequacy for the analysis. The determinant of the correlation matrix was 0.001, confirming that multicollinearity was not a problem. Five components were obtained in the analysis and had eigenvalues over Kaiser's criterion of 1. In combination, they explained 60.94% of the variance. The scree plot also confirmed five factors. However, when we performed reliability analysis for the obtained components, we additionally excluded the item ability as deleting this item significantly improved the reliability of the scale (from 0.614 to 0.839 for that component). The item autonomy also showed some ambiguity as the reliability slightly improved if deleted (from 0.657 to 0.659). We, therefore, ran the analysis with and without this item and decided to delete it due to improved KMO value (from 0.798 to 0.807), improved item communities (communality of autonomy was 0.372, which was lower than other communalities) and higher percentage of variance explained (62.548% if autonomy included, 65.104% if excluded).

The PCA was then ran again with 17 items of the WbRQ to check if the component structure was still holding. Results of the KMO and Bartlett's test are presented in Table 28 and suggest that the conditions for PCA were met. According to Kaiser and Rice (1974, 114), KMO value greater than 0.8 can be considered meritorious. Bartlett's test of sphericity was also significant, which supported the PCA (Field 2018, 809).

Table 28: Results of the KMO and Bartlett's test for WbRQ 17 items

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.807
Bartlett's Test of Sphericity	Approx. Chi-Square	1267.768
	df	136
	Sig.	< 0.001

Source: Own 2022.

All 17 items had communalities larger than 0.5 or very near 0.5 (between 0.498 and 0.853). It has been suggested that when communalities are in the 0.5 range, samples between 100 and 200 can be considered large enough for PCA (Field 2018, 797). This additionally confirmed the sampling adequacy in our study. Table 29 shows the communalities of the items.

Table 29: Communalities for the 17 remaining items of the WbRQ

Item	Initial	Extraction
I feel physically healthy enough to continue working.	1.000	0.831
I feel mentally healthy enough to continue working	1.000	0.853
I get along with my co-workers.	1.000	0.579
I think my managers/supervisors want me to continue working in this organisation.	1.000	0.640
I think every person feels when it's the right time to retire.	1.000	0.561
My manager has a leadership style that is inclusive and kind to the employees.	1.000	0.711
Daily routine that is linked to work is important to me.	1.000	0.636
It means a lot to me to get praised for my work.	1.000	0.643
A sense of mastery is important to me at work.	1.000	0.646
I'm proud of what I have achieved at my work.	1.000	0.581
It's important to me to pass on my knowledge and experience.	1.000	0.594
It's important to me to feel useful for the organisation and/or society.	1.000	0.680
I work because I love my work.	1.000	0.632
I work because my work gives me a sense of purpose in life.	1.000	0.712
I feel a sense of belonging to the organization where I work.	1.000	0.649
It's important to me to be able to continuously develop personally and professionally.	1.000	0.622
I will continue working for as long as possible.	1.000	0.498

Source: Own 2022.

As in the initial analysis, five components with eigenvalue greater than 1 were obtained. The components explained 65.1% of the variance as shown in Table 30. The first component explained 31.5% of the variance, the second component 11.03%, the third 8.86%, the fourth 7.57% and the fifth component explained 6.14% of the variance. Inspection of the scree plot justified retaining these 5 components (Figure 10); extracting either 2, 3 or 4 components provided less favourable outcomes of the PCA. The scree plot suggests that the first component was the strongest of the five. The first component also explained the highest level of variance (31.5%) compared to the other components.

Table 30: Total variance for WbRQ (17 items)

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings Total
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %	
1	5.355	31.501	31.501	5.355	31.501	31.501	3.553
2	1.875	11.030	42.531	1.857	11.030	42.531	2.140
3	1.506	8.859	51.390	1.506	8.859	51.390	3.255
4	1.287	7.573	58.963	1.287	7.573	58.963	2.740
5	1.044	6.141	65.104	1.044	6.141	65.104	2.562
6	0.818	4.814	69.918				
7	0.709	4.170	74.088				
8	0.659	3.878	77.966				
9	0.620	3.648	81.614				
10	0.547	3.220	84.833				
11	0.532	3.129	87.963				
12	0.491	2.885	90.848				
13	0.400	2.354	93.202				
14	0.367	2.157	95.359				
15	0.311	1.827	97.185				
16	0.282	1.658	98.844				
17	0.197	1.156	100.000				

Extraction method: Principal Component Analysis
Source: Own 2022.

Figure 10: Scree plot for WbRQ-17
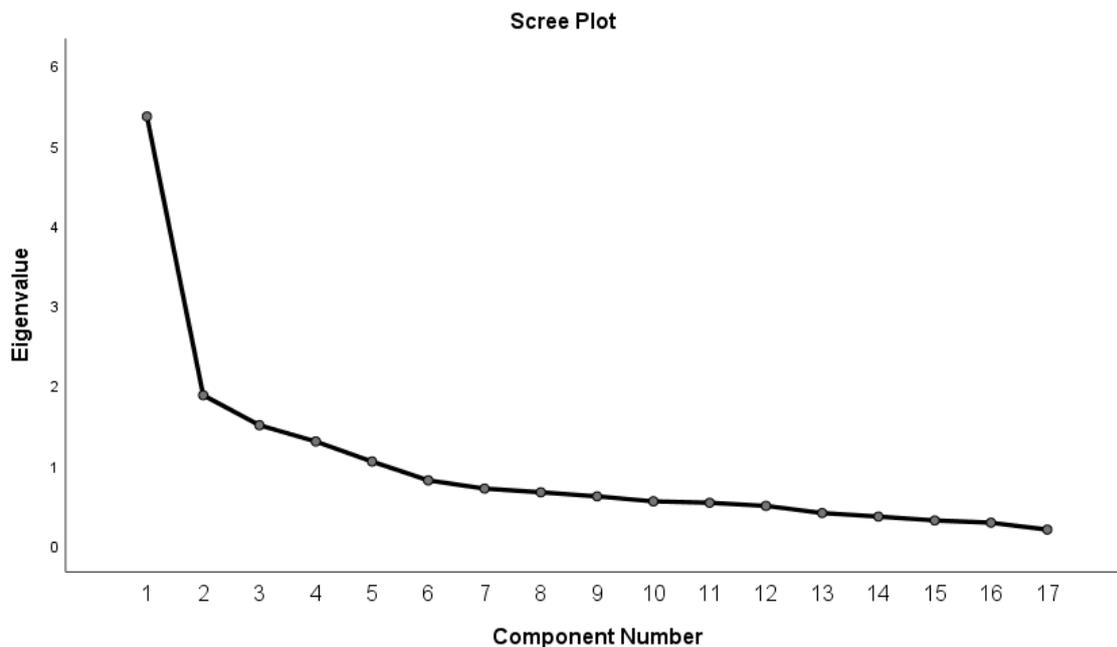
Source: Own 2022.

Table 31 shows the component loadings without rotation and Table 32 presents the data with rotation. Although some authors advise against using the rotation in PCA (Jolliffe 2002, 169), Abdi and Williams (2010) write that after we establish the number of principal components, the rotation can be performed in PCA to facilitate the interpretation. Using rotations in PCA has also been supported by Field (2018, 814) and Sočan (2011, 120–135). In our case, without the rotation, most variables clustered on the first component (which could suggest unidimensionality of the measure). Thus, the rotation enabled a clearer formation of the components and was therefore retained in the final analysis. Since rotation is more typical for Principal Axis Factoring (PAF) method, this method was also tried; however, the solution it provided was inferior to the described PCA method, namely the explained variance was 53.5%, and the communalities were significantly lower (between 0.313 and 0.817), indicating that the sample was less adequate for PAF (MacCallum et al. 2001, 612).

Table 33 includes the component correlation matrix and shows that the correlations coefficients are low, which supports using an orthogonal rotation, such as Varimax (Field 2018, 817).

Table 31: Component matrix for WbRQ-17

	Component				
	1	2	3	4	5
I feel physically healthy enough to continue working.	0.265	**0.812**	-0.051	-0.063	-0.309
I feel mentally healthy enough to continue working	0.338	**0.815**	-0.081	-0.060	-0.255
I get along with my co-workers.	**0.494**	0.069	-0.526	0.149	0.174
I think my managers/supervisors want me to continue working in this organisation.	**0.597**	0.080	-0.438	0.207	0.205
I think every person feels when it's the right time to retire.	0.382	0.445	0.118	-0.001	**0.450**
My manager has a leadership style that is inclusive and kind to the employees.	**0.581**	-0.076	-0.536	0.269	0.089
Daily routine that is linked to work is important to me.	0.383	-0.022	0.443	**0.532**	0.100
It means a lot to me to get praised for my work.	**0.620**	0.097	0.313	-0.060	0.384
A sense of mastery is important to me at work.	**0.585**	0.141	0.384	-0.349	0.120
I'm proud of what I have achieved at my work.	**0.563**	-0.040	-0.005	-0.392	0.330
It's important to me to pass on my knowledge and experience.	**0.512**	-0.319	-0.101	-0.463	-0.074
It's important to me to feel useful for the organisation and/or society.	**0.727**	-0.292	0.041	-0.246	-0.057
I work because I love my work.	**0.696**	-0.178	-0.006	0.053	-0.337
I work because my work gives me a sense of purpose in life.	**0.634**	-0.208	0.249	0.421	-0.167
I feel a sense of belonging to the organization where I work.	**0.739**	-0.179	-0.220	0.044	-0.142
It's important to me to be able to continuously develop personally and professionally.	**0.642**	-0.102	0.120	-0.196	-0.383
I will continue working for as long as possible.	**0.509**	0.035	0.387	0.291	-0.051

Extraction method: Principal Component Analysis
Note: The highest component loading appears in bold.
Source: Own 2022.

Table 32: Rotated component matrix for WbRQ-17

	Component				
	1	2	3	4	5
I feel physically healthy enough to continue working.	0.26	0.065	0.016	0.089	**0.905**
I feel mentally healthy enough to continue working	0.043	0.137	0.026	0.148	**0.900**
I get along with my co-workers.	0.114	**0.735**	-0.003	0.122	0.099
I think my managers/supervisors want me to continue working in this organisation.	0.133	**0.745**	0.127	0.197	0.108
I think every person feels when it's the right time to retire.	-0.139	0.200	0.149	**0.635**	0.276
My manager has a leadership style that is inclusive and kind to the employees.	0.204	**0.807**	0.132	0.012	0.016
Daily routine that is linked to work is important to me.	-0.052	0.057	**0.774**	0.172	-0.036
It means a lot to me to get praised for my work.	0.208	0.132	0.347	**0.679**	0.036
A sense of mastery is important to me at work.	0.437	-0.105	0.192	**0.608**	0.192
I'm proud of what I have achieved at my work.	0.408	0.219	-0.074	**0.600**	-0.041
It's important to me to pass on my knowledge and experience.	**0.704**	0.147	-0.138	0.207	-0.121
It's important to me to feel useful for the organisation and/or society.	**0.716**	0.222	0.180	0.280	-0.082
I work because I love my work.	**0.633**	0.279	0.374	-0.033	0.114
I work because my work gives me a sense of purpose in life.	0.351	0.225	**0.733**	0.008	-0.026
I feel a sense of belonging to the organization where I work.	**0.569**	0.507	0.246	0.062	0.051
It's important to me to be able to continuously develop personally and professionally.	**0.717**	0.058	0.245	0.061	0.200
I will continue working for as long as possible.	0.193	0.040	**0.638**	0.195	0.117

Extraction method: Principal Component Analysis
Rotation method: Varimax with Kaiser Normalization
Note: The highest component loading appears in bold.
Source: Own 2022.

Table 33: Component correlation matrix

Component	1	2	3	4	5
1	1.000	0.032	-0.308	0.237	0.240
2	0.032	1.000	-0.149	0.152	0.197
3	-0.308	-0.149	1.000	-0.216	-0.217
4	0.237	0.152	-0.216	1.000	0.201
5	0.240	0.197	-0.217	0.201	1.000

Extraction method: Principal Component Analysis
Source: Own 2022.

Items that clustered on the same component were reviewed and the components were named as follows:

- Component 1: Love and contribution,
- Component 2: Relationships and management,
- Component 3: Uninterrupted Pattern of life,
- Component 4: Self-esteem and mastery,
- Component 5: Health.

For all five components, reliability analysis was performed. We followed the rule proposed by Hulin et al. (2001, 55–58) that a Cronbach alpha coefficient of between 0.6–0.7 implies an acceptable degree of reliability, and 0.8 or greater is a very strong level. All five components met this criterion, suggesting the consistency of our measure. The analysis also showed that no item would cause a substantial change in α if it was removed, which further supports the reliability of the questionnaire (Field 2018, 825). Final composition of components and values of Cronbach alpha for each subscale are presented in Table 34. Cronbach alpha for the whole measure (17 items) was 0.846.

Table 34: Characteristics of components from WbRQ-17

Component	Mean	Standard deviation	Cronbach alpha
Love and contribution • It's important to me to pass on my knowledge and experience. • It's important to me to feel useful for the organisation and/or society. • I work because I love my work. • I feel a sense of belonging to the organization where I work. • It's important to me to be able to continuously develop personally and professionally.	4.32	0.535	0.810
Relationships and management • I get along with my co-workers. • I think my managers/supervisors want me to continue working in this organisation. • My manager has a leadership style that is inclusive and kind to the employees.	4.15	0.824	0.707
Uninterrupted pattern of life • Daily routine that is linked to work is important to me. • I work because my work gives me a sense of purpose in life. • I will continue working for as long as possible.	3.77	0.931	0.664
Self-esteem and mastery • I think every person feels when it's the right time to retire. • It means a lot to me to get praised for my work. • A sense of mastery is important to me at work. • I'm proud of what I have achieved at my work.	4.43	0.443	0.663
Health • I feel physically healthy enough to continue working. • I feel mentally healthy enough to continue working	4.53	0.524	0.858
WbRQ (17 items)			0.846

Source: Own 2022.

Components obtained in the PCA were saved as new variables and used in subsequent analysis.

7.6 Results for the GTS-10

7.6.1 Descriptive Results for GTS-10

As previously described, a 4-point scale was used, where 1 meant the lowest agreement and 4 the highest agreement. On average, the highest agreement was expressed for the items *The life I have lived has coherence and meaning* (M = 3.32; SD = 0.628), followed by *I like meetings with new people* (M = 3.29; SD = 0.763) and *I feel I'm a part of everything alive* (M = 3.0; SD = 0.855). The highest frequency of answers for score 4 was also recorded for items about coherence and meaning (40.2%) and meeting new people (38.4%). The high score connected with the item about meeting new people is at odds with gerotranscendence as people high on gerotranscendence are expected not to enjoy socializing with new persons so much. On average, the lowest agreement was expressed for the items *My life feels chaotic and disrupted* (M = 1.39, SD = 0.575) and *I like to be by myself better than being with others* (M = 1.99; SD = 0.826), followed by *Sometimes I feel like I live in the past and present simultaneously* (M = 2.12; SD = 0.950). The highest frequency of answers for score 1 was recorded for items about chaos (64.8%) and being with myself (30.6%). The low score connected with the item about being on one's own is opposite to the trait of gerotranscendence while the low score for chaos is in line with the theory of gerotranscendence. The results of the GTS-10 are presented in Table 35. Table 36 shows the frequency of answers by score for each item.

Table 35: Descriptive statistics for GTS-10

Item	Median (±Standard Deviation)	Minimum	Maximum
I feel a strong connection with earlier generations.	2.91 (0.815)	1	4
I feel connected with the entire universe.	2.38 (0.930)	1	4
I feel that I am a part of everything alive.	3.00 (0.855)	1	4
Sometimes I feel like I live in the past and present simultaneously.	2.12 (0.950)	1	4
I can feel a strong presence of people who are elsewhere.	2.29 (1.000)	1	4
The life I have lived has coherence and meaning.	3.32 (0.628)	1	4
My life feels chaotic and disrupted.	1.39 (0.575)	1	4
I like meetings with new people.	3.19 (0.763)	1	4
I like to be by myself better than being with others.	1.99 (0.826)	1	4
Being at peace and philosophizing by myself is important for my well-being.	2.84 (0.844)	1	4

Source: Own 2022.

Table 36: Frequency of scores for each item on the GTS-10

Item	Total n	Score			
		1 n (%)	**2** n (%)	**3** n (%)	**4** n (%)
I feel a strong connection with earlier generations.	218	13 (6.0)	44 (20.2)	111 (50.9)	50 (22.9)
I feel connected with the entire universe.	217	44 (20.3)	71 (32.7)	78 (35.9)	24 (11.1)
I feel that I am a part of everything alive.	217	13 (6.0)	40 (18.4)	98 (45.2)	66 (30.4)
Sometimes I feel like I live in the past and present simultaneously.	217	65 (30.0)	82 (37.8)	49 (22.6)	21 (9.7)
I can feel a strong presence of people who are elsewhere.	218	63 (28.9)	51 (23.4)	81 (37.2)	23 (10.6)
The life I have lived has coherence and meaning.	218	1 (0.5)	16 (7.3)	113 (51.8)	88 (40.4)
My life feels chaotic and disrupted.*	217	142 (65.4)	67 (30.9)	7 (3.2)	1 (0.5)
I like meetings with new people.*	217	3 (1.4)	37 (17.1)	92 (42.6)	84 (38.9)
I like to be by myself better than being with others.	218	67 (30.7)	94 (43.1)	49 (22.5)	8 (3.7)
Being at peace and philosophizing by myself is important for my well-being.	218	17 (7.8)	46 (21.1)	109 (50.0)	46 (21.1)

*In the analysis, this item requires rotation as the meaning is opposite to the trait of gerotranscendence.

Source: Own 2022.

7.6.2 Normal distribution

Normal distribution was evaluated by exploring skewness and kurtosis values in combination with the accompanying graphs and the results of the Kolmogorov-Smirnov test. Skewness and kurtosis values were acceptable; however, visual examination of graphs showed some deviations from normality, most strongly for items *I can feel a strong presence of people who are elsewhere*, *The life I have lived has coherence and meaning* and *My life feels chaotic and disrupted*. Variables *Chaos, Part of everything alive, Prefer being alone*, and *Meaning and coherence* also had mild outliers, but this were not error outliers. To improve the normality, we used a 2-step approach (Templeton 2011; Templeton and Burney 2017), which retains the original series mean and standard deviation. The transformed variables were used in further analysis.

7.6.3 Principal component analysis

A principal component analysis with orthogonal rotation (Varimax) was conducted on the 10 items of the GTS-10 to assess the underlying structure of the instrument. The initial analysis of the correlation matrix showed that the variables had acceptable correlation values and the determinant value was 0.075, confirming there was no multicollinearity present.

Kaiser-Mayer-Olkin measure verified the sampling adequacy (KMO = 0.686); however it could be considered mediocre in terms of the sampling size (Kaiser and Rice 1974, 114). KMO values for individual items were greater than 0.527. Bartlett's test of sphericity was significant as well (0.000) as shown in Table 37.

Table 37: KMO and Bartlett's test for GTS-10

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.686
Bartlett's Test of Sphericity	Approx. Chi-Square	542.261
	df	45
	Sig.	< 0.001

Source: Own 2022.

Furthermore, all communalities were above 0.3 as shown in Table 38. In fact, they were in the 0.5 range (between 0.451 and 0.742), suggesting that the sample between 100 and 200 was sufficient to perform PCA (Field 2018, 797).

Table 38: Communalities for GTS-10

Item	Initial	Extraction
I feel a strong connection with earlier generations.	1.000	0.450
I feel connected with the entire universe.	1.000	0.545
I feel that I am a part of everything alive.	1.000	0.494
Sometimes I feel like I live in the past and present simultaneously.	1.000	0.608
I can feel a strong presence of people who are elsewhere.	1.000	0.649
The life I have lived has coherence and meaning.	1.000	0.685
My life feels chaotic and disrupted.	1.000	0.679
I like meetings with new people.	1.000	0.602
I like to be by myself better than being with others.	1.000	0.742
Being at peace and philosophizing by myself is important for my well-being.	1.000	0.714

Extraction method: Principal component analysis
Source: Own 2022.

When the analysis was run, three components had eigenvalues of over 1 and in combination explained 61.699% of the variance. The first component explained 29.11% of the variance, the second 18.97% and the third 13.62% (Table 39). The scree plot showed inflexion that could also justify retaining three components (Figure 11).

Table 39: Total variance for GTS-10

Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.911	29.111	29.111	2.911	29.111	29.111
2	1.897	18.968	48.079	1.897	18.968	48.079
3	1.362	13.620	61.699	1.362	13.620	61.699
4	0.926	9.260	70.958			
5	0.635	6.353	77.311			
6	0.578	5.785	83.096			
7	0.504	5.035	88.131			
8	0.482	4.820	92.951			
9	0.405	4.047	96.998			
10	0.300	3.002	100.000			

Extraction method: Principal component analysis
Source: Own 2022.

Figure 11: Scree plot for GTS-10
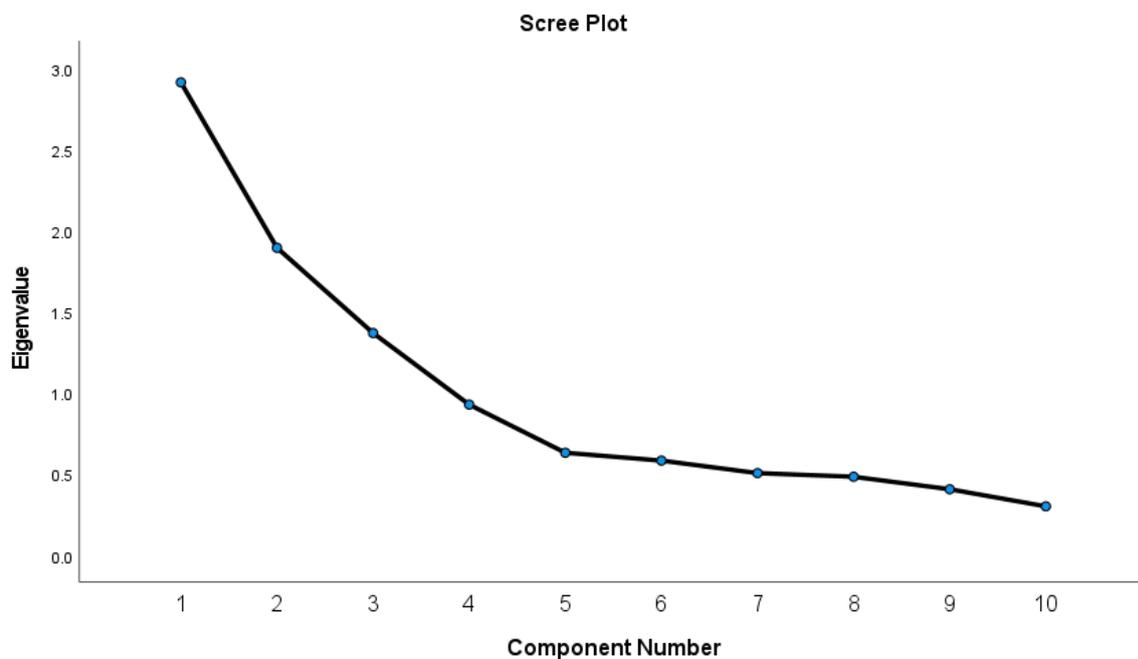
Source: Own 2022.

Table 40 shows the component loadings without rotation and Table 41 loadings after rotation. There was little difference between the two calculations and most components also had loadings over 0.6, which suggests that the extracted components are reliable (Field 2018, 797). The component correlation matrix in Table 42 also shows that correlation coefficients were low.

Table 40: Component matrix for GTS-10 without rotation

Item	Component		
	1	2	3
I feel a strong connection with earlier generations.	**0.650**	-0.149	-0.081
I feel connected with the entire universe.	**0.733**	0.054	-0.065
I feel that I am a part of everything alive.	**0.691**	0.033	0.126
Sometimes I feel like I live in the past and present simultaneously.	**0.651**	0.163	-0.397
I can feel a strong presence of people who are elsewhere.	**0.767**	0.098	-0.227
The life I have lived has coherence and meaning.	0.450	-0.349	**0.572**
My life feels chaotic and disrupted.	0.059	-0.424	**0.705**
I like meetings with new people.	0.305	**-0.708**	-0.090
I like to be by myself better than being with others.	0.028	**0.782**	0.360
Being at peace and philosophizing by myself is important for my well-being.	0.402	**0.622**	0.406

Extraction Method: Principal Component Analysis
Note: The highest component loading appears in bold.
Source: Own 2022.

Table 41: Rotated component matrix for GTS-10

Item	Component		
	1	2	3
I feel a strong connection with earlier generations.	**0.639**	-0.131	0.163
I feel connected with the entire universe.	**0.728**	0.061	0.103
I feel that I am a part of everything alive.	**0.639**	0.128	0.264
Sometimes I feel like I live in the past and present simultaneously.	**0.738**	-0.001	-0.251
I can feel a strong presence of people who are elsewhere.	**0.804**	0.027	-0.047
The life I have lived has coherence and meaning.	0.268	-0.057	**0.781**
My life feels chaotic and disrupted.	-0.145	-0.045	**0.810**
I like meetings with new people.	0.272	**-0.649**	0.327
I like to be by myself better than being with others.	-0.011	**0.860**	-0.048
Being at peace and philosophizing by myself is important for my well-being.	0.329	**0.762**	0.158

Extraction method: Principal Component Analysis
Rotation method: Varimax with Kaiser Normalization
Note: The highest component loading appears in bold.
Source: Own 2022.

Table 42: Component correlation matrix for GTS-10

Component	1	2	3
1	1.000	0.031	0.154
2	0.031	1.000	-0.086
3	0.154	-0.086	1.000

Extraction method: Principal Component Analysis
Source: Own 2022.

Items that clustered on the same component were reviewed and the components were named in accordance with the original Gerotranscendence scale:

- Component 1: Cosmic,

- Component 2: Social,

- Component 3: Self/Coherence.

For GTS-10, Cronbach α was 0.641. If we omitted the item *I like meetings with new people*, *I like to be by myself better than being with others* and *My life feels chaotic and disrupted*, from the social subscale, the overall Cronbach α would increase to 0.697, 0.647 and 0.665 respectively. However, as the original GTS had 10 items, we decided to keep those items, nonetheless.

The first component (Cosmic) had Cronbach α of 0.77. For the second component (Social), Cronbach α was 0.649 and for the third component (Self/Coherence) Cronbach α was 0.564. The final composition of components and values of Cronbach alpha for each subscale are presented in Table 43. The low value of Cronbach α for the third component (Self dimension/Coherence) might suggest that we need to rethink this subscale (Field 2018, 828). However, it has been suggested that a lower Cronbach alpha is acceptable for the Social and Self dimensions due to low number of items (Tornstam 2017, 91). All in all, the cosmic transcendence subscale appeared to be the most reliable and stable for the studied population and was used in the hypothesis testing as it reflected accurate measurement of the construct of gerotranscendence with an acceptable level of internal consistency. When inspecting the normal distribution of the 3 components using the previously described methods (graphs, skewness and kurtosis values), we observed that they were normally distributed. Components obtained in the PCA were saved as new variables and used in subsequent analysis.

Table 43: Characteristics of components from GTS-10

Component	Mean	Standard deviation	Cronbach alpha
Cosmic dimension • I feel a strong connection with earlier generations. • I feel connected with the entire universe. • I feel that I am a part of everything alive. • Sometimes I feel like I live in the past and present simultaneously. • I can feel a strong presence of people who are elsewhere.	2.542	0.657	0.77
Social dimension • I like to be by myself better than being with others. • Being at peace and philosophizing by myself is important for my well-being. • I like meetings with new people.*	2.219	0.626	0.649
Self dimension • The life I have lived has coherence and meaning. • My life feels chaotic and disrupted.*	3.468	0.502	0.564
GTS-10	2.629	0.407	0.641

*These items have been rotated to reflect gerotranscendence.
Source: Own 2022.

7.7 Correlation between variables

7.7.1 Correlation between items in the WbRQ and GTS-10

Pearson's correlation coefficient was used to establish the correlation between the variables/components of the WbRQ and GTS-10. Pearson's r correlation coefficient ranges between -1 and +1; -1 means perfect negative correlation, +1 perfect positive correlation and 0 means no correlation. Correlation coefficient between 0.00 and 0.30 was considered a weak correlation; correlation coefficient between 0.31 and 0.50 a moderate correlation and a coefficient between 0.51 and 0.99 a strong correlation (Cohen 1988, 110–125). Correlation was considered significant at $\alpha = 0.05$. Below is the selection of variables with a statistically significant weak/moderate/strong correlation.

Weak correlation existed between the variables:

- Love and contribution and Health $(r(217)^4 = 0.140, p = 0.038)$,

- Love and contribution and "Money is an important reason that I work." $(r(216) = -0.179, p = 0.008)$,

- Love and contribution and GTS-10 $(r(216) = 0.176, p = 0.009)$,

- Love and contribution and Cosmic dimension (GTS-10) $(r(216) = 0.240, p < 0.001)$,

- Love and contribution and Social dimension (GTS-10) $(r(216) = -0.180, p = 0.008)$,

- Love and contribution and Coherence (GTS-10) $(r(216) = 0.273, p < 0.001)$,

- Relationships and management style and Uninterrupted pattern of life $(r(214) = 0.296, p < 0.001)$,

- Relationships and management style and Health $(r(214) = 0.182, p = 0.007)$,

- Relationships and management style and Social dimension (GTS-10) $(r(213) = -0.199, p = 0.003)$,

- Relationships and management style and Coherence dimension (GTS-10) $(r(213) = 0.195, p = 0.004)$,

- Uninterrupted pattern of life and Coherence dimension (GTS-10) $(r(216) = 0.135, p = 0.047)$,

- Self-esteem and mastery and Health $(r(217) = 0.266, p < 0.001)$,

- Self-esteem and mastery and "I have noticed a decline in the abilities that are required to perform my work." $(r(213) = -0.163, p = 0.017)$,

- Self-esteem and mastery and Coherence dimension (GTS-10) $(r(216) = 0.197, p = 0.003)$,

- Health and Coherence dimension (GTS-10) $(r(216) = 0.213, p = 0.002)$,

- Health and "I think that the work I do is physically and/or mentally strenuous" $(r(215) = -0.161, p = 0.017)$,

- "My partner is an important consideration when planning retirement" and Coherence dimension (GTS-10) $(r(213) = 0.155, p = 0.023)$,

- "I think that the work I do is physically and/or mentally strenuous" and "I have noticed a decline in the abilities that are required to perform my work." $(r(213) = 0.220, p = 0.001)$,

- Engaging occupations and Health $(r(217) = 0.143, p = 0.034)$,

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[4] Value in the parenthesis represents degrees of freedom (df).

- Engaging occupations and Cosmic dimension (GTS-10) (r(216) = 0.235, p < 0.001),
- "I will continue working for as long as possible" and Relationships and management (r(213) = 0.228, p = 0.001),
- "I will continue working for as long as possible" and Cosmic dimension (r(215) = 0.271, p < 0.001),
- "I will continue working for as long as possible" and GTS-10 (r(215) = 0.261, p < 0.001).

Moderate correlation existed between the variables:

- Love and contribution and Uninterrupted pattern of life (r(217) = 0.456, p < 0.001),
- Relationships and management style and Self-esteem and mastery (r(214) = 0.353, p < 0.001),
- Uninterrupted pattern of life and Self-esteem and mastery (r(217) = 0.414, p < 0.001),
- Uninterrupted pattern of life and GTS-10 (r(216) = 0.339, p < 0.001),
- Uninterrupted pattern of life and Cosmic dimension (GTS-10) (r(216) = 0.342, p < 0.001),
- Health and "I have noticed a decline in the abilities that are required to perform my work." (r(213) = - 0.434, p < 0.001),
- "I will continue working for as long as possible" and Love and contribution (r(216) = 0.346, p < 0.001),
- "I will continue working for as long as possible" and Self-esteem and mastery (r(216) = 0.349, p < 0.001),
- "I work because my work gives me a sense of purpose in life" and "I will continue working for as long as possible." (r(217) = 0.439, p < 0.001).

Moderate to strong correlation existed between the variables:

- Love and contribution and Relationships and management style (r(214) = 0.505, p < 0.001),
- Love and contribution and Self-esteem and mastery (r(217) = 0.504, p < 0.001).

7.7.2 Correlation between items in the WbRQ and GTS-10 and socio-demographic characteristics

We also checked correlations between WbRQ, GTS-10 and socio-demographic characteristics gender, age, dwelling type, education and self-reported socio-economic situation. Since these variables were nominal (with the exception of age), we transformed them by recoding them into two groups for each variable to get a dichotomous variable, namely female (=0) and male (=1), younger (=0) and older (=1), urban (=0) and non-urban (=1) dwelling, lower (=0) and higher (=1) education, and lower (=0) and higher (=1) socio-economic situation (Field 2018, 354; Stockburger 1996). The answers for each variable were split into two groups in a way to make them as equal in number as possible. The younger group included those between the ages 60–62 years (n = 108), the non-urban group included those living in suburban and rural areas (n = 122), the lower education group included those who completed primary school, vocational school or high school (n = 90) and the group with a lower socio-economic situation included those who assessed their socio-economic situation as very bad, bad, neither good or bad (n = 62). Relationship status was not included because most of the participants were married or co-habiting (n = 165, 76.4%).

There were no statistically significant moderate or strong correlations recorded between the variables. Below is the selection of variables with a statistically significant weak correlation. For each pair, the direction of the correlation was checked using independent samples t-test (namely, which group had a greater mean for the chosen variable and whether the difference was statistically significant). We set α at 0.05.

Weak correlation existed between the variables:

- Love and contribution and gender (r(215) = - 0.140, p = 0.039),
  female gender had a higher mean value for Love and contribution than male gender t(215) = 2.078, p = 0.039;
- Love and contribution and socio-economic situation (r(217) = 0.158, p = 0.020),
  group with a higher socio-economic situation had a higher mean value for Love and contribution than the group with a lower socio-economic situation t(100.99) = - 2.180, p = 0.032;
- Relationships and management style and dwelling type r(214) = 0.164, p = 0.016),

non-urban group had a higher mean value for Relationships and management style than urban group t(214) = -2.435, p = 0.016;

- Relationships and management style and socio-economic situation (r(214) = 0.170, p = 0.013),

  group with a higher socio-economic situation had a higher mean value for Relationships and management style than the group with a lower socio-economic situation t(214) = -2.519, p = 0.013,

- Uninterrupted pattern of life and gender (r(215) = -0.163, p = 0.016),

  female gender had a higher mean value for Uninterrupted pattern of life than male gender t(215) = 2.417, p = 0.016;

- Self-esteem and mastery and gender (r(215) = - 0.136, p = 0.046),

  female gender had a higher mean value for Self-esteem and mastery than male gender t(215) = 2.007, p = 0.046;

- Self-esteem and mastery and socio-economic situation (r(217) = 0.136, p = 0.045),

  group with a higher socio-economic situation had a higher mean value for Self-esteem and mastery than the group with a lower socio-economic situation t(217) = -2.017, p = 0.045;

- Health and gender (r(215) = -0.140, p = 0.040),

  female gender had a higher mean value for Health than male gender t(208.72) = 2.098, p=0.037;

- "Money is an important reason that I work" and age (r(216) = - 0.177, p = 0.009),

  younger participants had a higher mean value for "Money is an important reason that I work" t(216) = 2.654, p = 0.009;

- "Money is an important reason that I work" and socio-economic situation (r(216) = -0.162, p = 0.016),

  group with a lower socio-economic situation had a higher mean value for "Money is an important reason that I work" than the group with a higher socio-economic situation t(216) = 2.510, p = 0.013;

- "My partner is an important consideration when planning retirement" and education (r(214) = 0.147, p = 0.031),

  higher education group had a higher mean value for "My partner is an important consideration when planning retirement" than lower education group t(214)=-2.174, p = 0.031;

- "My partner is an important consideration when planning retirement" and socio-economic situation (r(214) = 0.170, p = 0.012),

  group with a higher socio-economic situation had a higher mean value for "My partner is an important consideration when planning retirement" than the group with a lower socio-economic situation t(214) = -2.528, p=0.012;

- Coherence dimension (GTS-10) and gender (r(215) = -0.135, p = 0.048),

  female gender had a higher mean value for Coherence dimension (GTS-10) than male gender t(215) = 2.121, p = 0.035;

- Coherence dimension (GTS-10) and type of dwelling (r(216) = 0.137, p = 0.044),

  non-urban group had a higher mean value for Coherence than urban group t(216) = -2.111, p = 0.036;

- Coherence dimension (GTS-10) and socio-economic situation (r(216) = 0.201, p = 0.003),

  group with a higher socio-economic situation had a higher mean value for Coherence dimension (GTS-10) than the group with a lower socio-economic situation t(216)= -2.725, p=0.007;

- GTS-10 and education level (r(216) = 0.144, p = 0.033),

  higher education group had a higher mean value for GTS-10 than lower education group t(216)= -2.143, p=0.033;

- "I will continue working for as long as possible" and gender (r(214) = -0.159, p = 0.019,

  female gender had a higher mean value for "I will continue working for as long as possible" than male gender t(214) = 2.360, p = 0.019.

When interpreting the correlations between WbRQ and GTS-10 and socio-demographic characteristics we need to consider that all correlations were weak and if α was set at 0.01 there would be no significant differences between the socio-demographic groups, except between higher and lower socio-economic group when comparing Coherence (GTS-10) and between younger and older group when comparing variable "Money is an important reason that I work". Therefore, correlations and differences between socio-demographic groups need to be interpreted with some degree of caution.

7.8 Which variables predict the intention to continue working after fulfilling retirement criteria?

Multiple linear regression with ENTER method was used to test which of the variables from WbRQ and GTS-10 predicted the intention to continue working in our sample. In step 1, we included in the model the main components from the PCA and some of the variables that were considered relevant:

- Love and contribution component,
- Self-esteem and mastery component,
- Relationships and management style component,
- Health component,
- "Money is an important reason that I continue working",
- Cosmic dimension of the GTS-10,
- Social dimension of the GTS-10,
- Self/Coherence dimension of the GTS-10,
- Engaging occupations - this variable was recoded into two groups, namely less engaging occupation (=0) that included those with no or one engaging occupations and more engaging occupations (=1) that included those with 2 or more than 2 engaging occupations,
- Gender,
- Age,
- Education level,
- Socio-economic situation,
- Dwelling type.

The variable Uninterrupted life pattern was not included as it contains the item "I will continue working for as long as possible", which was the dependent variable in the analysis.

As shown in Table 44 and Table 45, the overall regression was statistically significant (R^2 = 0.222, $F(14,194) = 3.961$, $p < 0.001$). There was a moderate correlation between the dependent variable and variables included in the model ($R = 0.471$). Furthermore, according to the adjusted R square, 16.6% of the variability in the dependent variable could be explained by the variability of the included variables. It was found that the following variables predicted the intention to continue working for as long as possible:

- Self-esteem and mastery (β = 0.214, p = 0.008),
- Cosmic dimension of the GTS-10 (β = 0.192, p = 0.005).

The other included variables did not significantly predict the intention to continue working as shown in Table 46.

Table 44: Model summary 1 for dependent variable "I will continue working for as long as possible"

Model	R	R Square	Adjusted R Square	Std.Error of the estimate	Durbin-Watson
1	0.471	0.222	0.166	1.069	1.970

Source: Own 2022.

Table 45: ANOVA for dependent variable "I will continue working for as long as possible"

Model		Sum of squares	df	Mean square	F	Sig.
1	Regression	63.329	14	4.524	3.961	< 0.001
	Residual	221.551	194	1.142		
	Total	284.880	208			

Source: Own 2022.

Table 46: Linear model 1 of predictors for "I will continue working for as long as possible"

Model	B	Coefficients Std.Error	Beta	t	Sig.	Collinearity Tolerance	Statistics VIF
Constant	-0.051	1.028		-0.050	0.961		
Money is an important reason that I work	-0.061	0.066	-0.064	-0.923	0.357	0.840	1.191
Love and contribution	0.318	0.193	0.146	1.651	0.100	0.513	1.948
Relationships and management	0.080	0.111	0.057	0.725	0.469	0.651	1.537
Self-esteem and mastery	0.562	0.208	0.214	2.696	0.008	0.633	1.579
Health	0.096	0.157	0.043	0.612	0.541	0.824	1.213
Gender	-0.221	0.162	-0.094	-1.366	0.174	0.839	1.192
Engaging occupations	-0.095	0.160	-0.041	-0.593	0.554	0.857	1.167
Socio-economic situation	-0.036	0.178	-0.014	-0.201	0.841	0.823	1.215
Dwelling type	0.015	0.155	0.006	0.096	0.923	0.918	1.089
Education	-0.297	0.171	-0.125	-1.742	0.083	0.781	1.281
Age	0.065	0.165	0.028	0.391	0.697	0.798	1.253
Cosmic dimension	0.224	0.079	0.192	2.819	0.005	0.866	1.155
Social dimension	0.062	0.077	0.053	0.803	0.423	0.931	1.075
Coherence dimension	-0.003	0.081	-0.003	-0.041	0.967	0.830	1.205

Source: Own 2022.

Based on the results of the model in step 1, we tried several combinations of variables to find the optimal linear model. In step 2, three variables were included in the regression model: Love and contribution component, Self-esteem and mastery component and Cosmic dimension of GTS-10. The results are presented in Table 47 and Tale 48 and show that the overall regression was statistically significant ($R^2 = 0.194$, $F(3,210) =$

16.840, p < 0.001). The variance inflation factor (VIF) values were between 1.062 and 1.430, which indicated that the included independent variables were not correlated. Field (2018, 402) suggests that VIF should not be greater than 10. Durbin-Watson test also showed that the residuals were not correlated (DW = 1.993).

There was a moderate correlation between the dependent variable and variables included in the model (R = 0.440). All three variables included in the model (Table 49) significantly predicted the intention to continue working:

- Self-esteem and mastery ($\beta = 0.216$, p = 0.003),
- Cosmic dimension of the GTS-10 ($\beta = 0.181$, p = 0.005),
- Love and contribution ($\beta = 0.208$, p = 0.005).

Table 47: Model summary 2 for dependent variable "I will continue working for as long as possible"

Model	R	R Square	Adjusted R Square	Std.Error of the estimate	Durbin-Watson
1	0.440	0.194	0.182	1.066	1.993

Source: Own 2022.

Table 48: ANOVA for dependent variable "I will continue working for as long as possible"

Model		Sum of squares	df	Mean square	F	Sig.
1	Regression	57.385	3	19.128	16.840	< 0.001
	Residual	238.541	210	1.136		
	Total	295.925	213			

Source: Own 2022.

Table 49: Linear model 2 of predictors for "I will continue working for as long as possible"

Model	B	Coefficients Std.Error	Beta	t	Sig.	Collinearity Tolerance	Statistics VIF
Constant	-0.499	0.783		-0.637	0.525		
Love and contribution	0.459	0.163	0.208	2.811	0.005	0.699	1.430
Self-esteem and mastery	0.573	0.192	0.216	2.991	0.003	0.736	1.359
Cosmic	0.213	0.075	0.181	2.840	0.005	0.941	1.062

Source: Own 2022.

7.9 Which variables predict cosmic gerotranscendence?

Multiple linear regression with ENTER method was used to test which of the variables from WbRQ and GTS-10 predicted cosmic gerotranscendence in the GTS-10. We included the following variables in the model:

- Love and contribution component,
- Self-esteem and mastery component,
- Uninterrupted pattern of life,
- Relationships and management style component,
- Health component,
- Engaging occupations,
- Gender,
- Age,
- Education level,
- Socio-economic situation,
- Dwelling type.

As shown in Table 50 and Table 51, the overall regression was statistically significant (R^2 = 0.196, $F(11,199) = 4.403$, $p < 0.001$). There was a moderate correlation between the dependent variable and variables included in the model ($R = 0.442$). Furthermore, according to the adjusted R square, 15.1% of the variability in the dependent variable could be explained by the variability of the included variables. The VIF values were between

1.076 and 1.802, which suggests that the included variables were not correlated. Durbin-Watson test also showed that the residuals were not correlated (DW = 2.022).

It was found that the following variables predicted the cosmic dimension of the GTS-10:

- Love and contribution (β = 0.187, p = 0.030),
- Uninterrupted pattern of life (β = 0.303, p < 0.001),
- Engaging occupations (β = 0.212, p = 0.002).

The other included variables did not significantly predict the cosmic dimension as seen in Table 52. Several other models were tested but the above combination gave the best result.

Table 50: Model summary for dependent variable Cosmic transcendence dimension

Model	R	R Square	Adjusted R Square	Std.Error of the estimate	Durbin-Watson
1	0.442	0.196	0.151	0.920	2.002

Source: Own 2022.

Table 51: ANOVA for dependent variable Cosmic transcendence dimension

Model		Sum of squares	df	Mean square	F	Sig.
1	Regression	41.031	11	3.730	4.403	< 0.001
	Residual	168.576	199	0.847		
	Total	209.607	210			

Source: Own 2022.

Table 52: Linear model of predictors for Cosmic transcendence dimension

Model	B	Coefficients Std.Error	Beta	t	Sig.	Collinearity Tolerance	Statistics VIF
Constant	-1.395	0.823		-1.695	0.092		
Love and contribution	0.348	0.159	0.187	2.191	0.030	0.555	1.802
Relationships and management	-0.057	0.094	-0.047	-0.602	0.548	0.666	1.501
Uninterrupted life pattern	0.330	0.081	0.303	4.057	0.000	0.723	1.384
Self-esteem and mastery	-0.178	0.180	-0.080	-0.993	0.322	0.631	1.585
Health	-0.102	0.132	-0.054	-0.776	0.439	0.846	1.182
Gender	0.039	0.138	0.019	0.281	0.779	0.849	1.178
Engaging occupations	0.425	0.133	0.212	3.195	0.002	0.916	1.092
Dwelling type	-0.045	0.132	-0.022	-0.337	0.736	0.930	1.076
Education level	0.261	0.145	0.128	1.798	0.074	0.795	1.258
Socio-economic situation	-0.255	0.147	-0.116	-1.736	0.084	0.897	1.114
Age	-0.158	0.140	-0.079	-1.131	0.259	0.822	1.216

Source: Own 2022.

7.10 Hypotheses testing

The main thesis of our research was that:

H1: Internal incentives are more important for prolonged employment than external incentives.

The descriptive quantitative findings indicated that participants more readily endorsed items connected with internal motivation. Items that received the highest agreement were mostly connected with internal motivation, such as mastery (M = 4.65; SD = 0.635), love of work (M = 4.47; SD = 0.822), passing on knowledge (M = 4.46; SD = 0.832), feeling useful (M = 4.47; SD = 0.805), and sense of belonging (M = 4.19; SD = 1.074). In contrast,

Money is an important reason that I work was the fifth least endorsed item in the questionnaire (M = 3.54; SD = 1.222), after the items about reduced abilities, role of the partner, having a strenuous job and work providing a routine.

In the PCA, the first component that emerged from the analysis was named *Love and contribution* and explained 31.5% of the variance. This component included items connected with internal motivation: *I work because I love my work; It's important to me to pass on my knowledge and experience; It's important to me to feel useful for the organisation and/or society; I feel a sense of belonging to the organization where I work; It's important to me to be able to continuously develop personally and professionally.* The scree plot showed that this was clearly the strongest of the five components identified in the PCA (Figure 10).

The PCA, however, did not provide a distinct component that would represent external motivation. Therefore, the component Love and contribution was compared with the two items that represented external motivation in the questionnaire (*Money is an important reason that I work* and *It means a lot to me to get praised for my work*). Consequently, two subhypotheses were formulated:

H1a: Love and contribution motive is more important for prolonged employment than the money motive.

H1b: Love and contribution motive is more important for prolonged employment than praise received for work.

For the first subhypothesis, a paired samples t-test was used to determine if there was a difference between the two variables in the group of workers who continued to work after meeting the retirement criteria. As shown in Table 53, the mean for Money was 3.54 (SD = 1.222) and for Love and contribution 4.32 (SD = 0.536). Table 54 shows the difference in means was 0.785 (the 95% confidence interval of the difference between the means ranged from 0.595 to 0.974), which was statistically significant, $t(217) = 8.163$, $p < 0.001$. The result of the paired t-test suggested Love and contribution to be a stronger motive than money, therefore, we can confirm that Love and contribution motive is more important for prolonged employment than the money motive. Furthermore, there was a statistically significant weak negative correlation between the two variables: $r(216) = -0.179$, $p = 0.008$ (Table 55).

Table 53: Paired samples statistics for variables Love and contribution and Money

	Mean	n	Standard Deviation
Love and contribution	4.32	218	0.536
Money is an important reason that I work	3.54	218	1.222

Source: Own 2022.

Table 54: Paired samples test for variables Love and contribution and Money

	Paired differences					t	df	Sig.(2-tailed)
	Mean	Std. deviation	Std. Error mean	95% Confidence interval of the difference				
				Lower	Upper			
Love and contribution Money is an important reason that I work	0.785	1.420	0.096	0.595	0.974	8.163	217	< 0.001

Source: Own 2022.

Table 55: Paired samples correlations for variables Love and contribution and Money

	n	Correlation	Sig.
Love and contribution Money is an important reason that I work	218	- 0.179	0.008

Source: Own 2022.

For the second subhypothesis, Love and contribution variable was compared with the variable *It means a lot to me to get praised for my work* using paired samples t-test. As shown in Table 56, the mean for Praise was 4.15 (SD = 0.818) and for Love and contribution 4.32 (SD = 0.536). The difference in means was 0.174 (the 95% confidence interval of the difference between the means ranged from 0.072 to 0.276), which was statistically significant, $t(217) = 3.373$, $p = 0.001$, as shown in Table 57. This suggested that Love and contribution was more important to workers than praise, therefore, we can confirm that Love and contribution motive is more important for prolonged employment than praise received for work. There was a statistically significant moderate correlation between the two variables: $r(216)= 0.428$, $p < 0.001$ (Table 58).

Table 56: Paired samples statistics for variables Love and contribution and Praise

	Mean	n	Standard Deviation
Love and contribution	4.32	218	0.536
It means a lot to me to get praised for my work.	4.15	218	0.818

Source: Own 2022.

Table 57: Paired samples test for variables Love and contribution and Praise

	Paired differences					t	df	Sig.(2-tailed)
	Mean	Std. deviation	Std. Error mean	95% Confidence interval of the difference				
				Lower	Upper			
Love and contribution It means a lot to me to get praised for my work	0.174	0.762	0.052	0.072	0.276	3.373	217	0.001

Source: Own 2022.

Table 58: Paired samples correlations for variables Love and contribution and Praise

	n	Correlation	Sig.
Love and contribution It means a lot to me to get praised for my work	218	0.428	< 0.001

Source: Own 2022.

As an additional analysis, we decided to also compare the Love and contribution variable with the Self-esteem and mastery variable, which appeared to be the two strongest motives, and both predicted the intention to continue working (Love and contribution: $\beta = 0.208$, p = 0.005; Self-esteem and mastery: $\beta = 0.216$, p = 0.003). Self-esteem and mastery included a variety of items (*I think every person feels when it's the right time to retire; It means a lot to me to get praised for my work; A sense of mastery is important to me at work; I'm proud of what I have achieved at my work*).

For the whole group, the mean for Self-esteem and mastery was 4.43 (SD = 0.443) and for Love and contribution 4.32 (SD = 0.536) as shown in Table 59. Table 60 shows the difference in means was 0.111 (the 95% confidence interval of the difference between the means ranged from 0.046 to 0.177), which was statistically significant, t(218) = 3.337, p

= 0.001, and suggested that Self-esteem and mastery was a stronger motive than Love and contribution. There was also a statistically significant positive correlation between the two variables: r(217) = 0.504, p < 0.001 (Table 61).

Table 59: Paired samples statistics for variables Love and contribution and Self-esteem and mastery

	Mean	n	Standard Deviation
Self-esteem and mastery	4.43	219	0.443
Love and contribution	4.32	219	0.536

Source: Own 2022.

Table 60: Paired samples test for variables Love and contribution and Self-esteem and mastery

	Paired differences					t	df	Sig.(2-tailed)
	Mean	Std. deviation	Std. Error mean	95% Confidence interval of the difference				
				Lower	Upper			
Self-esteem and mastery Love and contribution	0.111	0.494	0.033	0.046	0.177	3.337	218	0.001

Source: Own 2022.

Table 61: Paired samples correlations for variables Love and contribution and Self-esteem and mastery

	n	Correlation	Sig.
Self-esteem and mastery Love and contribution	219	0.504	< 0.001

Source: Own 2022.

Our second hypothesis was:

H2: Leadership style in the organization and self-perceived health are more important than the perceived socio-economic situation for the intention to continue working past retirement age.

To quantitatively test if there was a difference between the variables Leadership style (item *My manager has a leadership style that is inclusive and kind to the employees*), Health (Health component from the PCA) and Socio-economic situation (item *How would you describe your socio-economic situation*) in relation to the dependent variable *I will continue*

working for as long as possible, we looked at different parameters. Leadership style had a statistically significant correlation with the intention to continue working ($r(206) = 0.169$, $p = 0.015$), while Health ($r(216) = 0.133$, $p = 0.051$) and Socio-economic situation ($r(216) = 0.035$, $p = 0.603$) did not. Also, if the tree variables were included in the linear correlation model, only Leadership style predicted the intention to continue working ($\beta = 0.155$, $p = 0.026$), as shown in Table 64. Tables 62 and 63 show that the overall regression model with the three variables was statistically significant ($R^2 = 0.046$, $F(3, 204) = 3.284$, $p = 0.022$). The VIF values were between 1.020 and 1.028, which suggests that the included independent variables were not correlated. Durbin-Watson test also showed that the residuals were not correlated ($DW = 2.002$).

There was a weak correlation between the dependent variable and variables included in the model ($R = 0.215$). We can also observe that the p value for Health variable was very close to significant in the correlation calculation ($p = 0.051$) and in the multiple regression analysis ($p = 0.055$).

Table 62: Model summary for dependent variable "I will continue working for as long as possible" and predictors Leadership style, Health and Socio-economic situation

Model	R	R Square	Adjusted R Square	Std.Error of the estimate	Durbin-Watson
1	0.215	0.046	0.032	1.154	2.002

Source: Own 2022.

Table 63: ANOVA for dependent variable "I will continue working for as long as possible"

Model		Sum of squares	df	Mean square	F	Sig.
1	Regression	13.118	3	4.373	3.284	0.022
	Residual	271.646	204	1.332		
	Total	284.764	207			

Source: Own 2022.

Table 64: Linear model of predictors for "I will continue working for as long as possible"

Model	B	Coefficients Std.Error	Beta	t	Sig.	Collinearity Tolerance	Statistics VIF
Constant	2.069	0.749		2.763	0.006		
Socio-economic situation	-0.016	0.177	-0.006	-0.090	0.929	0.975	1.026
Health	0.311	0.161	0.134	1.934	0.055	0.981	1.020
Leadership style	0.142	0.064	0.155	2.238	0.026	0.973	1.028

Source: Own 2022.

Repeated measures ANOVA was used to compare Leadership style, Health and Socio-economic situation. It showed that the variables were not rated equally. Leadership style and health were rated higher than the self-reported socio-economic situation. Descriptive statistics is presented in Table 65. As shown in Table 66, Mauchly's test of sphericity was less than 0.001, so less than the critical value of 0.05. This implies that the assumption of sphericity was violated, so the Greenhuse-Geisser estimate of sphericity was used to correct for it (Field 2018, 669). The Greenhouse-Geisser estimate of the departure from sphericity was 0.766. A repeated-measures ANOVA determined that mean scores differed significantly across the variables Leadership style, Health and socio-economic situation $(F(1.53, 316.98) = 52.141, p < 0.001)$ as shown in Table 67. A post hoc pairwise comparison using the Bonferroni correction (Table 68) showed a higher mean score for Health than Leadership style (4.55 vs 3.94, respectively), which was also statistically significant $(p < 0.001)$. Health also had a significanly higher mean score than socio-economic situation (4.55 vs 3.75, $p < 0.001$). On the other hand, Leadership style had a higher mean score than Socio-economic situation, but this was not statistically significant $(p = 0.151)$. Therefore, we can conclude that the results for the ANOVA indicate that Health was the strongest variable of the three, followed by Leadership style. Socio-economic situation was rated significanly lower than Health, but not significantly lower than Leaderships style. We can confirm our second hypothesis that leadership style in the organization and self-perceived health are more important than the perceived socio-economic situation for the intention to continue working past retirement age.

Table 65: Descriptive statistics for variables Leadership style, Health and Socio-economic situation

	Mean	Standard deviation	n
My manager has a leadership style that is inclusive and kind to the employees.	3.94	1.278	208
Health	4.55	0.504	208
Socio-economic situation	3.75	0.668	208

Source: Own 2022.

Table 66: Mauchly's test of sphericity

Within Subjects Effect	Mauchly's W	Approx. Chi-Square	df	Sig.	Greenhouse-Geisser	Huynh-Feldt	Lower-boud
Motive	0.694	75.270	2	< 0.001	0.766	0.770	0.500

Source: Own 2022.

Table 67: Test of Within-Subjects Effects

Source		Type III Sum of Squares	df	Mean Square	F	Sig
Motive	Sphericity-Assumed	72.183	2	36.092	52.141	
	Greenhouse-Geisser	72.183	1.531	47.138	52.141	< 0.001
	Huynh-Feldt	72.183	1.540	46.859	52.141	< 0.001
	Lower-bound	72.183	1.000	72.183	52.141	< 0.001
Error(motive)	Sphericity-Assumed	286.565	414	0.692		
	Greenhouse-Geisser	286.565	316.981	0.904		
	Huynh-Feldt	286.565	318.871	0.899		
	Lower-bound	286.565	207.000	1.384		

Source: Own 2022.

Table 68: Pairwise Comparisons

(I)Motive	(J) Motive	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval for Difference	
					Lower Bound	Upper Bound
1	2	-0.613*	0.092	< 0.001	-0.833	-0.392
	3	0.183	0.093	0.151	-0.041	0.407
2	1	0.613*	0.092	< 0.001	0.392	0.833
	3	0.795*	0.055	< 0.001	0.664	0.927
3	1	-0.183	0.093	0.151	-0.407	0.041
	2	-0.795*	0.055	< 0.001	-0.927	0.664

*The mean difference is significant at the 0.05 level

Source: Own 2022.

The third hypothesis in our research was:

H3: There is a correlation between the workers' sense of belonging at work and intention to continue working past retirement age.

Since the conditions for parametric method were met (numeric variable, approximately normal distribution, no outliers, homogeneity of variance, linear correlation), Pearson correlation was used to quantitatively test the third hypothesis. As shown in Table 69, Pearson correlation coefficient showed a weak positive association between a sense of belonging to the organization and the intention to continue working ($r(216) = 0.224$, $p = 0.001$); therefore, we can confirm our hypothesis that there is a correlation between the workers' sense of belonging at work and intention to continue working past retirement age.

Table 69: Correlations calculation for chosen variables

		I will continue working for as long as possible	I feel a sense of belonging to the organization where I work
I will continue working for as long as possible	Pearson correlation	1	0.224**
	Sig.(2-tailed)		0.001
	N	218	216
I feel a sense of belonging to the organization where I work	Pearson correlation	0.224**	1
	Sig.(2-tailed)	0.001	
	N	216	217

**Correlation is significant at the 0.01 level (2-tailed)

Source: Own 2022.

The fourth hypothesis in our study was:

H4: Workers who report negative inter-personal relationships at work are more likely to work for the financial incentive than workers who are more satisfied with their inter-personal relationships at work.

To compare the group with bad relationships and good relationships, the population was divided into two groups, namely good relationships (n = 132) and bad relationships (n = 87). The first group only included those who chose score 5 to describe their relationship with co-workers to allow for an approximately even split. Independent t-test was used to compare the two groups for the variable *"Money is an important reason that I work"*. For the group with "good relationships", the mean was 3.63 (SD = 1.275) and for the group with "bad relationships" the mean was 3.40 (SD = 1.130) (Table 70). As shown in Table 71, the results of the t-test suggested that there were no significant differences between the two groups (t(196) = 1.417, p = 0.158). We can reject our hypothesis that workers who report negative inter-personal relationships at work are more likely to work for the financial incentive than workers who are more satisfied with their inter-personal relationships at work. Since we were aware that placing 4 in the bad relationship group might be regarded as too severe, the independent samples t-test was repeated with only those who scored 1,2, and 3 in the "bad relationships" group (n = 26) and 4, and 5 in the "good relationships" group (n = 192), however the t-test was again not significant (t(216) = 1.018, p = 0.310).

Table 70: Group statistics for variable "Money is an important reason that I work"

	Relationships	n	Mean	Standard deviation
Money is an important reason that I work	Good relationships	132	3.63	1.275
	Bad relationships	86	3.40	1.130

Source: Own 2022.

Table 71: Independent samples t-test for good relationships and bad relationships

		Levene's test for equality of variances					t-test for equality of means		95% confidence level of the difference	
		F	Sig	t	df	Sig. (2-tailed	Mean difference	Std. error diffeernce	Lower	Upper
Money is an important reason that I work	Equal variances assumed	3.915	0.049	1.381	216	0.196	0.233	0.169	-0.100	0.567
	Equal variances not assumed			1.417	196	0.158	0.233	0.165	-0.092	0.558

Source: Own 2022.

Finally, our fifth hypothesis was:

H5: Workers who report more meaningful activities or hobbies that are at least as important to them as work and are satisfied with their inter-personal relationships exhibit more elements of (cosmic) gerotranscendence compared to workers who have less meaningful activities or hobbies in their lives and are not satisfied with their inter-personal relationships.

We looked whether there was a difference between the group that reported more activities that were as important to them as work and the group that reported less activities (item *Beside work, do you have any other activities or hobbies that would be at least as important to you as work? This could be activities that have a positive meaning for you, you perform them regularly, they connect you with others and can have the characteristics of work)*, and between the group that reported good relationships and the group that reported bad relationships outside of work (item *I am satisfied with my relationships outside of work.*). The hypothesis was, therefore, divided into two subhypotheses as follows:

H5a: Workers who report more meaningful activities or hobbies that are at least as important to them as work exhibit more elements of (cosmic) gerotranscendence compared to workers who have less meaningful activities or hobbies in their lives.

H5b: Workers who are satisfied with their inter-personal relationships exhibit more elements of (cosmic) gerotranscendence compared to workers who are not satisfied with their inter-personal relationships.

The description of meaningful activities was summarized as Engaging occupations.

Independent samples t-test was conducted to check if there were differences between the group with less engaging occupations (none or one) and the group with more engaging occupations (two or more) in the dependent variable Cosmic transcendence. For the group with "less engaging occupations", the mean was 2.371 (SD = 0.661) and for the group with "more engaging occupations" the mean was 2.681 (SD = 1.130) (Table 72). As shown in Table 73, the results of the t-test suggested that there was a significant difference between the two groups (t(216) = -3.549, p < 0.001), therefore we can confirm that workers who report more meaningful activities or hobbies that are at least as important to them as work exhibit more elements of (cosmic) gerotranscendence compared to workers who have less meaningful activities or hobbies in their lives.

Table 72: Group statistics for variable Cosmic transcendence

	Engaging occupations	**n**	**Mean**	**Standard deviation**
Cosmic transcendence	Less engaging occupations	98	2.371	0.661
	More engaging occupations	120	2.681	0.623

Source: Own 2022.

Table 73: Independent samples t-test for less engaging occupations and more engaging occupations

		Levene's test for equality of variances					**t-test for equality of means**		**95% confidence level of the difference**	
		F	Sig	t	df	Sig. (2-tailed	Mean differ ence	Std. error diffeernce	Lower	Upper
Cosmic transcendence	Equal variances assumed	1.048	0.307	-3.549	216	< 0.001	-0.31	0.087	-0.481	-0.137
	Equal variances not assumed			-3.528	202	0.001	-0.31	0.087	-0.482	-0.136

Source: Own 2022.

For the second subhypothesis, we repeated the procedure with the variable Relationships outside of work as shown in Table 74 and Table 75. The group with good relationships constituted those who chose 4 and 5 to express their agreement with the statement *I am satisfied with my relationships outside of work*. Those who chose 1,2, and 3 were in the bad relationships group. Independent t-test showed that there was no significant differences between the two groups (t(216) = 0.514, p = 0.608). Therefore, we reject the subhypothesis that workers who are satisfied with their inter-personal relationships exhibit more elements of (cosmic) gerotranscendence compared to workers who are not satisfied with their inter-personal relationships.

Table 74: Group statistics for variable Cosmic transcendence

	Relationships outside of work	n	Mean	Standard deviation
Cosmic transcendence	Good relationships	101	2.566	0.655
	Bad relationships	117	2.520	0.660

Source: Own 2022.

Table 75: Independent samples t-test for good and bad relationships outside of work

		Levene's test for equality of variances					t-test for equality of means		95% confidence level of the difference	
		F	Sig	t	df	Sig. (2-tailed	Mean difference	Std. error diffeernce	Lower	Upper
Cosmic transcendence	Equal variances assumed	0.266	0.607	0.514	216	0.608	0.046	0.089	0.130	0.222
	Equal variances not assumed			0.515	211	0.607	0.046	0.089	0.130	0.222

Source: Own 2022.

As an additional analysis, multiple regression analysis was performed to test if variables Engaging occupations and Relationships outside of work predicted cosmic transcendence. As shown in Table 76 and Table 77, the overall regression was statistically significant (R^2 = 0.053, F(2, 211) = 5.944, p = 0.003). There was a weak correlation between the dependent variable and variables included in the model. According to the adjusted R square, 4.4% of the variability in the dependent variable could be explained by the variability of the included variables. It was found that only variable Engaging occupations predicted cosmic transcendence (β = 0.231, p = 0.001), while the variable Relationships outside of work was not significant for the cosmic transcendence as shown in Table 78.

Table 76: Model summary for dependent variable Cosmic transcendence

Model	R	R Square	Adjusted R Square	Std.Error of the estimate	Durbin-Watson
1	0.231	0.053	0.044	0.979	2.191

Source: Own 2022.

Table 77: ANOVA for dependent variable Cosmic transcendence

Model		Sum of squares	df	Mean square	F	Sig.
1	Regression	11.406	2	5.703	5.944	0.003
	Residual	202.453	211	0.959		
	Total	213.859	213			

Source: Own 2022.

Table 78: Linear model of predictors for Cosmic transcendence

Model	B	Coefficients Std.Error	Beta	t	Sig.	Collinearity Tolerance	Statistics VIF
Constant	-0.165	0.356		-0.464	0.643		
Engaging occupations	0.464	0.135	0.231	3.444	0.001	0.999	1.001
Relationships outside of work	-0.523	0.081	-0.019	-0.290	0.772	0.999	1.001

Source: Own 2022.

8 INTEGRATION OF QUALITATIVE AND QUANTITATIVE FINDINGS

In MMR, once the qualitative and quantitative analysis have been completed, it is important to also look at the integration of the types of data and complete a mixed methods interpretation. This is called drawing inferences and meta-inferences (Creswell and Plano Clark 2018, 218). The integration is often considered the centrepiece of MMR that distinguishes it from other study designs (Creswell and Plano Clark 2018, 220). In the exploratory sequential design, which was used in our research, integration can occur at different points (Creswell and Plano Clark 2018, 240). The first instance of integrative data analysis was presented in Chapter 5 when developing the quantitative feature that was used in the survey. We presented an explicit link between the themes from the qualitative data analysis and the new questionnaire (Table 8). The intent of the integration was to build from the qualitative phase and design a contextually relevant instrument. The second instance of integrative data analysis will be presented in this chapter as a joint display of qualitative and quantitative data with the aim to see how the findings from both strands reflect one another and what meta-inferences can be made. Table 79 represents this integration and helps us answer our final research question:

RQ6: How do the interview data with retirement-aged workers and quantitative outcome results of the survey combine to update the existing notions of work and retirement culture in Slovenia?

Table 79: Joint display of qualitative and quantitative findings

Qualitative subthemes	Quantitative variables	Mixed methods interpretations
Health and abilities. Participants described health as a prerequisite for continued work. They reported feeling healthy enough to continue working. They perceived some reduction in their physical and mental abilities; however, this was not affecting their work performance. If health and abilities deteriorated, they would consider retiring.	*I feel mentally healthy enough to continue working* (M = 4.61; SD = 0.750), and *I feel physically healthy enough to continue working* (M = 4.55; SD = 0.774) were the second and fourth most endorsed item on the questionnaire. In contrast, *I have noticed a decline in the abilities that are required to perform my work* (M = 2.29; SD = 1.286) was the least endorsed item. There was a statistically significant moderate negative correlation between the Health item and the Abilities item. **Health**, however, did not have a significant correlation with the intention to continue working (r(216) = 0.133, p=0.051) and neither did abilities (r(212) = - 0.119, p = 0.082). Health and abilities also did not influence the intention to continue working.	Participants felt that their health was good, and their abilities matched work requirements. Health and abilities were relevant to the participants, but it was not found that they would be statistically significant to the intention to continue working.
Work characteristics. Some participants felt that one of the reasons they continued working was because their work was not too strenuous and physically demanding.	*I think that the work I do is physically and/or mentally strenuous* was the second least endorsed item in the questionnaire (M = 2.83; SD = 1.381), suggesting that workplaces of the participants were not very demanding in their opinion. This item did not correlate with the intention to continue working (r(214) = - 0.039, p = 0.566). However, the findings were indicative of a	Work characteristics might be relevant to the decision to continue working; however, it was not found that they would be statistically significant to the intention to continue working. There was a correlation between self-perceived demands of work and a person's perception of their health.

	statistically significant negative correlation with Health (r(215) = - 0.161, p = 0.017) and positive correlation with *I have noticed a decline in the abilities that are required to perform my work* (r(213) = 0.220, p = 0.001).	
Work relationships. Participants reported that relationship with co-workers and the general atmosphere at workplace could be a deciding factor in the decision to continue.	Variables that represented relationships and leadership style formed one component in the PCA (**Relationships and management style**). This component correlated with the intention to continue working (r(213) = 0.228, p = 0.001), however, it did not predict the intention to continue working (β = 0.057, p = 0.469).	Work relationships were relevant to the participants, and they enjoyed socializing. It was found that relationships and management style correlated with the intention to continue working but did not predict it.
Leadership style. Participants felt that the leader/manager and their attitude and leadership style played an important role in the decision to continue working.	*I get along with my co-workers* was one of the most endorsed items in the questionnaire (M = 4.47; SD = 0.801). In the social component of the GTS-10, *I like meetings with new people* (M = 3.29; SD = 0.763) was also the second most endorsed item. The item *My manager has a leadership style that is inclusive and kind to the employees* received a relatively low score compared to other items (M = 3.94, SD = 1.222).	
Temporal perspective. Participants reported an individual feeling about the right time to retire, which could develop over time.	Variables that represented temporal perspective and work achievements formed one component in the PCA (**Self-esteem and mastery**). There was a moderate correlation between Self-esteem and mastery and the intention to continue	Feelings of self-esteem and mastery, which included autonomous decision-making, were relevant to the participants and were also found to be statistically significant to the intention to continue working. This
Work achievements. The participants felt motivated by a sense of achievement and success at work. Sometimes, the success was		

	working (r(216) = 0.349, p < 0.001). This component also predicted the intention to continue working (β = 0.216, p = 0.003). The participants expressed the highest agreement on the questionnaire with the statement *A sense of mastery is important to me at work* (M = 4.65; SD = 0.635). High agreement was also expressed for the item *I think every person feels when it's the right time to retire* (M = 4.53; SD = 0.832).	appeared to be one of the most pronounced motives for retirement-aged workers.
Finances. Participants reported that finances could be an important motive to continue working. Nonetheless, finances were not the only motive and for some, they were not a motive at all.	**Finances** did not correlate with the intention to continue working (r(215) = -0.077, p=0.260) and did not influence the intention to continue working (β = - 0.064, p = 0.357). *Money is an important reason that I work* was the fifth least endorsed item in the questionnaire (M = 3.54; SD = 1.222). There was a weak negative correlation between the variable Love and Contribution and Money (r(216)= - 179 , p=0.008). Finances did correlate with socio-economic situation and age.	While finances were relevant to some of the participants (linked with lower socio-economic situation and lower age), it was not found that they would be statistically significant to the intention to continue working and had a negative correlation with the variable representing internal motives for work.
Occupational patterns. For some participants, work provided a familiar pattern of life with its habits and routines, which was connected with stability.	Item *Daily routine that is linked to work is important to me* was the fourth least endorsed item in the questionnaire (M = 3.46; SD = 1.316). Daily routine was a part of the **Uninterrupted pattern of life** component, which correlated with the Love and contribution component (r(217) = 0.456, p < 0.001), Self-esteem and mastery	Daily routine did not appear to be as important as some of the other motives. However, uninterrupted pattern of life was important for some participants and corelated with some of the other motives. The participants generally expressed a high level of coherence and meaning in life. Work providing a purpose in life also

	component (r(217) = 0.414, p < 0.001) and relationships and leadership style component (r(214) = 0.296, p < 0.001). It also correlated with the GTS-10 (r(216) = 0.339, p < 0.001). The GTS-10 showed that the participants were very high on the Coherence/Self trait, which included a sense of meaning in life (M = 3.468; SD = 0.502). Work providing a purpose in life also positively correlated with the intention to continue working (r(217) = 0.439, p < 0.001).	correlated with the intention to continue working.
A valuable contribution. Participants reported it was important for them to feel that they can contribute to the company, society and future generations. They were motivated to pass on their knowledge. **Love of work.** For some participants, work could be a source of purpose. They felt this was their vocation and they were internally motivated to continue working out of love for their profession or type of work. This were people who did not work for finances.	Variables from these two themes formed **Love and contribution** component in the PCA, which was the strongest component and explained 31.5% of the variance. There was a moderate correlation between Love and contribution and the intention to continue working (r(216)=0.346, p < 0.001) and this component also predicted the intention to continue working in the linear model (β = 0.208, p = 0.005). On average, the participants expressed a high level of agreement with items included in the Love and contribution component and for all those items, more than 75% chose scores 4 or 5.	The feeling of love for work and contribution was relevant to the participants and was also found to be statistically significant to the intention to continue working. This appeared to be one of the most pronounced motives for retirement-aged workers.
Gerotranscendence. Some participants described the importance of quality (over quantity) of relationships and a reduction in	On the GTS-10, the highest agreement was expressed for the items *The life I have lived has coherence and meaning* (M = 3.32; SD	Retirement-aged workers expressed a high level of coherence and a desire for (quality) social contacts. The sense of (cosmic)

social contacts. Special importance was attributed to connection with nature and having time for yourself. Priorities changed, there was contemplation about mortality and a desire for occupational balance.	= 0.628), *I like meetings with new people* (M = 3.29; SD = 0.763) and *I feel I'm a part of everything alive* (M = 3.0; SD = 0.855). The lowest agreement was expressed for the items *My life feels chaotic and disrupted* (M = 1.39, SD = 0.575), *I like to be by myself better than being with others* (M = 1.99; SD = 0.826) and *Sometimes I feel like I live in the past and present simultaneously* (M = 2.12; SD = 0.950). **Cosmic gerotranscendence** was the strongest and most stable component on the GTS-10, explaining 29.11% of the variance. Cosmic gerotranscendence correlated with the intention to continue working (r(215)=0.271, p < 0.001), Love and contribution component (r(216)=0.240, p = 0.007), Uninterrupted pattern of life component (r(216) = 342, p < 0.001) and engaging occupations (r(216)=0.235, p < 0.001). It predicted the intention to continue working (β = 0.181, p = 0.005). The whole GTS-10 was also correlated with the intention to continue working (r(215)=0.261, p < 0.001).	gerotranscendence was statistically significant to the intention to continue working and correlated with having more engaging occupations in one's occupational repertoire.
Engaging occupations. Some participants were looking for a replacement activity that would have similar characteristics to work and would keep them fully and positively engaged and connected with others.	The majority of the participants reported that they had one or more activities that could be described as engaging occupations (n = 183; 83.56%), with over 50% reporting two or more such activities. Less than a fifth	Engaging occupations were represented in retirement-aged workers' narratives; but they were not statistically significant for the intention to continue working. They

	(n = 36; 16.44%) had no activities that would be as important to them as work. The presence of engaging occupations in a person's narrative did not show significant correlation with the intention to continue working (r(216)=0.11, p= 0.873). It correlated with cosmic gerotranscendence (r(216) = 0.235, p < 0.001) and with health (r(217) = 0.143, p = 0.034).	were, however, correlated with cosmic gerotranscendence and health.
Relationship with partner. Some participants were waiting for the spouse to retire, while others did not align their plans with their partner.	*My partner is an important consideration when planning retirement* (M = 2.93; SD = 1.585) was the third least endorsed item in the questionnaire. Over 30% chose score 1, which indicated the lowest agreement, while 25% chose the score 5. This item did not have a correlation with the intention to continue working (r(214) = 0.025, p = 0.712).	Relationship with partner produced diametrically opposite answers; for some this was a strong motive, for others it was not a motive at all. This item was not statistically significant for the intention to continue working.

Source: Own 2022.

9   DISCUSSION

9.1 Internal and external motives for prolonged work activity of retirement-aged workers

As discussed in the theoretical background, our behaviour can be motivated intrinsically or extrinsically. Intrinsic motivation refers to the motivation that comes from within a person and is determined by their feelings, values and goals; for example, the behaviour is rewarding in itself, a person enjoys bettering themselves or gaining mastery. External motivation, on the other hand, comes from a source outside of a person; for example, a person does something to get a reward or avoid punishment (Tranquillo and Stecker 2016, 198). If we want to motivate workers to continue working, it would be valuable to understand the source of their motivation for work activity.

In the qualitative phase of the study, participants reported that finances could be an important motive to continue working. Nonetheless, finances were rarely the only motive and for some, they were not a motive at all (e.g., Margaret). Although money was an important element in the decision to continue working, most of the qualitatively identified motives related to non-material rewards and could be described as intrinsic incentives for work, such as enjoying work, having a sense of purpose in life, continuously developing in a personal and professional manner, fostering positive relationships, or contributing. In the quantitative study, too, the internal motives were more readily endorsed than the external motives, such as money. The comparison between the Love and contribution motive (that represented internal rewards of work) and the Money motive showed that Love and contribution was a stronger motive than money, which confirmed our first subhypothesis that Love and contribution motive is more important for prolonged employment than the money motive. Furthermore, there was a statistically significant weak negative correlation between the two. Evidently, the variables were strengthening each other negatively; for instance, workers motivated by Love and contribution might have been less likely to work for financial motives. This finding confirms what was reported in the qualitative analysis where the participant who repeatedly explained she loved her work and saw it as a vocation rejected the financial aspect of prolonged work activity. Similar was found in the case study by Grah et al. (2019, 333–338) where the participant emphasized internal rewards of work and dismissed the financial component. Hovbrandt et al. (2019, 176–177) also found that money was less important than other motives for workers over 65.

When investigating socio-demographic variables, we did, however, find a statistically significant weak negative correlation between the Money variable and the participants' self-reported socio-economic situation, suggesting that for certain groups of workers, who might be more disadvantaged, money can be a bigger motive compared to their peers who experience a better socio-economic situation. A German study previously showed that workers who can substantially increase their income compared to the expected pension are more likely to continue working (Lorenz and Zwick 2021, 11–12). It is possible that the expected non-labour income post retirement (i.e., pension) influences the workers' motivation and decision-making, those expecting a lower pension more likely to prolong their labour activity. Current Slovenian legislation enables workers to increase their future old-age pension by prolonging work activity (Pension and Disability Insurance Act 2022, Article 39a). Nonetheless, Money was not correlated with the intension to continue working in this study, while the component Love and contribution showed a statistically significant moderate positive correlation with the intention to continue working. Furthermore, Love and contribution predicted the intention to continue working, while money did not, as was shown in the linear correlation model (Table 46).

Fideler (2012), too, found that 70% of Baby boomers work past retirement for reasons other than financial. The importance of internal motivation has been emphasized as people age (de Lange et al. 2010, 119), which has been confirmed in our study. Nonetheless, we do acknowledge that some retirement-aged workers can experience financial insecurities that push them to continue working. Or, they can have other needs and obligations connected to material resources; for instance, they need to support other family members, which can be a motive to continue working (Reynolds et al. 2012, 87). In our study, the financial motive was more expressed in younger participants, who might have had other family members to support (e.g., children). Furthermore, those who reported a higher socio-economic situation, also had higher values for motives connected with Love and contribution and Self-esteem and mastery compared to those who reported a lower socio-economic situation. This might be explained by Maslow's hierarchy of needs. It is easier to focus on higher-level motives, such as love and self-esteem when the basic needs are satisfied (Maslow 1943, 370–396). All in all, while financial perks can arguably play a role in the decision to continue working, retirement-aged workers might not be as motivated by finances as anecdotally believed. This finding suggests that an approach that goes beyond

tangible rewards is required if we are to support and empower retirement-aged workers who consider delaying retirement.

When investigating internal and external motives for work, we also compared Love and contribution variable with the variable *It means a lot to me to get praised for my work* and found that Love and contribution was more important to workers than praise, which confirmed our second subhypothesis. There was a statistically significant moderate positive correlation between the two variables. Praise and internal motives were, therefore, positively strengthening one another, potentially indicating a relationship between external and internal incentives for work. This was somewhat confirmed with the the Self-esteem and mastery motive that included a variety of items and had a statistically significant strong positive correlation with the Love and contribution motive. Interestingly, women scored higher on the Self-esteem and mastery motive than men, which confirms that women work longer for a variety of reasons (Cole and Hollis-Sawyer 2020).

We also found that cosmic transcendence had a statistically significant positive correlation with the intention to continue working and predicted the intention to continue working. Cosmic transcendence is the strongest component of gerotranscendence and signifies a shift to a less material existence (Tornstam 2017, 45–49). This could suggest favoring intrinsic rewards of work over material incentives.

Based on all the findings of the MMR, we could argue that internal incentives are more important for prolonged employment than external incentives. All in all, the want (motivation) component in the *want*-able-allowed triad described by Björklund Carlstedt et al. (2018, 186) appeared to be characterized more by the presence of internal or latent functions of work than external or manifest functions of work. The strongest motives appeared to be Self-esteem and mastery and Love and contribution. Nonetheless, some of the internal and external motivators appeared to be connected and intertwined, for instance, praise and Love and contribution.

Efforts should be made to support and nurture worker's internal motivation in the workplace, which of course does not suggest that they should not be fairly rewarded and praised for their work. It has previously been established that internal motivation is not a static personality trait and that there are many ways in which to influence its development in different contexts, including in the workplace (Tranquillo and Stecker 2016, 198). It should be considered that some research shows extrinsic incentives, which are not

inherently bad, should be used with care in this process. In fact, external rewards can sometimes lower internal motivation, especially long-term motivation. To prevent saturation, they need to be constantly enhanced, which can be unachievable in real life and could sabotage the initial intention to motivate people (Tranquillo and Stecker 2016, 197–198).

On the other hand, although it is very common to divide motivation into intrinsic and extrinsic, our study showed that this classification might be too simplistic when describing the motives of retirement-aged workers. The identified motives often overlapped and co-existed, making the distinction harder to make. For instance, the component Self-esteem and mastery included the variable *praise*, which is usually considered an external reward, as well as variable *sense of mastery*, which gravitates toward internal motivation. Similarly, the component Uninterrupted pattern of life included the variable *routine*, which can be considered an external motive, but also the variable *purpose in life*, which is internal in nature. The distinction between internal and external incentives was, therefore, sometimes hard to make. To better capture the complexity of the retirement-aged workers motives, we suggest that an alternative classification along the dimension of doing-being-becoming-belonging might be more meaningful in the study of this phenomenon as already explored in the literature review presented in Chapter 2 (Section 2.3). The rest of the discussion[5] is, therefore, divided into sections that follow the proposed classification of motives for prolonged work activity.

9.2 Doing work: The importance of health and leadership

Doing is the most tangible quality of an occupation or activity. It is not just known to a person performing it but can usually be observed by others as well (Hitch et al. 2014, 248–253; Hitch and Pepin 2020, 8–10; Wilcock 2006, 76–111; Wilcock and Hocking 2015, 146–177). To execute doing and work, people require skills and abilities. On the other hand, in order to perform work, they need to be *allowed* to do it, which entails the involvement of other stakeholders and system structures (Björklund Carlstedt et al. 2018, 186).

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[5] Some of the material included in the discussion is from an Accepted Manuscript of an article published by Taylor & Francis in *Journal of Occupational Science* on April 27, 2022, available online: https://www.tandfonline.com/doi/full/10.1080/14427591.2022.2057574 and from an Accepted Manuscript of an article published by Elsevier in *Journal of Aging Studies* on July 28, 2021, available online: https://doi.org/10.1016/j.jaging.2021.100954 . This material is re-used with the permission from the publishers.

This study showed that the included retirement-aged workers felt healthy and able (enough) to continue doing work, which fulfills the second criterium in the want-*able*-allowed triad described by Björklund Carlstedt et al. (2018, 186). The statements *I feel mentally healthy enough to continue working* and *I feel physically healthy enough to continue working* were among the top four most endorsed items in the questionnaire. In contrast, *I have noticed a decline in the abilities that are required to perform my work* was the least endorsed item. The finding that workers perceived themselves as generally physically and mentally healthy and assessed their abilities positively could suggest that this cohort included people who did not experience a decline in health and abilities (yet), thus they could continue working. There was a statistically significant weak negative correlation between the self-perceived demands of work and a person's perception of their health, suggesting that strenuous workplaces might prompt lower evaluation of one's health. However, a causal relationship would need to be determined. It is unclear whether jobs that include high workloads are associated with early work exit. For instance, a study by Sejbaek et al. (2013) confirmed that (physically) strenuous work can lead to early retirement. On the other hand, no association between workload and retirement time was found in a study by Carr et al. (2016), so the authors suggested to rather focus on the psychosocial environment if wanting to encourage work activity. We, too, found that work characteristics were not statistically significant to the intention to continue working. However, the participants generally described their work as not being physically or mentally strenuous, which could mean that people in more strenuous workplaces were not included in the study or were not continuing to work.

In the qualitative interviews, the participants expressed that in case their health and abilities deteriorated, they would cease working. Health has often been described as a prerequisite for prolonged work activity (Grah et al. 2019, 335; Hovbrandt et al. 2019, 174–175; Sewdas et al. 2017, 4–5; Ulrich and Brott 2005, 161). Not surprisingly, De Wind et al. (2018, 8) also found that people without chronic conditions were more likely to continue working. It has been argued that the decision to continue working can be more closely related to a person's perception of their health than age (Anxo et al. 2019). However, this has seldom been reflected in policies and programs aimed at supporting retirement-aged workers. From a worker's perspective, it might be more meaningful to focus on health promotion and health maintenance throughout their careers rather than adopt an approach based on age (e.g., statutory retirement age, implicit suggestions to retire due to age). On the other hand,

in this study, self-perceived health was not related to the intention to continue working and did not appear to influence thoughts around extending work activity for as long as possible, suggesting that the health factor might have been less important to the motivation of this cohort of workers than expected or that this was an unusually healthy sample. A "healthy worker effect" has previously been noted. It suggests that workers with a lot of health problems leave the workforce early and are, therefore, not included in studies of prolonged work activity, which influences the results (Hovbrandt et al. 2019, 177). This could explain our findings regarding good health of our participants.

Alternatively, work could be a reason why the participants in our study felt healthy and fit in the first place. Meaningful occupation, represented by work, could have had a positive effect on health and postponed age-related decline. Lifestyle interventions, based on activities, have been shown to have a positive effect on health of older adults living in the community (Clark et al. 2012). Previous studies found that work activities can help retirement-aged workers maintain health and provide a sense of vitality and youth, defying the constraints of chronological age (Fraser et al. 2009, 265–266; Nobahar et al. 2015, 810–812; Reynolds et al. 2012, 87–91). In the qualitative study, the oldest participant (aged 74 at the time of the last interview), wanted to continue working and felt healthy and capable enough to perform her work duties; however, her work environment and managers gave her overt and covert signals that she was too old to continue working, thus taking the *allowed* element out of the previously discussed triad in the case of this worker. Moving beyond chronological age is essential for contemporary age management, particularly as age is often associated with various stereotypes, especially when it comes to older and retirement-aged workers and their opportunities for work (Čič and Žižek 2017, 51; Cole and Hollis-Sawyer 2020; Fasbender and Wang 2017, 210; Finkelstein et al. 2015, 29–31; Harris et al. 2018; Posthuma and Campion 2009, 160–172). When age-related stereotypes become internalized – which is not uncommon – this can have far-reaching implications; for instance, it can affect the workers' sense of belonging, their emotions and social motivation (Rahn et al. 2020, 73). Weiss et al. (2022, 7–10) also found that if workers perceive aging as a fixed, immutable process over which they have little control, they are more likely to retire. In contrast, a mindset that supports growth and development, regardless of age, is more likely to be associated with prolonged work activity. Moreover, when talking about workers' age, we should not consider just their date of birth, but also their biological, cognitive and social age, which might not necessarily match and could also

affect a person's health and abilities (Nilsson 2020). In the case of the participant mentioned above, she felt healthy and able to continue working; however, her work environment was telling her it was time to stop, potentially basing their insinuation on chronological age, which could suggest ageist prejudice.

When it comes to doing work and enabling people to work, it has been shown that appropriate human resource policies and management style can reduce ageism in the workplace and promote the inclusion of all workers in the work process, supporting retirement-aged workers to continue working (Žnidaršič and Dimovski 2011, 90). One type of leadership that can be regarded as congruent with the principles of contemporary age management is sustainable leadership. Avery and Bergsteiner (2021, 3) write that "sustainable leadership occurs when an individual, an influential group or an organizational culture energizes, enables and guides people to pursue a collective purpose and vision that produce outcomes that enrich and strengthen the wellbeing, self-reliance, resilience and immunity of organizations, stakeholders and their communities". Sustainable leadership is characterized by a high level of collaboration among employees, clear ethical standards, and respect for diversity. Sustainable organizations are more likely to foster an intergenerational workforce and care about the well-being of their employees, regardless of chronological age. Moreover, sustainable leadership has been recognized as the most effective leadership style in the long run (Bergsteiner and Avery 2021, 3–4).

In this study, the statement *My manager has a leadership style that is inclusive and kind to the employees* (which could suggest a sustainable leadership style) received a relatively low mean score compared to other items in the questionnaire, with a rather large standard deviation, indicating there was a lot of variance in the observed data. More than a quarter of the participants gave this item a 1–3 score, suggesting that the leadership factor probably has a potential for improvement from the perspective of workers included in the study. The leadership style item showed a statistically significant weak positive correlation with the intention to continue working. The statement *I think my managers/supervisors want me to continue working in this organisation* was endorsed somewhat more readily and also had a statistically significant weak positive correlation with the intention to continue working. Both items were a part of the Relationships and management style component that showed a statistically significant weak positive correlation with the intention to continue working. We could argue that management style might be an important factor in the decision-making

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of retirement-aged workers and should be an area of interest if we want to support prolonged work activity.

Our second hypothesis predicted that Leadership style in the organization and self-perceived health were more important than the perceived socio-economic situation for the intention to continue working past retirement age. We found that only leadership style had a statistically significant correlation with the intention to continue working, while health and socio-economic situation did not. Also, of the three variables (Leadership style, Health, Socio-economic situation) only Leadership style predicted the intention to continue working. Nonetheless, the results for the ANOVA indicated that Health was the strongest variable of the three, followed by leadeship style and socio-economic situation. Therefore, we could confirm our second hypothesis that leadership style in the organization and self-perceived health are more important than the perceived socio-economic situation for the intention to continue working past retirement age.

It is sometimes assumed that workers continue to work for money and to improve their socio-economic situation. Although self-reported socio-economic situation was rated lower than Health and Leadership style, it still did not predict the intention to continue working as might be expected. As already discussed, money did not appear to be as strong motive as speculated. Furthermore, the self-reported socio-economic situation of the participants was relatively good with 71.4% of participant evaluating it as either good or very good. Only 3.3% of participants reported a very bad or bad socio-economic situation and a quarter reported that their socio-economic situation was neither good nor bad. We do not know if the responses regarding socio-economic situation represented the participants' objective situation or if they were influenced by self-assessment response bias (Karpen 2018, 441–442).

Another motive for extended working life, connected with the doing dimension, was keeping familiar patterns and routines. In the qualitative study, some participants described they wanted to avoid having nothing to do post-retirement, the so-called occupational void of retirement, and, therefore, they continued to work. Some (Darko, Marius, Paul) synchronized their future retirement with significant others, usually their partners, so that they could engage in occupations together post-retirement and elude the prospect of "not doing". A similar observation was made in the study of academics by Hutchings et al. (2020, 15) where some participants continued to work as their partner was too young to

retire. Co-occupations, a concept that describes the involvement of two or more people in a chosen occupation or activity, is something that has been described in the occupational science literature before, specifically post retirement (van Nes et al. 2012). In our study, however, the statement *My partner is an important consideration when planning retirement* was the third least endorsed item on the questionnaire. It also did not have a statistically significant correlation with the intention to continue working. It appears that a sense of coherence and continuation was generally important to the participants; however, the partner might not play as important role in this process as expected. Interestingly, however, partner appeared to be considered more by those who were more educated compared to those less educated and to those with a higher socio-economic situation compared to lower socio-economic situation. This could again suggest an inequality in the society, with people in less privileged positions (and, likely, less privileged jobs), being potentially more limited in their motivation and decision-making process. Furthermore, when examining the descriptive data, we noted a dichotomy in the sample with almost one third choosing the score 1 (lowest agreement) and one quarter choosing the score 5 (highest agreement) for the item about the partner. We conclude that the sample appeared to be divided between those for whom the partner was an important consideration and those for whom the partner was not a consideration at all. Of the 67 participants who chose the lowest agreement with the statement *My partner is an important consideration when planning retirement*, 33 were either single or widowed, therefore, their answer was not surprising.

In addition, Jonsson (2008, 5) found that in the transition from work to retirement, another type of occupation, engaging occupation, can play a significant role in promoting people's well-being and can be associated with more satisfying occupational patterns. Therefore, engaging occupations may be important in guiding people who face a transition such as retirement (Jonsson et al. 2001). For example, a person with an engaging occupation in the occupational repertoire might feel less anxious about having nothing to do post-retirement. Alternatively, it might not be the engaging occupation *per se* that has a positive effect, but the experience of it and being able to sustain positive experiences linked with engaging occupations during a life transition. In our quantitative study, a surprisingly large number of participants reported activities that could be associated with the concept of engaging occupation. Over 80% of participants reported that they had one or more activities that could potentially be described as engaging occupations, with more than half of the sample reporting two or more such activities. Only one sixth of participants had no activities that

could compare to work, have a positive meaning for them, connect them with others and be performed regularly. Furthermore, a quarter of the participants reported starting new activities in the past year. This could suggest that this group of workers was generally not continuing to work in order to avoid boredom or because they had nothing else to do. They evidently had quite a diverse repertoire of activities already and appeared to have an overall active and rich lifestyle. Furthermore, engaging occupations had a weak positive correlation with self-perceived health, which confirms that this type of occupation might be beneficial for a person's health and well-being. Nonetheless, there have been some examples described in the literature of engaging occupations having a potentially negative effect on one's health; for example, in a study of people with a high risk of stroke, Asaba et al. (2022, 121–122) found that engaging occupations could be health promoting for the participants, or in some cases could be detrimental from the perspective of having engaging occupations that had a negative effect on factors associated with risk for stroke.

9.3 Being and becoming through work

Being links with our sense of self (identity) and how we experience what we do, while *becoming* is a process of growth that encompasses a desire to develop through engagement in occupations and activities (Hitch at al. 2014, 248–253; Hitch and Pepin 2020, 8–10; Wilcock 2006, 112–179; Wilcock and Hocking 2015, 178–237). As already mentioned, we found that Self-esteem and mastery was an important motive that had a statistically significant moderate positive correlation with the intention to continue working. It included items connected with achievement and mastery as well as autonomy (i.e., *I think every person feels when it's the right time to retire)*. In the qualitative study, too, most participants reported enjoying the feeling of autonomy, which was described as being able to continue working yet stop at any time and having control over what one does. The internal locus of control seemed to be an important motivating factor for many of the participants and contributed to their sense of achievement. A sense of autonomy, mastery and growth were described as motives in many of the previous studies of retirement-aged workers, too (Fraser et al. 2009, 267; Friedrich et al. 2011, 901; Grah et al. 2019, 335; Hovbrandt et al. 2019, 175–176; Hutchings et al. 2020, 15; Reynolds et al. 2012, 92; Sewdas et al. 2017, 5–8; Ulrich and Brott 2005, 165). Furthermore, a sense of mastery and autonomy are two essential components of self-determination theory (SDT), which was developed by Edward Ryan and Richard Deci. SDT explains intrinsic motivation as a synthesis of the need for competence, relatedness and autonomy (Deci and Ryan 1985; Ryan and Deci 2000). If we

want to promote intrinsic motivation in retirement-aged workers, we should probably place these needs at the centre of age and diversity management and consider how to address them in the work milieu. For example, efforts should be made to include all workers in the work environment so that they feel connected to it, there should be opportunities for continuous professional development, and we should promote work-related autonomy as well as autonomy connected with decision making. All these could influence the motivation of people to continue working.

Another aspect of work that was important to participants was the sense of identity it provided. Work can define people in very powerful ways, as described in the study by Grah et al. (2019, 333) in which a participant articulated that without work, she might cease to exist. The role of a worker is one that cannot be easily replaced, which has been viewed as one of the most challenging aspects of the work-to-retirement transition (Eagers et al. 2019, 347–349). Furthermore, experienced workers often assume new roles, such as being a mentor or teacher, which can be an inspiring source of motivation for them. The item *It's important to me to pass on my knowledge and experience* was on average readily endorsed, with most participants (86.6%) giving it a score 4 or 5. Despite its importance, intergenerational knowledge transfer often remains underutilized in many work settings and does not occur automatically due to different barriers, including tensions in values, behaviour and identity (Fasbender and Gerpott 2021, 150–155), which was also found in our qualitative study. None of the participants had the opportunity to mentor or train younger members of the team although most of them expressed a strong desire to do so. After several attempts, Margaret did get a trainee, however, she felt that the opportunity for an effective translation of knowledge was largely missed at the end of her career. This should probably be addressed as sharing and teaching others seems to be an important motivator for retirement-aged workers and can contribute to a meaningful work identity of an older worker, their sense of competence, autonomy and relatedness as previously discussed. Furthermore, knowledge transfer is critical to the competitiveness and sustainability of modern organizations (Avery and Bergsteiner 2011, 7). Previous research on intergenerational relationships in the workplace suggests that the tensions between generations are often related to ageism (Lagace et al. 2019, 202–204) and age dynamics at workplace (Egdell et al. 2018, 445). A study conducted in Slovenia confirmed international findings and showed that older workers are often stereotyped because of their age. They are viewed as less productive, less motivated, less innovative and less adaptable. There is

also a belief that they require more time to learn new things and complete their tasks (Rožman et al. 2020). Žnidaršič et al. (2011, 4) point out that despite stereotypes and myths about older workers, they make excellent employees according to research; they are eager to learn, enthusiastic about work and have low absenteeism, which is something the participants in our qualitative study expressed as well. The item *It's important to me to be able to continuously develop personally and professionally* appeared important to the participants. Over three quarters (79%) gave it a score 4 or 5, suggesting how important it can be not to exclude retirement-aged workers from training opportunities and continuous professional development that is just as essential for them as for their junior peers.

9.4 Going beyond the self at work: Belonging and transcending

Belonging was the last dimension to be added to the description of the concept of occupation in occupational science. It describes our interpersonal relationships and a sense of sharing our occupations and their meaning with others; belonging to something greater than ourselves (Hitch et al. 2014, 248–253; Hitch and Pepin 2020, 8–10; Wilcock and Hocking 2015, 238–272).

I feel a sense of belonging to the organization where I work was endorsed by most of the participants, with over three quarters of participants giving it a score 4 or 5. This item was also included in the Love and contribution component, which represented one of the strongest motives for work beyond retirement and predicted the intention to continue working in the linear correlation model. In the qualitative interviews, too, some of the participants expressed a sense of loyalty and allegiance to their company (Paul, Marius, Darko) and they were the ones who showed more stability in their narratives. In contrast, participants who explicitly said that they did not feel a sense of belonging (Vilma, Felix), showed regressive narratives and at the end, retired earlier than they planned/desired, which they also connected with negative work relationships, stating that they would work longer if relationships at work were better. The correlation analysis showed a statistically significant weak positive association between a sense of belonging to the organization and the intention to continue working. We, therefore, confirmed our third hypothesis that there is a correlation between the workers' sense of belonging at work and intention to continue working past retirement age. This finding is in line with the previously discussed SDT that includes the element of relatedness as an important part of intrinsic motivation (Deci and Ryan 1985; Ryan and Deci 2000).

Literature on retirement-aged workers who extend working lives shows that helping others and society can be important motivations to work beyond retirement age, too (Dorfman 2000, 711; Grah et al. 2019, 339; Fraser et al. 2009, 268; Friedrich et al. 2011, 901; Hutchings et al. 2020, 21; Nobahar et al. 2015, 811; Ulrich and Brott 2005, 165). Some workers prioritize values beyond their own individual success, and this can be an important incentive for them to stay at work. A feeling of belonging to something greater than oneself might be more pronounced among some individuals, driving their desire to continue to participate in work-related occupations that benefit others and society (not just the individual). In the quantitative findings, the item *It's important for me to feel useful for the organization and/or society* received one of the highest scores, very similar to the item *I work because I love my work*. Both items were also included in the component Love and contribution, which had a statistically significant correlation with all three dimensions of the gerotranscendence scale. There was a weak positive correlation between Love and contribution and cosmic transcendence and between Love and contribution and coherence dimension, which could suggest that workers who continue to work because they are intrinsically motivated also experience higher cosmic transcendence and a sense of coherence in life. In contrast, the correlation between Love and contribution and social dimension was negative, which indicates that those participants also enjoyed socializing with people, which is opposite to gerotranscendence hence the negative correlation score.

The theory of gerotranscendence (Tornstam 1989; 1997; 2017) purports that some people might reconsider their priorities later in life and experience a shift in their meta-perspective from a material to a more transcendental view that involves becoming less self-centred and feeling more connected to the world and to your true self. Although people can experience this mental shift at different stages of life, Tornstam (1989; 1997; 2017) described it as a gradual progression toward maturity and wisdom that results in well-being. The process can include a careful selection of occupations that match a person's altered priorities and standards. It is possible that people who achieve gerotranscendence are more likely to stop working when they reach retirement age and disengage from productivity values to focus on other life priorities. However, if they do continue to work, they might be driven by the non-material rewards of prolonged labour engagement, such as serving others, contributing to society and facilitating the development of younger generations as suggested by our study.

The connection between the meaning of work and spirituality has been discussed before (Rosso et al. 2010, 95–107). For some, work can be a source of purpose in life, a vocation or calling, and gives them an opportunity to transcend the self and experience a deep sense of meaning in life as described by one of our participants (Margaret). Purpose in life was described as a motive for delayed retirement in some of the reviewed studies (Fraser et al. 2009, 266; Hovbrandt et al. 2019, 175; Sewdas et al. 2017, 4). This was confirmed by our study since we found a statistically significant moderate positive correlation between the intention to not continue working and item *I work because my work gives me a sense of purpose in life*. It is possible that people who experienced life purpose through their work were motivated by this throughout their careers. Nonetheless, it is also possible that they had a harder time disengaging from work than someone who experienced work more casually.

Furthermore, some people can develop a strong attachment to a certain group through their work – whether it is a professional group, a team of co-workers or an organization as a whole – that shares a common goal or has a vision they believe in. Positive relationships at work were often cited as a reason why people continued to work (Dorfman 2000, 711; Fraser et al. 2009, 266; Friedrich et al. 2011, 901; Hovbrandt et al. 2019, 178; Hutchings et al. 2020, 17–18; Sewdas et al. 2017, 5). Even when studying experience of work from retirees' perspective, Eagers and colleagues (2019, 348) found that work relationships were an integral part of the work narrative and could sometimes be compared to belonging to a family unit.

Previous studies demonstrated that relationships at work, both with co-workers and managers, are often considered a prerequisite for workers to continue working beyond retirement (Hovbrandt et al. 2019, 178; Nilsson 2020) and affect the worker's well-being in and outside work (Marchiondo et al. 2020, 156). In addition to what is already known about the importance of relationships, we wanted to check if focus on external rewards (i.e., financial incentives) might become more obvious in the absence of good quality relationships or work camaraderie as suggested by some of our participants (Felix, Vilma).

In the quantitative study, the participants generally reported good relationships with their co-workers, with 61.1% completely agreeing with the statement (score 5). This might suggest that, typically, workers who continue to work are happy with their relationships at work. When we compared the group with self-reported bad relationships at work to the

group with self-reported good relationships at work in relation to the financial motive for work, we found that there were no significant differences between the two groups. Therefore, we rejected our fourth hypothesis that workers who report negative inter-personal relationships at work are more likely to work for the financial incentive than workers who are more satisfied with their inter-personal relationships at work.

9.5 The union of the theory of gerotranscendence and the activity paradigm

This study showed that we might need several theories to explain and fully capture retirement-aged workers' motives. One the one hand, the participants were very active and wanted to continue their professional and personal development. They enjoyed socializing and meeting new people. On the other hand, however, they were embodying values of selflessness and service to others and reported reduced interest in the material component of life and work. It might, therefore, be relevant to consider both the activity paradigm and gerotranscendence theory when describing the motives for prolonged work activity.

Lars Tornstam (2005, 83) regarded activity theory as complementary to the theory of gerotranscendence. What our study adds to his assertion is the reflection on the qualitative dimension of the activity and relationship choices from the perspective of an individual who is still working. Furthermore, it provides empirical material that helps to distinguish gerotranscendence more clearly from the theory of disengagement, which has previously been described as problematic (Jewell 2014, 115). In the qualitative phase, elements of gerotranscendence were observed in those who found new, meaningful activities during the lockdown (e.g., Lyudmila, Darko) or were engaged in activities that they perceived as meaningful and important for the society (e.g., Paul, Margaret, Joe). The participants who managed to transcend the crisis (both the epidemiological crisis and personal crisis associated with the transition from work to retirement) via their occupations, got a sense of peace and purpose from the new activity pattern, as well as an increased sense of connection with others. In other words, it was not important to just "do", but also what a person did and with whom or for whom.

Donald Polkinghorne distinguishes between agentic and victimic life plots. Agentic protagonists are positive, committed, determined, hopeful and show purpose while victimic protagonists can be passive, receptive and often feel out of control (Polkinghorne 1996, 300–303). In the qualitative study, the participants mostly exhibited agentic identities, which manifested as self-stories of active agency. They knew what they wanted to

accomplish and had a plan how to do it, despite the (occasionally) inhibiting circumstances. It appeared that participants who explored new, meaningful (engaging) occupations felt positive, which also characterized the narratives they shared. Some actively went out to search for activities that could replace work (e.g., Darko, Lyudmila). Felix was the only participant who found it more difficult to adjust and separate from his worker role, seeking ways to postpone his retirement in order to avoid the occupational void. However, he, too, was trying to take control over his life, showing more purpose and commitment as the study progressed. A move from a victimic to an agentic identity is an inherent process, considered central to a person's ability to cope with change and gain the power to engage with the world and adapt (Polkinghorne 1996, 303–304). Interestingly, the directions of the participants' narratives were not linear and could vary depending on a person's area of life. For instance, the work activity and retirement plots appeared to be diametrically opposite in some participants; if they started feeling more comfortable about the retirement transition, they became more critical of the work circumstances and contemplated early retirement (e.g., Vilma, Darko). Based on the findings of this study, we argue that in crisis and transitional situations, the development of an agentic identity in retirement-aged workers could be best supported using meaningful activities (paid or unpaid), particularly engaging occupations that are imbued with positive meaning and share the characteristics of work. As already mentioned, most of the participants in the quantitative sample reported having other important activities than work in their lives (engaging occupations) and a quarter started performing new activities in the past year, suggesting that this was a relatively active group of people. By developing an agentic identity, the workers might be in a better position to make decisions that reflect their inner motivations and desires about work and retirement, going beyond fear and conformity and exercising their autonomy and free will. The paradigm of active and healthy ageing appears to represent these efforts well (Bousquet et al. 2015, 958).

The findings of this study also illustrate examples that can be explored using both the theory of gerotranscendence (Tornstam, 1989; 1997; 2005) and concepts of doing, being, becoming and belonging from occupational science (Bratun et al. 2022). The theory of gerotranscendence describes how a person can become more selective in their activities as they age, giving priority to solitude and contemplation and moving toward non-material dimensions of life (Tornstam, 1997, 143). Some of the participants became more selective in the ways they used their time and were discovering the hidden aspects of the self

(Lyudmila, Darko, Margaret), which is congruent with the theory of gerotranscendence. However, identification of meaningful (engaging) occupations and connection with others appeared to have played a crucial role in this process as well, which introduces a slightly new perspective on gerotranscendence.

To examine gerotranscendence quantitatively, we used the gerotranscendence scale, an instrument developed by Tornstam (2005; 2017). This was the first time the GTS-10 was administered in the Slovenian context and with the population of retirement-aged workers. The Cronbach α for GTS-10 was 0.641, which was lower than in the pilot study when Cronbach α was 0.7. Although acceptable, this is lower than in some of the previous studies that used GTS-10 in other country contexts; for example, in a Chinese study by Wang et al. (2015, 124), GTS-10 had Cronbach alpha of 0.801 and in the Persian version, Cronbach's alpha of the GTS-10 scale was 0.72 (Asiri et al. 2019, 638). The lower score in this study might be contributed to the (unexpectedly) low scores on the item *I like being on my own* and high scores of *I like meeting new people*, which do not support gerotranscendence as described by Tornstam (1997, 150–151). As already mentioned, our results suggest that the included group of retirement-aged workers was enjoying interacting with others and meeting new people. Therefore, they might be well suited for new job roles or roles that involve interactions with others as this appears to be their forte. The findings could also suggest a specific feature of the Slovenian cultural environment that values relationships and socializing more than some other parts of Western Europe where gerotranscendence was originally developed. This confirms the assertion by Ahmadi (2001, 397) that there might be inter-cultural differences in the perception of gerotranscendence.

Looking at the subscales of the GTS-10, the cosmic transcendence subscale emerged as the most solid of the three. The Cronbach α score for the cosmic transcendence scale was the same to what was found in a Dutch study where Cronbach's alpha for the cosmic scale was also 0.77 (Braam et al. 2006). Tornstam (2017, 91), too, reported a similar Cronbach alpha for the cosmic transcendence, namely 0.73. In another Dutch study by Read et al. (2014, 119) alpha for cosmic transcendence was reported as 0.65 and 0.66. The other two subscales had Cronbach α comparable to that of Tornstam (2017, 91). In our study, the self/coherence dimension had Cronbach α of 0.56 and in Tornstam's 0.57. The social dimension in our study had Cronbach α of 0.65 and in Tornstam's 0.60. As already mentioned, Tornstam considered those values to be acceptable due to a low number of items they include (Tornstam 2017, 91).

In a Chinese study of community-dwelling adults aged over 60, the cosmic transcendence mean score was 2.71 (SD = 0.56), the coherence mean score was 2.14 (SD = 0.59) and the social mean score was 2.30 (SD = 0.65) (Wang et al. 2015, 125). In comparison, in our group, the mean score for cosmic transcendence was a bit lower (M = 2.54; SD = 0.66) and so was the score for the social dimension (M = 2.22; SD = 0.63). However, the coherence score was significantly higher in our group (M = 3.47; SD = 0.50). The studied Slovenian group appeared to have a very high sense of coherence, meaning that they did not experience their life as chaotic and that they saw meaning in it. This could suggest that people with a high sense of coherence are more likely to continue working. Alternatively, their work could be one of the reasons they felt the sense of coherence and meaning in life. Since coherence and uninterrupted pattern of life appeared to be important in this group of workers, perhaps this should be considered when introducing changes at work; for instance, these workers might not appreciate flexible hours and different working hours as much as having a stable routine that provides a sense of safety and continuity. Interestingly, we also found a statistically significant correlation between socio-economic situation and coherence dimension. The group with a higher self-reported socio-economic situation had a higher mean value for Self/Coherence dimension than the group with a lower socio-economic situation. Furthermore, the group with a higher education had a higher mean value for the overall GTS-10 than the group with lower education. Gerotranscendence theory has previously been criticised as being more relevant to those in a privileged social position (Jewell 2014, 117), which has to some degree been reflected in our findings as well.

We also looked if variables connected with Engaging occupations and inter-personal relationships outside of work could predict cosmic transcendence. Multiple regression analysis showed that only variable Engaging occupations predicted cosmic transcendence, while the variable Relationships outside of work was not significant for cosmic transcendence. Furthermore, there was a statistically significant difference between the group with less engaging occupations and the group with more engaging occupations in the dependent variable Cosmic transcendence, therefore we could confirm our subhypothesis that workers who report more meaningful activities or hobbies that are at least as important to them as work exhibit more elements of (cosmic) gerotranscendence compared to workers who have less meaningful activities or hobbies in their lives. It appears that having more engaging occupations is a predictor of a higher cosmic transcendence score. In contrast,

there were no statistically significant differences in cosmic transcendence between the group with good relationships outside of work and bad relationships outside of work, therefore we rejected our subhyothesis that workers who are satisfied with their inter-personal relationships exhibit more elements of (cosmic) gerotranscendence compared to workers who are not satisfied with their inter-personal relationships.

It appears that people who report more engaging occupations exhibit more elements of cosmic transcendence compared to those who have less engaging occupations. The satisfaction with inter-personal relationships, however, does not seem to affect the cosmic gerotranscendence trait as much. These findings confirm our suggestion that gerotranscendence could be further explored using the concepts from occupational science (such as engaging occupations) and that the theory of gerotranscendence and activity paradigm might provide a meaningful combination when explaining the motivation for prolonged work activity.

9.6 Methodological considerations

Several limitations of the study have already been discussed and addressed in applicable sections of the thesis. We would like to add a few more final thoughts on the methodological rigour of the work.

For the qualitative part, although our sampling aimed to include a heterogenous group of people, we cannot claim that we captured all possible contexts and perspectives. The sample was relatively small; nonetheless, the longitudinal nature of data collection enabled an in-depth approach and ongoing discussion of experiences and circumstances of participants. We initially planned to interview more people (n =12). However due to COVID-19 related measures (lockdown), we had to terminate data collection after 9 interviews with 9 retirement-aged workers. These workers were then included in the subsequent data collection. Although we do not claim that theoretical saturation was reached, we felt that the material was of sufficient depth as no new themes were emerging after three rounds of interviews (Bryman 2016, 697).

To increase the trustworthiness of the findings, different techniques were employed, including juxtaposing different analytical methods (thematic and narrative analysis), member checking, and documenting the collection procedure and analysis (Creswell and Miller 2000). All data collection and analysis were performed by the author of the dissertation who has previous experience with qualitative analysis. In addition, findings

were discussed on an ongoing basis with two supervisors who acted as 'critical friends' (Smith and McGannon 2017, 113).

When developing the WbRQ in the second phase of the study, we used cognitive interviews to increase its content validity. Based on the results of the pilot study, we can argue that although good content validity was probably achieved, the construct validity was questionable, and the measure lacked unidimensionality. In retrospect, it might have been better to remove some of the items already after the pilot study as suggested in the Rasch analysis, namely the items *My partner is an important consideration when planning retirement, I think that the work I do is physically and/or mentally strenuous,* and *I think every person feels when it's the right time to retire*. Moreover, it might have been relevant to also include an item referring to participants' children to check whether children influenced work and retirement plans as shown in some previous studies on prolonged work activity (Beehr and Bennett 2015, 117; Fasbender et al. 2016, 16).

Furthermore, in the quantitative phase, we were not able to access explicit information on the target population in the sampling selection (for reasons previously described), which means that the generalizability of the results from the study group to the target population of retirement-aged workers is questionable. Also, the sample was not big enough to enable comparisons between different subgroups of retirement-aged workers, for instance, between workers who were employed and met the retirement criteria (dual status) and workers who were retired and continued to work. We need to be aware, however, that the target population is very specific and difficult to study. To the best our knowledge, this was the first attempt in the Slovenian context to recruit a large number of workers who continue to work after meeting the retirement criteria. Therefore, the study provided valuable information and insights that could be used for future investigations that could expand generalizability of our conclusions.

Finally, there are certain threats to validity in MMR. Creswell and Plano Clark (2018, 252) describe the following threats specific to exploratory sequential design: not building quantitative feature on qualitative results, not developing rigorous quantitative features, and using the same participants in qualitative and quantitative phases of the MMR. We, therefore, made it explicit how we used each major qualitative finding to inform the development of different items in the WbRQ. Furthermore, we pilot tested our measures and adjusted the content of the items accordingly. Also, we did not include the participants

from the qualitative sample in the subsequent phases of the research. We placed particular importance on the integration of qualitative and quantitative findings, which has been described as essential for MMR (Creswell and Plano Clark 2018, 220). However, when interpreting the data in the joint display, we felt that we were losing some of the depth of the qualitative data. Nonetheless, it was considered that the merged results provided a better understanding of the motives for prolonged work activity od retirement-aged workers.

10 CONCEPTIUAL MODEL OF MOTIVATION FOR WORK BEYOND RETIREMENT (MoMo WbR)

Based on the results of the MMR on the motives of retirement-aged workers in Slovenia, we designed a preliminary conceptual model that captures the main elements of motivation for work beyond retirement (Figure 12). The model was named the Model of Motivation for Work beyond Retirement or MoMo WbR. As the study progressed, we transitioned from a pyramidal structure of motives and conditions for prolonged work activity (Figure 3 and Figure 4) to a circular one that connects different elements and does not impose a hierarchy. The final model could be described as a systemic view of motivation that considers the relationships between various (mostly) internal drives for extended work activity and some of the individual's contextual factors.

MoMo WbR consists of five key elements, which are represented as circles that connect with one another and form a radial structure. These five elements are the main motives for work beyond retirement as described in our study:

- Love, belonging and contribution: love of work, feeling a sense of belonging to the organization or professional group and having a desire to contribute to the organization and the society;
- Self-esteem and mastery: a sense of autonomy, pride, self-esteem and mastery connected with work;
- Relationships and leadership style: good relationships at work and leadership style that supports EWL;
- Coherence in life: having a meaningful routine, a sense of purpose in life, continuity;
- Cosmic transcendence: experiencing a shift in one's perception of life toward a less materialistic existence.

The main motives included in the MoMo WbR could be described with the dimensions of doing, being, becoming and belonging that appear in the inner circle of the model. The space around the main structure represents the context of each individual, which includes factors such as health, partner, socio-economic situation and work characteristics.

The dotted line is used to represent the non-rigid, fluid landscape that can change over time and allows communication with other systems in the environment. Some of the circles can

be interacting with the space outside the main circle as they are influenced by factors outside of the individual, for instance, other people, organizations, society.

Lastly, the model combines the theory of gerotranscendence and theory of active and healthy aging that are depicted as two arrows pointing toward one another and forming a circle. Table 80 proposes some strategies that could be used to support each of the main elements included in the model according to literature and the findings of this study.

Table 80: Strategies that could support elements included in the MoMo WbR

MoMo Element	Strategy
Love, belonging and contribution	Including workers in all aspects of the work process; providing opportunities for teaching and mentorship, knowledge sharing; fostering a sense of belonging and loyalty over time.
Self-esteem and mastery	Giving workers autonomy in the decision-making; including all workers in training opportunities and continuous professional development; praise for good work.
Relationships and leadership style	Team building; sustainable leadership style; focus on inter-personal relationships.
Coherence	Providing a stable and safe environment where ad hoc changes are avoided.
Cosmic transcendence	Supporting worker's personal development; encouraging engaging occupations and life balance.

Source: Own 2022.

Figure 12: Model of Motivation for Work beyond Retirement (MoMo WbR)
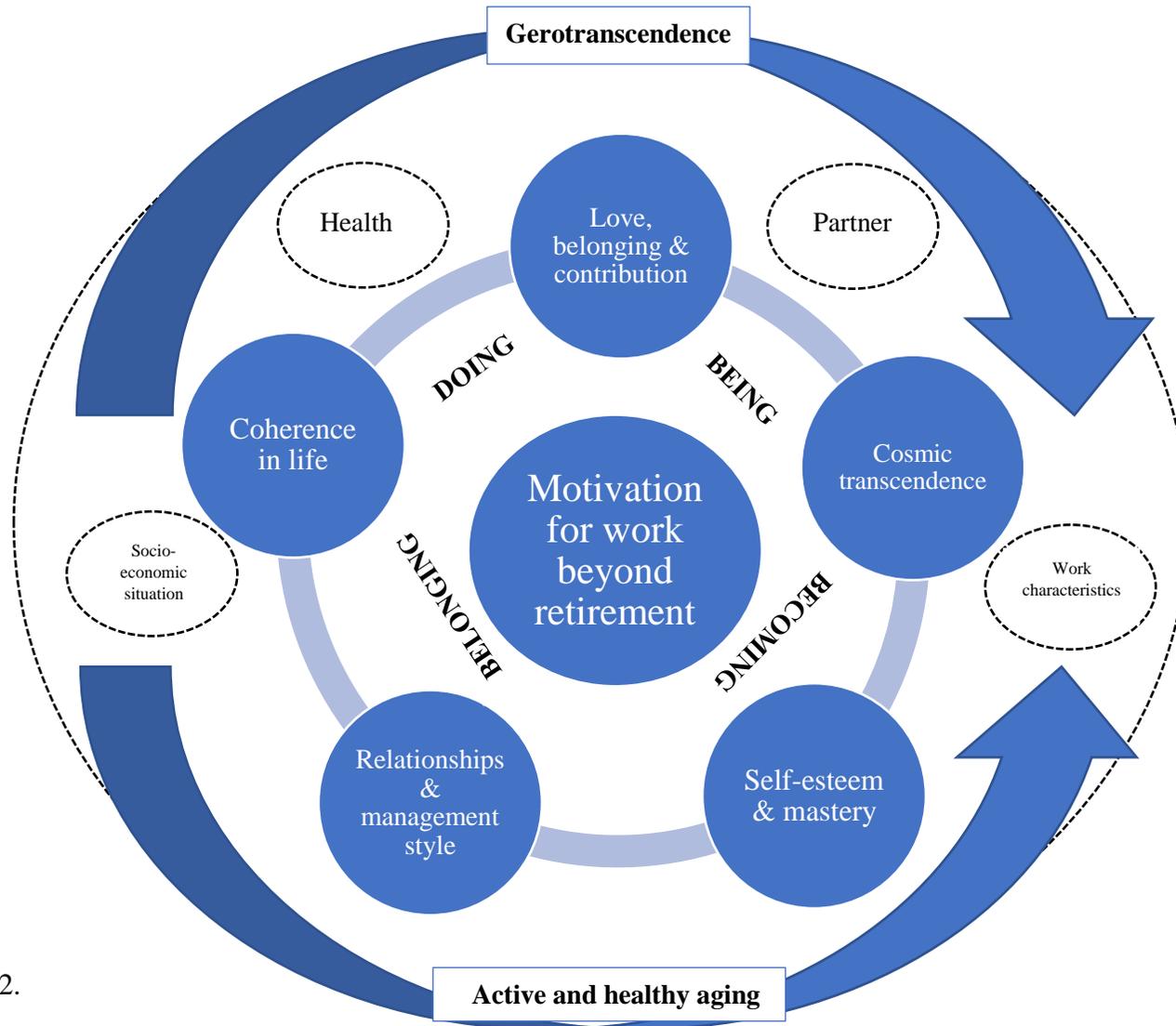
Source: Own 2022.

11 CONTRIBUTION TO SCIENCE

The dissertation built on different social gerontology theories and previous scientific work on extended work activity. Our contribution is threefold: methodological, theoretical and practical.

The methodological contribution relates to the use of the mixed-methods methodology which has, to the best of our knowledge, not been applied to this topic and population before in a systematic manner. The motives for prolonged labour activity are difficult to capture with a single methodological design and can change over time, therefore, the longitudinal mixed-methods design was particularly apt to achieve our research aims. Second methodological contribution was the development and validation of the assessment instrument WbRQ and the detailed presentation of its development and validation process. Furthermore, this is the first time the Gerotranscendence scale (GTS-10) was used in the Slovenian context and its construct validity was explored and evaluated in the study.

The theoretical contribution of the dissertation can be found in the investigation of the concept of gerotranscendence in the Slovenian socio-cultural context, specifically in the population of retirement-aged workers, which is a novel area of study. The study suggested that a combination of the theory of gerotranscendence and the activity paradigm could be a useful way to approach the motivation of retirement-aged workers and might help us understand better the work-to-retirement transition process. The concept of gerotranscendence was connected with higher-level motives for work continuation, such as love and contribution.

The practical contribution of the dissertation is connected with the development of an original model of motivation for work beyond retirement (MoMo WbR) which could be used as a guideline by social gerontologists (and other professionals) working with retirement-aged workers. We argue that the findings of the study contribute to the development of sustainable, evidence-based, worker-centred strategies for prolonged work activity in Slovenia and other country contexts. They could also be used in the promotion of age friendly work environments that would support workers throughout their careers and make it more likely for them to consider prolonging their work activity. This notion is congruent with the United Nations' Sustainable Development Goals (SDG), particularly goal number eight that promotes sustainable and inclusive economic growth, productive

employment and decent work for all, as well as with goal number three that focuses on healthy lives and well-being for all at all ages (United Nations 2015).

We argue that an effective long-term national strategy that wants to encourage work activity should focus on the development of workplaces where workers over the age of 60 feel welcome and appreciated, where they can guide with their wisdom and maturity, and where they can develop and self-actualize, regardless of their age.

12 CONCLUSIONS

According to this MMR, intrinsic motivation for work appears to be more important for retirement-aged workers compared to extrinsic motivation, which confirmed our main thesis. Retirement-aged workers included in the study did not continue to work because they would have nothing else to do or because their socio-economic situation was so bad, but because they were driven by motives such as love of work, contribution to the company and society, and a sense of mastery and autonomy. The findings indicate that workers who prolong labour activity experience work as much more than the act of 'doing' or acquiring additional financial resources. This urges us to include the dimensions of being-becoming-belonging into contemporary age management.

The study showed that the included retirement-aged workers felt healthy and able to continue working; however, self-perceived health and abilities were not a predictor of their intention to continue working for as long as possible. Other factors appeared to play a more important role in this sample. Most pronounced were a sense of self-esteem and mastery work provided and a feeling of love and contribution that was experienced through work. Furthermore, a feeling of belonging to the organization influenced the intention to stay longer, indicating a more collectivist value system as opposed to one based on individualism.

Retirement-aged workers who participated in the study reported a high level of coherence in life and a desire to socialize, which could be a motive for them to stay in the workforce. Also, a sense of cosmic transcendence predicted their intention to continue working, which supports a shift toward more non-material values in this population and a genuine concern for others. We argue that the theory of gerotranscendence could be used to capture the motives of this population more accurately, in combination with other gerontological theories that support active and healthy aging. In this respect, the short version of the gerotranscendence scale (GTS-10) could be used as an assessment tool, particularly the cosmic subscale.

As shown in this study, work often provides a sense of purpose, achievement, autonomy and enjoyment, resulting in increased well-being of individuals and groups. The ways in which work permeates many people's sense of self and the world around them should be considered when people who wish to continue working are not supported in their decisions

and what impact this might have on their health and well-being. Furthermore, strategies aimed at prolonged work activity should probably go beyond the rhetoric of active and healthy aging and address the motivation for prolonged working life in a holistic way that could appreciate the heterogeneity of retirement-aged workers and their occupations, including engaging occupations that seem to be important to one's well-being and cosmic transcendence.

13 LITERATURE

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APPENDICES

Appendix A: Data matrix for literature review

Author/year	Objective	Participants	Key findings	Context	Concepts Doing-Being-Becoming- Belonging
Dorfman 2000	Examine the perceptions and experiences of tenured university professors who continue working in their career jobs after age 70.	Interviews with 17 tenured professors (13 male, 4 female), aged 70-74 years, who continued employment at a major public university.	The motives were organized into personal, professional and institutional factors. For most professors, the main reason they continued to work was because they enjoyed their work (especially teaching, followed by research). The second most frequently given reason was that they felt it was important to continue their work (contribution to others, a mission). Two cited financial reasons. One continued because poor health prevented her from active retirement options. The participants perceived the overall atmosphere in their department and the university as positive, felt little institutional pressure to retire, and had no plans to retire.	US academia. Major public university (The University of Iowa); highly educated professionals. Conducted by a sociologist/gerontologist.	The participants described motives that were embedded in personal factors and enjoyment of doing their work (doing and being), continuous professional development and having a job that was important for development (becoming), as well as having a positive community at work (belonging).
Fraser et al. 2009	Understand the factors that influence older people to stay in paid employment, from the perspectives of older workers.	Interviews and focus groups with 16 workers (8 male, 8 female), aged 60-75 years (mean age 67), who worked from 26 to 200	The main motives (and benefits) of extended work activity were: Earning an income, Enjoying social aspects, Having something to do/keeping busy, Having a purpose, Making a contribution, Using skills (not wasting them), Promoting own emotional and physical health, Having an identity, Pursuing an interest, Maintaining autonomy and independence, Keeping control over work and lifestyle, Having flexibility and choice in work, Belonging to supportive workplaces.	Australia, suburbs of Brisbane. The largest group were professionals with tertiary education. Conducted by an occupational therapist.	The participants described motives connected with having something to do, using skills, pursuing an interest (doing). When speaking of reasons to retire, these were also connected with having (or not having) something to do. Work provided an identity and a purpose (being).Social

		hours per month.	Stress, lack of support, physical demands and overemphasis on qualifications were seen as barriers to participation.		aspects and belonging to supportive workplaces were also described (belonging).
Friedrich et al. 2011	Discover what rewards and inspires registered nurses (RNs) to continue working beyond retirement age in the acute care environment. Make a comparison to data from nurses anticipating retirement.	Focus groups with 13 nurses (1 male, 12 female) meeting the retirement criteria (over 62 years old) and 12 nurses approaching retirement (55-62 years old; 2 male, 10 female). We only used data for the older cohort.	Motives included appreciation for learning, experience, culture of the workplace, and love of nursing. Reduced pressure had an important role in the decision to continue working. The nurses felt they were an expert in their specialty; however, they possessed a shrinking area of confidence outside of it. They also described important personal and professional needs that they were able to meet as a result of working: exercising of the mind and body, finances, and camaraderie. Sharing expertise and making a difference was also important. The overall impression was that nurses generally loved their work and recognized that they made unique contributions and made a difference in people's lives. There was a sense of accomplishment and pride in their work.	United States. A 500-bed medical centre in the Midwestern. The demographics of RNs employed there are similar to the demographics of the United States' RN workforce. All Caucasian. Conducted by a RN.	The participants described doing a job they loved and exercising body and mind (doing). Being appreciated by others, being an expert in your speciality, feeling proud and accomplished were important as well as being a teacher and a mentor (being). Continuous learning (becoming) and belonging to a team, having a sense of camaraderie were also present (belonging).
Grah et al. 2019	Examine the most important factors that encourage an older employee to remain in the	A case study of one female fash-ion designer and business owner, who has been working for over 50 years	The main factors that were connected with continued work activity were vitality, intrinsic motivation, the ability to adapt, lifelong learning, and positive emotions. Enjoying knowledge transfer (teaching others) was mentioned as well.	Slovenia. Luxury, high-end fashion industry. Authors with interest in age management.	The participant described that if she did not have work, she would not exist anymore (being). She also talked about life-long learning and growth and being able to adapt (becoming) as well as doing different activities to maintain vitality and health,

	labour market.	(aged 74 years).			namely doing yoga and exercising (doing).
Hovbrandt et al. 2017	Describe incentives behind an extended working life among people over age 65.	Six focus groups with 24 participants (19 male, 5 female), aged 66-71 years (mean age 67).	Two themes: (1) *Prerequisites* included health, manging health and being able to balance work, family life and other occupations; (2) *Driving forces* included three categories: 'to be challenged' (the stimulation of work, experiencing self-fulfilment, enjoying work while being able to stop working at will), 'to be included' (to be an important part of the organization), and 'to have better personal finances'. Participants described that money was less important than the other two categories.	Sweden. Two medium-sized companies and four municipalities. Included two different work domains: predominantly male construction and technical companies, and the municipal elderly care sector, which has a higher percentage of women.	The participants described the fear of not having anything to do if retired (doing). Work provided stimulation that contributed to identity and self-fulfilment (being, becoming). Being a part of a team of colleagues was also a prominent motive (belonging).
Sewdas et al. 2017	Gain insight into reasons for working beyond the statutory retirement age from older workers' perspectives.	Fifteen individual interviews and three focus groups with 33 participants aged over 65 years (22 males, 11 females).	The motives and preconditions for extended working life included good health and flexible work arrangements, work characteristics, skills and knowledge, and social and financial factors. The analysis revealed one unexpected theme - purpose in life.	The Netherlands. Workers in paid employment (n=23) or self-employed (n=10). The participants mostly worked part-time (n=31). The study was connected to the Study on Transitions in Employment, Ability and Motivation (STREAM).	The participants described the importance of maintaining routines and having flexible work arrangements (doing). Purpose in life was a strong motive to continue (being), too. Skills and knowledge acquisition and maintenance were also mentioned as motives (being, becoming).
Hutchings et al., 2020	Understand the drivers for older academics to continue working after they meet	Interviews with 23 academics (18 male, 5 female) who self-identified as	Ten drivers to continue working were identified. The first four drivers included: (1) Financial reasons, (2) Time to do non-work activities, (3) Health and (4) Family/relationships/personal (waiting for the partner to retire). The other six drivers were all associated with identity in some	Academia in the UK, NZ and Australia. The participants took at least two international trips per year. Conducted by academic researchers.	The participants had a strong identification with their work occupation (being) and enjoyed having more time for research activities (doing, becoming). Social aspects of work and collaboration with

	retirement criteria.	regular international business travellers (AIBTs). Their age bracket was between mid-60s to mid-80s.	way: (5) Identity and occupation, (6) Identity associated with choice of type of work, (7) Identity associated with social aspects of being at the workplace, (8) Identity associated with being good at scholarly work/academia as the only focus, (9) Identity associated with the work being well regarded and travelling to places to present the work and (10) Identity associated with giving back to the academic or broader community.		colleagues as well as a sense of camaraderie and contribution were also appreciated (belonging).
Nobahar et al. 2015	Explore the experiences of retired nurses about their decision to continue working.	Interviews with 20 nurses (10 male, 10 female), aged 50-60 years, who retired but continued to work (either as nurses or in other fields).	The first theme was *Motivational Factors*. It included*:* "serving the society," "maintaining and promoting health," "tendency toward flexible work," and "maintaining the role and activity" (meaning in life, routine). The second theme was *Forcing factors* with categories of "ardent desire to work as pluralistic ignorance" (expectations of others) and "financial need."	Iran. Exploring bridge employment – returning to work post retirement. The authors used a nursing perspective.	The participants wanted to keep their role and achieve a balance in life (being). A strong motive was also to contribute to society (belonging). They described engaging in similar activities as prior to retirement (doing) and becoming more content due to increased work flexibility (becoming).
Ulrich and Brott 2005	Explore what factors contribute to older workers' decision-making process to	Interviews with 24 workers (13 male, 11 female), aged 62-78 years who had retired from	The motives to seek employment past retirement were financial, looking for meaningfulness (meaningful use of time), filling time, having control of what you do (autonomy), and keeping connected with your career. The participants credited their bridge jobs with making them feel better about themselves, giving them a more	United States. Exploring implications for career counselling. Participants mostly came from two occupation categories: (a) management, business and financial operations and (b)	The participants wanted to use time in a meaningful way (doing, being). By staying employed, they redefined retirement that now became an opportunity (becoming). They felt better about themselves (being) by

	take bridge employment, what strategies help them in the transition process and what challenges do they face.	a long-term career, and were currently employed in a bridge job (the majority stayed within their occupational categories).	balanced life, and helping them enjoy their work. They felt better about themselves because they continued to learn, made a difference to others, demonstrated their competency, and felt healthy. Several participants highlighted the opportunity to help others in their careers (i.e., mentoring). They described a balanced life with more time for themselves, a structure, an expanded support system, and added financial resources.	professional and related	continuing to learn (becoming).
Reynolds et al. 2012	Enquiry into people's experiences of working beyond 65	Interviews with 30 participants (20 male, 10 female), aged 65-91 years (median age 71).	The participants continued working to increase financial security (to support a more varied, satisfying lifestyle or to support other family members). Work helped them maintain health and offered opportunities for continuous personal development. Very few were working to provide for everyday needs.	UK. Fourteen participants were working full-time and seventeen part-time. The background of the first author is stated as health psychology and counselling.	For some of the participants work became "serious leisure" through which they could reach self-actualization and develop (being, becoming). They mentioned connections with others and helping others to live better (belonging). Some participants were also developing new businesses (doing, becoming).

Source: Adapted from Bratun et al. 2022, 6-8.

Appendix B: Ethical permissions for the study

št. sklepa: 4/2019-20
Datum: 09. 04. 2020

Na podlagi 22.b člena Statuta Alma Mater Europaea — Evropski center, Maribor (Alma Mater oz. AMEU) z dne 18. 12. 2012 ter sldadno s sklepom Etične komisije Alma Mater Europaea — Evropski center, Maribor (Komisija za študijske zadeve) z dne 9. 4. 2020, izdaja predsednica Etične komisije naslednji

Sklep

Vprašalnik za poglobljene intervjuje študentke Bratun Urške, študentke doktorskega programa Socialne gerontologije na Alma Mater, ki ga bo uporabila v namen raziskave na področju izkušenj ljudi, ki se odločajo ostati delovno aktivni, ko izpolnijo pogoje za upokojitev ter za identifikacijo dejavnikov, ki delovno aktivnost te skupine bodisi vzpodbujajo bodisi zavirajo, je etično ustrezen.

Obrazložitev:

Bratun Urška, študentka na programu Socialna gerontologija (DR), je Etični komisiji Alma Mater - ECM predložila vlogo za oceno etične ustreznosti vprašalnika za poglobljene intervjuje, s katerimi želi proučiti izkušnje ljudi, ki se odločajo ostati delovno aktivni, ko izpolnijo pogoje za upokojitev ter identificirati dejavnike, ki delovno aktivnost te skupine bodisi vzpodbujajo bodisi zavirajo. Raziskava ne bo potekala v nobeni instituciji. Prav tako študentka še nima potrjene dispozicije doktorske disertacije na AMEU. Mnenje etične komisije želi študentka za izvedbo raziskave, objavo č:ankov in predstavitev na kongresu. K svoji vlogi prilaga Vodilo za intervju ter Obrazec za soglasje za sodelovanje v raziskavi.
V skladu s podanimi pripombami članov komisije, je študentka pripravila popravek anketnega vprašalnika. Člani komisije so po pregledu popravljenega vprašalnika sprejeli odločitev kot izhaja iz izreka sklepa.

Pravni pouk:
Zoper to odločbo je dopustna pritožba v roku 8 dni od prejema. Pritožba se pošlje na naslov Alma Mater Europaea — Evropski center, Maribor, Slovenska ulica 17, Maribor. O njej bo odločal Senat Alma Mater Europaea.

št. sklepa: 8/2019-20

Datum: 03. 08. 2020

Na podlagi 22.b člena Statuta Alma Mater Europaea — Evropski center, Maribor (Alma Mater oz. AMEU) z dne 18. 12. 2012 ter skladno s sklepom Etične komisije Alma Mater Europaea — Evropski center, Maribor (Komisija za študijske zadeve) z dne 27. 7. 2020, izdaja predsednica Etične komisije naslednji

Sklep

Vprašalnik za poglobljene intervjuje študentke Bratun Urške, študentke doktorskega programa Socialne gerontologije, ki ga bo uporabila v namen raziskave na področju izkušenj ljudi, ki se odločajo ostati delovno aktivni, ko izpolnijo pogoje za upokojitev ter za identifikacijo dejavnikov, ki delovno aktivnost te skupine bodisi vzpodbujajo bodisi zavirajo, **je etično ustrezen**, predlaga pa se upoštevanje pripombe iz obrazložitve.

Obrazložitev:

Bratun Urška, študentka na programu Socialna gerontologija (DR), je Etični komisiji Alma Mater - ECM predložila ponovno vlogo za oceno etične ustreznosti vprašalnika za poglobljene intervjuje, s katerimi želi proučiti izkušnje in motive ljudi, ki se odločajo ostati delovno aktivni, ko izpolnijo pogoje za upokojitev ter identificirati dejavnike, ki delovno aktivnost te skupine bodisi vzpodbujajo bodisi zavirajo. Posebno pozornost bo namenila izkušnjam z medgeneracijskim sodelovanjem na delovnem mestu ter vplivom epidemije koronavirusa SARS-CoV-2 na doživljanje delovne aktivnosti in upokojevanja.

Vloga se navezuje na predhodno izdano dovoljenje etične komisije AMEU, številka sklepa 4/2019-20 z dne 9.4.2020. Ker je v prvi vlogi predviden samo en intervju z udeleženci, bi študentka želela mnenje komisije o tem, da intervju ponovi še enkrat, z istimi udeleženci. Na ta način bo primerjale njihove izkušnje pred epidemijo (prvi intervju — že izveden) in po epidemiji (drugi intervju).

Gre torej za drugi del kvalitativne raziskave. V prvem delu je bilo narejenih 9 poglobljenih intervjujev, ki so bili tudi analizirani (ta del je etična komisija že odobrila; številka sklepa 4/2019-20). V drugi fazi bi pristopila k istim udeležencem in jih prosila za sodelovanje v še enem intervjuju, ki bi se osredotočil na morebitne spremembe v njihovem doživljanju dela in delovne aktivnosti po epidemiji in spremembe na delovnem mestu. Uporabljeno bo vodilo za intervju (Priloga A). Intervjuji bodo predvidoma dolgi 30-60 minut in bodo s privoljenjem udeležencev posneti z diktafonom. Intervjuji bodo izvedeni na lokaciji, ki jo bo izbral intervjuvanec.

Študentka še nima potrjene dispozicije doktorske disertacije na AMEU. Mnenje etične komisije želi študentka za izvedbo raziskave, objavo članka in predstavitev na kongresu.

Študentka je oddala ponovno vlogo, vezano na predhodno izdano dovoljenje za izvedbo intervjuja. Gre za enak vzorec in enako metodologijo, le da bo intervju še enkrat ponovljen (ali so nastale kake spremembe po covid-19).

Člani komisije so po pregledu dokumentacije ugotovili, da vprašanja za drugi intervju niso etično sporna, opozorili so pa na časovno izvedbo raziskav. Prvi intervju je bil izveden v času epidemije COVlD19 in tudi drugi bo izveden v času, ko je prisoten že drugi val s širitvijo okužbe COVlD19 (do septembra se razmere verjetno ne bodo bistveno spremenile) in gre v bistvu za enake ukrepe kot v začetku epidemije.

Člani komisije so po pregledu popravljenega vprašalnika sprejeli odločitev kot izhaja iz izreka sklepa.

Pravni pouk:
Zoper to odločbo je dopustna pritožba v roku 8 dni od prejema. Pritožba se pošlje na naslov Alma Mater Europaea Evropski center, Maribor, Slovenska ulica 17, Maribor. O njej bo odločal Senat Alma Mater Europaea.

Predsednica Etične komisije AMEU-

Barbara Toplak

ECM

št. sklepa: 2/2020-21
Datum: 24. 02. 2021

Na podlagi 22.b člena Statuta Alma Mater Europaea — Evropski center, Maribor (Alma Mater oz. AMEU) z dne 18. 12. 2012 ter skladno s sklepom Etične komisije Alma Mater Europaea — Evropski center, Maribor (Komisija za študijske zadeve) z dne 24. 2. 2021, izdaja predsednica Etične komisije naslednji

Sklep

Raziskava s poglobljenimi intervjuji študentke Bratun Urške, študentke doktorskega programa Socialne gerontologije, Id ga bo uporabila v namen raziskave na področju izkušenj ljudi, ki se odločajo ostati delovno aktivni, ko izpolnijo pogoje za upokojitev ter za identifikacijo dejavnikov, ki delovno aktivnost te skupine bodisi vzpodbujajo bodisi zavirajo, je etično ustrezna.

Obrazložitev:

Bratun Urška, študentka na programu Socialna gerontologija (DR), je Etični komisiji Alma Mater - ECM predložila vlogo za oceno etične ustreznosti vprašalnika za poglobljene intervjuje. Namen raziskave je proučiti izkušnje in motive ljudi, ki se odločajo ostati delovno aktivni, ko izpolnijo pogoje za upokojitev ter identificirati dejavnike, ki delovno aktivnost te skupine bodisi vzpodbujajo bodisi zavirajo. Posebna pozornost bo namenjena fenomenu gerotranscendence, ki je bil identificiran v predhodnih intervjujih. Raziskava ne bo potekala v nobeni instituciji. Vloga se navezuje na predhodno izdani dovoljenji etične komisije AMEU, številka sklepa 4/2019-20 in 8/2019-20. Gre za longitudinalno študijo, zato bi intervjuje z istimi udeleženci ponovila še tretjič. K svoji vlogi prilaga Vodilo za intervju ter Obrazec za soglasje za sodelovanje v raziskavi.

Člani komisije so po pregledu popravljenega vprašalnika sprejeli odločitev kot izhaja iz izreka sklepa.

Pravni pouk:
Zoper to odločbo je dopustna pritožba v roku 8 dni od prejema. Pritožba se pošlje na naslov Alma Mater Europaea — Evropski center, Maribor, Slovenska ulica 17, Maribor. O njej bo odločal Senat Alma Mater Europaea.

Predsednica Etične komisije AMEU-ECM
pred. dr. Jelka Reberšek Go

št. sklepa: 1/2021-22
Datum: 16. 11. 2021

Na podlagi 22.b člena Statuta Alma Mater Europaea — Evropski center, Maribor (Alma Mater oz. AMEU) z dne 18. 12. 2012 ter skladno s sklepom Etične komisije Alma Mater Europaea — Evropski center, Maribor (Komisija za študijske zadeve) z dne 16. 11. 2021, izdaja predsednica Etične komisije naslednji

Sklep

Anketni vprašalnik študentke Bratun Urške, študentke doktorskega programa Socialne gerontologije, ki ga bo uporabila v namen proučitve izkušenj in motivov ljudi, ki se odločajo ostati delovno aktivni, ko izpolnijo pogoje za upokojitev ter identificirati dejavnike, ki delovno aktivnost te skupine bodisi vzpodbujajo bodisi zavirajo, je etično ustrezen.

Obrazložitev:

Bratun Urška, študentka na programu Socialna gerontologija (DR), je Etični komisiji Alma Mater - ECM predložila vlogo za oceno etične ustreznosti vprašalnika za poglobljene intervjuje.

Kvalitativni del študije je bil že izveden z dovoljenjem etične komisije AMEU (številka sklepa 4/2019-20, 8/2019-20 in 2/2020-21). Obravnavana vloga se nanaša na kvantitativni del študije. Namen raziskave je proučiti izkušnje in motive ljudi, ki se odločajo ostati delovno aktivni, ko izpolnijo pogoje za upokojitev ter identificirati dejavnike, ki delovno aktivnost te skupine bodisi vzpodbujajo bodisi zavirajo.

Sodelovanje v raziskavi je prostovoljno. Osebe, ki bodo prejele vabilo, se bodo same odločile za morebitno sodelovanje. Posredovani jim bodo podatki o raziskavi in kontakt raziskovalke, na katero se lahko obrnejo za dodatna pojasnila.

Člani komisije so po pregledu popravljenega vprašalnika sprejeli odločitev kot izhaja iz izreka sklepa.

Pravni pouk:
Zoper to odločbo je dopustna pritožba v roku 8 dni od prejema. Pritožba se pošlje na naslov Alma Mater Europaea Evropski center, Maribor, Slovenska ulica 17, Maribor. O njej bo odločal Senat Alma Mater Europaea.

Predsednica Etične komisije
AMEU-ECM pred. dr. Jelka
Reberšek Gorišek

Appendix C: Consent form for participants

SOGLASJE ZA SODELOVANJE V RAZISKAVI

Spodaj podpisani/a _____ se strinjam, da bom sodeloval/a v raziskavi doktorske študentke socialne gerontologije o delovni aktivnosti po izpolnitvi pogojev za upokojitev. Strinjam se tudi, da se moje besede citira (pod pogojem anonimnosti), ko se bo predstavljalo izsledke raziskave. Raziskovalka je pred pogovorom odgovorila na vsa moja vprašanja in me seznanila s potekom raziskave.

Datum:

Podpis:

Appendix D: Interview guides for phase 1

Vodilo za 1. intervju

- Ali mi lahko opišete, zakaj ste se odločili nadaljevati z delom, čeprav bi se lahko upokojili?
- Kdo vas je vzpodbujal, da nadaljujete z delom?
- Ste naleteli na ovire?
- Kakšen je bil odziv delodajalca na vašo odločitev?
- Kakšen je bil odziv sodelavcev?
- Odziv družine in prijateljev?
- Kakšne so vaše izkušnje zdaj, ko izpolnjujete pogoje za upokojitev?
- Kako se povezujete z mlajšimi sodelavci?
- Kakšne načrte imate za prihodnost v zvezi z vašim delom?
- Ali razmišljate o upokojitvi?

Vodilo za 2. intervju

- Povzetek zadnjega pogovora.
- Ali lahko opišete, kako je COVID-19 vplival na vaše delo in zaposlitev?
- Kako ste preživeli karanteno?
- Se je kaj spremenilo v vaši motivaciji za delo?
- Kako zdaj razmišljate o upokojevanju?
- Kako je epidemija vplivala na odnose v vaši organizaciji?
- Kakšna so vaša pričakovanja za naprej?

Vodilo za 3. intervju

- Povzetek zadnjega pogovora.
- Ali mi lahko opišete, kaj se je dogajalo z vami od kar sva se zadnjič srečala/i?
- Je prišlo do kakšnih sprememb v povezavi z vašim delom?
- Kaj je v tem času najbolj vplivalo na vaše počutje na delovnem mestu?
- Kaj je v tem času najbolj vplivalo na vaše odločitve?
- Kakšni so vaši načrti za naprej?

- Kaj je trenutno za vas najbolj pomembno v življenju?

- Kako doživljate možnost upokojitve?

- Kako bi opisali svoje odnose v službi in doma?

- Ali imate aktivnosti, ki vam veliko pomenijo v življenju? Kako bi jih opisali?

Project: Retirement-aged workers - 3rd interview

Report created by Ursa Bratun on 11/08/2021

Code Report – Grouped by: Code Groups

All (184) codes

Biti potreben

Comment: by Ursa Bratun

> *A feeling of being needed and valuable to the company (and customers) with your knowledge and expertise can motivate a person to continue working.*

12 Codes:

- **bi dal odpoved**

1 Quotations:

6:9 ¶ 8 in Intervju 6_Darko

Sem rekel, če ne bo dela, ni problema ,bom šel stran. Ne bom jaz breme firmi zaradi tega, ker ne bom dal odpovedi. Če ni dela, bom jaz sam dal odpoved, da olajšal

- **biti zaželjen**

2 Quotations:

5:10 ¶ 15 in Intervju 5_Felix

In če bi bli vodenje in odnosi z nadrejenim kot je treba in če bi bil zdrav, bi mogoče še mal potegnu. Če be vodstvo firme pokazalo, da sem zaželjen. Če imaš pa ti skoz občutek, da si nezaželjen, pa sigurno ni tega

10:22 ¶ 110 – 114 in Intervju 7_Marius

Čeprav zdaj, ko je 30 letnica, zdaj gremo pa v Škocjanske jame. So nas povabil komplet s partnerji. Pol pa v Portorož na barko pa mal zabavat se. V redu.

U: Lepo.

I: Samo so moral zaradi mene preložit, ker sem na dopustu. In je pozabila, jaz sem rekel, da čestitam na 30 letnici ampak, da jaz sem na Lošinju takrat in se bom bolš imel kot oni. So potem za en teden prestavili zaradi naju.

● **koristnost**

3 Quotations:

1:42 ¶ 34 in Intervju 1_ Margaret

Ni veščina delati, to kar ti je všeč , ampak vzljubiti to, kar ti je dano delati. V začetku sem mislila, samo da nimam pacientov z bolečino. Ampak v teh 20 letih sem se naučila to obvladat in zdaj uživam. In veliko ljudi je imela koristi od tega.

4:12 ¶ 40 in Intervju 4_Lyudmila

Ja, še kdaj. Jaz mislim, da delovni terapevt ne neha razmišljat (smeh) delovno terapevtsko. Naj ti povem, da v ulici imamo eno gospo, ki je stara 86 let in so se odločli, vnuk se je odločil, da pride v hišo od babice in so v njej naredil v pritličju stanovanje in sem se jaz angažirala, kje naj kaj dajo, kje naj kopalnica, kako naj to naredijo, kje ročaj, ne. In sem se počutla tko … v redu, da sem z mojimi znanji, mojimi nasveti, lahko tko čist v skupnosti. No, tukaj mam pa še plane. Sam zdajle zaradi kovida ni možno ampak v skupnosti bom verjetno se še vključevala

10:9 ¶ 36 in Intervju 7_Marius

Bolj koristim firmi, če doma delam. Zdaj pa, avto so mi dal, da nimam robe v stanovanju … tud na balkonu je polno kartonov, tisti so sicer prazni, jih šparam za naprej, drugač pa imam večino v kombiju. Če bi iz otroške sobe otroke ven vrgel, bi lahko tam notri imel delavnico. Midva itak spiva tamle za omaro, tako da tam bi lahko imel, samo nočem. . Kar naj dajo avto, če hočjo, če ne pa ne bom delal.

● **občutek nenadomestljivosti**

1 Quotations:

1:5 ¶ 4 in Intervju 1_ Margaret

če bi prenehala, bi ta dejavnost prenehala, ker bi bila velika škoda

● **občutek odgovornosti**

1 Quotations:

10:31 ¶ 175 in Intervju 7_Marius

Absolutno. Tukaj pa ni … jaz se ne zajebavam pri teh stvareh. Ponavadi je tako, da če nekaj rečem to tudi je. Sem napisal, da bom 20. končal tistih tužnt osemsto … jutri smo 21.

Appendix F: Thematic analysis of qualitative material in phase 1 (extended)

Code examples	Sub-category	Theme
Pomen zdravja Sposobnosti za delo Upad sposobnosti Bolečine Zdravje Zmanjševanje zmožnosti	**Zdravje in sposobnosti (Health & Abilities)** *Participants describe they perceive some reduction in their physical and mental abilities. However, these are not yet affecting the quality of their work. They feel while they are healthy, they can continue working. Ill health (theirs or of their spouse) would be a reason to stop immediately. Health and abilities are, therefore, linked with the category "The right time".*	**THE FOUNDATIONS FOR EXTENDED WORKING LIFE** This theme describes the factors that are a prerequisite for EWL. They relate to personal factors (health and abilities of the worker and the feeling it is not time to retire yet), social factors (work relationships), and organizational factors (leadership style, organizational culture and work characteristics). If any of these factors are on a negative spectrum, a worker is likely to consider retiring (regardless of their motives for work).
Lahko delo Ni pa naporno Delovni pogoji Ni težko delo	**Značilnosti dela (Work Characteristics)** *If the work is not strenuous and physically demanding, a person is more likely to continue. Certain jobs might be more difficult to perform as a person ages. Good working conditions also support EWL.*	
Dobro počutje v timu Delal dlje, če bi bili boljši odnosi Odnosi s sodelavci Pogovor o nadaljevanju s sodelavci Prijetno vzdušje Slabi odnosi Pričakovanje, da se upokojim	**Odnosi v službi (Work relationships)** *Work relationships can be a deciding factor to either continue working or stop. This category mostly refers to the relationship with co-workers and the general atmosphere at workplace. A pleasant, supportive work environment encourages a person to continue. In contrast, toxic relationships and work culture can cause a person to retire sooner than they would otherwise.*	
Vpliv vodilnih na odločitev Ponovno povabljen Negativen odnos delodajalca Konflikt z nadrejenim Menjava vodstva Spoštovanje Različen odnos do zaposlenih	**Stil vodenja (Leadership style)** The leader/manager and their attitude and leadership style play an important role in the decision to continue working. If the manager treats the worker poorly, they are less likely to continue. In contrast, if they are respectful to the worker and include them in the decision-making, this can be essential for EWL. Sometimes, a change in the leadership can change the worker's	

	situation in terms of retirement prospects.	
Čas, da se upokojim	**Pravi čas za upokojitev/ Temporal perspective**	
Dovolj je		
Enkrat mora biti konec	*This category captures a feeling about the right time to retire. The moment is characterized in terms of temporality; either as being of a certain age (e.g., 74, 65 years old) or as having worked for long enough (e.g., 40 years, 43 years). For some, having worked for 3 years after meeting the retirement criteria can also be the milestone after which they are not prepared to continue (due to cuts in the financial incentive). This 3-year timeline is probably very specific to Slovenia. The sentiment of the right time also includes the acknowledgement that a person is still healthy, therefore should retire timely and enjoy retirement and other activities for the rest of their lives (as opposed to continue working). The decision to retire reflects that a person feels psychologically ready to retire (at a certain point) and can start a new period in their lives. This decision is highly individual and can also include a consideration for the next generation, as in making space for younger people while moving on yourself. Some can also describe reduced motivation and "having had enough".*	
Odločitev za upokojitev		
Dovolj fit za pokoj		
Pravi čas za upokojitev		
Preteče 3 leta		
Sem opravila 40 let		
Naveličanost		
Biti zdrav v pokoju		
Prepustiti mesto drugemu		
Finance so motiv	**Pomen financ/Financial perks**	
Finance niso motiv		
Odmerni odstotek za pokojnino	Finances can be an important motive to continue working, both to increase the current salary and future pension. When the state incentive is reduced after 3 years of EWL, the motivation to continue seems to be reduced. Nonetheless, finances are not the only motive and for some, they are not a motive at all. Helping adult children financially can also motivate people to continue working.	**MOTIVES FOR EXTENDED WORKING LIFE** This theme describes the main motives for EWL, which are both external (finances, maintaining familiar patterns, achievements) and internal (making a contribution, love of work). Since the division into intrinsic vs extrinsic motives can be simplistic, these motives could be described along the continuum of doing-being-becoming-belonging needs.
Višina plače		
Boljša penzija		
Finančna pomoč otrokom		
Delovna rutina	**Okupacijski vzorci / Occupational patterns**	
Navadiš se delat		
Bi bilo dolgčas	*Work provides a certain familiar pattern of life with its habits and routines. For some, this routine*	
Deloholik		
Ne znaš brez dela		
Rutina		

Je hudič, če nimaš dela Življenjska navada	*provides a much-needed stability that they might find difficult to replace without becoming bored.*	
Uspeh pri delu Pohvale Dobro dela Kompetenten pri delu Nagrada Avtonomija pri delu Hvaležnost pacientov	**Uspeh pri delu/Work Achievements** *Work provides a sense of achievement and success, which is a source of pleasure for a worker. Sometimes, the success is externally recognized and rewarded (or at least acknowledged), but sometimes, the satisfaction is only known to the worker. A feeling of mastery and competence is also enjoyed, especially when it can be expressed though autonomous work.*	
Koristnost Občutek odgovornosti Vpleten v firmo Počaščen, da nadaljuje Prenos znanja Iskanje naslednika Biti učitelj/mentor Prispevati znanje	**Pomemben doprinos/ A valuable contribution** *This category combines the feeling of being needed and the motivation to pass on knowledge and experience. The contribution is characterized in relation to the company, customers, the society and future generations.* *A feeling of being needed and valuable to the company (and customers) with your knowledge and expertise can motivate a person to continue working. The participants have a wish to pass on their knowledge and experience to a younger generation. They are motivated to mentor and train new staff. However, there is often a limited opportunity for this transaction and their experience is often underutilized.*	
Ljubezen do dela Me zelo veseli Smisel življenja Poslanstvo Plemenito delo	**Ljubezen do dela / Love of work** *Work can be a source of purpose for some. They feel this is their vocation and they are internally motivated to continue working out of love for their profession, type of work. This are people who don't work for finances.*	
Iskanje smisla Strah pred smrtjo Zavedanje umrljivosti	**Eksistencialna vprašanja**	

Delo na odnosih	**Sprememba prioritet**	**GEROTRANSCENDENCE**
Kakovostno druženje		
Povezava z družino		This theme links with the theory of gerotranscendence. It describes the importance of quality (over quantity) of relationships and a reduction in social contacts, which is perceived positively by the participants. A special importance is attributed to connection with nature and having time for yourself and doing things that you enjoy. Priorities might change (work losing its prominence in the narrative) and a new life is expected that will be characterized by occupational balance. This state of mind appears to be an exit point to a meaningful retirement.
Manj druženja		
Branje		
Delo ni glavni smisel življenja		
Okupacijsko ravnovesje		
Preživljanje časa v naravi	**Povezava z naravo**	
Adaptacija na upokojitev		**ADDAPT & ACCEPT**
Obžalovanje		
Prehod v upokojitev		This theme describes a process of gradual adaptation and acceptance that occurs when people are approaching their retirement. Their work obligations and/or work hours might slowly be reduced. The process can include some elements of grieving, for instance, a feeling of loss of previous roles. If they continue working, they must be able to accept novelty and acquire new skills and knowledge.
Proces prilagajanja		
Spoprijeti se z novim		
Učenje novih znanj		
Zmanjševanje delovnih nalog		
Pomembna okupacija	**Engaging occupations**	
Nadomestna aktivnost	*A person finds a replacement activity for work that has similar characteristics to work and keeps them fully and positively engaged and connected with others. This can be gardening, running voluntary groups, playing football in the community.*	
Leisure time work		
Plani za prihodnost		
Medgeneracijsko sodelovanje		
Biti aktiven	**Aktivno staranje / Active aging**	**THE LANDSCAPE OF WORK-TO-RETIREMENT TRANSITION**
Delati po upokojitvi	*The emphasis is on being active and participating in the society. The activity can be encouraged by important others. The sentiment of constant activity can be diametrically opposite to the idea of gerotranscendence. However, it seems, the two can co-exist. As a part of active aging, a person can include new occupations into their lives.*	This theme describes the worker's broader context as they approach retirement and make decisions regarding EWL. While active aging is directly linked to prolonged work activity, some of the other strategies are connected with designing a meaningful retirement, such as having engaging occupations and co-occupations in your new occupational pattern. The social context is also important, particularly relationships with one's partner and adoption of new roles, for instance, being a grandparent.
Biti med ljudmi		
Vzpodbuja naj nadaljuje		
Nove okupacije		
Dodatna dejavnost		
Vloga starih staršev	**Nove vloge & routine /New roles & routines**	
Nova prijateljstva		

Več časa za druge aktivnosti in druženja Sprememba routine po upokojitvi	*When approaching retirement or newly retired, people adopt new roles and develop new routines. Often, they have the role of grandparents. They might also meet new friends or spend more time in activities they previously didn't have the time for.*	
Druženje z mlajšimi Druženje z upokojenimi Druženje z delovno aktivnimi Medgeneracijsko druženje	**Socialna mreža / Social networks** *While they work, a person's network is often dominated by people who are also active in the labour force. As they retire, more of their contacts might also be retired. Intergenerational contacts are important.*	
Čakanje na partnerja Ko-okupacije Neuskaljenost s partnerjem Partner v pokoj	**Odnos z zakoncem / Relationship with partner** *Partner is an important part of the narrative of EWL and retirement transition. Some are waiting for their partner to retire. Others are planning co-occupations for post-retirement. It is also possible that the partners are not aligned in their interests and plans, which needs to be negotiated.*	

Source: Own 2022

Appendix G: WbRQ – Slovenian draft

VPRAŠALNIK

1. Katera trditev bi najbolje opisala vaš trenutni status (izberite eno):

a) Sem zaposlen_a in ne izpolnjujem pogojev za starostno upokojitev (starost 60 let in 40 let delovne dobe ali starost 65 let in najmanj 15 let delovne dobe).

b) Sem zaposlen_a in izpolnjujem pogoje za starostno upokojitev (starost 60 let in 40 let delovne dobe ali starost 65 let in najmanj 15 let delovne dobe).

c) Sem upokojen_a in opravljam plačano delo v isti organizaciji kot pred upokojitvijo (npr. pogodbeno).

d) Sem upokojen_a in opravljam plačano delo v drugi organizaciji kot pred upokojitvijo (npr. pogodbeno).

e) Sem upokojen_a in nisem več delovno aktiven_a.

2. V nadaljevanju je naštetih nekaj trditev, ki so vezane na različne dejavnike, ki lahko vplivajo na vaše delo. Prosimo vas, da na 5-stopenjski lestvici ocenite svoje strinjanje z vsako trditvijo, pri čemer 1 pomeni najmanjše strinjanje (sploh se ne strinjam) in 5 največje strinjanje (popolnoma se strinjam).

Trditev	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Počutim se dovolj zdravega_o, da nadaljujem z delom					
V zadnjem letu sem opazil_a upad sposobnosti, ki so potrebne za opravljanje mojega dela in delovnih nalog.					
Delo, ki ga opravljam, se mi zdi naporno.					
S sodelavci se dobro razumemo.					
Mislim, da vodstvo/nadrejeni želijo, da nadaljujem z delom v organizaciji.					
Menim, da človek sam začuti, kdaj je čas, da se upokoji.					
Moj nadrejeni ima stil vodenja, ki je vključujoč in prijazen do zaposlenih.					

3. V naslednjem sklopu je nekaj trditev, ki so vezane na različne motive in motivacijo za delo. Prosimo vas, da na 5-stopenjski lestvici ocenite svoje strinjanje z vsako trditvijo, pri čemer 1 pomeni najmanjše strinjanje (sploh se ne strinjam) in 5 največje strinjanje (popolnoma se strinjam).

Trditev	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Glavni razlog, da delam, je denar.					
Pomembna mi je dnevna rutina, ki je vezana na delo.					
Pohvala za dobro opravljeno delo mi veliko pomeni.					
Pomemben mi je občutek, da svoje delo obvladam.					
Na svojo vlogo v podjetju/organizaciji sem ponosen_a					
To, da sem pri svojem delu lahko avtonomen_a, mi veliko pomeni.					
Pomembno mi je, da lahko svoje znanje in izkušnje prenašam naprej.					
Pomembno mi je, da se počutim koristnega za organizacijo in družbo.					
Delam zato, ker imam rad_a svoje delo.					
Delam zato, ker mi delo, ki ga opravljam, daje občutek smisla v življenju.					
Glavni razlog, da delam, je občutek notranjega zadovoljstva, ki ga ob tem občutim.					
Zadovoljen_a sem s svojimi medosebnimi odnosi izven delovnega okolja.					
Čutim, da sem del organizacije.					
Pomembno mi je, da se preko dela osebnostno in poklicno razvijam.					
Pri načrtovanju upokojitve ima pomembno vlogo tudi moj partner, npr. želiva se upokojiti istočasno.					

Za konec še nekaj splošnih vprašanj in vprašanj vezanih na druga področja vašega življenja. Če niste več delovno aktivni, v odgovorih upoštevajte stanje tik pred upokojitvijo.

4a. Ali imate poleg dela še kakšne dejavnosti ali aktivnosti, ki so za vas enako pomembne kot delo? (obkrožite eno trditev)

a) Ne, nimam nobene dejavnosti ali aktivnosti, ki bi mi bila vsaj tako pomembna kot delo.

b) Da, imam eno dejavnost ali aktivnost, ki mi je vsaj tako pomembna kot delo.

c) Da, imam dve dejavnosti ali aktivnosti, ki sta mi vsaj tako pomembni kot delo.

d) Da, imam več kot dve dejavnosti ali aktivnosti, ki so mi vsaj tako pomembne kot delo.

4b. Koliko časa nameravate delati? (obkrožite eno trditev)

a) Z delom nameravam nadaljevati še 1 leto ali manj.

b) Z delom nameravam nadaljevati še 1 do 3 leta.

c) Delal_a bom dlje kot 3 leta.

č) Nimam postavljene časovne omejitve. Z delom nameravam nadaljevati, kolikor časa bo mogoče.

d) Nisem se še odločil_a.

4c) Kako bi opisali svojo socialno mrežo glede na delovno aktivnost? (obkrožite eno trditev)

a) Družim se predvsem z ljudmi, ki so delovno aktivni.

b) Družim se z ljudmi, ki so že upokojeni ali niso zaposleni.

c) Družim se tako z delovno aktivnimi kot upokojenimi in nezaposlenimi.

4d) Kako bi opisali svojo socialno mrežo glede na generacijsko pripadnost? (obkrožite eno trditev)

a) Družim se predvsem z enako starimi kot sem jaz.

b) Družim se predvsem z mlajšimi od sebe.

c) Družim se predvsem s starejšimi od sebe.

d) Družim se z vsemi generacijami.

4e) Ali ste v zadnjem letu začeli izvajati kako novo aktivnost ali dejavnost?

DA

NE

5. Katera od naštetih možnosti najbolje opiše sektor, v katerem trenutno delate ali ste delali tik pred upokojitvijo (ne glede na vaš poklic)? (Izberite eno možnost)

a) Gospodarstvo

b) Vzgoja in izobraževanje

c) Zdravstvo

č) Socialno varstvo

d) Javna uprava

e) Ne-vladni sektor

f) Kultura

g) Drugo

6. **Vaš spol:**

    e) Ženski
    f) Moški

7. Vaša starost: _____ **let**

8. Stopnja izobrazbe:

a) osnovna šola ali manj

b) poklicna šola

c) srednja šola

d) višja ali visoka šola

e) univerzitetna izobrazba

f) magisterij

g) doktorat

9. Kako bi opisali svoje socialno-ekonomsko stanje:

a) zelo slabo

b) slabo

c) zadovoljivo

d) dobro

e) zelo dobro

10. Kako bi opisali svoj zakonski stan?

a) Samski_a

b) Poročen_a

c) Ločen_a

d) Vdovec_a

e) Zunajzakonska skupnost ali partnerska zveza

Appendix H: WbRQ – English draft

QUESTIONNAIRE

1. Which of the statements would best describe your current status (please choose one):

    f) I am employed and do not meet the criteria for retirement (age 60 years and 40 years labour activity or age 65 years and at least 15 years labour activity).

    g) I am employed and meet the criteria for retirement (age 60 years and 40 years labour activity or age 65 years and at least 15 years labour activity).

    h) I am retired and continue to work in the same organization as prior to retirement (e.g., contract work).

    i) I am retired and work in a different organization as the one I worked in prior to retirement (e.g., contract work)

    j) I am retired and don't work anymore.

2. Below we have written a few statements about factors that could influence your work. Please tell us how strongly you agree or disagree with the statements on a 5-point scale where 1 indicates the lowest agreement (strongly disagree) and 5 indicates the strongest agreement (strongly agree).

Statement	1 (strongly disagree)	2	3	4	5 (strongly agree)
I feel healthy enough to continue working.					
I have noticed a decline in the abilities that are required to perform my work and work tasks in the past year.					
I think that the work I do is strenuous.					
I get along with my co-workers.					

I think my managers/supervisors want me to continue working in this organisation.				
I think every person feels when it's the right time to retire.				
Our manager has a leadership style that is inclusive and kind to the employees.				

3. Next, we have written a few statements about motives and motivation for work. Please tell us how strongly you agree or disagree with the statements on a 5-point scale where 1 indicates the lowest agreement (strongly disagree) and 5 indicates the strongest agreement (strongly agree).

Statement	1 (strongly disagree)	2	3	4	5 (strongly agree)
Finances are the main reason I continue working.					
The daily routine that is linked to work is important to me.					
It means a lot to me to get complimented for work well done.					
A sense of mastery is important to me at work.					
I'm proud of my role at work.					
A sense of autonomy is important to me at work.					

It's important to me to pass on my knowledge and experience.				
It's important to me to feel useful for the organisation and the society.				
I work because I love my work.				
I work because my work gives me a sense of purpose in life.				
The main reason I continue working is a sense of inner satisfaction I get.				
I am satisfied with my relationships outside of work.				
I feel I am part of the organization where I work.				
It's important to me to be able to continously develop personally and professionally.				
My partner is an important consideration when planning retirement				

Now a few more questions linked to other areas of your work.

4a. Beside work, do you have any other activities or hobbies that would be at least as important to you as work? (Please chose one)

a) No, I have no other activities or hobbies that would be at least as important to me as work.

b) Yes, I have one other activity or hobby that is at least as important to me as work.

c) Yes, I have two other activities or hobbies that are at least as important to me as work.

d) Yes, I have more than two other activities or hobbies that are at least as important to me as work.

4b. For how much longer do you intend to continue working? (Please chose one)

a) I will continue working for a year or less.

b) I will continue working for another 1 to 3 years.

c) I will continue working for longer than 3 years.

d) I don't have a time limit. I will continue working for as long as possible.

e) I have not decided yet.

4c) How would you describe your social network based on their work activity? (Please chose one)

a) I mainly socialize with people who are still working.

b) I mainly socialize with people who are already retired or don't work.

c) I socialize with people who are still working as well as with people who are retired or unemployed.

4d) Which generations of people do you socialise with? (Please chose one)

a) I mainly socialize with people who are my age.

b) I mainly socialize with people who are younger than me.

c) I mainly socialize with people who are older than me.

d) I socialize with all generations.

4e) Have you taken up any new activities or hobbies in the last year?

YES

NO

5. Which of the statements best describes the sector you work in or have worked in prior to retirement (regardless of your profession)? (Please choose one)

a) Economy and private business

b) Education

c) Health care

č) Social service

d) Civil service

e) NGO

f) Culture

g) Other

6. Your gender:

    g) Female

    h) Male

7. Your age: ___ years

8. Education level:

a) primary school or less

b) vocational school

c) high school

d) college education

e) university

f) Master of Science

g) Phd

9. How would you describe your socio-economic situation:

a) very bad

b) bad

c) satisfactory

d) good

e) very good

10. How would you describe your marital status?

a) Single

b) Married

c) Divorced

d) Widower

e) Long-term relationship/co-habiting

Appendix I: Definitions of measurement objectives for WbRQ

1. Katera trditev bi najbolje opisala vaš trenutni status (izberite eno):

a) Sem zaposlen_a in ne izpolnjujem pogojev za starostno upokojitev (starost 60 let in 40 let delovne dobe ali starost 65 let in najmanj 15 let delovne dobe).

b) Sem zaposlen_a in izpolnjujem pogoje za starostno upokojitev (starost 60 let in 40 let delovne dobe ali starost 65 let in najmanj 15 let delovne dobe).

c) Sem upokojen_a in opravljam plačano delo v isti organizaciji kot pred upokojitvijo (npr. pogodbeno).

d) Sem upokojen_a in opravljam plačano delo v drugi organizaciji kot pred upokojitvijo (npr. pogodbeno).

e) Sem upokojen_a in nisem več delovno aktiven_a.

[Preveriti ali je seznam statusov dovolj vključujoč? Preveriti razumevanje pojma starostna upokojitev in biti zaposlen.]

2. V nadaljevanju je naštetih nekaj trditev, ki so vezane na različne dejavnike, ki lahko vplivajo na vaše delo. Prosimo vas, da na 5-stopenjski lestvici ocenite svoje strinjanje z vsako trditvijo, pri čemer 1 pomeni najmanjše strinjanje (sploh se ne strinjam) in 5 največje strinjanje (popolnoma se strinjam).

Trditev	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Počutim se dovolj zdravo, da nadaljujem z delom. [Preveriti ali se posameznik počuti dovolj zdravega, da nadaljuje z delom. Gre za subjektivno doživljanje posameznikovega fizičnega in duševnega zdravja in skladnosti med njegovim zdravjem in delovno aktivnostjo.]					
V zadnjem letu sem opazil_a upad sposobnosti, ki so potrebne za opravljanje mojega dela in delovnih nalog. [Preveriti ali je prišlo do kakšne spremembe v doživljanju sposobnosti vezanih na opravljaje specifičnega dela. Gre za fizične in kognitivne sposobnosti posameznika. Sprememba					

sposobnosti lahko vpliva na kakovost dela ali pa tudi ne.]					
Delo, ki ga opravljam, se mi zdi naporno. [Preveriti ali posameznik svoje delo doživlja kot nekaj, za kar je potreben fizičen, čustven, psihološki, kognitivni napor.]					
S sodelavci se dobro razumemo. [Preveriti, kakšni so odnosi s sodelavci. Vključuje medosebne odnose in splošno klimo na delovnem mestu.]					
Mislim, da vodstvo/nadrejeni želijo, da nadaljujem z delom v organizaciji. [Preveriti ali imajo nadrejeni pozitiven odnos do tega, da oseba nadaljuje z delom na svojem delovnem mestu.]					
Menim, da človek sam začuti, kdaj je čas, da se upokoji. [Preveriti ali posameznik meni, da obstaja točka, na kateri posameznik začuti, da je čas, da se umakne s trga dela in zaključi z rednim plačanim delom. Še vedno lahko dela (plačano ali volontersko), vendar ni več redno zaposlen.]					
Moj nadrejeni ima stil vodenja, ki je vključujoč in prijazen do zaposlenih. [Preveriti ali je stil vodenja v organizaciji takšen, da vključuje zaposlene v odločitve in se trudi biti prijazen do njih, v smislu komunikacije in upoštevanja delavca kot živega bitja.]					

3. V naslednjem sklopu je navedenih nekaj trditev, ki so vezane na različne motive in motivacijo za delo. Prosimo vas, da na 5-stopenjski lestvici ocenite svoje strinjanje z vsako trditvijo, pri čemer 1 pomeni najmanjše strinjanje (sploh se ne strinjam) in 5 največje strinjanje (popolnoma se strinjam).

Trditev	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Glavni razlog, da delam, je denar. [Preveriti ali je finančni motiv najmočnejša vzpodbuda za delo]					
Pomembna mi je dnevna rutina, ki je vezana na delo. [Preveriti ali je motiv za delo dnevna rutina, ki jo prinaša delo. To vključuje pot na delo, 8-urni delavnik, prosti vikendi, organizacija časa, počitnice.]					
Pohvala za dobro opravljeno delo mi veliko pomeni. [Preveriti ali je pohvala motiv za delo. Pohvala je lahko ustna, pisna, neverbalna, v obliki bonusa; s strani sodelavca, stranke, nadrejenega, družinskega člana.]					
Pomemben mi je občutek, da svoje delo obvladam. [Preveriti ali je občutek kompetentnosti pomemben motiv za delo]					
Na svojo vlogo v podjetju/organizaciji sem ponosen_a [Preveriti ali je vloga, ki jo ima delavec v podjetju motiv za delo. Lahko gre za formalno vlogo (npr. vodja oddelka) ali pa neformalno vlogo, ki jo ima (npr. nekdo, na katerega se ljudje obračajo za nasvet)]					
To, da sem pri svojem delu lahko avtonomen_a, mi veliko pomeni. [Preveriti ali je občutek avtonomije pri delu pomemben					

motiv. Avtonomija se lahko nanaša na samo izvedbo dela ali odločitve vezane na delo.]					
Pomembno mi je, da lahko svoje znanje in izkušnje prenašam naprej. [Preveriti ali je pomemben motiv za delo prenos znanja. Prenos lahko poteka neformalno ali pa formalno v obliki mentorstva. Prenaša se lahko na mlajše ali vrstnike.]					
Pomembno mi je, da se počutim koristnega za organizacijo in družbo. [Preveriti ali je pomemben motiv za delo občutek, da s svojim delom pozitivno prispevaš, si koristen, te potrebujejo]					
Delam zato, ker imam rad_a svoje delo. [Preveriti ali je pomemben motiv za delo ljubezen do dela, ki ga oseba opravlja in občutek notranjega zadovoljstva.]					
Delam zato, ker mi delo, ki ga opravljam, daje občutek smisla v življenju. [Preveriti ali je pomemben motiv za delo to, da osebi daje občutek smisla v življenju.]					
Zadovoljen_a sem s svojimi medosebnimi odnosi izven delovnega okolja. [Preveriti, kakšno je zadovoljstvo z odnosi izven delovnega mesta, npr. družino, partnerjem, prijatelji, sosedi.]					
Čutim, da sem del organizacije. [Preveriti ali udeleženec čuti občutek pripadnosti svoji organizaciji]					
Pomembno mi je, da se preko dela osebnostno in poklicno razvijam.					

[Preveriti ali je pomemben motiv za delo trajnostni razvoj, lahko preko izobraževanj, tečajev ali preko izkušenj, ki jih nudi delo.]					
Glavni razlog, da delam, je občutek notranjega zadovoljstva, ki ga ob tem občutim.					
Pri načrtovanju upokojitve pomembno vlogo igra tudi moj partner, npr. želiva se upokojiti istočasno.					

Za konec še nekaj splošnih vprašanj in vprašanj vezanih na druga področja vašega življenja.

4a. Ali imate poleg dela še kakšne dejavnosti ali aktivnosti, ki so za vas vsaj tako pomembne kot delo? (obkrožite eno trditev)

a) Ne, nimam nobene dejavnosti ali aktivnosti, ki bi mi bila vsaj tako pomembna kot delo.

b) Da, imam eno dejavnosti ali aktivnosti, ki mi je vsaj tako pomembna kot delo.

c) Da, imam dve dejavnosti ali aktivnosti, ki sta mi vsaj tako pomembni kot delo.

d) Da, imam več kot dve dejavnosti ali aktivnosti, ki so mi vsaj tako pomembne kot delo.

5b. Koliko časa nameravate delati? (obkrožite eno trditev)

a) Z delom nameravam nadaljevati še 1 leto ali manj.

b) Z delom nameravam nadaljevati še 1 do 3 leta.

c). Nimam časovne omejitve. Z delom nameravam nadaljevati, kolikor časa bo mogoče.

d). Nisem se še odločil_a.

4c) Kako bi opisali svojo socialno mrežo glede na delovno aktivnost? (obkrožite eno trditev)

a) Družim se predvsem z ljudmi, ki so delovno aktivni.

b) Družim se z ljudmi, ki so že upokojeni ali niso zaposleni.

c) Družim se tako z delovno aktivnimi kot upokojenimi in nezaposlenimi.

4d) Kako bi opisali svojo socialno mrežo glede na generacijsko pripadnost? (obkrožite eno trditev)

a) Družim se predvsem z enako starimi kot sem jaz.

b) Družim se predvsem z mlajšimi od sebe.

c) Družim se predvsem s starejšimi od sebe.

d) Družim se z različnimi generacijami ljudi.

5e) Ali ste v zadnjem letu začeli izvajati kako novo aktivnost ali dejavnost?

DA

NE

6. Katera od naštetih možnosti najbolje opiše sektor, v katerem trenutno delate (ne glede na vašo izobrazbo)? (Izberite eno možnost)

a) Gospodarstvo

b) Vzgoja in izobraževanje

c) Zdravstvo

č) Socialno varstvo

d) Javna uprava

e) Ne-vladni sektor

f) Kultura

g) Drugo:

[Preveriti ali je seznam sektorjev dovolj vključujoč?]

7. Vaš spol:

    i) Ženski
    j) Moški

8. Vaša starost: ___ **let**

9. Stopnja izobrazbe:

a) osnovna šola ali manj

b) poklicna šola

c) srednja šola

d) višja ali visoka šola

e) univerzitetna izobrazba

f) magisterij

g) doktorat

10. Kako bi opisali svoje socialno-ekonomsko stanje:

a) zelo slabo

b) slabo

c) zadovoljivo

d) dobro

e) zelo dobro

11. Kako bi opisali svoj trenutni zakonski stan?

a) Samski_a

b) Poročen_a

c) Ločen_a

d) Vdovec_a

e) Zunajzakonska skupnost ali partnerska zveza

Hvala lepa za sodelovanje!

Appendix J: Formular for notes (cognitive interviews)

Trditev	Namen testiranja	Komentarji	Končna verzija trditve
Vprašanje 1			
Počutim se dovolj zdravega_o, da nadaljujem z delom			
V zadnjem letu sem opazil_a upad sposobnosti, ki so potrebne za opravljanje mojega dela in delovnih nalog.			
Delo, ki ga opravljam, se mi zdi naporno.			
S sodelavci se dobro razumemo.			
Mislim, da vodstvo/nadrejeni želijo, da nadaljujem z delom v organizaciji.			
Menim, da človek sam začuti, kdaj je čas, da se upokoji.			
Moj nadrejeni ima stil vodenja, ki je vključujoč in prijazen do zaposlenih			
Glavni razlog, da delam, je denar.			
Pomembna mi je dnevna rutina, ki je vezana na delo.			

Pohvala za dobro opravljeno delo mi veliko pomeni.			
Pomemben mi je občutek, da svoje delo obvladam.			
Na svojo vlogo v podjetju/organizaciji sem ponosen_a			
To, da sem pri svojem delu lahko avtonomen_a, mi veliko pomeni.			
Pomembno mi je, da lahko svoje znanje in izkušnje prenašam naprej.			
Pomembno mi je, da se počutim koristnega za organizacijo in družbo.			
Delam zato, ker imam rad_a svoje delo.			
Delam zato, ker mi delo, ki ga opravljam, daje občutek smisla v življenju.			
Glavni razlog, da delam, je občutek notranjega zadovoljstva, ki ga ob tem občutim.			
Zadovoljen_a sem s svojimi medosebnimi odnosi izven delovnega okolja.			
Čutim, da sem del organizacije.			
Pomembno mi je, da se preko dela osebnostno in poklicno razvijam.			

Ali imate poleg dela še kakšne dejavnosti ali aktivnosti, ki so za vas enako pomembne kot delo?			
Koliko časa nameravate delati?			
Kako bi opisali svojo socialno mrežo glede na delovno aktivnost?			
Kako bi opisali svojo socialno mrežo glede na generacijsko pripadnost?			
Ali ste v zadnjem letu začeli izvajati kako novo aktivnost ali dejavnost?			
Spol			
Starost			
Izobrazba			
Sektor			
Socialno-ekonomski stan			
Zakonski stan			

Source: Own 2022

Appendix K: Notes from cognitive interviews

Trditev	Komentarji int. 1 (I1)	Komentarji int.2 (I2)	Komentarji int.3 (I3)	Komentarji int.4 (I4)	Komentarji int.5 (I5)	Komentarji int.6 (I6)	Komentarji raziskovalca
Presejalno vprašanje	Izpustiti razlago, kaj je starostna upokojitev, ker so nekateri lahko mlajši od 60 let. Ali pa vključiti razlago glede olajšav (vojaščina, skrb za otroka, delo pred 18. letom). Ali v oklepaju "polna pokojninska doba brez dokupa." Pri 2. trditvi raje "Izpolnjujem pogoje za starostno upokojitev, vendar še vedno delam/ostajam v delovnem razmerju."	Del v oklepaju lahko zmede. Pri 2. trditvi bi bilo bolj razumljivo, če bi bilo obrnjeno "Izpolnjujem pogoje za upokojitev, vendar delam naprej.	Brez obotavljanja in bi razumela tudi brez oklepaja	Brez obotavljanja in bi raje izpustil oklepaj.	Brez obotavljanj. V oklepaju bi raje dala vsaj 40 let, saj ima ona 43 let delovne dobe.	Brez obotavljanja, oklepaj se mu zdi zavajajoč, saj ne vključuje vseh možnosti (podobno kot je izpostavila I1). Meni, da vsak, ki se bliža upokojitvi, pogleda stran ZPIZa in je seznanjen s tem.	Podanih preveč informacij, ki pa ne vključujejo vseh potencialnih udeležencev. Glede na to kar sta povedal I1 in I2 bi drugo trditev obrnili, da ni preveč podobna prvi in bi kdo lahko spregledal.
1. Počutim se dovolj zdravega_o, da nadaljujem z delom	Pomisli najprej na fizično zdravje, vendar če bi imela duševne težave, bi	Razume psihično in fizično zdravje.	Razume psiho-fizično kondicijo. Če bi bila ena	Pomisli na fizične bolezni in tudi splošno	Pomisli na fizično zdravje.	Pomisli na fizično zdravje. Zdi se mu bolje,	Koncept zdravja ni enako razumljiv vsem.

	najbrž pomislila tudi na duševno zdravje.	Reši brez odlašanja	slabša, ena pa ok, bi ocenila s 3.	počutje in kognicijo.		da bi bili dve vprašanji (za fizično in duševno).	Dodati razlago, kaj je mišljeno pod zdravje.
2. V zadnjem letu sem opazil_a upad sposobnosti, ki so potrebne za opravljanje mojega dela in delovnih nalog.	Brez odlašanja, razume fizične in kognitivne sposobnosti. Vpraša, zakaj v zadnjem letu.	Najprej pomisli na pristop do dela, ki se je spremenil in je zato padla kakovost njegovega dela (ni pa padla zaradi upada sposobnosti). Zanj so sposobnosti, da delo opravi v istem času kot prej (vezano na hitrost). Lahko pa dela počasneje, ker vidi slabše in mora uporabiti očala.	Razume psihične in fizične sposobnosti.	Brez obotavljanja odgovori, vendar misli, da časovni okvir ni potreben, bolj pomembno, kaj je v tem trenutku.	Ne obotavlja	Ne obotavlja.	Časovni okvir lahko zmede oz. doda po nepotrebnem zahtevo po priklicu informacij iz dolgoročnega spomina. Nikjer drugje ni časovnega okvira. Podanih preveč informacij. Formulacija trditve zahteva rotacijo skale.

		Označil je 4, čeprav je mislil 2, ampak ni opazil, da je skala za to vprašanje obratno.					
3. Delo, ki ga opravljam, se mi zdi naporno.	Malo odlaša. Najprej pomisli na fizično naporno delo, vendar je njeno delo psihično naporno. Oceni s 5.	Odvisno od sezone, kako naporno je delo (dodati, da naj odgovarjajo glede na zadnji mesec ali teden?). Razume fizično in psihično naporno Opazi, da je potrebno skalo obrniti (kot pri prejšnjem vprašanju), vendar se malo obotavlja.	Brez obotavljanja	Brez obotavljanja, razume psihično in fizično naporno.	Pove, da njeno delo ni psihično naporno, je pa naporno ker 8 ur gleda v računalnik. Izbere 4, vendar je najbrž mislila 2.	Brez obotavljanja; pove, da bi ga lahko opravljal z levo roko.	Premalo specifično, kaj je mišljeno kot naporno.

Bolje napisati fizično in psihično naporno (ali umsko in telesno)? |
| 4. S sodelavci se dobro razumemo. | Brez odlašanja, vendar se kasneje vrne k vprašanju in razmišlja ali so | Se ne obotavlja | Se nekoliko obotavlja, kaj pomeni se razumemo? | Se ne obotavlja in oceni s 4; ni perfektno, | Z nekaterimi se, z nekaterimi | Oceni z 2, saj nekateri komaj | Trditev je ok. |

	tukaj mišljeni tudi nadrejeni ali samo sodelavci. Ali je vodja tudi sodelavec?		Ali to, da gredo skupaj na kavo ali da se strinjajo v vseh odločitvah ali da imajo ok komunikacijo. Oceni s 4, saj se razumejo, vendar morda včasih zaposleni niso povsem zadovoljni z njenimi odločitvami.	vendar so odnosi ok.	se ne, zato da 3.	čakajo, da se upokoji.	
5. Mislim, da vodstvo/nadrejeni želijo, da nadaljujem z delom v organizaciji.	Malo v dvomih, ker nadrejeni ne vedo, da izpolnjuje pogoje za upokojitev. Ali bi to morala biti dodatna možnost?	Se ne obotavlja.	Ne ve ali se strinjajo.	Se ne obotavlja.	Se ne obotavlja.	Trenutno je v delovno pravnem sporu, tako da ve, da ne želijo, da nadaljuje. Občutek ima, da se ga želijo rešiti.	Ta trditev je ok.
6. Menim, da človek sam začuti, kdaj je čas, da se upokoji.	Brez odlašanja. Razume pod to delo v delovnem razmerju.	Brez odlašanja	Brez odlašanja, vendar to razume kot splošno trditev, ne	Meni, da je na splošno res in bo tudi sam začutil, kdaj je čas,	Čuti močno strinjajnje s to trditvijo.	Misli, da to splošno drži. Pri njem gre bolj za kljubovalnos t in	Trditev je sicer napisana na splošno, vendar bi drugače spraševali po nečem v prihodnosti, kar

			nujno vezano nanjo. Raje: Menim, da bom sam začutil_a, kdaj bo pravi čas, da se upokojim.	da se umakneš.		nadaljuje zato, ker želijo, da preneha.	udeleženci ne morejo vedeti.
7. Moj nadrejeni ima stil vodenja, ki je vključujoč in prijazen do zaposlenih	Brez odlašanja. Razmišlja, da bi dodali še eno vprašanje, ki bi se nanašalo na to, kako se razumeš z vodjo.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Čuti, da je vodja ne razume in da se starejše ignorira, zato izbere 2.	Izbere 1, saj meni, da vodilni nimajo ustreznih znanj za vodenje.	Ta trditev je ok.
8. Glavni razlog, da delam, je denar.	Odvisno od dneva.	Brez odlašanja.	Brez odlašanja.	Komentira, da to ni glavni razlog, je pa vsekakor pomembno.	Težko se odloči, ker je napisano »glavni«. Na to vprašanje se vrne kasneje, ko je vključeno še eno, ki je ravno tako »glavno«. Denar pomemben, saj z možem urejata hišo. Hkrati pa je	Brez odlašanja.	Ni potrebe po besedi "glavni", saj to izstopa od ostalih. Dodati časovni interval, na katerega se nanaša odgovarjanje?

					tudi pomembno, da ima veselje do dela.		
9. Pomembna mi je dnevna rutina, ki je vezana na delo.	Brez odlašanja	Brez odlašanje, razume kot ritem dneva, itd.	Vpraša, kaj je mišljeno pod dnevna rutina: ali to, da vstane, se odpelje v službo, ima zapolnjen dan.	Brez odlašanja	Zdaj, ko dela od doma, ji to ni več tako pomembno.	Brez komentarja.	Ta trditev je ok.
10. Pohvala za dobro opravljeno delo mi veliko pomeni.	Razume kot pohvalo vodje. Omeni, da jo ne dobi	Razume kot pohvalo vodje. Ne pomisli, da bi bila lahko pohvala stranke. Omeni, da je nikoli ne dobi.	Brez obotavljanja, razume kot pohvalo nadrejenega ali podrejenega, pacienta. Lahko omenjeno v pogovoru.	Pod to razume verbalno ali pisno pohvala.	Razume pod to splošno pohvalo.	Pohvala se mu zdi zelo pomembna in meni, da jo je premalo. Več pohvale dobi od strank.	Ni dovolj specifično, kaj je mišljeno pod pohvalo. Koncept ni enako razumljiv vsem. Napisati, da pohvala ni samo vezana na nadrejenega
11. Pomemben mi je občutek, da svoje delo obvladam.	Brez odlašanja.	Brez odlašanja.	Se malo obotavlja, kaj pomeni "obvladati". Ali je to občutek kompetentnost i. Meni, da bi potrebovala dodatna znanja	Razume pod to občutek kompetentnost i.	Brez odlašanja.	Brez odlašanja.	Ta trditev je ok.

			o vodenju, a se vseeno oceni s 5.				
12. Na svojo vlogo v podjetju/organizaci ji sem ponosen_a	Rezume to, da se počuti cenjeno.	Se je spremenilo in zdaj na svojo vlogo ni več ponosen, čeprav meni, da je večja kot dobi plačano. Morda bolje: se počutim cenjeno	Brez odlašanja.	Je ponosen, da tam dela.	Brez odlašanja.	Brez odlašanja.	IZPUSTITI (ni jasno, na kateri koncept se nanaša glede na kvalitativne intervjuje)
13. To, da sem pri svojem delu lahko avtonomen_a, mi veliko pomeni.	Avtonomija pri delu ji veliko pomeni, vendar jo omejujejo, zato težko odgovori. Bolje "Avtonomija pri delu mi veliko pomeni". "V moji delovni organizaciji mi omogočajo avtonomijo pri delu. Ali zpustiti "lahko".	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja..	Brez odlašanja, da mu je to zelo pomembno in je zato v konfliktu z nadrejenim, ki mu to želi omejiti.	Izpustiti "lahko", da tako vključi tudi tiste, ki trenutno nimajo avtonomije, bi jim pa to veliko pomenilo.
14. Pomembno mi je, da lahko svoje	Brez odlašanja. Razume to kot prenos na	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Ta trditev je ok.

znanje in izkušnje prenašam naprej.	sodelavce, vendar ni imela veliko možnosti.						
15. Pomembno mi je, da se počutim koristnega za organizacijo in družbo.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja, vendar bi dodal in/ali družbo, saj je nekdo lahko koristen za svojo organizacijo, ni pa nujno za družbo.	Brez odlašanja.	Brez odlašanja.	Narediti bolj specifično oz. potrebna je manjša sprememba besed.
16. Delam zato, ker imam rad_a svoje delo.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Nekoliko v konfliktu, ker je zgoraj odgovorila, da dela za denar.	Brez odlašanja.	Ta tditev je ok.
17. Delam zato, ker mi delo, ki ga opravljam, daje občutek smisla v življenju.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja, ni neprijetno.	Brez odlašanja, da 2.	Zdi se mu kruto vprašanje, ob katerem se počuti neprijetno, saj ne delaš samo zaradi smisla. Bolj primerno se mu zdi "me izpolnjuje"	Morda je komu lahko to vprašanje neprijetno, vendar večina ni imela težav pri odgovarjanju.

18. Glavni razlog, da delam, je občutek notranjega zadovoljstva, ki ga ob tem občutim.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Zdi se mu, da se pokriva s prejšnjima dvema trditvama.	Zdi se ji, da trditev izstopa (tako kot za denar),saj je uporabljena beseda "glavni". Brez glavni bi ocenila s 4, z glavni pa 2.	Zdi se mu, da bi bilo bolj primerno reči "eden od razlogov".	IZPUSTITI, saj se prekriva s prejšnjima dvema trditvama.
19. Zadovoljen_a sem s svojimi medosebnimi odnosi izven delovnega okolja.	To vprašanje bi dala kasneje, ker ni direktno vezano na delo.	Se obotavlja: kaj pomeni medosebni odnosi, ali s sodelavci? Ko je dobil dodatno navodilo, je rekel, da je dvoumno, na koga se misli. Ker ima en slab odnos, mu to precej zniža zadovoljstvo, zato morda dodati "večinoma sem zadovoljen."	Brez odlašanja, razume se s prijatelji in družino.	Razume kot odnose izven delovnega okolja (prijatelji, družina).	Malo se obotavlja, saj ne razume, na koga se naša, ker smo do sedaj govorili samo o delu. Ali gre za privatno življenje ali odnose s sodelavci izven delovnega okolja?	Odgovori, vendar potrdi, da morda vprašanje ni postavljeno na pravo mesto.	Postavitev vprašanja ni ustrezna, saj se tema zamenja (od dela k zasebnemu življenju).

20. Čutim, da sem del organizacije.	Del organizacije: pretok informacij, slišati tvoj glas, soodločanje.	Se obotavlja. "del organizacije" razume kot to, da je tam zaposlen, ne pa občutek pripadnosti ali lojalnosti	Pod to razume, da jo vprašajo za mnenje in je vključena v odločitve. Ne pomisli ob tem na lojalnost.	Pod to razume vključitev v odločitve in občutek pripadnosti.	Pod tem razume občutek pripadnosti.	Počuti se, kot da je dober samo za delo in nič več, kot mezdni delavec.	Spremeniti ubeseditev vprašanja. Do svoje delovne organizacije čutim občutek pripadnosti.
21. Pomembno mi je, da se preko dela osebnostno in poklicno razvijam.	Brez odlašanja.	Brez odlašanja, razume kot rast in razvoj.	Brez odlašanja.	Brez odlašanja.	To se ji za njeno starost ne zdi več tako pomembno, saj je že dosegla razvoj. Je bilo bolj pomembno v drugih obdobjih.	Je še vedno pomembno, ampak ne toliko.	Trditev je ok.
22. Pri načrtovanju upokojitve pomembno vlogo igra tudi moj partner, npr. želiva se upokojiti istočasno.	Brez odlašanja.	Izpustiti del, ki navede primer, ker se pri njem prvi in drugi del izključujeta.	Razume kot splošno trditev in kljub temu ,da nima partnerja, obkroži 4. Vendar reče, če ne bi imela partnerja, bi dala 1? Raje: Pri načrtovanju	Se obotavlja, kako odgovoriti, če nimaš partnerja.	Brez odlašanja	Brez se odlašanja.	Vprašanje ne vključuje možnosti za vse osebe. Upoštevati, da je nekdo lahko vdovec ali samski? Ali pa predvidevati, da brez partnerja obkrožijo 1. Primer daje preveč specifične informacije (odstraniti primer).

			moje upokojitve igra pomembno vlogo tudi partner.				
Q1: Ali imate poleg dela še kakšne dejavnosti ali aktivnosti, ki so za vas vsaj tako pomembne kot delo?	Ne ve, kaj se smatra za dejavnost ali aktivnost. To razume kot nek hobi, ki ti je pomemben. Dejavnost je zanjo branje in sprehodi v naravi.	Razume kot hobi in druženje	Razume hobije in odnose. Reši brez odlašanja.	Pod to razume samo aktivnosti, ne tudi odnose.	Pod to šteje šport, psa, vnuke, hobije.	Pod to šteje vrt, hobi, vnuke	Raje: V življenju imam aktivnosti ali hobije, ki so mi vsaj tako pomembni kot delo (1-5 strinjanje).
Q2: Koliko časa nameravate delati?	Razume kot delo po upokojitvi/izpolnitvi pogojev za upokojitev Potrebno bi bilo dodati po izpolnitvi pogojev za upokojitev.	Ne opazi, da ima v prvem stavku eno leto ali manj Potrebno dodati: upokojil se bom, takoj ko izpolnim pogoje za upokojitev.	Opciji c in č se prekrivata in obkroži obe.	Opciji c in č se lahko prekrivata. Bolje, če bi določili bolj natančno pri c, npr. delal bom 3-5 let.	Brez odlašanja.	Se odloča med a in b. Rad bi b, vendar bo morda zaradi situacije moral izbrati a.	Po izpolnitvi pogojev za upokojitev nameravam nadaljevati z delom, kolikor časa bo to mogoče (1-5 strinjanje). Dve opciji se prekrivata in ubeseditev trditve lahko povzroči negotovost. (kaj bi želeli vs kaj bo mogoče)

Q3: Kako bi opisali svojo socialno mrežo glede na delovno aktivnost?	Brez odlašanja.	Ga zmoti, ker piše upokojeni in nezaposleni, saj ne pozna nezaposleni h. Raje upokojeni ali nezaposleni	Govori o mami in očetu, ki sta upokojena, a se vseeno odloči za opcijo a) družim se predvsem z delovno aktivnimi.	Brez odlašanja.	Zmoti, ker v opciji b ni "predvsem"	Zmoti, ker v opciji b ni "predvsem"	Družim se večinoma z ljudmi, ki so delovno aktivni (1-5).
Q4: Kako bi opisali svojo socialno mrežo glede na generacijsko pripadnost?	Brez odlašanja.	Brez odlašanja.	Brez odlašanja. Vendar kasneje reče, da se ji zdi, da so v tem sklopu mešana vprašanja, ki se navezujejo na delo in na splošno življenje. In lahko zmede.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	IZPUSTITI Bolj ločiti, kaj se nanaša na delo in kaj na življenje na splošno.
Q5: Ali ste v zadnjem letu začeli izvajati kako novo aktivnost ali dejavnost?		Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Nekaj obotavljanja, kaj se šteje kot aktivnost.	Tisto, kar žena ni štela kot aktivnost, je on štel.	
Spol	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	
Starost	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	

Izobrazba	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Dodati razliko med bolonjskim in znanstvenim magisterijem.	Osebe v tej starostni skupini se niso izobraževale po bolonjskem sistemu.
Sektor	Obkroži socialno varstvo, čeprav je nevladni sektor. Bi izpustili nevladni sektor. Ne glede na vašo izobrazbo (ne poklic). Ali bi bilo možno obkrožiti več možnosti? Raje področje dela, namesto sektor. Dodati še Drugo in možnost, da napišejo.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Preveriti nabor možnosti.
Socialno-ekonomski stan	Ni neprijetno odgovoriti	Koleba med dobro in zadovoljivo in ne vidi velike razlike. Zadovoljivo je lahko dobro ali pa zadovolji ravno toliko,	Brez odlašanja.	Brez odlašanja.	Ni neprijetno, ker ni potrebno povedati številsko.	Meni, da je premajhna razlika med dobro in zadovoljivo.	

		da imaš dovolj, odvisno, kako si nekdo interpretira.						
Zakonski stan	Dodati besedo "Trenutni zakonski stan" Ali je zakonski stan primeren izraz?	Brez odlašanja.	Obkroži samski, a jo moti, da se nanjo navezuje več postavk (še ločena in zunajzakonska) in bi lahko obkrožila več možnosti.	Brez odlašanja.	Brez odlašanja.	Brez odlašanja.	Trenutni zakonski stan: - Samski - Poročen - Zunajzakonska ali partnerska ALI -Samski, ločen Samski, vdovec, Samski, nikoli poročen -Poročen - Zunajzakonska ali partnerska ALI Koliko vas živi v gospodinjstvu - Sam - Živim skupaj še z vsaj eno osebo

Source : Own 2022

Appendix L: Wording of items pre and post cognitive interviews

Prvotna verzija trditev	Končna verzija trditev

Katera trditev bi najbolje opisala vaš trenutni status (izberite eno):
 	
   a) Sem zaposlen_a in ne izpolnjujem pogojev za starostno upokojitev (starost 60 let in 40 let delovne dobe ali starost 65 let in najmanj 15 let delovne dobe).
 	
   b) Sem zaposlen_a in izpolnjujem pogoje za starostno upokojitev (starost 60 let in 40 let delovne dobe ali starost 65 let in najmanj 15 let delovne dobe).
 	
   c) Sem upokojen_a in opravljam plačano delo v isti organizaciji kot pred upokojitvijo (npr. pogodbeno).
 	
   d) Sem upokojen_a in opravljam plačano delo v drugi organizaciji kot pred upokojitvijo (npr. pogodbeno).
 	
   e) Sem upokojen_a in nisem več delovno aktiven_a.
	1.a) Katera trditev bi najbolje opisala vaš trenutni status (izberite eno):
	
	   a) Sem zaposlen_a in ne izpolnjujem pogojev za starostno upokojitev.
	
	   b) Izpolnjujem pogoje za starostno upokojitev, vendar ostajam v delovnem razmerju.
	
	   c) Sem upokojen_a in opravljam plačano delo v isti organizaciji kot pred upokojitvijo (npr. pogodbeno, po dogovoru).
	
	   d) Sem upokojen_a in opravljam plačano delo v drugi organizaciji kot pred upokojitvijo (npr. pogodbeno, po dogovoru).
	
	   e) Sem upokojen_a in nisem več delovno aktiven_a.

1. Počutim se dovolj zdravo, da nadaljujem z delom	Počutim se dovolj fizično zdravo, da nadaljujem z delom. Počutim se dovolj psihično zdravo, da nadaljujem z delom.
2. V zadnjem letu sem opazil_a upad sposobnosti, ki so potrebne za opravljanje mojega dela in delovnih nalog.	Opazil_a sem upad sposobnosti, ki so potrebne za opravljanje mojega dela in delovnih nalog.

3. Delo, ki ga opravljam, se mi zdi naporno.	Delo, ki ga opravljam, se mi zdi fizično in/ali psihično naporno.
4. S sodelavci se dobro razumemo.	S sodelavci se dobro razumemo.
5. Mislim, da vodstvo/nadrejeni želijo, da nadaljujem z delom v organizaciji.	Mislim, da vodstvo/nadrejeni želijo, da nadaljujem z delom v organizaciji.
6. Moj nadrejeni ima stil vodenja, ki je vključujoč in prijazen do zaposlenih.	Moj nadrejeni ima stil vodenja, ki je vključujoč in prijazen do zaposlenih.
7. Menim, da človek sam začuti, kdaj je čas, da se upokoji.	Menim, da človek sam začuti, kdaj je čas, da se upokoji.
8. Glavni razlog, da delam, je denar.	Pomemben razlog, da delam, je denar.
9. Pomembna mi je dnevna rutina, ki je vezana na delo.	Pomembna mi je dnevna rutina, ki je vezana na delo.
10. Pohvala za dobro opravljeno delo mi veliko pomeni.	Pohvala za dobro opravljeno delo mi veliko pomeni. (Pohvala je lahko podana s strani nadrejenega, sodelavcev, strank, uporabnikov ali drugih oseb.)
11. Pomemben mi je občutek, da svoje delo obvladam.	Pomemben mi je občutek, da svoje delo obvladam.
12. Na svojo vlogo v podjetju/organizaciji sem ponosen_a	Ponosen sem na to, kar sem dosegel_a pri svojem delu.
13. To, da sem pri svojem delu lahko avtonomen_a, mi veliko pomeni.	Avtonomija pri delu mi je pomembna.
14. Pomembno mi je, da lahko svoje znanje in izkušnje prenašam naprej.	Pomembno mi je, da lahko svoje znanje in izkušnje prenašam naprej.
15. Pomembno mi je, da se počutim koristnega za organizacijo in družbo.	Pomembno mi je, da se počutim koristnega za organizacijo in/ali družbo.
16. Delam zato, ker imam rad_a svoje delo.	Delam zato, ker imam rad_a svoje delo.

17. Delam zato, ker mi delo, ki ga opravljam, daje občutek smisla v življenju.	Delam zato, ker mi delo, ki ga opravljam, daje občutek smisla v življenju.
18. Glavni razlog, da delam, je občutek notranjega zadovoljstva, ki ga ob tem občutim.	IZPUSTITI ZARADI PODVAJANJA
19. Zadovoljen_a sem s svojimi medosebnimi odnosi izven delovnega okolja.	Zadovoljen_a sem s svojimi medosebnimi odnosi izven delovnega okolja. Opomba: POSTAVITI NA DRUGO MESTO V VPRAŠALNIKU
20. Čutim, da sem del organizacije.	Do svoje delovne organizacije čutim občutek pripadnosti.
21. Pomembno mi je, da se preko dela osebnostno in poklicno razvijam.	Pomembno mi je, da se preko dela osebnostno in poklicno razvijam.
22. Pri načrtovanju upokojitve pomembno vlogo igra tudi moj partner, npr. želiva se upokojiti istočasno.	Pri načrtovanju upokojitve pomembno vlogo igra tudi moj partner. DODATI MOŽNOST ZA TISTE BREZ PARTNERJA
Q1: Ali imate poleg dela še kakšne dejavnosti ali aktivnosti, ki so za vas vsaj tako pomembne kot delo? a) Ne, nimam nobene dejavnosti ali aktivnosti, ki bi mi bila vsaj tako pomembna kot delo. b) Da, imam eno dejavnost ali aktivnost, ki mi je vsaj tako pomembna kot delo. c) Da, imam dve dejavnosti ali aktivnosti, ki sta mi vsaj tako pomembni kot delo. d) Da, imam več kot dve dejavnosti ali aktivnosti, ki so mi vsaj tako pomembne kot delo.	Ali imate poleg dela še kakšne aktivnosti ali hobije, ki so za vas vsaj tako pomembne kot delo? (Gre za aktivnosti, ki imajo za vas pozitiven pomen, izvajate jih redno, povežejo vas z drugimi, lahko imajo značilnosti dela). a) Ne, nimam nobene dejavnosti ali aktivnosti, ki bi mi bila vsaj tako pomembna kot delo. b) Da, imam eno dejavnost ali aktivnost, ki mi je vsaj tako pomembna kot delo. c) Da, imam dve dejavnosti ali aktivnosti, ki sta mi vsaj tako pomembni kot delo.

	d) Da, imam več kot dve dejavnosti ali aktivnosti, ki so mi vsaj tako pomembne kot delo.
Q2: Koliko časa še nameravate delati? a) Z delom nameravam nadaljevati še 1 leto ali manj. b) Z delom nameravam nadaljevati še 1 do 3 leta. c) Delal_a bom dlje kot 3 leta. č) Nimam postavljene časovne omejitve. Z delom nameravam nadaljevati, kolikor časa bo mogoče. d) Nisem se še odločil_a.	Prosimo vas, da na 5-stopenjski lestvici ocenite svoje strinjanje z vsako trditvijo, pri čemer 1 pomeni najmanjše strinjanje (sploh se ne strinjam) in 5 največje strinjanje (popolnoma se strinjam): Z delom nameravam nadaljevati, kolikor časa bo to mogoče.
Q3: Kako bi opisali svojo socialno mrežo glede na delovno aktivnost? a) Družim se predvsem z ljudmi, ki so delovno aktivni. b) Družim se z ljudmi, ki so že upokojeni ali niso zaposleni. c) Družim se tako z delovno aktivnimi kot upokojenimi in nezaposlenimi.	Kako bi opisali svojo socialno mrežo glede na delovno aktivnost? (obkrožite eno trditev) a) Družim se predvsem z ljudmi, ki so delovno aktivni. b) Družim se predvsem z ljudmi, ki so že upokojeni ali niso zaposleni. c) Družim se tako z delovno aktivnimi kot upokojenimi in/ali nezaposlenimi.
Q4: Kako bi opisali svojo socialno mrežo glede na generacijsko pripadnost?	IZPUSTITI
Q 5: Ali ste v zadnjem letu začeli izvajati kako novo aktivnost ali dejavnost? DA/NE	Ali ste v zadnjem letu začeli izvajati kako novo aktivnost ali dejavnost? DA/NE
Spol	Spol
Starost	Starost
Izobrazba	Izobrazba

Katera od naštetih možnosti najbolje opiše sektor, v katerem trenutno delate ali ste delali tik pred upokojitvijo (ne glede na vašo izobrazbo)?	Izpustiti ne-vladni sektor.
Kako bi opisali svoje socialno-ekonomsko stanje a) zelo slabo b) slabo c) zadovoljivo d) dobro e) zelo dobro	Kako bi opisali svoje socialno-ekonomsko stanje a) zelo slabo b) slabo c) nekaj srednjega d) dobro e) zelo dobro
Kako bi opisali svoj trenutni zakonski stan? a) Samski_a b) Poročen_a c) Ločen_a d) Vdovec_a e) Zunajzakonska skupnost ali partnerska zveza	Kako bi opisali svoj trenutni zakonski stan? a) Samski_a b) Poročen_a c) Zunajzakonska skupnost ali partnerska zveza d) Drugo
	NOVO VPRAŠANJE: Kakšen je vaš delovni čas? a) Delam polni delovni čas (40 ur/teden) b) Delam polovični delovni čas (vsaj 20 ur na teden) c) Delam manj kot 20 ur na teden

Source: Own 2022

Appendix M: WbRQ after cognitive interviews (pilot – 1KA)

Hvala, da ste se odločili sodelovati v raziskavi o motivih za podaljševanje delovne aktivnosti v Sloveniji, ki jo v okviru svoje doktorske disertacije izvaja Urša Bratun, pod mentorstvo dddr. Joce Zurc in dr. Erica Asabe. Namen raziskave je povečati razumevanje dejavnikov, ki pozitivno ali negativno vplivajo na delo ljudi v Sloveniji in njihove odločitve v povezavi s podaljševanjem delovne aktivnosti po izpolnitvi pogojev za upokojitev. Nekaj vprašanj se nanaša tudi na druga področja vašega življenja in doživljanja. Anketa je namenjena osebam, ki izpolnjujejo pogoje za upokojitev in ostajajo delovno aktivne. Je anonimna in vam bo vzela približno 10 minut časa. Za začetek, kliknite na gumb Naslednja stran.

Q1 - Katera trditev bi najbolje opisala vaš trenutni status? (izberite eno)
○ Sem zaposlen_ a in ne izpolnjujem pogojev za starostno upokojitev.
○ Izpolnjujem pogoje za starostno upokojitev, vendar ostajam v delovnem razmerju.
○ Sem upokojen_ a in opravljam plačano delo v isti organizaciji kot pred upokojitvijo (npr. pogodbeno, po dogovoru).
○ Sem upokojen_ a in opravljam plačano delo v drugi organizaciji kot pred upokojitvijo (npr. pogodbeno, po dogovoru).
○ Sem upokojen_ a in nisem več delovno aktiven_ a.

Q2 - V nadaljevanju je naštetih nekaj trditev, ki so vezane na različne dejavnike, ki lahko vplivajo na vaše delo. Prosimo vas, da na 5-stopenjski lestvici ocenite svoje strinjanje z vsako trditvijo, pri čemer 1 pomeni najmanjše strinjanje (sploh se ne strinjam) in 5 največje strinjanje (popolnoma se strinjam). Ko odgovarjate, upoštevajte vaše splošne občutke v zadnjih 30 dneh.

	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Počutim se dovolj fizično zdravega_ o, da nadaljujem z delom.	○	○	○	○	○
Počutim se dovolj psihično zdravega_ o, da nadaljujem z delom.	○	○	○	○	○
Opazil_ a sem upad sposobnosti, ki so potrebne za opravljanje mojega dela.	○	○	○	○	○
Delo, ki ga opravljam, se mi zdi fizično in/ali psihično naporno.	○	○	○	○	○
S sodelavci se dobro razumemo.	○	○	○	○	○
Mislim, da vodstvo/nadrejeni želijo, da	○	○	○	○	○

nadaljujem z delom v organizaciji.

Menim, da človek sam začuti, kdaj je čas, da se upokoji.	○	○	○	○	○
Moj nadrejeni ima stil vodenja, ki je vključujoč in prijazen do zaposlenih.	○	○	○	○	○

Q3 - V naslednjem sklopu je nekaj trditev, ki so vezane na različne motive in motivacijo za delo. Prosimo vas, da na 5-stopenjski lestvici ocenite svoje strinjanje z vsako trditvijo, pri čemer 1 pomeni najmanjše strinjanje (sploh se ne strinjam) in 5 največje strinjanje (popolnoma se strinjam). Ko odgovarjate, upoštevajte vaše splošne občutke v zadnjih 30 dneh.

	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Pomemben razlog, da delam, je denar.	○	○	○	○	○
Pomembna mi je dnevna rutina, ki je vezana na delo.	○	○	○	○	○
Pohvala za dobro opravljeno delo mi veliko pomeni. (Pohvala je lahko podana s strani nadrejenega, sodelavcev, strank, uporabnikov ali drugih oseb.)	○	○	○	○	○
Pomemben mi je občutek, da svoje delo obvladam.	○	○	○	○	○
Ponosen_ a sem na to, kar sem dosegel_ a pri svojem delu.	○	○	○	○	○
Avtonomija pri delu mi je pomembna.	○	○	○	○	○

Q4 - Nadaljevanje s prejšnje strani.

Prosimo vas, da na 5-stopenjski lestvici ocenite svoje strinjanje z vsako trditvijo, pri čemer 1 pomeni najmanjše strinjanje (sploh se ne strinjam) in 5 največje strinjanje (popolnoma se strinjam). Ko odgovarjate, upoštevajte vaše splošne občutke v zadnjih 30 dneh.

	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Pomembno mi je, da lahko svoje znanje in izkušnje prenašam naprej.	○	○	○	○	○
Pomembno mi je, da se počutim koristnega_o za organizacijo in/ali družbo.	○	○	○	○	○
Delam zato, ker imam rad_a svoje delo.	○	○	○	○	○
Delam zato, ker mi delo, ki ga opravljam, daje občutek smisla v življenju.	○	○	○	○	○
Do svoje delovne organizacije čutim občutek pripadnosti.	○	○	○	○	○
Pomembno mi je, da se preko dela osebnostno in poklicno razvijam.	○	○	○	○	○
Z delom nameravam nadaljevati, kolikor časa bo to mogoče.	○	○	○	○	○

Q5 - Prosimo vas, da na 5-stopenjski lestvici ocenite še svoje strinjanje s spodnjima trditvama ali izberite možnost se ne nanaša name.

	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)	Se ne nanaša name (nimam partnerja/otrok)
Pri načrtovanju upokojitve pomembno vlogo igra moj partner.	○	○	○	○	○	○

Q6 - Sledi nekaj splošnih vprašanj in vprašanj vezanih na druga področja vašega življenja.

Ali imate poleg dela še kakšne druge aktivnosti ali hobije, ki so za vas vsaj tako pomembni kot delo? (Gre za aktivnosti, ki imajo za vas pozitiven pomen, izvajate jih redno, povežejo vas z drugimi, lahko imajo značilnosti dela).
○ Ne, nimam nobene aktivnosti, ki bi mi bila vsaj tako pomembna kot delo.
○ Da, imam eno aktivnost, ki mi je vsaj tako pomembna kot delo.
○ Da, imam dve aktivnosti, ki sta mi vsaj tako pomembni kot delo.
○ Da, imam več kot dve aktivnosti, ki so mi vsaj tako pomembne kot delo.

IF (1) Q1 = [1, 2, 3, 4]
Q7 - Ali ste v zadnjem letu začeli izvajati kako novo aktivnost?
○ DA
○ NE

(1) Q1 = [1, 2, 3, 4]
Q8 - Prosimo vas, da na 5-stopenjski lestvici ocenite svoje strinjanje s spodnjo trditvijo, pri čemer 1 pomeni najmanjše strinjanje (sploh se ne strinjam) in 5 največje strinjanje (popolnoma se strinjam).

	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Zadovoljen_ a sem s svojimi medosebnimi odnosi izven delovnega okolja.	○	○	○	○	○

Q9 - Kako bi opisali svojo socialno mrežo glede na delovno aktivnost? (obkrožite eno trditev)
○ Družim se predvsem z ljudmi, ki so delovno aktivni.
○ Družim se z ljudmi, ki so že upokojeni ali niso zaposleni.
○ Družim se tako z delovno aktivnimi kot upokojenimi in/ali nezaposlenimi.

Q10 - In še 10 trditev, ki se nanašajo na vaše doživljanje sveta, sebe in drugih. Prosimo, če na 4-stopenjski lestvici ocenite, kako blizu posamezni trditvi je vaše trenutno doživljanje in občutenje.

	Sploh mi ni blizu	Ni mi blizu	Blizu mi je	Zelo mi je blizu
Čutim, da sem povezan_ a s celotnim vesoljem.	○	○	○	○
Čutim, da sem del vsega živega.	○	○	○	○
Močno lahko čutim prisotnost ljudi, ki jih fizično ni tu.	○	○	○	○
Včasih čutim, da sočasno živim v preteklosti in sedanjosti.	○	○	○	○
Čutim močno povezanost z generacijami, ki so živele pred mano.	○	○	○	○
Svoje življenje občutim kot kaotično in nepovezano.	○	○	○	○
Življenje, ki sem ga preživel_ a, vidim kot smiselno celoto.	○	○	○	○
Raje sem sam_ a kot z drugimi.	○	○	○	○
Rad_ a srečujem nove ljudi in se družim z njimi.	○	○	○	○
Mir in razmišljanje v samoti sta pomembna za moje dobro počutje.	○	○	○	○

Q11 - Za konec še nekaj demografskih vprašanj.

Vaš spol

○ Moški
○ Ženski

Q12 - Vaša starost (v letih)

_____

Q13 - Vaša stopnja izobrazbe
○ osnovna šola ali manj
○ poklicna šola
○ srednja šola
○ višja ali visoka šola
○ univerzitetna izobrazba
○ magisterij
○ doktorat

Q14 - Katera od naštetih možnosti najbolje opiše sektor, v katerem trenutno delate (ne glede na vašo izobrazbo)? (Izberite eno možnost)
○ Gospodarstvo
○ Vzgoja in izobraževanje
○ Zdravstvo
○ Sociano varstvo
○ Javna uprava
○ Kultura
○ Drugo:

Q15 - Kakšen je vaš delovni čas?
○ Delam polni delovni čas (40 ur/teden)
○ Delam polovični delovni čas (vsaj 20 ur na teden)
○ Delam manj kot 20 ur na teden

Q16 - Kako bi opisali svoje socialno-ekonomsko stanje?
○ Zelo slabo
○ Slabo
○ Nekaj srednjega
○ Dobro
○ Odlično

Q17 - Kako bi opisali svoj trenutni zakonski stan?
○ Samski_ a
○ Poročen_ a
○ Zunajzakonska skupnost ali partnerska zveza
○ Drugo:

Appendix N: Final version of WbRQ

VPRAŠALNIK

Katera trditev bi najbolje opisala vaš trenutni status (izberite eno):

a) Sem zaposlen/a in še ne izpolnjujem pogojev za starostno upokojitev.

b) Izpolnjujem pogoje za starostno upokojitev, vendar ostajam v delovnem razmerju.

c) Sem upokojen/a in opravljam neko obliko plačanega dela.

d) Sem upokojen/a in nisem več delovno aktiven/a.*

e) Drugo:

*Če ste odgovorili z d), izpolnite le sklop vprašanj 6 in demografska vprašanja. Hvala.

1. V nadaljevanju je naštetih nekaj trditev, ki so vezane na različne dejavnike, ki lahko vplivajo na vaše delo. Prosimo vas, da na 5-stopenjski lestvici ocenite svoje strinjanje z vsako trditvijo, pri čemer 1 pomeni najmanjše strinjanje (sploh se ne strinjam) in 5 največje strinjanje (popolnoma se strinjam). **Ko odgovarjate, upoštevajte vaše splošne občutke v zadnjih 30 dneh.**

Trditev	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Počutim se dovolj fizično zdravo, da nadaljujem z delom.					
Počutim se dovolj psihično zdravo, da nadaljujem z delom.					
Opazil/a sem upad sposobnosti, ki so potrebne za opravljanje mojega dela.					
Delo, ki ga opravljam, se mi zdi fizično in/ali psihično naporno.					
S sodelavci se dobro razumemo.					
Mislim, da vodstvo/nadrejeni želijo, da nadaljujem z delom v organizaciji.					
Menim, da človek sam začuti, kdaj je čas, da se upokoji.					
Moj nadrejeni ima stil vodenja, ki je vključujoč in prijazen do zaposlenih.					

2. V naslednjem sklopu je nekaj trditev, ki so vezane na različne motive in motivacijo za delo. **Ko odgovarjate, upoštevajte vaše splošne občutke v zadnjih 30 dneh.**

Trditev	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Pomemben razlog, da delam, je denar.					
Pomembna mi je dnevna rutina, ki je vezana na delo.					
Pohvala za dobro opravljeno delo mi veliko pomeni. *(Pohvala je lahko podana s strani nadrejenega, sodelavcev, strank, uporabnikov ali drugih oseb.)*					
Pomemben mi je občutek, da svoje delo obvladam.					
Ponosen/a sem na to, kar sem dosegel/a pri svojem delu.					
Avtonomija pri delu mi je pomembna.					
Pomembno mi je, da lahko svoje znanje in izkušnje prenašam naprej.					
Pomembno mi je, da se počutim koristnega za organizacijo in/ali družbo.					
Delam zato, ker imam rad/a svoje delo.					
Delam zato, ker mi delo, ki ga opravljam, daje občutek smisla v življenju.					
Do svoje delovne organizacije čutim občutek pripadnosti.					
Pomembno mi je, da se preko dela osebnostno in poklicno razvijam.					
Z delom nameravam nadaljevati, kolikor časa bo to mogoče.					

Trditev	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Pri načrtovanju upokojitve pomembno vlogo igra tudi moj partner.					

Sledi nekaj splošnih vprašanj in vprašanj vezanih na druga področja vašega življenja.

3. Ali imate poleg dela še kakšne aktivnosti ali hobije, ki so za vas vsaj tako pomembne kot delo? *(Gre za aktivnosti, ki imajo za vas pozitiven pomen, izvajate jih redno, povežejo vas z drugimi, lahko imajo značilnosti dela).*

a) Ne, nimam nobene aktivnosti, ki bi mi bila vsaj tako pomembna kot delo.

b) Da, imam eno aktivnost, ki mi je vsaj tako pomembna kot delo.

c) Da, imam dve aktivnosti, ki sta mi vsaj tako pomembni kot delo.

d) Da, imam več kot dve aktivnosti, ki so mi vsaj tako pomembne kot delo.

4. Ali ste v zadnjem letu začeli izvajati kako novo aktivnost ali dejavnost?

    a) **DA**
    b) **NE**

Če je bil vaš odgovor DA, katera je ta aktivnost?
_____

5. Kako bi ocenili svoje strinjanje s sledečo trditvijo? **Upoštevajte svoje občutke v zadnjih 30 dnevih.**

Trditev	1 (sploh se ne strinjam)	2	3	4	5 (popolnoma se strinjam)
Zadovoljen/a sem s svojimi medosebnimi odnosi izven delovnega okolja.					

6. In še 10 trditev, ki se nanašajo na vaše doživljanje sveta, sebe in drugih. Trditve so del vprašalnika, ki ga je razvil dr. Lars Tornstam (2017). Prosimo, če na 4-stopenjski lestvici ocenite, kako blizu posamezni trditvi je vaše trenutno doživljanje in občutenje.

Trditev	Sploh mi ni blizu	Ni mi blizu	Blizu mi je	Zelo mi je blizu
Čutim močno povezanost z generacijami, ki so živele pred mano.				
Čutim, da sem povezan/a s celotnim vesoljem.				
Čutim, da sem del vsega živega.				
Včasih čutim, da sočasno živim v preteklosti in sedanjosti.				
Močno lahko čutim prisotnost ljudi, ki jih fizično ni tu.				
Življenje, ki sem ga preživel/a, vidim kot smiselno celoto.				
Svoje življenje občutim kot kaotično in nepovezano.				
Rad/a srečujem nove ljudi in se družim z njimi.				
Raje sem sam/a kot z drugimi.				
Mir in razmišljanje v samoti sta pomembna za moje dobro počutje.				

Za konec vas prosimo, da odgovorite še na nekaj demografskih vprašanj.

1. **Vaš spol:**

   k) Ženski
   l) Moški

2. **Vaša starost:** _____ **let**

3. Stopnja izobrazbe:

a) osnovna šola ali manj

b) poklicna šola

c) srednja šola

d) višja ali visoka šola

e) univerzitetna izobrazba (ali bolonjski magisterij)

f) magisterij

g) doktorat

4. Katera od naštetih možnosti najbolje opiše sektor, v katerem trenutno delate ali ste delali tik pred upokojitvijo (ne glede na vašo izobrazbo)? (Izberite eno možnost)

   a) Gospodarstvo
   b) Vzgoja in izobraževanje
   c) Zdravstvo
   d) Socialno varstvo
   e) Javna uprava
   f) Kultura
   g) Znanost
   h) Kmetijstvo
   i) Drugo:

5. Kakšen je vaš delovni čas?

   a) Delam polni delovni čas (40 ur/teden)
   b) Delam polovični delovni čas (vsaj 20 ur na teden)
   c) Delam manj kot 20 ur na teden.

6. Kako bi opisali svoje socialno-ekonomsko stanje:

   a) Zelo slabo
   b) Slabo
   c) Niti slabo niti dobro
   d) Dobro
   e) Odlično

7. Kako bi opisali svoj trenutni zakonski stan?

    a) Samski/a
    b) Poročen/a
    c) Vdovec/vdova
    d) Zunajzakonska skupnost ali partnerska zveza
    e) Drugo:

Najlepša hvala za sodelovanje!

Vse dobro še naprej!

Appendix O: English and Slovenian version of GTS

Izvorni (angleški) vprašalnik (Tornstam 2017)	Predlog slovenskega vprašalnika (Gerdina 2020)
I feel connected with the entire universe.	Čutim, da sem povezan/a s celotnim vesoljem.
I feel that I am a part of everything alive.	Čutim, da sem del vsega živega.
I can feel a strong presence of people who are elsewhere.	Močno lahko čutim prisotnost ljudi, ki jih fizično ni tu.
Sometimes I feel like I live in the past and present simultaneously.	Včasih čutim, da sočasno živim v preteklosti in sedanjosti.
I feel a strong connection with earlier generations	Čutim močno povezanost z generacijami, ki so živele pred mano.
My life feels chaotic and disrupted.	Svoje življenje občutim kot kaotično in nepovezano.
The life I have lived has coherence and meaning.	Življenje, ki sem ga preživel/a, vidim kot smiselno celoto.
I like to be by myself better than being with others.	Raje sem sam/a kot z drugimi.
I like meetings with new people.	Rad/a srečujem nove ljudi in se družim z njimi.
Being at peace and philosophizing by myself is important for my well-being.	Mir in razmišljanje v samoti sta pomembna za moje dobro počutje.

Source: Adapted from Gerdina 2020, 53-55.

Appendix P: Application to the Statistical Office (SURS)

Obrazec za naročilo vzorca oseb

iz Centralnega registra prebivalstva

za raziskovanje

A. Podatki o raziskovalni organizaciji

1. Ime raziskovalne organizacije:

   ALMA MATER EUROPAEA - Evropski center, Maribor

2. Naslov:

   Slovenska ulica 17, 2000 Maribor

3. Matična številka:

   2304821000

4. Davčna številka (za račun):

   62424963

5. Ime in priimek zakonitega zastopnika:

   Jurij Toplak

5. Ime in priimek ter elektronski naslov kontaktne osebe za pošiljanje vzorca:

   Urša Bratun
   e-mail: ursa.bratun@almamater.si

B. Podatki o raziskovanju

1. Naslov raziskovanja (in spletne strani, če obstaja):

   Delo po izpolnitvi pogojev za upokojitev: Proučevanje motivov z integracijo kvalitativnih in kvantitativnih metod

2. Namen raziskovanja:

   Namen raziskave je proučiti dejavnike, ki pozitivno ali negativno vplivajo na delo starejših ljudi v Sloveniji in njihove odločitve v povezavi s podaljševanjem delovne aktivnosti po izpolnitvi pogojev za upokojitev. Povečati želimo razumevanje okoliščin in motivov za podaljševanja delovne aktivnosti in na osnovi izsledkov razviti nove strategije, ki bi bile osredotočene na dobrobit zaposlenih.

C. Podatki o vzorcu oseb

1. Ciljna populacija:

   Osebe, ki izpolnjuje pogoje za starostno upokojitev in ostajajo delovno aktivne ter osebe, ki še ne izpolnjujejo pogojev za upokojitev, vendar razmišljajo, da bi delovno aktivnost podaljšale.

   Vzorčni načrt in velikost vzorca:
   Ocena populacije:
   V Sloveniji je starostna meja za upokojitev 60 let (ob dopolnjenih 40 let pokojninske dobe brez dokupa) oz. 65 let (ob dopolnjenih 15 let zavarovalne dobe).
   Leta 2020 je bil delovno aktivnih 38.971 oseb starih med 60 in 64 let in 10.221 starih 65 let in več; v populaciji nad 60 let je bilo torej skupno delovno aktivnih 49.192 oseb (podatki iz baze SiStat). Med njimi je množica oseb, ki hkrati izpolnjujejo tudi pogoje za starostno upokojitev (vseh oseb, ki v Sloveniji trenutno prejemajo 40% starostno pokojnino – t.i. dvojni status - je po podatkih ZPIZ 14.732). Poleg tega so v populaciji nad 60 let tudi osebe, ki so upokojene, vendar ostajajo delovno aktivne (npr. pogodbeno delo, delo po potrebi).

   V raziskavo bi želeli vključiti vsaj 200 oseb, ki izpolnjujejo pogoje za upokojitev in ostajajo delovne aktivne (redna zaposlitev ali druge oblike dela). Osebe, ki pogojev za upokojitev še ne izpolnjujejo, bi bile uporabljene za primerjavo. Vprašalnik bi poslali 4000 osebam, starim od 60-66 let.

2. Seznam spremenljivk, ki jih potrebujete:

   - Starost: 60-66 let
   - Naslov
   - Ime in priimek

3. Način zbiranja podatkov:

   Potencialnim udeležencem bo po pošti poslana povezava do spletne ankete.
   https://1ka.arnes.si/a/30113 (pilotna verzija)
   Na željo posameznika bo anketa lahko posredovana tudi v papirni obliki.
   V prilogi dodajamo vsebino vprašalnika in nagovor za potencialne udeležence.

4. Obdobje zbiranja podatkov (od kdaj do kdaj boste zbirali podatke na terenu):

   Podatki se bodo predvidoma zbirali od januarja 2022 do maja 2022. Začetek zbiranja podatkov je odvisen tudi od datuma, ko bo vzorec pripravljen. Z zbiranjem želimo po možnosti pričeti čim prej.

5. Organizacija, ki bo zbirala podatke (če jih ne bo zbirala ta, ki je naročnica vzorca):

   Podatke bo zbirala doktorska študentka na Alma Mater Europaea, predavateljica Urša Bratun (evidenčna številka raziskovalke pri ARRS: 40678).

6. Ali bodo osebni podatki iz vzorca poslani drugi organizaciji (npr. naročnici raziskovanja, mednarodni organizaciji) in če da, kateri:
   NE

7. Datum konca uporabe vzorca (tj. datum, ko boste prenehali uporabljati vzorec in ko ga boste skladno s pogodbo uničili):

   Maj 2022

Vlogo izpolnil/izpolnila: Datum vloge: 29.11.2021

Appendix Q: Invitation letter for the survey

Spoštovani!

Naključno ste bili izbrani za sodelovanje v raziskavi o **motivih za podaljševanje delovne aktivnosti v Sloveniji**, ki jo v okviru svoje doktorske disertacije pripravlja Urša Bratun, pod mentorstvom dr. Joce Zurc in dr. Erica Asabe. Namen raziskave je proučiti dejavnike in motive, ki pozitivno ali negativno vplivajo na delo in izkušnje ljudi. Vaše sodelovanje bo pomembno prispevalo k **povečanju razumevanja zaposlenih in delovno aktivnih ljudi** in njihovih odločitev povezanih s podaljševanjem delovne aktivnosti.

Kdo je povabljen k sodelovanju?

- Osebe, ki **izpolnjujejo pogoje za upokojitev in ostajajo zaposlene.**
- **Upokojene osebe, ki opravljajo kakršnokoli obliko plačanega dela**.
- **Zaposlene osebe**, ki še ne izpolnjujejo pogojev za upokojitev.

K sodelovanju so vabljene **vse osebe, ki živijo v vašem gospodinjstvu in izpolnjujejo katerega izmed zgornjih pogojev**.

Kako sodelujete?

Za zbiranje podatkov je uporabljen **anketni vprašalnik**. Zasnovan je kot sklop trditev in kratkih vprašanj o vašem doživljanju dejavnikov in motivov, ki bi lahko vplivale na odločitve o delu. Anketa je **anonimna in vam bo vzela največ 10 minut časa**.

Kako dostopate do anketnega vprašalnika?

Do anketnega vprašalnika dostopate **na spletni povezavi ali skenirajte spodnjo QR kodo.**

Povezava: https://1ka.arnes.si/a/6a59ba8b

(Postopek: Odprite vaš spletni brskalnik in povezavo do ankete prepišite v orodno vrstico levo zgoraj ter potrdite s pritiskom na tipko Enter)
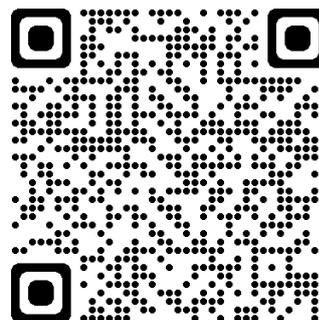
Če bi anketo raje izpolnili **v papirni obliki ali preko telefona**, vas prosimo, da to sporočite na kontakt, ki je naveden na koncu tega pisma.

Kako bo potekala obdelava podatkov?

Vsi podatki se obravnavajo kot **zaupni**. **Analizirani in objavljeni bodo kot celota** (nikjer ne bodo razvidni odgovori posameznih udeležencev in udeleženk).

Analizo odgovorov bo naredila raziskovalka, ki vam je na voljo tudi za vsa dodatna vprašanja in pojasnila. Rezultati raziskave bodo uporabljeni izključno v znanstvene in raziskovalne namene ter pri razvoju novih pristopov, ki bi podpirali podaljševanje delovne aktivnosti na **delavcu prijazen način**.

Iskreno se vam zahvaljujemo za vašo pozornost in pripravljenost za sodelovanje!

S prijaznimi pozdravi,

pred. Urša Bratun, dipl. del. ter., MSc OT (Švedska), Univerza v Ljubljani, Alma Mater Europaea – Evropski Center Maribor

izr. prof. dddr. Joca Zurc, Univerza v Mariboru

izr. prof. dr. Eric Asaba, Karolinska Institute, Švedska

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Kontaktna številka: 064 247 157

DECLARATION OF AUTHORSHIP

O7

IZJAVA O AVTORSKEM DELU IN ISTOVETNOSTI TISKANE IN ELEKTRONSKE VERZIJE ZAKLJUČNEGA DELA

Priimek in ime študenta	Bratun Urša
Vpisna številka	31193004
Študijski program	Socialna gerontologija
Naslov zaključnega dela:	Delo po izpolnitvi pogojev za upokojitev: Proučevanje motivov z integracijo kvalitativnih in kvantitativnih metod
Naslov v angleščini:	Work beyond retirement: Using mixed methods research to explore workers' motives
Mentor:	izr.prof.dddr. Joca Zurc
Somentor:	Izr.prof. dr. Eric Asaba
Mentor iz podjetja:	

S podpisom izjavljam da:
• Je predloženo zaključno delo z naslovom _____ Work beyond retirement: Using mixed methods research to explore workers' motive
_____
izključno rezultat mojega lastnega raziskovalnega dela,
• Sem poskrbel/a da so dela in mnenja drugih avtorjev, ki jih uporabljam v predloženem delu navedena oz. citirana v skladu s fakultetnimi navodili,
• Se zavedam, da je plagiatorstvo – predstavljanje tujih del, bodisi v obliki citata, bodisi v obliki dobesednega parafraziranja, bodisi v grafični obliki, s katerim so tuje misli oziroma ideje predstavljene kot moje lastne, kaznivo po zakonu (Zakon o avtorskih in sorodnih pravicah, UrL RS št. 139/2006 s spremembami),
• V primeru kršitve zgoraj navedenega zakona prevzemam vso moralno, kazensko in odškodninsko odgovornost,

Podpisani-a __Urša Bratun_____ izjavljam, da sem za potrebe arhiviranja oddal/a elektronsko verzijo zaključnega dela v Digitalno knjižnico. Zaključno delo sem izdelal-a sam-a ob pomoči mentorja. V skladu s 1. odstavkom 21. člena Zakona o avtorskih in sorodnih pravicah (Uradni list RS, št. 16/2007) dovoljujem, da se zgoraj navedeno zaključno delo objavi na portalu Digitalne knjižnice. Prav tako dovoljujem objavo osebnih podatkov vezanih na zaključek študija (ime, priimek, leto in kraj rojstva, datum diplomiranja, naslov diplomskega dela) na spletnih straneh in v publikacijah Alma Mater.

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Datum in kraj: Podpis študent/ke:

_____Ljubljana, 6.12.2022_____

DECLARATION FROM THE EDITOR

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POTRDILO O LEKTORIRANJU

Podpisani(a)

Barbara Domajnko

po izobrazbi (strokovni oz. znanstveni naslov)

profesorica angleščine (prof. angl. – UL, Filozofska fakulteta)

potrjujem, da sem lektoriral(a) zaključno delo študenta(ke)

Urše Bratun

z naslovom:

Work beyond retirement: Using mixed methods research to explore workers' motives

Kraj: *Ljubljana*

Datum: *6. 12. 2022*

Podpis: *Domajnko*