The Indirect Effects of Work-Related Antecedents to Retirement on Retirement Adjustment Quality via Change in Social Resources: A Resource-Based Dynamic Perspective

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Rupert Crispin-Morrall

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Abstract

The present investigation sought to address the paucity of longitudinal retirement adjustment research in relation to the social resources of retirees, and how change in these resources may affect the degree of retirement adjustment quality they experience. This study was a secondary analysis with an observational, repeated measures design conducted on the 2006 and 2014 data waves of the Health, Work, and Retirement (HWR) study (Alpass et al., 2007). From a resource-based dynamic perspective, retirement adjustment can be viewed as a longitudinal process which fluctuates as a function of given resources and changes in such resources (Wang, Henkens, & van Solinge, 2011). Guided by this theoretical framework, the primary focus of this investigation was to examine if change in perceived social support would mediate the relationships between job-related conditions (i.e., job satisfaction and job stress) and post-retirement psychological wellbeing across the period of 2006 – 2014. The sample (n = 435) was drawn from the HWR study's 2006 nationally representative sub-sample of the general New Zealand older adult population. Participants were male and female New Zealanders, aged between 55 – 70 years in 2006, and were of New Zealand European, Māori, Asian, or other ethnicity. Participants were in paid employment at the time of the 2006 data wave, and had entered retirement at the time of the 2014 data wave. Cross-sectional analyses of the 2006 wave were also undertaken to determine whether the theorised relationships between the principal constructs were supported at the cusp of the retirement transition before participants retired. These analyses indicated the relationship between job satisfaction and psychological wellbeing appeared to operate indirectly via perceived social support, as did the relationship between job stress and psychological wellbeing. However, longitudinal mediation analyses did not support the resource-based dynamic model of retirement adjustment. Recommendations for measuring adjustment outcomes and resources at multiple assessment points, measure selection and construct domain sampling, improving capacity for causal inference, and using alternative data analytic strategies are made for future research adopting a resource-based dynamic perspective.

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List of Abbreviations, Acronyms, Initialisms, and Symbols

2SLS	Two-stage least squares regression
a	Path from predictor variable to mediating variable
ab	Unstandardised regression coefficient of the indirect effect
ANZSCO	Australian and New Zealand Standard Classification of Occupations
APA	American Psychological Association
b	Path from mediating variable to dependent variable
b	Unstandardised regression coefficient
BCa CI	Bias-corrected bootstrap confidence interval
c	Total effect path
c'	Direct effect path
CES-D	Centre for Epidemiological Studies Depression Scale
CLT	Central Limit Theorem
DV	Dependent variable
DW	Durbin-Watson statistic
ELSI-SF	Economic Standard of Living Index – Short Form
F	F-test statistic
$\boldsymbol{H_A}$	Research hypothesis
HART	Health and Aging Research Team
HWR	Health, Work, and Retirement

IV	Independent variable
κ^2	Kappa squared
LGM	Latent growth curve modelling
M	Sample median
MCAR	Missing completely at random
MCS	Mental Component Summary score
MSEM	Multi-level structural equation modelling
MV	Mediating variable
n	Sample size
OECD	Organisation for Economic Cooperation and Development
PCS	Physical Component Summary score
$\boldsymbol{P_M}$	Ratio of the indirect effect to the total effect
$\boldsymbol{R^2}$	Coefficient of determination squared
$\boldsymbol{R^2_{adj}}$	R^2 adjusted
SD	Standard deviation
SE	Standard error
SEM	Structural equation modelling
SES	Socioeconomic status
SF-12v2	Medical Outcomes Study Short-Form Health Survey version two
SPS	Social Provisions Scale

SPSS	Statistical Package for the Social Sciences
T1	Time 1 (2006)
T2	Time 2 (2014)
VIF	Variance inflation factor
$\bar{y}$	Sample mean