

## SHORT TERM SCIENTIFIC MISSION (STSM) SCIENTIFIC REPORT

This report is submitted for approval by the STSM applicant to the STSM coordinator

**Action number: IS 1409**

**STSM title: Work satisfaction of older men and women**

**STSM start and end date: 01/04/2019 to 05/04/2019**

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### PURPOSE OF THE STSM:

The purpose of the Short-Term Scientific Mission was to work on two working papers that are both related to the job satisfaction of older men and women. The visit to Mendel University in Brno in April 2019 enabled collaborating on these papers with two senior researchers with a lot of experience on understanding working life of older employees: Prof Martina Rašticová of Mendel University, and Prof Clary Krekula of Karlstad University, who was on a research visit to Brno in this period as well.

These two researchers are experienced in theoretical approaches to older workers, so one aim was to expand the theoretical approach of these papers. Also, their skill in writing high-quality research papers could help in improving the 'selling' of the paper in a better way. Next, the data I work with, European Sustainable Workforce Survey, is very rich. Discussing the possibilities of this may be useful not only for the two goals mentioned above, but also contribute to empirically more solid papers.

### DESCRIPTION OF WORK CARRIED OUT DURING THE STSMS

(max.500 words)

In Brno, I gave two presentations about the two working papers that I was aiming to discuss. Afterwards, Martina Rašticová and Clary Krekula and myself discussed the current state of the paper, my future ideas, the theoretical foundations, empirical issues. In the next part of this report, Description of the main results obtained, I elaborate more on the results of this discussion.

Additionally, we worked towards an overview of the field of the intersection between older workers and technology. While this directly related to one of the two papers that we discussed, it also contributes towards the future papers that I will be working on for my three-year postdoc project.

### DESCRIPTION OF THE MAIN RESULTS OBTAINED

For both working papers that we discussed, there have been several valuable new ideas on many different aspects of the papers. Several theoretical ideas have been explored, such as the Job-Demands-Resource model, gender stereotypes on technology, gender differences in experiencing stress. Martina Rašticová and Clary Krekula have given many literature suggestions based on both their own work and on their

extensive knowledge of the field. These literature suggestions contribute to both the new theoretical approaches and substantiation for the theoretical venues that were already part of the papers.

Related to empirical decisions, we discussed the strengths and weaknesses of the European Sustainable Workforce Survey. In some instances, we debated how to optimally deal with issues that may arise. For example, structural equation modelling may be most fruitful to estimate how technological change may influence work stress which in turn influences performance. Or, the merits of jackknife sensitivity analyses considering how technological changes mean something different in different organisations.

#### **FUTURE COLLABORATIONS (if applicable)**

We have agreed to continue working on creating an overview of the state of the field relating older workers to technology. What has been found so far, what should be the next venues for research in both my working papers and in the field in general? Specifically, this will focus on the perspective of individual older workers and on the perspective of organisations. The next step that we agreed on would be that I complete a piece of text on these two perspectives by the end of April, and that Martina Rašticová and Clary Krekula will provide feedback on this work. We plan on continuing our collaboration after that as well, but have not yet made more specific agreements on the next steps after this overview.

In the longer run, we discussed a future visit to Brno as part of a teaching exchange, but that will have to be decided on later during this year when my teaching obligations in the Netherlands are more crystallized.