Copyright is owned by the Author of the thesis. Permission is given for a copy to be downloaded by an individual for the purpose of research and private study only. The thesis may not be reproduced elsewhere without the permission of the Author.
The Indirect Effects of Work-Related Antecedents to Retirement on Retirement Adjustment Quality via Change in Social Resources: A Resource-Based Dynamic Perspective

A dissertation presented in partial fulfilment of the requirements for the degree of Master of Science in Psychology at Massey University, Manawatū, New Zealand.

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2017
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.
Acknowledgements

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<th>Description</th>
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<tbody>
<tr>
<td>2SLS</td>
<td>Two-stage least squares regression</td>
</tr>
<tr>
<td>a</td>
<td>Path from predictor variable to mediating variable</td>
</tr>
<tr>
<td>ab</td>
<td>Unstandardised regression coefficient of the indirect effect</td>
</tr>
<tr>
<td>ANZSCO</td>
<td>Australian and New Zealand Standard Classification of Occupations</td>
</tr>
<tr>
<td>APA</td>
<td>American Psychological Association</td>
</tr>
<tr>
<td>b</td>
<td>Path from mediating variable to dependent variable</td>
</tr>
<tr>
<td>b</td>
<td>Unstandardised regression coefficient</td>
</tr>
<tr>
<td>BCa CI</td>
<td>Bias-corrected bootstrap confidence interval</td>
</tr>
<tr>
<td>c</td>
<td>Total effect path</td>
</tr>
<tr>
<td>c'</td>
<td>Direct effect path</td>
</tr>
<tr>
<td>CES-D</td>
<td>Centre for Epidemiological Studies Depression Scale</td>
</tr>
<tr>
<td>CLT</td>
<td>Central Limit Theorem</td>
</tr>
<tr>
<td>DV</td>
<td>Dependent variable</td>
</tr>
<tr>
<td>DW</td>
<td>Durbin-Watson statistic</td>
</tr>
<tr>
<td>ELSI-SF</td>
<td>Economic Standard of Living Index – Short Form</td>
</tr>
<tr>
<td>F</td>
<td>F-test statistic</td>
</tr>
<tr>
<td>$H_A$</td>
<td>Research hypothesis</td>
</tr>
<tr>
<td>HART</td>
<td>Health and Aging Research Team</td>
</tr>
<tr>
<td>HWR</td>
<td>Health, Work, and Retirement</td>
</tr>
</tbody>
</table>
IV  Independent variable
κ²  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
PM  Ratio of the indirect effect to the total effect
R²  Coefficient of determination squared
R²adj  R² 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