

Analysis of the Effects of Satisfaction with Job Participation on Psychological Adaptation of the Elderly

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Abstract

This study tried to find various alternatives to live the rest of life positively by examining whether satisfaction with work in old age has a positive effect on psychological adjustment in old age. Using the 15th (2020) data of the Korea Welfare Panel Study (KOWEPS), 117 men and 355 women were analyzed as a sample to verify the effect of job participation satisfaction among the elderly on psychological adjustment.

The results of the regression analysis in this paper ($F=11.680$, $p<.001$) were analyzed to be significant. The results showed gender ($\beta=-.192$, $p<.001$), age ($\beta=2.004$, $p<.001$), and job participation satisfaction ($\beta=-3.726$, $p<.001$). Therefore, it was found to have an effect on psychological adaptation. In terms of gender, it was found that men had higher psychological adaptability than women, and that the lower the age, the higher the psychological adaptability. As a result, it was confirmed that the elderly's job participation is a simple economic part of the elderly, and the psychologically positive influence increased. The higher the job participation satisfaction, the higher the psychological adaptability.

Keywords: Job Participation, Psychological Adaptation, Satisfaction, Variance Analysis of Variance(ANOVA)

1. INTRODUCTION

As the average lifespan of human beings increases, interest in quality of life in old age is increasing. In old age, negative characteristics such as a decrease in economic activity, deterioration of physical health and disconnection of social relationships appear. These negative characteristics affect the psychosocial part of the elderly and cause them to lose the meaning of the life to come, leading to severe depression [1]. Depression in old age is characterized by being difficult to overcome compared to other age groups [2].

Depression is a phenomenon experienced by individuals, but it is caused by social isolation or relationships with others, and is also exacerbated [3]. In order to solve the isolation of the elderly from society, the elderly jobs project appeared.

The elderly job project has effects such as acquisition of new roles, securing social support networks, recovery and maintenance of physical and mental health, and income generation, and has institutional advantages to solve complex problems for the elderly [4-5].

According to the Korea human resources development institute for the elderly, the types of jobs for the elderly can be divided into social activities for the elderly and jobs for the elderly as shown in Table 1, which

can be further divided into 7 types.

The elderly job project was started in 2004 and 35,000 people participated in the initial stage, and about 684,000 people participated in 2020. However, satisfaction with jobs for the elderly has different results depending on the type of participation in the job project. This type of participation is divided into education type and public interest type, and the results are as follows.

Table 1. Types of job opportunities for the elderly and their main contents

| Division | Category | Main Content | Budget support type | Active personality |
|-------------|----------------------------|---|----------------------------------|-------------------------------|
| Public type | Public interest | Activities in which the elderly participate to improve self-satisfaction and sense of achievement, and to promote the public interest of the community. | Local government current subsidy | volunteer (Social Activities) |
| | Talent Sharing Activities | A variety of volunteer activities in which talented seniors voluntarily participate to improve self-satisfaction and sense of accomplishment, and to promote the public interest of the local community. | private current subsidy | Work |
| | Social service type | Jobs that provide services to areas in need of social assistance (community care, safety-related, etc.) by utilizing the experience and activity capabilities of the elderly. | Local government current subsidy | |
| Civilian | Market type business group | A part of the labor cost of the participants is supplemented, and the elderly job is operated year-round with additional business profits. | Local government current subsidy | |
| | job placement type | A job in which a certain amount of wages can be paid for the working period by linking a person who has completed a certain training or has related work skills to the demanding party at the request of the demanding party. | Local government current subsidy | |
| | Senior Internship | A business that induces continued employment by subsidizing labor costs to companies to promote employment over the age of 60. | private current subsidy | |
| | Senior-friendly company | Support for the establishment of companies that employ a large number of elderly people in suitable occupations where the elderly can have a competitive edge. | private current subsidy | |

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First, education type: The elderly who participated in the elderly Job project had relatively high participation satisfaction. In particular, it was found that the elderly who participated in the education type were highly satisfied with the participation in the elderly job project [6].

Second, public interest type: The lower the monthly remuneration, the higher the job content satisfaction, the higher the participation continuity. However, in the case of the education type, the higher the job content and the higher the satisfaction with peer relationships, the higher the participation continuity [7].

In old age, most people do not have regular income due to retirement or health problems, so they live the

rest of their lives depending on pension or property. Therefore, the economic problems of old age are closely related to psychological adjustment. The active theory suggests that the elderly can age successfully through active and active activities. Based on this basis, it can be seen that quality in the physical, psychological and social domains is important for the success factor in the life of the elderly [8-9].

Most of the studies related to job participation for the elderly are centered on studies related to participation satisfaction and sustainability. Therefore, there are not many studies on changes in job participation satisfaction on the quality of life of the elderly.

In particular, there has been no study on the effect of job satisfaction on the psychological adaptation of the elderly so that they can live the rest of their lives positively.

Therefore, this study aims to investigate whether job participation satisfaction has a positive effect on the psychological adjustment of the elderly. In addition, we would like to explore alternatives for psychological adaptation of the elderly.

2. RESEARCH METHOD

2.1 Research subject and analysis method

In this study, to analyze whether job participation satisfaction of the elderly affects the psychological adaptation of the elderly, 15 of the 2020 Korean Welfare Panel Study (KOWEPS) we analyzed the car data.

In 2006, 7,072 households were included in the survey on participation in the employment project for the elderly, and new households were added in the 12th survey due to reasons such as dropping out. In the 15th survey, 6,029 households were surveyed.

The Korea Welfare Panel can know data such as income, consumption, debt, wealth, and various living conditions of elderly households, and it can be seen as suitable data for this study because it can check whether or not they participate in a job. Therefore, in order to obtain the most recent information, the 15th data of 2020 was used for analysis.

In this study, a reliability test was performed to determine the reliability of the measurement tool. In addition, a frequency analysis was performed to find out the general matters of the subjects to be analyzed.

Here, T-test and one-way analysis of ANOVA were performed to examine differences according to individual characteristics. In addition, correlation analysis and regression analysis were performed to find out whether satisfaction with job participation for the elderly affects the psychological adaptation of the elderly. For the analyzed statistical package, PASW (Predictive Analytics Software) 21.0 was used.

2.2 Questions used in the analysis

The job participation satisfaction variable was measured as a question asking about job satisfaction among the questions about satisfaction among the 15th Korea Welfare Panel data.

The items consisted of 1) very dissatisfied, 2) mostly dissatisfied, 3) mediocre, 4) mostly satisfied, and 5) very satisfied.

As for the psychological adaptation variables of the elderly, 6 items related to psychological adaptation among the questions asking about the current status of the elderly were used for the analysis.

The item is 'I don't want to eat', 'I am quite depressed', 'Everything felt difficult', 'I couldn't sleep', 'I felt lonely as if I was alone in the world', and 'I felt sad.

2.3 The research hypothesis

<Study Hypothesis 1> The level of psychological adaptation of the elderly will vary according to job participation satisfaction.

<Study Hypothesis 2> Satisfaction with job participation will affect the psychological adjustment of the elderly.

3. GENERAL MATTERS OF THE SUBJECTS OF INVESTIGATION

Table 2 shows descriptive statistics. As for the general items of the survey subjects, 355 (75.2%) were female and 117 (24.8%) were male, and the age range was the highest with 189 (40.0%) between 72 and 78 years old, 79 183 (38.3%) between the ages of 85 and 68, 68 (14.4%) between the ages of 68 and 71, and 32 (6.78%) between the ages of 86 and 92. As for marital status of the survey subjects, widowed with 243 persons (51.5%), followed by married 209 persons (44.3%) and divorced 17 persons (3.6%).

Table 2. Descriptive statistical analysis

(number of people, %)

| Division | | collection (Number of people) | average (%) | Sum |
|--------------------|-----------------------|----------------------------------|-------------|------|
| Sexuality | Men | 117 | 24.8 | 100% |
| | Woman | 355 | 75.2 | |
| Age | Under 71 | | | 100% |
| | 72 to 78 years | 68 | 14.4 | |
| | 79 to 85 years old | 189 | 40.0 | |
| | 86 to 92 years old | 183 | 38.8 | |
| Marriage status | Have a spouse | 209 | 44.3 | 100% |
| | Bereavement | 243 | 51.5 | |
| | Divorce | 17 | 3.6 | |
| | Separation | 2 | 0.4 | |
| | Single | 1 | 0.2 | |
| Sum | | 1,416 | 100 | |

3.1 Differences in psychological adaptation according to job participation satisfaction

Table 3 shows a one-way ANOVA was conducted to find out whether there is a difference in psychological adaptation according to job participation satisfaction.

Table 3. Job Participation satisfaction

(number of people, %)

| | <i>n</i> | Mean | Standard deviation | F | scheffe |
|----------------------------|----------|------|-----------------------|----------|---------|
| Very dissatisfied (a) | 2 | 2.79 | 1.51 | 5.258*** | a>b |
| generally dissatisfied (b) | 17 | 1.79 | .63 | | |
| Just so (c) | 123 | 1.60 | .51 | | |
| Generally satisfied (d) | 319 | 1.49 | .51 | | |
| very satisfied (e) | 8 | 1.36 | .40 | | |
| Sum | 469 | 1.53 | .595 | | |

As a result, it was statistically significant as $F=5.258$ ($p=0.001$). Therefore, the null hypothesis was rejected and the alternative hypothesis was adopted.

As a result of the post-test, there was a difference in the average between 'very dissatisfied' and 'generally dissatisfied' according to psychological adaptation. The average score for 'very dissatisfied' of job participation was 2.79 points and the average score for 'generally dissatisfied' was 1.79, showing a relatively higher average score for psychological adjustment than 'very dissatisfied' in 'very dissatisfied'. Therefore, as a result of the study, the hypothesis that 'the psychological adjustment level of the elderly will vary depending on job participation satisfaction' was supported.

3.2 Correlation analysis

The correlation of the measured variables is shown in table 4. Gender was found to have a significant negative correlation with age, and psychological adjustment showed a significant negative correlation with job participation satisfaction.

Table 4. Correlation analysis

| Variable | Gender | Age | Psychological | Adaptation job participation satisfaction |
|---|----------|------|---------------|---|
| Gender | 1 | | | |
| Age | -.167*** | 1 | | |
| Psychological | -.016 | .012 | 1 | |
| Adaptation job participation satisfaction | -.039 | .398 | -.176*** | 1 |

$N = 469$. * $p < .05$. *** $p < .001$

3.3 Psychological adaptation according to job participation satisfaction

A regression analysis was conducted to verify the effect of job participation satisfaction among the elderly on psychological adaptation, and the results are shown in table 5.

Table 5. The Effect of Job Participation Satisfaction on the Psychological Adaptation of the Elderly

| Division | Model | | |
|-------------------------------------|-----------|---------|-----------|
| | B | β | t |
| Gender | -.236 | -.192 | -4.226*** |
| Age | .059 | .091 | 2.004*** |
| Satisfaction with job participation | -.148 | -.164 | -3.726*** |
| R ² | .064 | | |
| R ² increment | .070 | | |
| F | 11.680*** | | |

As a result of regression analysis ($F=11.680$, $p<.001$), it was analyzed as significant. For gender ($\beta=-.192$, $p<.001$), age ($\beta=2.004$, $p<.001$), and job participation satisfaction ($\beta=-3.726$, $p<.001$), these results were found. was found to have an effect on psychological adaptation. In terms of gender, psychological adaptation was

higher in males than in females, and the lower the age, the higher the psychological adaptation was.

It was found that the higher the satisfaction with job participation, the higher the psychological adjustment. Therefore, as a result of the verification of this study, the hypothesis that 'job participation satisfaction will affect the psychological adjustment of the elderly' was supported.

Therefore, as a result of this study, there were mainly two types. First, most of the studies so far have been related to the job participation satisfaction and sustainability of the elderly. However, this study verified the effect of job participation satisfaction on the psychological adjustment of the elderly. It is judged that this has laid the foundation for presenting the direction of social welfare practical intervention.

Second, it was confirmed that the elderly's participation in work had a positive effect not only on the economic part of the elderly, but also on the psychological part. Therefore, it is important to secure the quality of life of the elderly as the average life expectancy is increasing. Therefore, this study suggested the importance of jobs in specific social welfare interventions for the psychological adaptation of the elderly.

4. CONCLUSION

The purpose of this study is to explore whether satisfaction with job participation has a positive effect on the psychological adaptation of the elderly and to explore alternatives for psychological adaptation of the elderly. For this study, it was verified using data from the Korea Welfare Panel.

As a result, it was found that the more satisfied the elderly were in their job participation, the better they were in psychological adaptation. However, it had a limitation in that it could not measure variously the variables used in this study. Therefore, follow-up studies are needed to more accurately measure the relationship between psychological adaptation and job participation satisfaction.

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