Predicting transitions from single to multiple job holding among older workers

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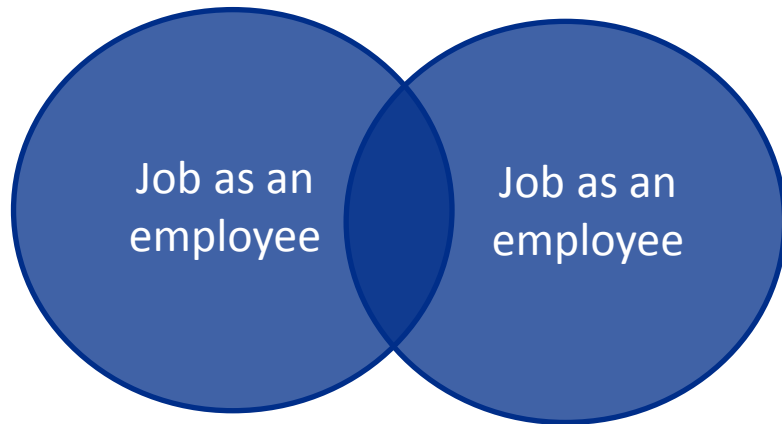
Cécile R. L. Boot, PhD

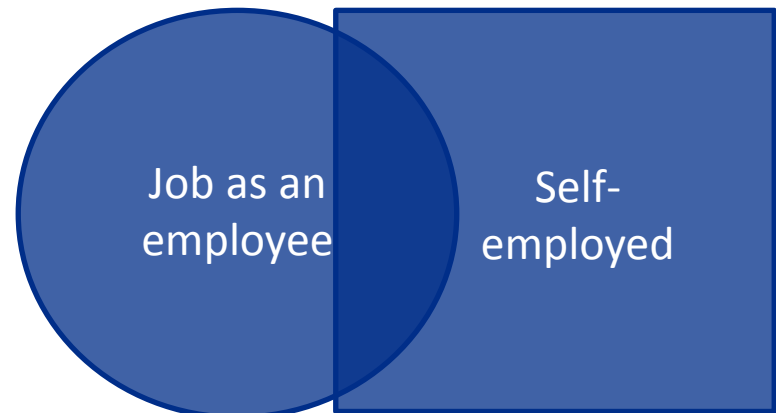Paulien M. Bongers, PhD

Allard J. van der Beek, PhD

TNO innovation for life

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Introduction

- Multiple job holding (MJH): having more than one paid job

Combination MJH   Hybrid MJH
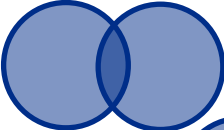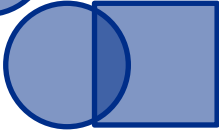
Introduction

- Aim:

  To predict transitions from ⬤ to ⬤⬤ or ⬤▢
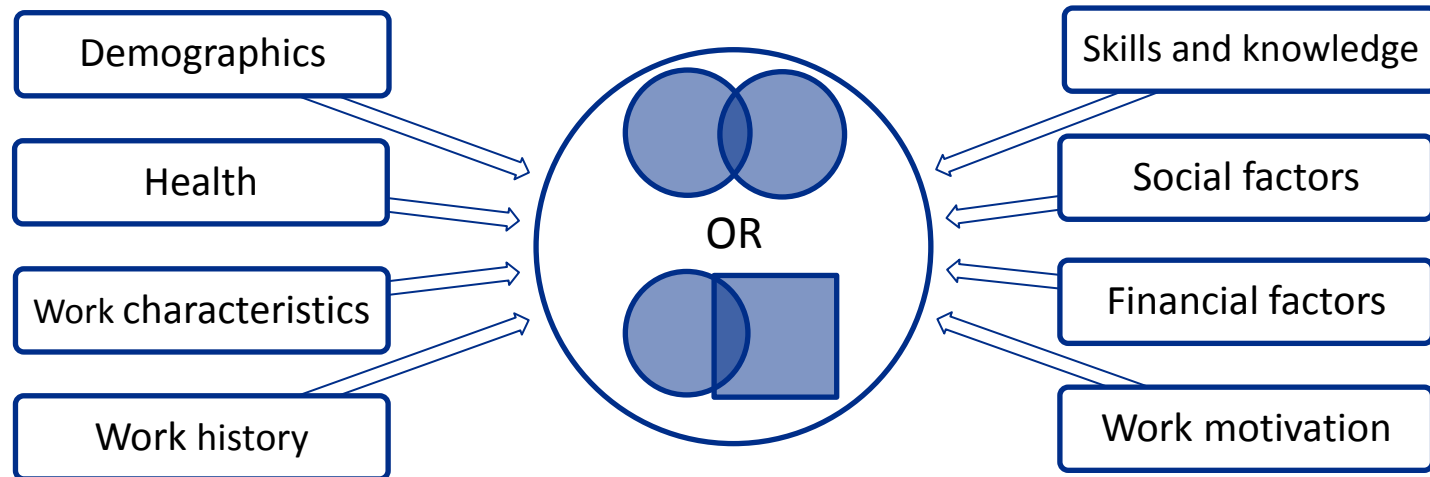 among older workers
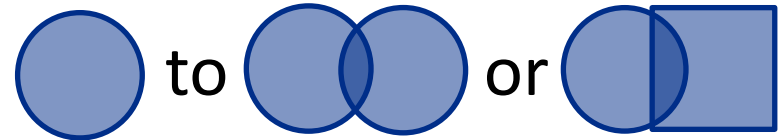
- Importance:
  - Societal
  - Scientific

Methods

- Study population
  - STREAM 2010-2013
  - Employee at baseline, between 45 and 64 years
  - Participated in all four waves

- Outcome:

  - Two dichotomous outcome variables:
  - one for
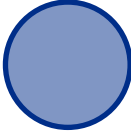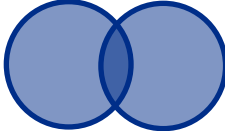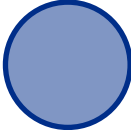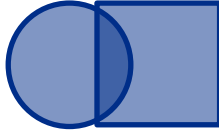 - and one for
  - Control group

Methods

- Potential predictors:

Demographics		Skills and knowledge
Health	OR	Social factors
Work characteristics		Financial factors
Work history		Work motivation
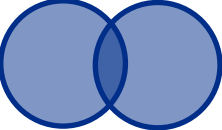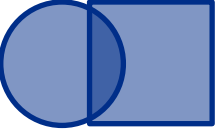
- Three steps
  - Univariable selection (p<0.20)
  - Multivariable backward selection per domain (p<0.20)
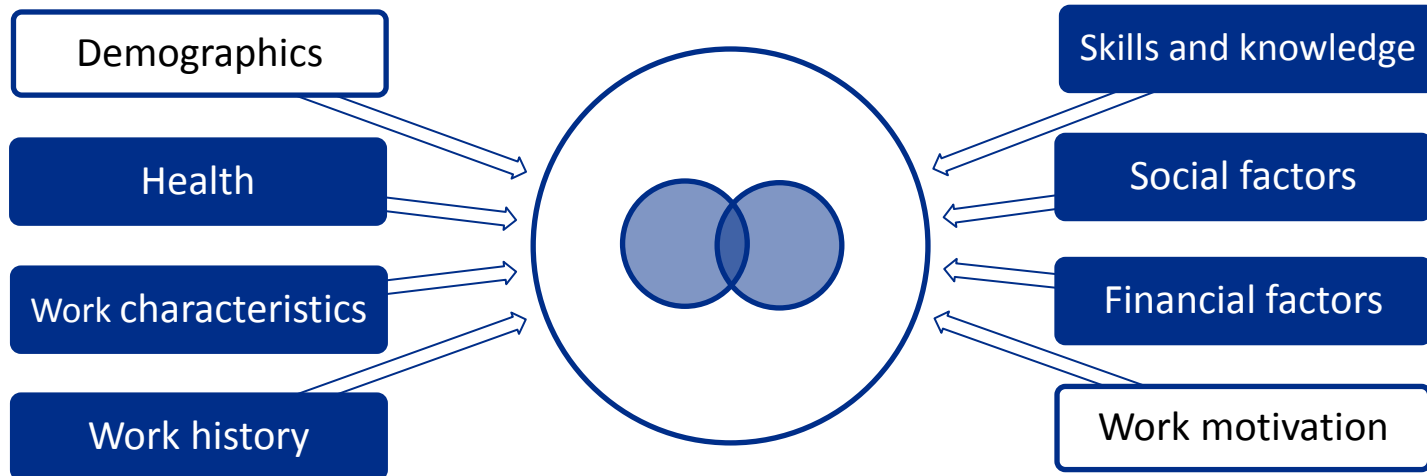 - Multivariable backward selection (p<0.05)

Results

- 175 ⬤ transition to ⬤⬤

- 101 ⬤ transition to ⬤▢

- ⬤⬤ hospitality, health care, agriculture

- ⬤▢ financial services, ICT and construction

Results

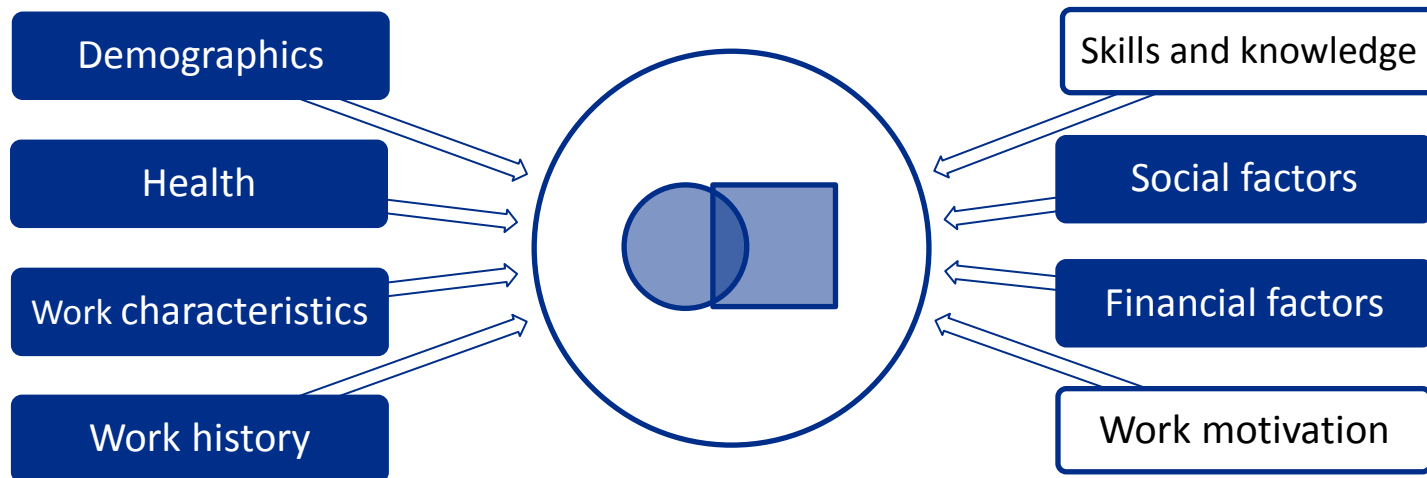## Predictive model 1 – Combination MJH

C-statistic: 0.723

Results

Predictive model 2 – Hybrid MJH

C-statistic: 0.772

Discussion

- Wide variety
  - Health, work characteristics, work history, social factors, financial factors

- Similarities
  - Permanent contract
  - Job demands and resources

- Differences
  - Working part-time

Discussion

Strengths

- Broad set of potential predictors
- Distinction between [Venn diagram of two overlapping circles] and [Venn diagram of a circle overlapping a square]

Weaknesses

- Selection bias
- Variable follow-up time

Conclusion

Variety in predictors of [symbol] and [symbol]

Differences in predictors between [symbol] and [symbol]

Thank you for your attention

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