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from 1989 to 2015 Taiwan Longitudinal Study on Aging. A total of 1,471 cases who experienced retirement between waves and completed the subsequent four year and eight year follow-up surveys after retirement were included for analyses. High life satisfaction and low depressive symptoms represented good retirement adjustment. Multiple regression analysis was applied to test the hypothesized relationships. ResultsThe findings were as follows: 1. Retirees experienced increased depressive symptoms and worsened family relationships when transiting from pre-retirement to post-retirement.2. High cognition functioning, ideal family relationships and sufficient financial resources before retirement were consistently associated with few depressive symptoms and high life satisfaction, both at four and eight year follow-ups. 3. Of the 10 different leisure activities investigated, physically active leisure activities such as walking and participating group exercise before retirement predicted few depressive symptoms and high life satisfaction four years after retirement, but not eight year follow-up. DiscussionCognitive functioning, financial status, and family relationship before retirement can significantly affect both short-term (four years) and long-term (eight years) retirement adjustment, whereas physically active leisure activities only link to short-term retirement adjustment. At policy level, pre-retirement financial security should be addressed and well-prepared. At practitioner level, maintaining ideal cognition level, positive family relationship, and engaging physically active leisure activities should be the central intervention target when serving employees who are approaching retirement.

DOES SOCIAL ENGAGEMENT FOSTER GENERATIVITY AND GOOD CITIZENSHIP AMONG THE THIRD AGERS IN JAPAN?

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The labor force rate of those in their sixties have been increasing in Japan. Active Theory assumes that continuing activity is good for their well-being. Several researches also elucidate positive effects of work on older adults. Further, Japan has a mandatory retirement age of 60 years; though, persons can restart their work under contract labor. Katagiri proposed a social engagement model for third agers, which assumes that work for third agers cannot be the purpose in life and suggests three activities social participation, civic activities and work. This study examines the effect of the three activities on third agers. Random sampling survey was conducted in 2019 on people living in Tokyo and Hyogo prefecture. The response rate was 43.0% (N = 665, aged 60-74). Hierarchical multiple regressions were conducted to examine the effect of the three activities on generativity, sense of community, social contribution orientation, interest in politics by gender, and the robust positive effects of social and civic activities for male and civic activities for female. Though no effect of work existed, interaction effects of work and other activities were observed. Those working with social or civic activities had higher generativity. Among people with civic activity, working males showed higher sense of community while working females showed higher interest in politics. Males engaged only in work showed no such sense. The results suggest engaging only in work do not foster their

development and engagement in social and civic activities are required to enrich their lives.

JOB SEPARATION OF LONG-TERM CARE FRONTLINE STAFF IN ENGLAND

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Staff turnover in the long-term care (LTC) sector in England is perceived to be relatively high. Most job leavers do not leave the sector, but rather move to other LTC employers. Nevertheless, there are concerns that the high 'churn' has a negative impact on continuity and quality of care, care providers' recruitment and training costs, and the remaining staff workload and motivation. This study aimed to provide missing quantitative evidence on the drivers of LTC staff retention in England, with a focus on job quality. We used yearly data (2016 to 2019) from a large, employer-employee dataset covering about half of England's LTC market: the Adult Social Care Workforce Dataset. After controlling for observed individual, organisational, and local market characteristics as well as unobserved worker and employer heterogeneity, we found that, everything else being equal, wages and employment conditions (i.e. full time contracts and contracts with guaranteed working hours) significantly reduce job separation. For example, a 10 per cent wage increase from the sample mean would have reduced the job separation rate by about 3 ppt. Our results also show that the wage effect was substantially downward biased (i.e. closer to zero) when not accounting for unobserved effects: the estimated reduction in job separation rate of a 10 per cent wage increase was only 1 to 1.5 ppt. Our findings show that improving pay and employment conditions for LTC staff can improve staff retention in LTC and stress the importance of accounting for unobserved variable bias.

NURSING HOME STAFF'S PERCEPTIONS AND EXPERIENCES COLLABORATING WITH HOSPICE

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Hospice has been associated with improved outcomes for terminally-ill patients and families, including in pain management, care satisfaction, and rates of hospitalizations. In 2016, 1/3 of Medicare hospice beneficiaries died in nursing homes (NH). The responsibilities for meeting the needs of the NH resident receiving hospice are shared by the NH staff and hospice team, making good communication and coordination of services between providers critical to the successful delivery of services. This exploratory study surveyed NH direct care and administrative staff about their perceptions of hospice, and barriers to collaboration. A total of 66 NH staff completed the online survey. The sample was 62.1% direct care staff (e.g., social work, nursing) and 37.8% administrators, predominantly female (75%), non-Hispanic-white (43.9%), and employed full-time (87.8%). Over half of the NHs were non-profit organizations (56.1%). Respondents had on average 33.8 hours of hospice education and held positive