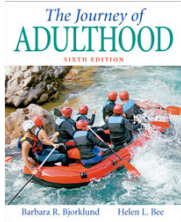


Bjorklund & Bee The Journey of ADULTHOOD SIXTH EDITION

The Journey Of Adulthood, 6/e Helen L. Bee & Barbara R. Bjorklund

Chapter 7

WORK AND RETIREMENT



Barbara R. Bjorklund Helen L. Bee

Bjorklund & Bee The Journey of ADULTHOOD SIXTH EDITION

The Importance of Work in Adulthood

- *Career*: the patterns and sequences of occupation and positions occupied by people across their working lives.

The Journey of Adulthood 6/e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Bjorklund & Bee The Journey of ADULTHOOD SIXTH EDITION

The Importance of Work in Adulthood

Super's Theory of Career Development
 Vocational psychology *life-span/life-space theory*:
 based on the concept that individuals select occupations that reflect their self-concepts.

The Journey of Adulthood 6/e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

The Importance of Work in Adulthood

Impact of Different Work Patterns for Men and Women
 Women earn less money than men do, even when they work full time.
 Overall, women have jobs with lower salaries, fewer benefits, and less chance for advancement.

The Journey of Adulthood 66 by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

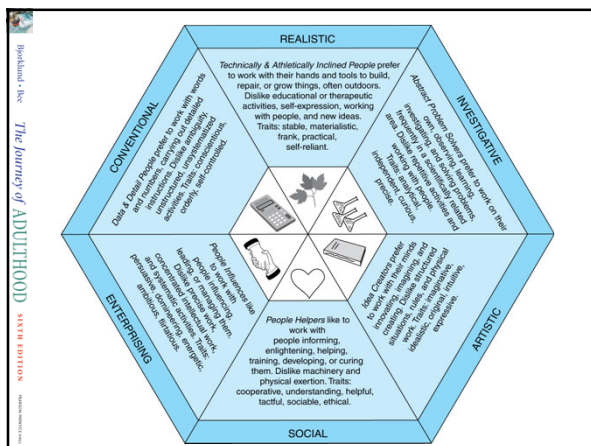
Selecting a Career

Holland's Theory of Career Selection
 Holland: *Congruence*, people seek work environments that fit their personalities.

Six personality types:

1. Realistic
2. Investigative
3. Artistic
4. Social
5. Enterprising
6. Conventional

The Journey of Adulthood 66 by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.



Bjorklund & Bee
The Journey of ADULTHOOD
SIXTH EDITION

Selecting a Career

The Effects of Gender
Gender is a major factor in career choice.
Occupational gender segregation: stereotype of “his and hers” jobs.
The gap is shrinking.

The Journey of Adulthood 6e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Bjorklund & Bee
The Journey of ADULTHOOD
SIXTH EDITION

Selecting a Career

Family Influences
Family income influences education and career choice.
Children of working mothers have different views.

The Journey of Adulthood 6e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Bjorklund & Bee
The Journey of ADULTHOOD
SIXTH EDITION

Selecting a Career

The Role of Genetics
Cognitive strengths and physical abilities are inherited.
There are gender differences in impact of genetic influences.

The Journey of Adulthood 6e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Bjorklund & Bee
The Journey of ADULTHOOD
SIXTH EDITION

Age Trends in Work Experience

Job Performance
Job performance does not appear to change significantly with age.

Job Satisfaction
Older workers are more satisfied with their jobs than younger workers.
May be affected in part by selective attrition.
Older workers more realistic about their job expectations.

The Journey of Adulthood 66 by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.



Bjorklund & Bee
The Journey of ADULTHOOD
SIXTH EDITION

Work and Personal Life

Work and the Individual

Work and Marriage

Work and Parenthood

Work and Caregiving for Adult Family Members

Household Labor

The Journey of Adulthood 66 by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Bjorklund & Bee
The Journey of ADULTHOOD
SIXTH EDITION

Work and Personal Life

Work and the Individual

Job alienation: feeling that workers are disconnected from the workplace and that their efforts are boring, unappreciated, and meaningless.

Job burnout: feeling that one is overly involved in their jobs and that the job demands more of them than they can give.

Job strain: high job demands and low control, results in negative reactions

Job stress, high demands, but some control.

Individual differences contribute (hardiness, self-reliance, negative affect).

Unemployment: rates differ across ethnic groups and other demographics.

The Journey of Adulthood 6e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Bjorklund & Bee
The Journey of ADULTHOOD
SIXTH EDITION

Work and Personal Life

Work and Marriage

Work has an influence on relationship commitment.

Women's work and marital stability are related.

Couples' work schedules have a more clear-cut effect on relationship.

The Journey of Adulthood 6e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Bjorklund & Bee
The Journey of ADULTHOOD
SIXTH EDITION

Work and Personal Life

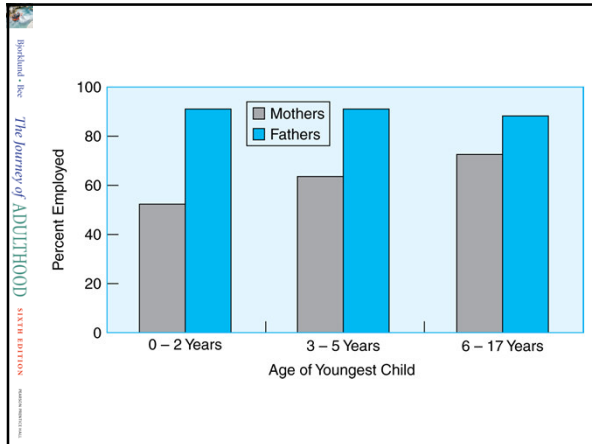
Work and Parenthood

Men tend to remain in the labor force while women to move in and out of employment due to factors such as family obligations.

Men may react to fatherhood with increased workload and income.

Parents' work-related stress can affect family well being.

The Journey of Adulthood 6e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.



Work and Personal Life

Work and Caregiving for Adult Family Members

Women between ages of 40 and 60 often deal with caregiving demands of older adults.

Financial situation, makeup of family, caregiver's health and resources, support services available, and workplace conditions all contribute to outcome.

The Journey of Adulthood 6e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Work and Personal Life

Household Labor

We spend as many hours doing unpaid family work as we spend doing paid job-related work.

Women do more of this work than men (about three times as much).

As women move through adulthood, the amount of housework they do increases, while men's decreases as they proceed along the same developmental path.

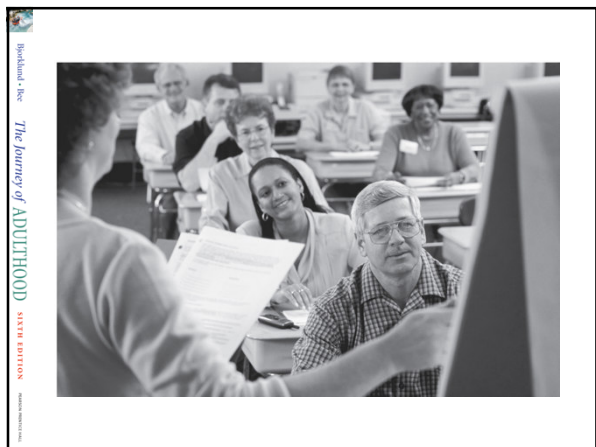
Gender-division mode
Time-availability mode
Relative resource model

The Journey of Adulthood 6e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Retirement

Preparation for Retirement
Many adults begin preparing for retirement many years in advance.
Timing varies.

The Journey of Adulthood 66 by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.



Retirement

Timing of Retirement
Women are less likely to plan for retirement as men are.
Women retire for different reasons than men (family-related versus work-related).
Retirement may be one of the longest periods of life for women.

The Journey of Adulthood 66 by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Bjorklund & Bee
The Journey of ADULTHOOD
SIXTH EDITION

Retirement

Reasons for Retirement

- Health
- Wealth
- Age
- Caregiving responsibilities
- Work characteristics
- Workers recreational interests

The Journey of Adulthood 6e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.

Bjorklund & Bee
The Journey of ADULTHOOD
SIXTH EDITION

Retirement

Effects of Retirement

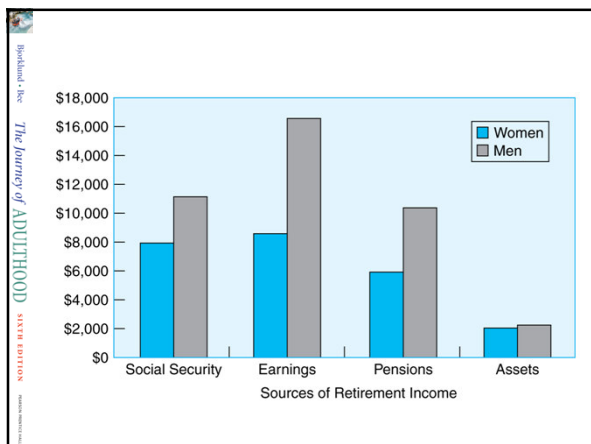
For most adults retirement has remarkably few effects on income, health, activity, or attitude.


The *gendering of poverty* refers to the larger proportion of women among the poor, especially in older populations.

In regards to residence, many retirees move.

- Amenity move:* climate recreation.
- Kinship move:* close to children and familiar surroundings.
- Institutional move:* e.g., assisted living arrangement.

The Journey of Adulthood 6e by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.



 Bjorklund & Bee *The Journey of ADULTHOOD* SIXTH EDITION

Retirement

Nonstandard Exits from the Labor Force
Shunning retirement
Second careers
Part-time work after retirement

The Journey of Adulthood 66 by Bee & Bjorklund. Copyright © 2007 by Pearson Education. All rights reserved.
