

Age can have an important role in the impact of perceived age-diversity practices on health and wellbeing. The assumption is that these practices are especially important for older workers as they are more likely to experience health limitations due to the ageing process (Hansson, DeKoekkoek, Neece, & Patterson, 1997), and they are frequently the target of age discrimination in the workplace (e.g., Finkelstein, Burke, & Raju, 1995; Posthuma & Campion, 2009).

A sample of 410 participants aged between 19 and 67 years old ($M = 37.74$, $SD = 12.93$) answered to a questionnaire with an on-line and a paper version. The moderation hypotheses were tested by Multiple Linear Regression using PROCESS macro for SPSS (Hayes, 2012). Findings supported the first hypothesis, suggesting that as increases age, also increases the effect of perceived age-diversity practices on perceived health, which means that as age increased, this relationship became more important. The second hypothesis was not supported, because the moderator effect of age was not significant. However, perceived age-diversity practices had a significant main effect on wellbeing, emphasising the importance of these practices to retain all workers, regardless of their age. These findings suggest that organisations should develop age-diversity practices to improve the wellbeing of workers of all ages, and that they could be particularly relevant for older workers' health.

S159: I'm I too Young to Think about Retirement? The Relationship between Human Resources Management Practices, Work Ability and Retirement Intentions

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The intended age at which employees plan to retire is critical for organizations as retirement leads to the loss of critical knowledge and expertise that is not replaceable due to its tacit nature. Consequentially, organizations endeavour to create conditions to retain valuable workers, especially those who have attained such a high level of proficiency and productivity that they add value to the overall operations. However, not all factors that explain the intended age for retirement are under the control of organizations (Truxillo, Cadiz, Rineer, Zaniboni, & Fraccaroli, 2012). The expected quality of retirement life (quality of living, financial stability) is one that is out of reach. However, work ability (physical and mental ability to cope with daily work) might be related with organizational practices, as organizations can change job content to accommodate age needs (Kooij et al., 2013; Schalk et al., 2010; Truxillo, Cadiz, & Hammer, 2015). This is within the capacity of managers, as organizations can deploy a HRM policy that is age related, that is, high potential work practices (HPWP) with an age focus. Examples are recognition-participation, job flexibility, and job reallocation regarding ageing capabilities.

This study is intended to test the extent to which these three factors explain people's intended retirement age through work ability. The sample comprises a total of 291 employees aged 45 or more years old. Sample eligibility criteria targeted employees actively working aged 45 or more years of age, as this is the group where retirement-focused variables might be more meaningful. This sample is divided in two age subgroups: one comprising 114 individuals 55 or over, and the other comprising 177 individuals from 45 to 54 years of age. Findings show significant relations in the "older sample" (55 years old and above) that don't occur in the "younger sample" (45-54 years old), which means that age plays a key role in understanding the relationship between organizational practices and retirement intentions. Specifically, age-focused human resources practices seem to explain both work ability and the intended age of retirement, especially for workers over age 55. These results stress the need to study this topic in greater depth for workers that are chronologically closer to the legal retirement age. Our results can also support the importance for organizations in developing age-focused HRM practices when its aim is to retain older workers.