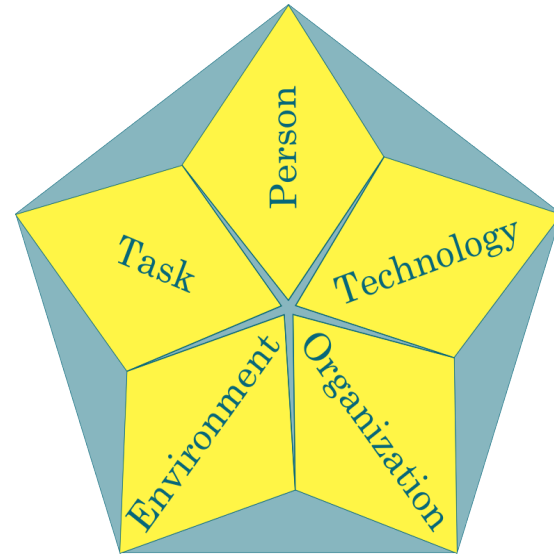


WHY PEOPLE WORK

Katherine Sanders, PhD

Work Systems Approach

- People's needs and abilities drive a healthy & productive system
- We design flexibility into the system to adapt to diverse needs



Why People Work

- ▣ Imagine you don't need the money. Would you work? Why?
- ▣ If you'd still work, list three reasons.



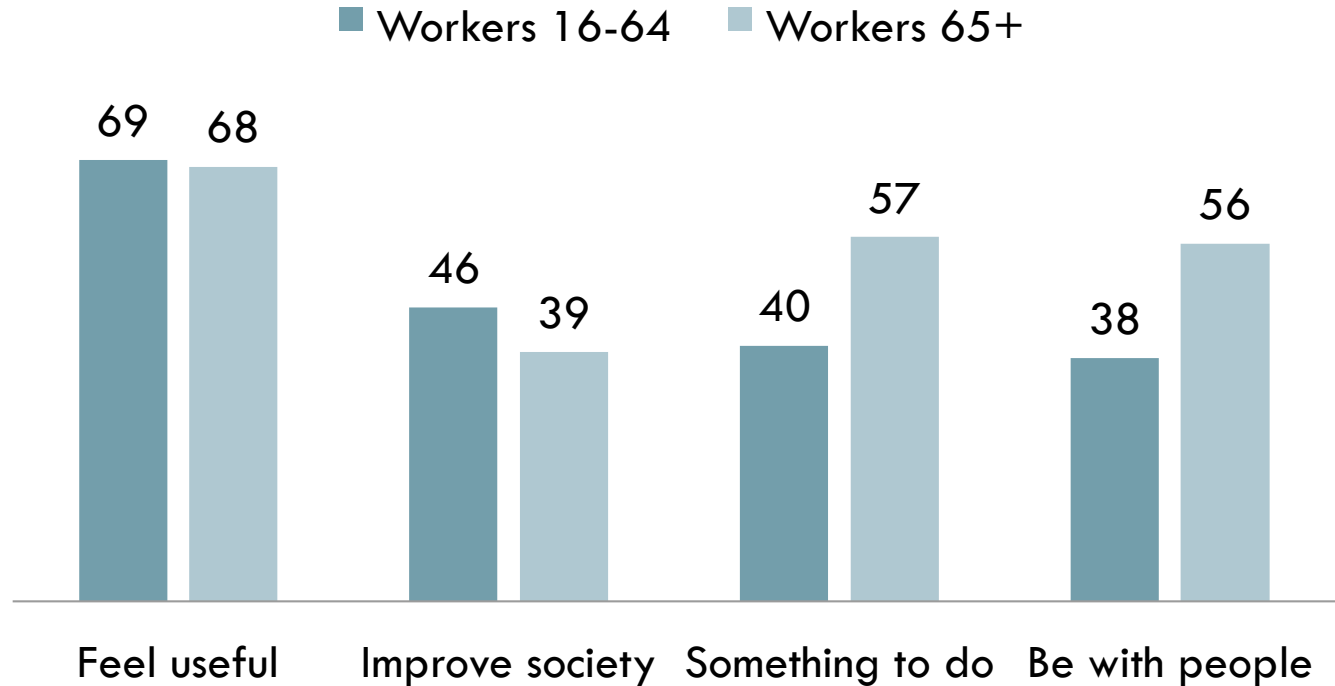
Why People Work

- ▣ From Job Design
 - Meaning & Purpose
 - Structure
 - Social Connection
 - Personal Growth
 - Enjoying the Work Itself



Why People Work

Pew Data
from 2009



Why People Work

Pew Data
from 2009



Health Impact of Retirement

Health decreases after retirement

▣ Inconclusive causation

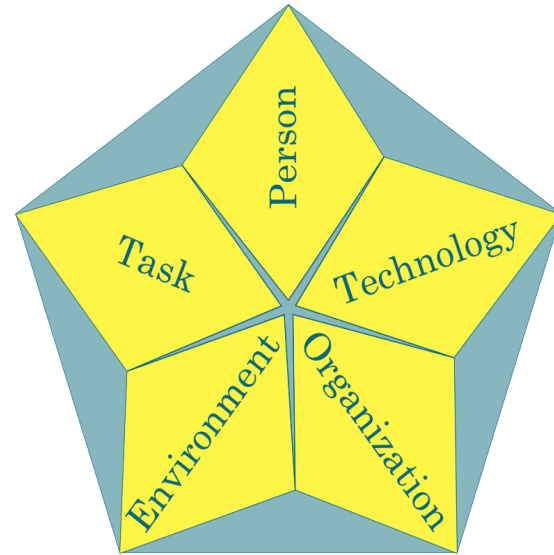
- Do people retire because they have health issues?

AND/OR

- Do people become less healthy when not working?

Work Can Contribute to Health

- Working can have a positive impact on mental and physical health
- Keeping mature workers productive longer can benefit public health



More Information

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Pew Research on Social and Demographic Trends

- <http://www.pewsocialtrends.org/2009/09/03/recession-turns-a-graying-office-grayer/>
- <http://www.pewsocialtrends.org/files/2010/10/Retirement.pdf>
- <http://www.pewsocialtrends.org/2009/09/03/iii-attitudes-toward-work/#growing-older-working-longer>

PBS Newshour

- <http://www.pbs.org/newshour/spc/new-older-workers/chapter-4-working-in-retirement/>