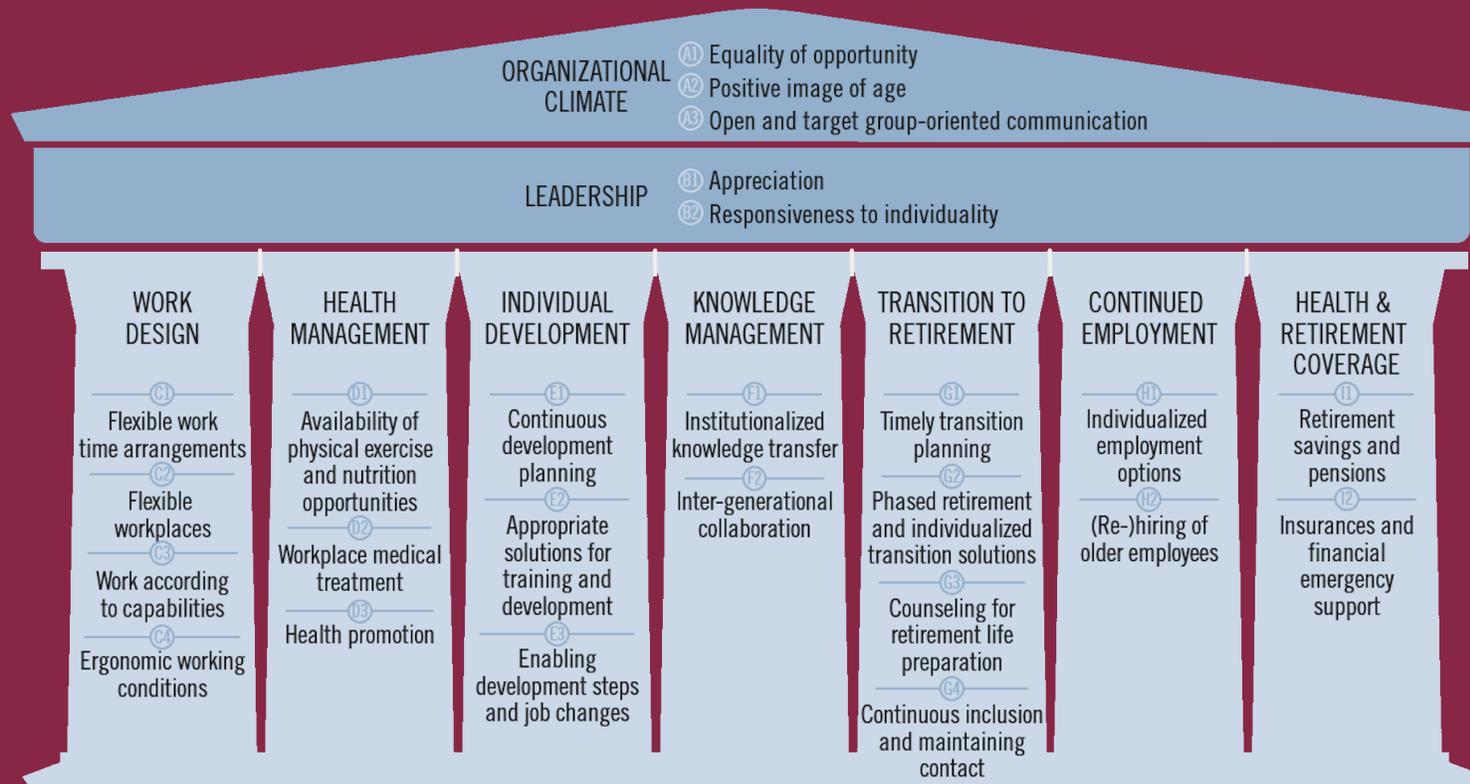


The Later Life Workplace Index (LLWI)

Key Learnings From a Multi-National Research Project

Julia Finsel, Anne Wöhrmann, & Jürgen Deller



The Later Life Workplace Index (LLWI)



Qualitative assessment

Qualitative studies, independently in Germany (27 expert interviews) and the U.S. (61 company assessments)

Focus group workshop to review results

Integrated taxonomy with **nine dimensions** proposed and checked for interrater reliability (Krippendorff's $\alpha = .65 - .91$)



Item development

Initial item set developed based on qualitative taxonomy (200 items)

Items revised and scales shortened (102 items) based on psychometric characteristics and factor analysis results of multiple studies

Overall item set administered among 608 workers in Germany and further streamlined (**80 items**)



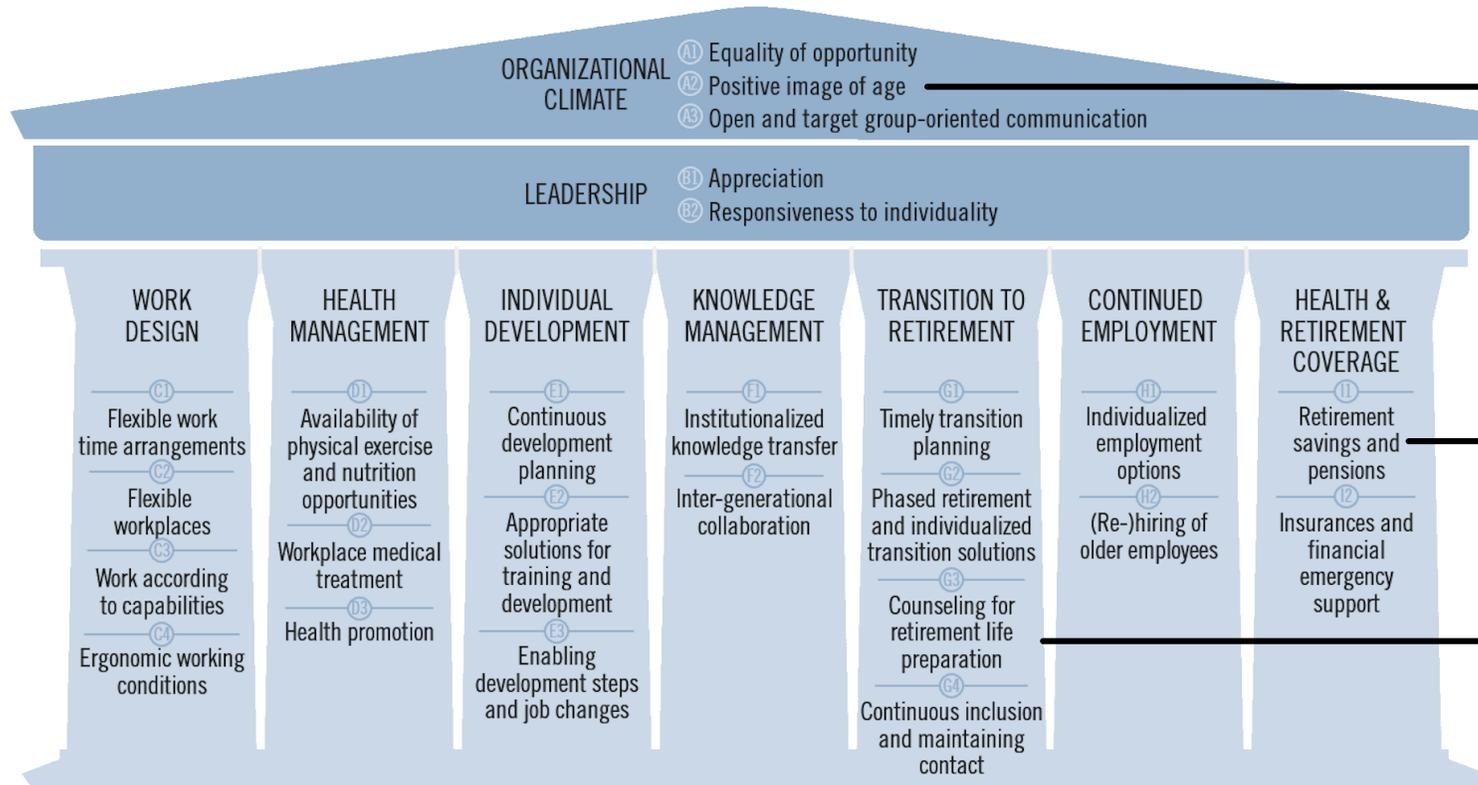
Scale validation

Finally selected items cross-validated in a second sample of 348 older workers

Factorial, convergent, discriminant, and criterion validity cross-checked



The Later Life Workplace Index (LLWI)



Example item:
In our organization older employees are perceived as competent.

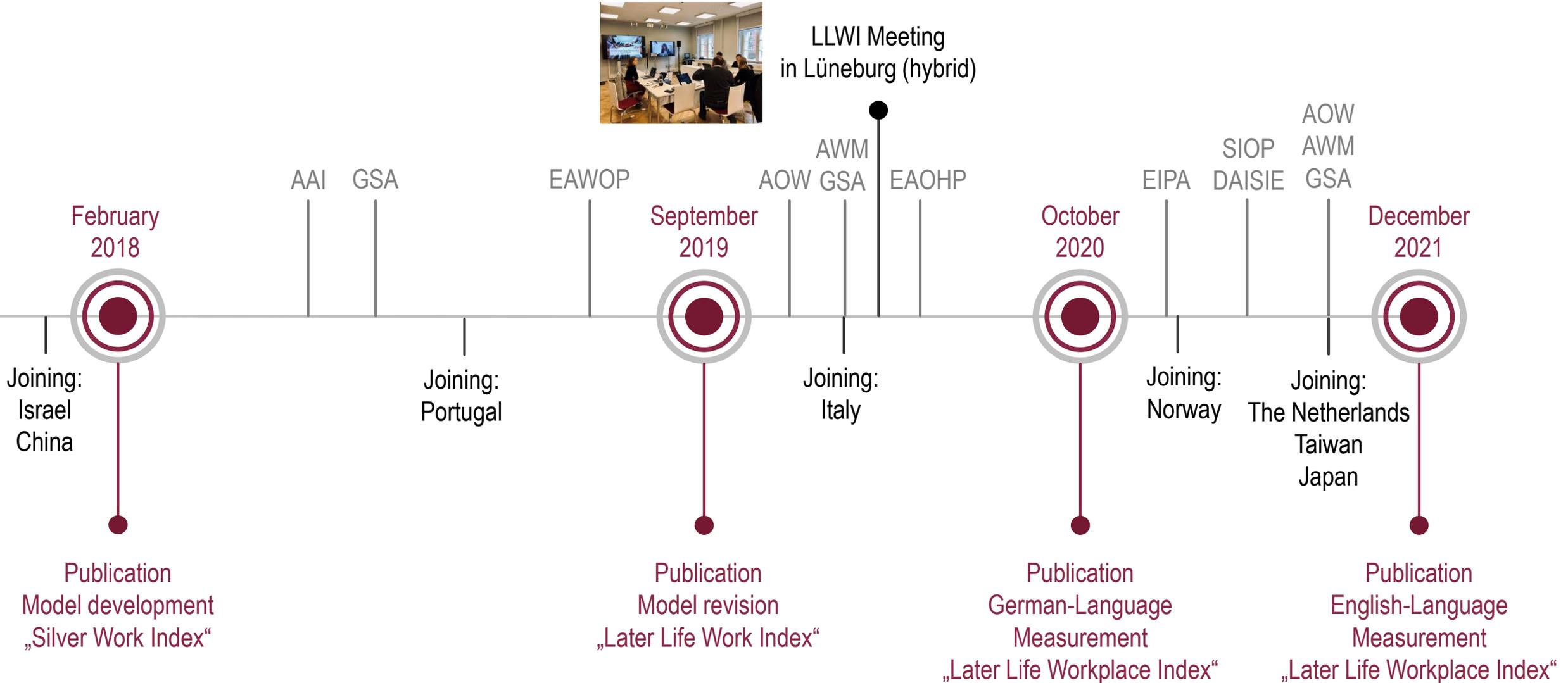
Example item:
Our organization offers employees comprehensive opportunities to save money for their retirement.

Example item:
Our organization provides employees with information about retirement (e.g., articles, brochures, books, internet/intranet sites).

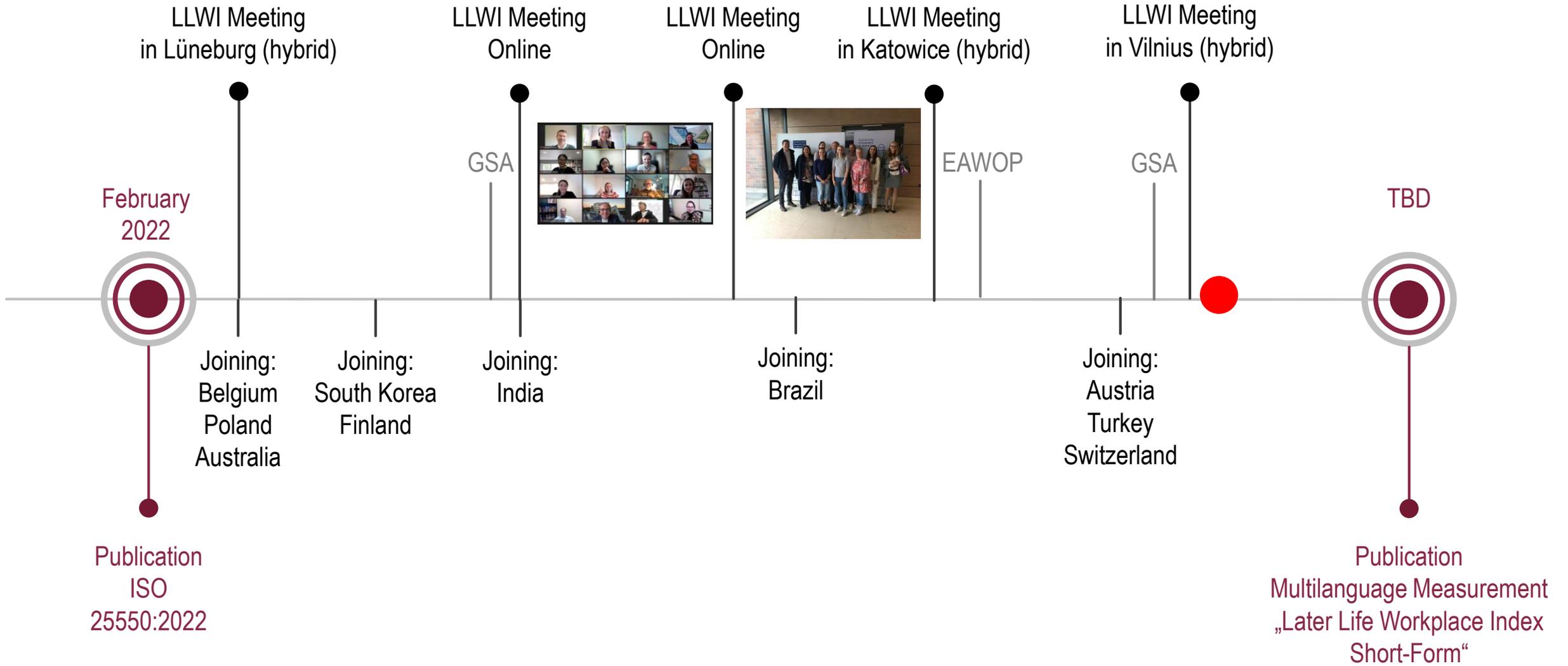
Dimensionality of the Later Life Workplace Index characterizing organizational practices for sustainable employment of older employees.
 Source: Deller et al., Leuphana University of Lüneburg 2020



LLWI Project Timeline and Past Achievements

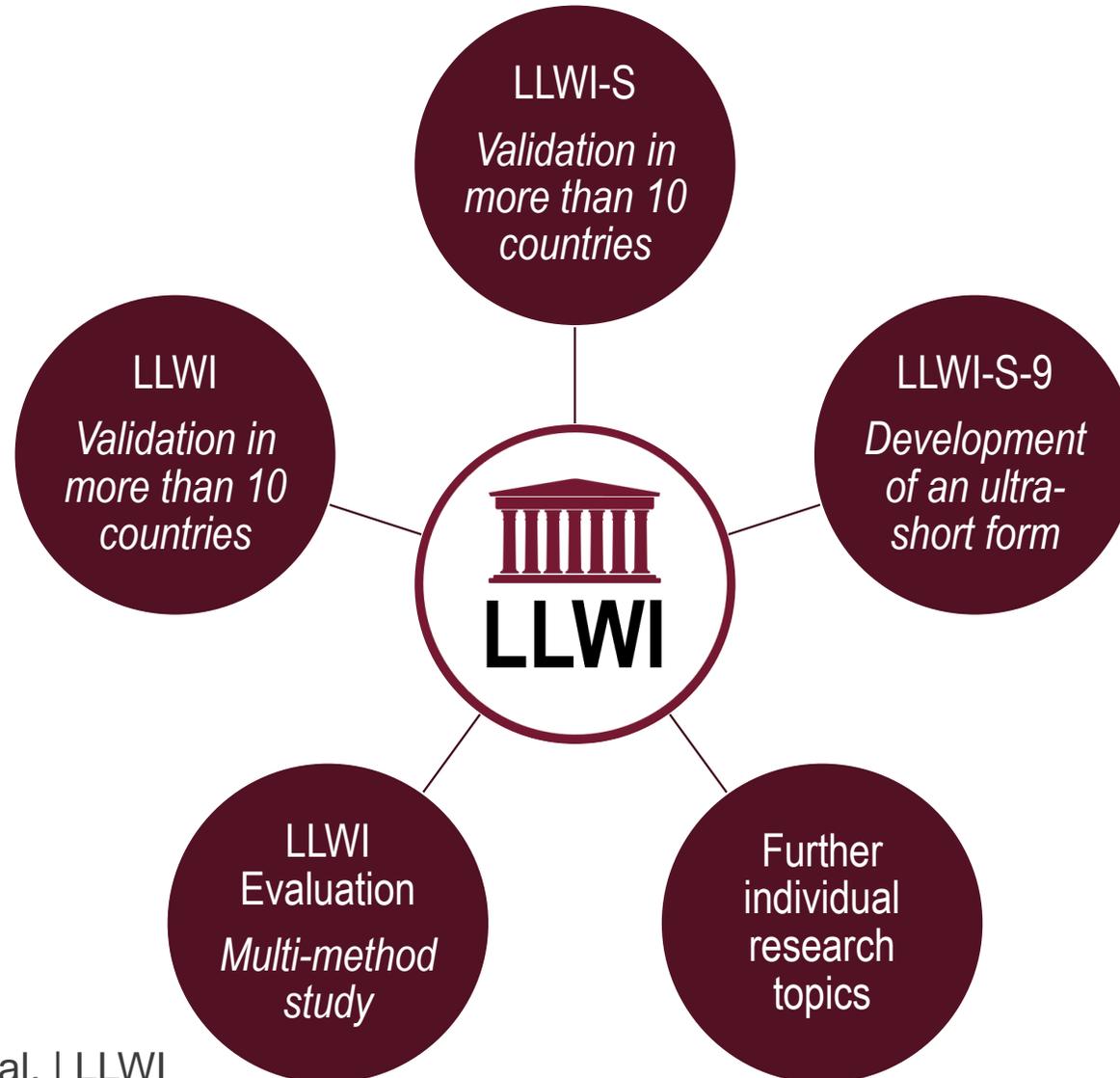


LLWI Project Timeline and Past Achievements





Current and Future Research Directions



Key Learnings from a Researcher's Perspective

Validation procedure

VALIDATION OF THE LONG VERSION OF THE LATER LIFE WORKPLACE INDEX (LLWI)

QUALITY STANDARDS

A. Translation Method

(see Beaton et al., 2000; Brislin, 1970; Guillemin et al., 1993; van de Vijver & Poortinga, 1997)

1. Forward translation
 - Selection of source language: Ideally, the original German items are used for the translation. Alternatively, the English-language items can be used.
 - A **first** bilingual translator translates source language items into the target language. You may use more than one bilingual translator for this step.
2. Back translation
 - A **second** independent bilingual translator (independent from the first translator and without background knowledge of the LLWI) translates the target language items back into the source language. Again, you may use more than one bilingual translator for this step.
3. Expert committee review

B. Sample

1. Sample size: $N = 300$ (employees, about 30% with supervising position if possible)
2. Characteristics
 - Aged 50 and older
 - Target language as first language
 - Working at least 20 hours (50% full-time) for one employer
 - No employees of a temporary work agency
 - Employers with at least 30 employees
 - Different employers (diverse industry background) preferred (e.g., using a panel provider or student-recruited samples), alternatively single organization sample; try to avoid nested samples if possible

C. Measurement Requirements

1. Later Life Workplace Index (80 items from Wilckens et al., 2021; Finsel et al., 2021)
2. Discriminant validity
 - Positive and negative affect (10 items from Thompson, 2007)
3. Convergent validity
 - Age Inclusive HR Practices (5 items from Boehm et al., 2014)

	A	B	C	D	E
36	Organizational culture at your establishment				
37	<i>Equality of opportunity</i>				
38		OC1Q1	In our organization regardless of age, all employees have the same opportunities.	Strongly agree Disagree Somewhat disagree Neither agree nor disagree Somewhat agree Agree Strongly agree I don't know	1 2 3 4 5 6 7 NA
39					
40		OC1Q2	... regardless of age, all employees have the same opportunities for further training.		
41		OC1Q3	... regardless of age, all employees have the same opportunities to develop their career.		
42	<i>Positive image of age</i>				
43			In our organization ...		
44		OC2Q1	... there is a positive attitude towards older employees.		
45		OC2Q2	... older employees are perceived as being able to adapt well to changes.		
46		OC2Q4	... older employees are perceived as competent.		
47	<i>Open and target-group specific communication</i>				
48			In our organization ...		
49		OC3Q1	... the possibilities of working for older employees are openly communicated.		
50		OC3Q2	... "aging" is talked about openly.		
51		OC3Q3	... employees can openly talk about age-related challenges and issues (e.g., performance limitations, speed in using digital tools, changes in short-term memory).		
52		OC1Q4	... there is a great deal of understanding for the challenges of aging.		



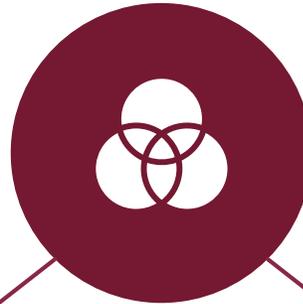
Key Learnings from a Researcher's Perspective

Collaboration

Combination of in-person
and online group meetings



Creating synergies by sharing
experiences and working together



Shared online platform



One-on-one meetings



Creating working groups
for specific topics



Thank you!



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