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The factors affecting the re-employment satisfaction of middle-aged and older workers in South Korea: based on the mediation effect of family and employment types

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Aim(s): The purpose of this paper is to determine employment satisfaction of middle-aged and older workers who obtain a job after their initial retirement, and describe factors affecting employment satisfaction among workers focusing on family and employment types, and their mediating effects.

Design/methodology/approach: This study performed a secondary data analysis on data from the Korean Longitudinal Study of Aging (fifth wave of KLoSA) of the Korea Employment Information Service. The author used data from 1,307 middle-aged and older workers who obtained a new job after leaving the previous workplace from the 2014 KLoSA, and determined their employment satisfaction, family type and employment type.

Findings: In this study, high scores were indicated in turnover intentions of the participants, and job stability presented was lowest in the subcategories of employment satisfaction. Employment type showed a significant mediation effect between dwelling type and re-employment satisfaction ($p < 0.05$).

Social implications: Middle-aged workers are a key human resource for economic growth in South Korea, which is faced with a "super aging" population. Recently, international society has encountered the same problems of low-birth rate and aging in their economically viable/or engaged. Our society and its members should realize the changes in population structure facing the world today and find effective strategies to stabilize employment among middle-aged workers. This study provides evidence for one of the differing perspectives on understanding employment turnover in middle-aged workers.

Originality/value: The South Korean Government could use this study's findings in formulating a strategy concerning family types that improves re-employment satisfaction among middle-aged and older workers. Also, the path of mediation effects, such as choice of employment type, will need to apply to a strategy of work stability for middle-aged and older workers.

Keywords: Family types, Employment types, Middle-aged workers, Re-employment satisfaction