**Introduction**

The ageist stereotypes prevail in the workplace, especially among middle-aged and older employees. The literature suggests that age discrimination would repel workers away from work and toward retirement (Beehr, 2000; Taylor & Shore, 1995). Life course analyses demonstrate trends toward downward occupational mobility for ageing workers (Roscigno, Mong, Byron, & Tester, 2007). Majority of research found that intentional or unintentional age discrimination in the workplace is a barrier for older workers to work longer and successfully adjust to retirement, controlled for health and work motivation factors (Zaniboni, 2015; James, McKechnie, Swanberg, & Besen, 2012). Whereas one research found no overall association between age discrimination and intended retirement age (Bayl-smith & Griffin, 2014). This study intends to test whether tenure of employment in the job before one retires is affected by age discrimination from employers and co-workers at the workplace.

**Dependent variable**

*Tenure of employment.*

**Independent variables**

*Retirement year.*

*Start year of the current work.*

There were two questions to measure age discrimination at work:

*Age discrimination from employer.* There was a statement and respondents were asked to rate how much they agree or disagree with the statement “In decisions about promotion, my employer gives young people preference over older people”. Responses were reverse coded, with 0 to 3 corresponding strongly disagree to strongly agree. Response items will be treated as a continuous variable.

*Age discrimination from co-workers.* There was a statement and respondents were asked to rate how much they agree or disagree with the statement “My co-workers make older feel that they ought to retire before age 65”. Responses were reverse coded, with 0 to 3 corresponding strongly disagree to strongly agree. Response items will be treated as a continuous variable.

**Control variables**

*Age* was measured as a continuous variable. *Gender* was measured as 1=male and 2=female. *Education* was measured on a continuous scale. *Health* was measured as the respondent’s self-reported health, with 1=excellent, 2=very good, 3=good, 4=fair, and 5=poor. *Marital status* was treated as a dichotomous variable with 0=married or partnered, 1=separated/divorced/widowed. *Health Household income.**Wealth* measured respondents’ total wealth including secondary residences and individual retirement account (IRA)s. Wealth was log transformed to reduce the skewness in the regression models.*Race* was coded into four categories, with 0=non-Hispanic White, 1=non-Hispanic Black, 2=Hispanic, and 3=non-Hispanic other race. *Have any dependent.* The question asked the respondents “In this year and the past year, were any children, parents, or other relatives depended on you for more than half of their support?” The response was coded as 0-no and 1-yes.

*Number of days missed work for health reasons.* The respondents were asked whether they have missed any day in the past year because of health reasons, with 1=yes, 0=no. *Work attachment.* The question asked the respondents how much they have enjoyed their work. Response items were on a scale of 0-3, corresponding strongly disagree, disagree, agree, and strongly agree. *Favor of work flexibility.* The question asked the respondent how much they agreed with the statement “as I get older, I would prefer to gradually reduce the hours I work on this job, keeping my pay per hour the same”. Response was on a scale of 0 to 3 and was reverse coded, corresponding strongly disagree, disagree, agree, and strongly agree. *Employer support of work flexibility.* The question asked the respondent how much they agreed with the statement “my employer would let older workers move to a less demanding job with less pay if they wanted to”. Response was on a scale of 0 to 3 and was reverse coded, corresponding strongly disagree, disagree, agree, and strongly agree. *Work stress.* The respondents were asked whether their work involves a lot of stress. Response items ranged from 0 to 3 corresponding strongly disagree, disagree, agree, to strongly agree. *Whether provide early-out window.* The question stated “Employers sometimes encourage older workers to leave a firm at a particular time by offering a special financial incentive, like a cash bonus or improved pension benefits. These are often called “early retirement windows. Have you been offered such an early retirement window at any time?” Response was coded as 0-no and 1-yes.

**Hypotheses**

*H1:* Higher perceived age discrimination from employer is related to a decreased tenure of employment. *H2:* Higher perceived age discrimination from co-workers is related to a decreased tenure of employment.

**Methods**

Accelerated Failure Time (AFT) model will be applied, using the following command:

* stset retireyear，failure（status）id（hhidpn）origin（time startworkyear）enter （time firstinterviewyear）

Five models would be compared to determine best fit: exponential model, Weibull model, log-normal model, generalized gamma model, and log-logistic model, using AIC/BIC statistics.

Question 1: How to use “merge” command to create “status”?

Question 2: I think I might have understood the methods conceptually, but when I work on real dataset, I feel very confused how to identify the right variables. I hope we can practice it in class with real dataset.

**Expected results**

Both of the hypotheses would be supported.

**References**

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