

# A study on the Influencing Factors of Reemployment of Retired Elderly People in Guangzhou

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**Abstract:** In recent years, the degree of aging in my country has deepened, the dependency coefficient has risen, the family's ability to support the elderly has weakened, and the social pension burden has increased. This paper proposes a theoretical model of the factors affecting the reemployment of the elderly in Guangzhou, and puts forward theoretical assumptions, collects data through market surveys, uses factor analysis to extract the dimension of reemployment motivation, and uses regression analysis to analyze reemployment motivation, The effect of perceived government /enterprise support on the success of reemployment among the elderly.

**Keywords:** Reemployment of the Elderly; Retirement; Theoretical Model; Influencing Factors

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## 1. Research background

China is the country with the largest aging population in the world and one of the countries with the highest aging rate in the world today. Guangzhou, a typical large city with a population of 10 million in China, is expected to increase the proportion of the population aged 65 or above from 7% in 2010 to 26% in 2050. The old- age dependency ratio (defined as the number of prime-age adults aged 15 to 64 divided by the number of adults aged 65 or older) will drop from about 9.9 : 1 in 2010 to 2.3 : 1 in 2050 (Sun, 2019 ). Due to China's strict family planning policy and the continuous extension of people's life expectancy, China faces a serious population aging problem in the early stage of economic development, which makes the financial resources to support the elderly very limited. In the future, a sharp drop in the fertility rate will lead to a sharp decrease in the number of children of the elderly, and more and more children will go out to find employment opportunities, and maintaining the welfare of the elderly will become more and more challenging. In an aging society, how to build a social support system to provide security for the huge elderly population is an important public policy issue.

## 2. Research status

### 2.1 Current status of foreign research

Foreign scholars mostly discuss the reasons why the elderly choose to re-employ from the perspective of active aging and productive aging. Most believe that active aging policies can not only alleviate the overall aging of the society, expand effective employment in the society, but also improve the quality of life of the elderly, relieve the economic pressure brought about by population aging, and maintain the health of the elderly and benefit the society. produce multiple positive effects. In terms of influencing factors, surveys and studies in different countries show that the employment of the elderly is not only affected by demographic characteristics and human capital characteristics, but also affected by policy systems and social and cultural backgrounds, such as retirement age and retirement policy design in various countries. Different, the impact on the employment of the elderly is not the same.

### 2.2 Domestic research status

Most of the research on the reemployment of the elderly in China adopts the method of regional surveys, such as Gao Feng et al. The re-employment survey found that the total number of elderly people who are willing to work after retirement is about 50%, while the actual employment willingness is less than 25%. The factors affecting the low reemployment rate of the elderly can be divided into demographic characteristics, human capital characteristics, economic, social and cultural influences. Demographic and human capital characteristic factors mainly include the elderly themselves and family factors, such as gender, health status, education level ( Liu Yana & Chu Qi, 2022), family support ( Zhang Lei, 2021), economic income, own ability, Whether to participate in the pension plan ( Hong Zhengjie, 2021), etc.; the economic and social characteristics mainly refer to external economic and social environmental factors; the cultural aspect is mainly affected by traditional culture, the employment concept of the elderly has not changed, and the society has Discrimination, etc. (Zhang Xiaoning, 2021).

A study of the existing literature shows that the factors affecting the reemployment of the elderly can be roughly divided into personal characteristics factors, human capital factors and economic and social factors, mainly including gender, age, health status, number of children, education level, Personal working ability, family economic level, social security, etc.

### 3. Research Models and Assumptions

#### 3.1 Research Model

This paper aims to explore the reemployment motivation of the elderly in Guangzhou and the impact of government-enterprise support perception on reemployment. Based on the theoretical analysis, this paper proposes the following research model.

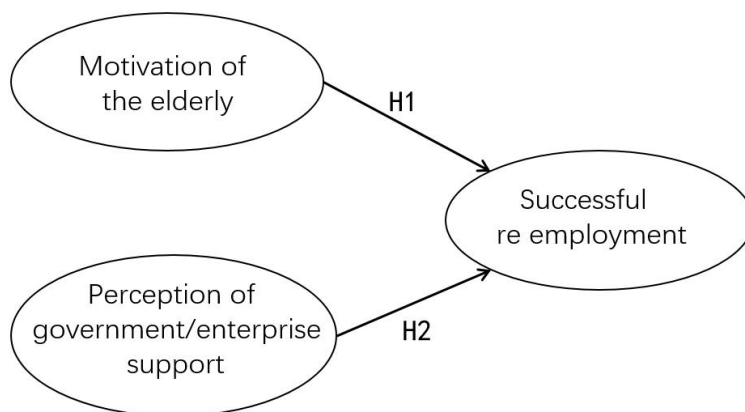


Figure 1 Research model

#### 3.2 Research hypothesis

The mental, physical, family and social interpersonal relationships of the elderly all have an important impact on their re-employment willingness and quality of life. A study by Zhang Guohai and Shi Yingying ( 2021) found that after China's opening up of second-child births, the elderly have a heavier burden of life in their later years, and many of them need to come back to work. Based on role theory, the role adaptation of the elderly has a great impact on the success of reemployment ( Xu Meng & Chen Shuqing, 2022 ). The research of Zhang Zhan (2021) pointed out that the active participation of retired elderly people in the labor market is conducive to forming the motivation of the elderly to re-employment, and the motivation of re-employment will affect the success of their re-employment. Baltes believes that there are many involuntary choices in the process of human life development, which lead to career regrets. Through the stimulation of re-employment motivation in old age, it can make up for the unrealized dreams in the past career stages, and can promote the quality of life of the elderly. achieve the purpose of active aging. Yu Chunfeng (2021) found that many elderly people choose to re-employ in order to improve their family relationships, quality of life, physical skills, and job-hunting experience through research on policy design for the verification of the quality of life of the elderly. Based on the above analysis, this study proposes the following hypotheses:

H1: The motivation of the elderly to reemploy has a positive impact on the success of reemployment

Although there is no empirical study to explore the impact of government /enterprise support perception on reemployment success, the research results of domestic scholars show that the elderly's perception of government agencies' senior human resource training programs and enterprises' job transfer assistance programs It also has a very important impact on the success of re-employment. In China, Guangzhou's human resource security plan for the elderly and the employment projects of enterprises are still recognized by the society, and they believe that this will greatly help the elderly to achieve re-employment ( Liang Qingmei et al., 2021). The research of Wang Zhenwei and Liu Xuemin (2022) found that wages, allowances and benefits are important factors affecting the quality of life and job satisfaction. Life planning has a positive meaning. In the West Mutchler (1992) advocated that the elderly should be encouraged to actively participate in social work and find new work interests and life goals. Later, Pfeffer (2002) advocated that the government/enterprises and society should help the elderly to overcome psychological loneliness and powerlessness, encourage them to actively pursue life meaning, happiness, and practical life, make good use of their knowledge, and seize opportunities to develop their skills. Based on the above analysis, this study proposes the following hypotheses:

H2: Perception of government/enterprise support has a positive impact on reemployment success

On the basis of literature analysis, this paper proposes a theoretical model of the factors influencing the reemployment of the elderly in Guangzhou, and puts forward theoretical assumptions. Then, the data will be collected in the form of market surveys, and the dimension of reemployment motivation will be extracted by using factor analysis methods. Regression analysis was used to analyze the effect of reemployment motivation and perception of government/enterprise support on the success of reemployment among the elderly.

## 4. Data collection and analysis

### 4.1 Data collection

This questionnaire is composed of two parts: ( 1) The variable scale consists of 11 items on the reemployment motivation of the elderly, 8 items on the perception of government/enterprise support and 13 items on the success of reemployment ; ( 2) Respondent demographics. The formal research questionnaire used a Likert 5-point scale. Both the survey and the pre-survey adopted simple random sampling method to collect questionnaires.

The help of the relevant sub-district offices in 11 districts of Guangzhou, a questionnaire survey was conducted with the elderly who were re-employed as the sampling object. A total of 350 questionnaires were distributed and 347 were recovered. There were 319 valid questionnaires, and the effective recovery rate was 91.1%.

### 4.2 Data analysis steps

This research uses SPSS (V 26 version) statistical software to analyze according to the following steps: (1) reliability analysis, to verify the rationality of the items; (2) exploratory factor analysis, to explore the essential structure and reliability of variables, On this basis, the questionnaire was revised to form the final questionnaire ; (3) correlation analysis and reliability analysis ; (4) regression analysis.

## 5. Empirical Analysis

### 5.1 Reliability Analysis

By calculating the Crombach coefficient  $\alpha$ , which was greater than 0.7. The  $\alpha$  of each variable and dimension is greater than 0.7, indicating that the questionnaire has high internal consistency and good reliability. It can be seen from Table 1 that the reliability of each variable of the questionnaire is good.

Table 1 Reliability analysis of each variable (N=319)

Variable	Dimension	Number of items	Crombach's Alpha	
Motivation for older people to re-employ	Meeting family and social needs	5	0.73	0.77
	Satisfy achievement needs	3	0.82	

	meet health needs	3	0.81	
Government/Enterprise Support Perception	Government policy to promote project rationality	5	0.808	0.76
	job stability	3	0.735	
re-employment success	sense of achievement	1	0.756	0.73
	value realization	7	0.810	
	Satisfaction of the reemployment unit	5	0.702	

## 5.2 Exploratory factor analysis

Purification of measurements by exploratory factor analysis, the most common method is to use maximum variance orthogonal rotation to extract factors with eigenvalues greater than 1, and to cut factor loadings at 0.4, i.e. factor loadings less than 0.4 or greater than 0.4. But items between multiple factors will be deleted (Kong Haiyan, 2012). In addition, in this part, the reliability of the questionnaire will be tested by Cronbach's alpha.

### 5.2.1 Motivation of the elderly to re-employ

Exploratory factor analysis was carried out on the scale of the reemployment motivation of the elderly. The KMO value of 11 items was 0.87, greater than 0.70, and Bartlett's was significant, which proved that the correlation of each item is relatively stable and can produce credible dimensions. As shown in Table 2, a total of 3 factors were extracted from the Reemployment Motivation Scale for the elderly, named as: meeting family and social needs, meeting achievement needs, and meeting health needs, and the total variance explained was 72.04%. The factor loadings of all measurement items were greater than 0.40, and the reliability  $\alpha$  values of the three dimensions were 0.73, 0.82, and 0.81, all greater than 0.70. Therefore, these items that measure the motivation of older adults to reemploy have good internal consistency and stability.

Table 2 The results of exploratory factor analysis on the motivation of the elderly to re-employment (N=319, KMO=0.87)						
Project	Factor	Eigenvalues	Variance explained	Project-Overall Relevance	If you remove the item alpha value	Alpha
			(%)			
Factor 1: Meeting family and social needs		7.23	28.23%			0.73
A1	0.74			0.63	0.84	
A2	0.71			0.59	0.84	
A3	0.66			0.68	0.82	
A4	0.63			0.70	0.82	
A5	0.61			0.71	0.82	
Factor 2: Satisfying Achievement Needs		6.54	25.65%			0.82
A6	0.74			0.72	0.90	
A7	0.72			0.83	0.89	
A8	0.71			0.83	0.88	
Factor 3: Meeting Health Needs		4.63	18.16%			0.81
A9	0.89			0.58	0.59	
A10	0.87			0.64	0.51	

A11	0.81			0.42	0.77	
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### 5.2.2 Perception of Government/Enterprise Support

The KMO value of 8 items of the government /enterprise support perception scale is 0.73, which is greater than 0.70, and Bartlett's is significant, which proves that the correlation of each item is relatively stable and can produce credible dimensions. As shown in Table 3, through exploratory factor analysis, the government/enterprise support perception extracted two factors and named them: the rationality of the government policy to promote the project and the improvement of the stability of the enterprise position, and the total variance explained was 59.71%. The factor loadings of all measurement items were greater than 0.40, therefore, 8 items were retained. The reliability  $\alpha$  values of these two dimensions are both greater than 0.70, which proves that these projects that measure the perception of government/enterprise support have good internal consistency and stability.

Table 3 Results of exploratory factor analysis on perception of government/enterprise support (N=319, KMO=0.73)

Project	Factor	Eigenvalues	Variance explained (%)	Project-Overall Relevance	If you remove the item alpha value	Alpha
Factor 1 : Government policy promotes project rationality		5.41	37.28%			0.82
B1	0.83			0.73	0.85	
B2	0.80			0.60	0.85	
B3	0.76			0.59	0.81	
B4	0.72			0.71	0.79	
B5	0.70			0.72	0.78	
Factor 2: Increased job stability in the enterprise		3.25	22.43%			0.74
B6	0.78			0.72	0.81	
B7	0.71			0.70	0.78	
B8	0.69			0.71	0.73	

### 5.2.3 Successful re-employment

Reemployment Success Scale is 0.87, which is greater than 0.70, and Bartlett's is significant, which proves that the correlation of each item is relatively stable and can produce a credible dimension. As shown in Table 4, through exploratory factor analysis, three factors were extracted for the success of re-employment and named as: sense of achievement, value realization, and satisfaction of the re-employment unit. The total variance explained was 73.87%. The factor loadings of all measurement items were greater than 0.40, therefore, 13 items were retained. The reliability  $\alpha$  values of these three dimensions are all greater than 0.70, which proves that these projects for measuring the success of reemployment have good internal consistency and stability.

Table 4 Results of exploratory factor analysis of reemployment success (N=319, KMO=0.87)

Project	Factor	Factor eigenvalues	Variance explained (%)	Project-Overall Relevance	If you remove the item alpha value	Alpha
Factor 1: Sense of accomplishment		6.53	33.25%			0.76
C1	0.72					
Factor 2: Value		5.42	27.60%			0.81

Realization						
C2	0.78			0.67	0.84	
C3	0.70			0.65	0.84	
C4	0.64			0.62	0.82	
C5	0.61			0.70	0.82	
C6	0.60			0.71	0.82	
C7	0.59			0.70	0.81	
C8	0.51			0.69	0.77	
Factor 3: Satisfaction of the reemployment unit		2.56	13.02%			0.70
C9	0.68			0.73	0.74	
C10	0.66			0.72	0.73	
C11	0.62			0.70	0.71	
C12	0.50			0.66	0.68	
C13	0.49			0.51	0.66	

### 5.3 Correlation analysis

Degree of association between two variables. In statistics, the degree of association between two variables is often expressed by the correlation coefficient. The correlation coefficient has two characteristics: one is the absolute value of the correlation coefficient. The second is the positive and negative correlation coefficient. The correlation coefficient used to measure the degree of association between two variables can be divided into two categories: one is the A-type correlation coefficient, whose value is between 0 and 1; the other is the B-type correlation coefficient, whose value is between -1 and 1. In correlation analysis, the correlation methods belonging to type B correlation include: linear correlation, point two-column correlation, two-column correlation, quartile correlation, etc. (Rosow, 1974). Combined with the data of the correlation analysis between the above variables, it is found that there is a significant correlation between the variables.

		Meeting family and social needs	On demand	Meet health needs	Government policy to promote project rationality	Job stability	Sense of achievement	Value realization	Satisfaction of the reemployment unit
Meeting family and social needs	Pearson correlation								
	Significance (two-sided)	.000							
Satisfy achievement needs	Pearson correlation	.281**							
	Significance (two-sided)	.000							
meet health needs	Pearson correlation	.246**	.112**						
	Significance (two-sided)	.000	.000						

Government Helpers Promote Project Rationality	Pearson correlation	.199**	.311**	.174**					
	Significance (two-sided)	.000	.006	.000					
job stability	Pearson correlation	.299**	.174**	.272**	.199**				
	Significance (two-sided)	.000	.000	.000	.000				
sense of achievement	Pearson correlation	.098**	-.172	.330**	.421**	0.62			
	Significance (two-sided)	.001	.133	.000	.000	.237			
value realization	Pearson correlation	.375**	.240**	.163**	.281**	.196**	.163**		
	Significance (two-sided)	.000	.000	.000	.000	.000	.000		
Satisfaction of the reemployment unit	Pearson correlation	.112**	.399**	.192**	.277**	.403**	.074**	.288**	
	Significance (two-sided)	.000	.000	.000	.000	.000	.000	.000	
** . Significantly correlated at the 0.01 level ( two- sided ), * . Significantly correlated at the 0.05 level ( two- sided ).									

Table 5. Variable correlation analysis (N=319)

## 5.4 Regression Analysis

Through the establishment and testing of regression equations, the relationship between variables is tested. The purpose of regression analysis is to use an independent variable to predict the criterion variable, which is an "asymmetric design". While understanding the relationship between the independent variable and the dependent variable and the direction and degree of influence, the dependent variable can also be predicted by using the independent variable and the estimated regression equation.

### 5.4.1 Motivation and successful reemployment of the elderly

Table 6 Regression analysis on motivation and successful reemployment of older adults

Model	R	R square	Adjust R-square	standard error of the estimate	Net F value	Significance of change in F value
1	.286a	0.312	309	.92144539	77.123	.000 a

a Predictor variable: (constant), the motivation of the elderly to reemploy

From the analysis results, the net F value was 77.123, reaching a significant level. The coefficient of determination R-squared is equal to 0.312, that is, the motivation of the elderly to reemploy can explain 31.2% of the total variance of the equation.

Table 7 Regression analysis coefficient table of the motivation of the elderly to re-employment on the success of re-employment

Model	Unstandardized coefficients		Standardized coefficient	t	Sig.
	B	Std.Error	Beta		
constant weight	-6.211E-10	.021		0.000	1.000

Meeting family and social needs	.192	.052	.112	4.279	.000
Satisfy achievement needs	.264	.028	.246	5.433	.000
meet health needs	.231	.063	.140	3.824	.000
a. Dependent variable: reemployment success					

According to the regression results in Table 7, the T-tests of the three variables of meeting family and social needs, meeting achievement needs, and meeting health needs all reach the significant level. The standardized regression equation of the reemployment motivation of the elderly on reemployment success is: reemployment success = -0.112 \* satisfying family and social needs + 0.246 \* meeting achievement needs + 0.140 \* meeting health needs. So hypothesis 1 is verified.

## 5.5.2 Government/enterprise support perception and reemployment success

Table 8 Regression analysis of perceived government/enterprise support and reemployment success

Model	R	R square	Adjust R-square	standard error of the estimate	Net F value	Significance of change in F value
	.286	0.501	.500	.95912179	107.231	.000 a
a. Predictors: (Constant), Perceived Government/Business Support						

From the analysis results, the net F value is 107.231, reaching a significant level. The coefficient of determination R-squared is equal to 0.501, that is, the perception of government/corporate support can explain 50.1% of the total variance in the equation.

Table 9 Regression Analysis Coefficient of Government/Enterprise Support Perception on Reemployment Success

Model	Unstandardized coefficients		standardized coefficient	t	Sig.
	B	Std.Error	Beta		
constant	-3.2356E-14	.068		0.000	1.000
Government policy to promote project rationality	.501	.099	.412	6.901	.000
Increased stability of corporate jobs	.102	.046	.081	4.823	.000
a Dependent variable: reemployment success					

According to the regression results in Table 9, the t-test of the two variables, the rationality of the government's policy promotion project and the improvement of the stability of corporate positions, both reached the significant level. The standardized regression equation of government/enterprise support perception on reemployment success is: reemployment success = 0.412 \* rationality of government policy promotion projects + 0.081 \* stability of corporate jobs. So hypothesis 2 is verified.

According to the results of the above factor analysis and regression analysis, the final theoretical model is formed as follows:



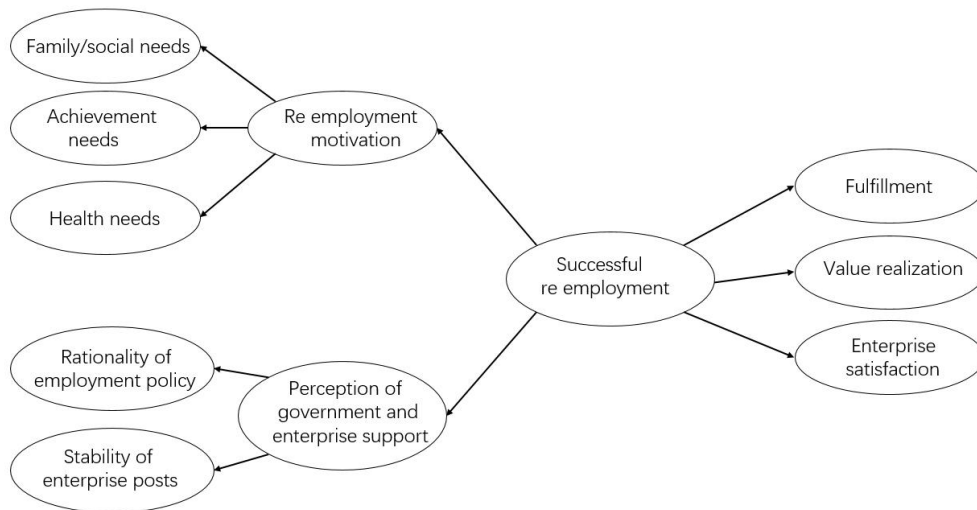


Figure 2 Research Theoretical Models

## 6. In conclusion

### 6.1 Research conclusions

Through correlation analysis and regression analysis, it is proved that the reemployment motivation of the elderly in Guangzhou has a significant positive impact on the success of reemployment. The standardized regression equation of the reemployment motivation of the elderly on reemployment success is:  $\text{reemployment success} = 0.112 * \text{meeting family and social needs} + 0.246 * \text{meeting achievement needs} + 0.140 * \text{meeting health needs}$ . This shows that the government, enterprises, families and society should pay full attention to the motives of the elderly for reemployment, and based on their needs, focus on meeting their achievement needs, and give them corresponding support for reemployment. Perception of government/enterprise support has a significant positive impact on reemployment success. The standardized regression equation of government/enterprise support perception on reemployment success is:  $\text{reemployment success} = 0.412 * \text{rationality of government policy promotion projects} + 0.081 * \text{stability of corporate positions}$ . This shows that the Guangzhou government should focus on improving the job stability of enterprises and guiding the elderly to re-employ through reasonable employment policies.

Based on this, we are optimistic about the success of the reemployment of the elderly in Guangzhou. In the age of aging, successful re-employment is the beginning of active aging. More incentives for the elderly to re-employment, more effective participation in the re-employment market, and the effective implementation of support policies and programs from the government and enterprises will certainly help the aging society. Bring more changes and opportunities.

### 6.2 Research Implications

#### 6.2.1 Extend the retirement age

China still implements the retirement policy at the age of 60, but the government is currently studying the implementation of a delayed retirement plan, and re-employment after retirement will become more common, but this should take into account the rich experience and skilled skills of the elderly in appropriate compensation. And has begun to effectively practice.

#### 6.2.2 Expansion of employment programs

Collection for the protection of talents and talents of the elderly. Provide career design planning for the successful reemployment and further development of the elderly through employment assistance counseling and specialized training, providing experience diagnosis.

### 6.2.3 Implement a multi-party cooperation model

In the way of cooperation among the government, individuals, and enterprises, and more efforts should be made to strengthen the strength of Guangzhou's civil society, so as to provide more options for reemployment projects.

### 6.2.4 Development of the elderly industry

Successful reemployment of the elderly through concentrated investment and development of industries closely related to the elderly (medical equipment industry, etc.) The care services of estranged neighbors allow the elderly to develop their talents, not only through their self-execution abilities, but also through their roles as members of society, such as restoring self-confidence and self-actualization.

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