



ZAKAJ JE OKUPACIJSKA ZNANOST POMEMBNA ZA SODOBNO DELOVNO TERAPIJO

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AGENDA



Okupacijska znanost (OZ)



Uporaba OZ v pedagoškem procesu: Okupacijske zgodbe

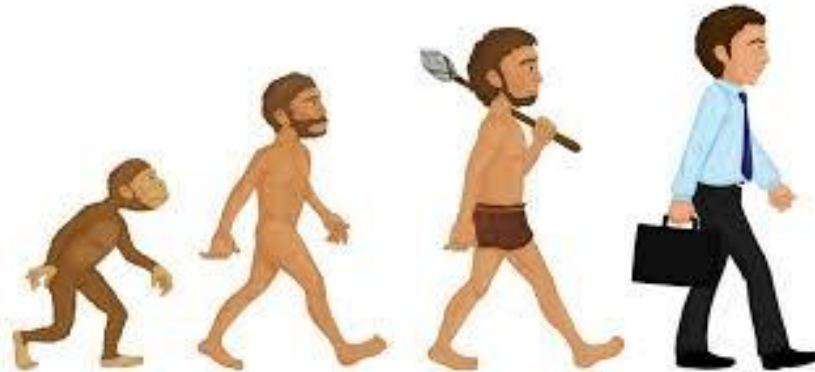


Primer interdisciplinarne raziskave s področja OZ



OKUPACIJSKA ZNANOST/ OCCUPATIONAL SCIENCE

Omogoči razumevanje okupacije, okupacijske narave ljudi, odnosa med okupacijo, zdravjem in dobrobitjo ter razumevanje **vplivov**, ki oblikujejo okupacijo (WFOT, 2012).



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OKUPACIJSKA ZNANOST (OZ)

Značilnosti vsake znanosti (Pierce, 2014):

- **osnovni problem: OKUPACIJA**
- **specifičen namen: PODPRETI DT PREKO RAZISKAV O OKUPACIJI**
- **združenja, revije, akademski oddelki**

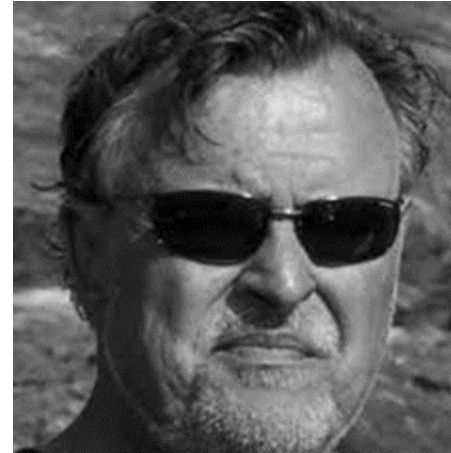


KDO OD VAS SE IMA ZA OKUPACIJSKEGA ZNANSTVENIKA?

*Doris Pierce: V srcu vsakega Dth je tudi
nekaj OZ.*



OKUPACIJSKI ZNASTVENIKI/ICE

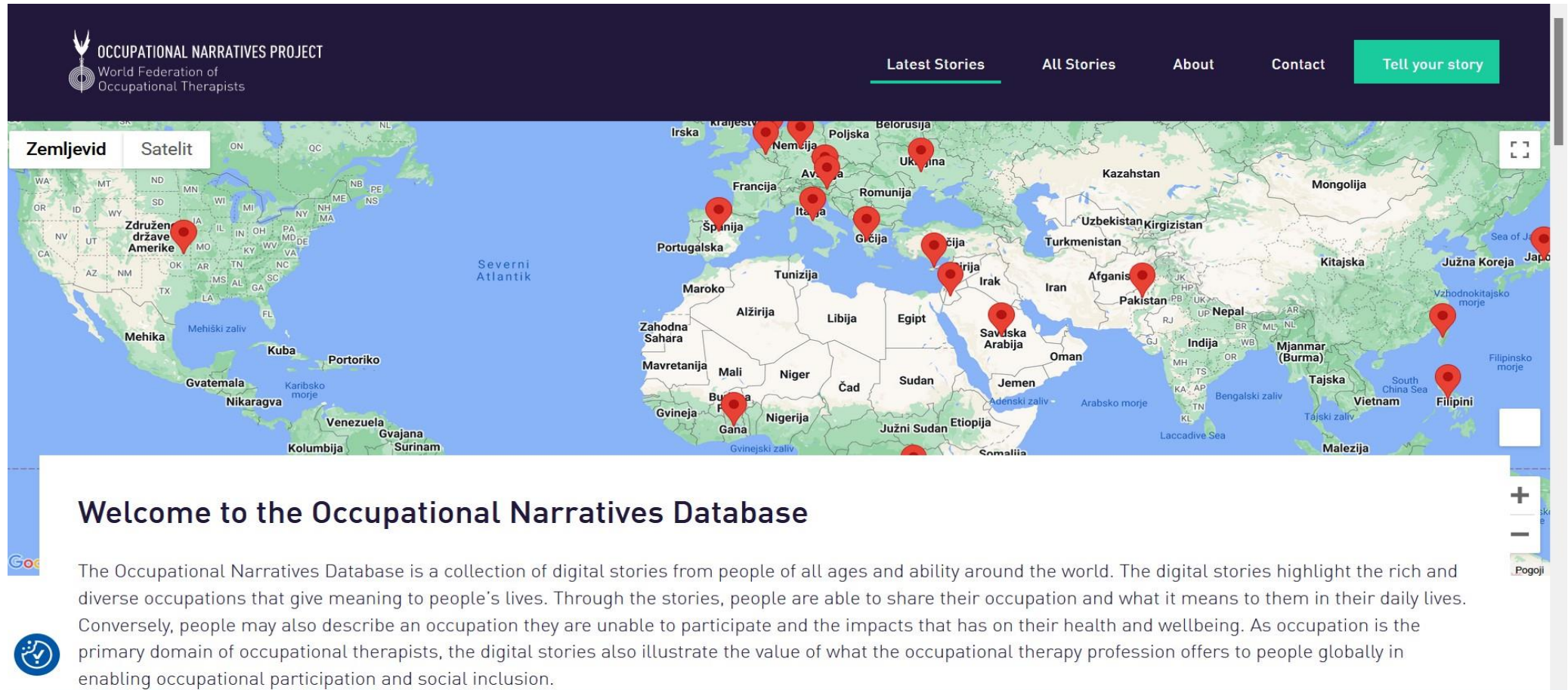




30 1st ZDTS, 2023



RAZUMEVANJE OKUPACIJ (PRI ŠTUDENTIH)



Occupational Narratives Project
World Federation of Occupational Therapists

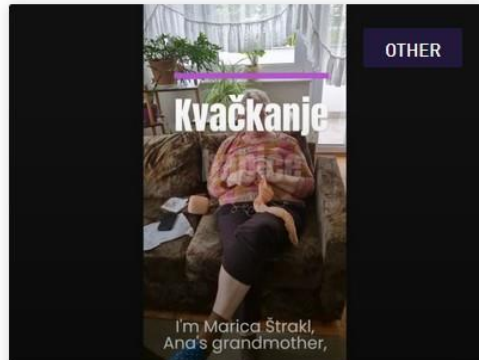
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Zemljevid Satelit

Welcome to the Occupational Narratives Database

The Occupational Narratives Database is a collection of digital stories from people of all ages and ability around the world. The digital stories highlight the rich and diverse occupations that give meaning to people's lives. Through the stories, people are able to share their occupation and what it means to them in their daily lives. Conversely, people may also describe an occupation they are unable to participate and the impacts that has on their health and wellbeing. As occupation is the primary domain of occupational therapists, the digital stories also illustrate the value of what the occupational therapy profession offers to people globally in enabling occupational participation and social inclusion.

Country: Slovenia



Crochet

My grandma was never without a crochet in her hands. I decided to film her do

[WATCH STORY →](#)



Skrb za oljke

V posnetku je predstavljena okupacijska zgodba odrasle osebe. Okupacija je del posameznikovega življenja. Predstavlja mu smisel

[WATCH STORY →](#)



MOJA OKUPACIJA – IGRANJE KITARE

V posnetku je opisana in prikazana okupacija Patrika, igranje kitare. Patrik pove zakaj je to njegova

[WATCH STORY →](#)

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PODALJŠEVANJE DELOVNE AKTIVNOSTI

Foto: Klara Merše

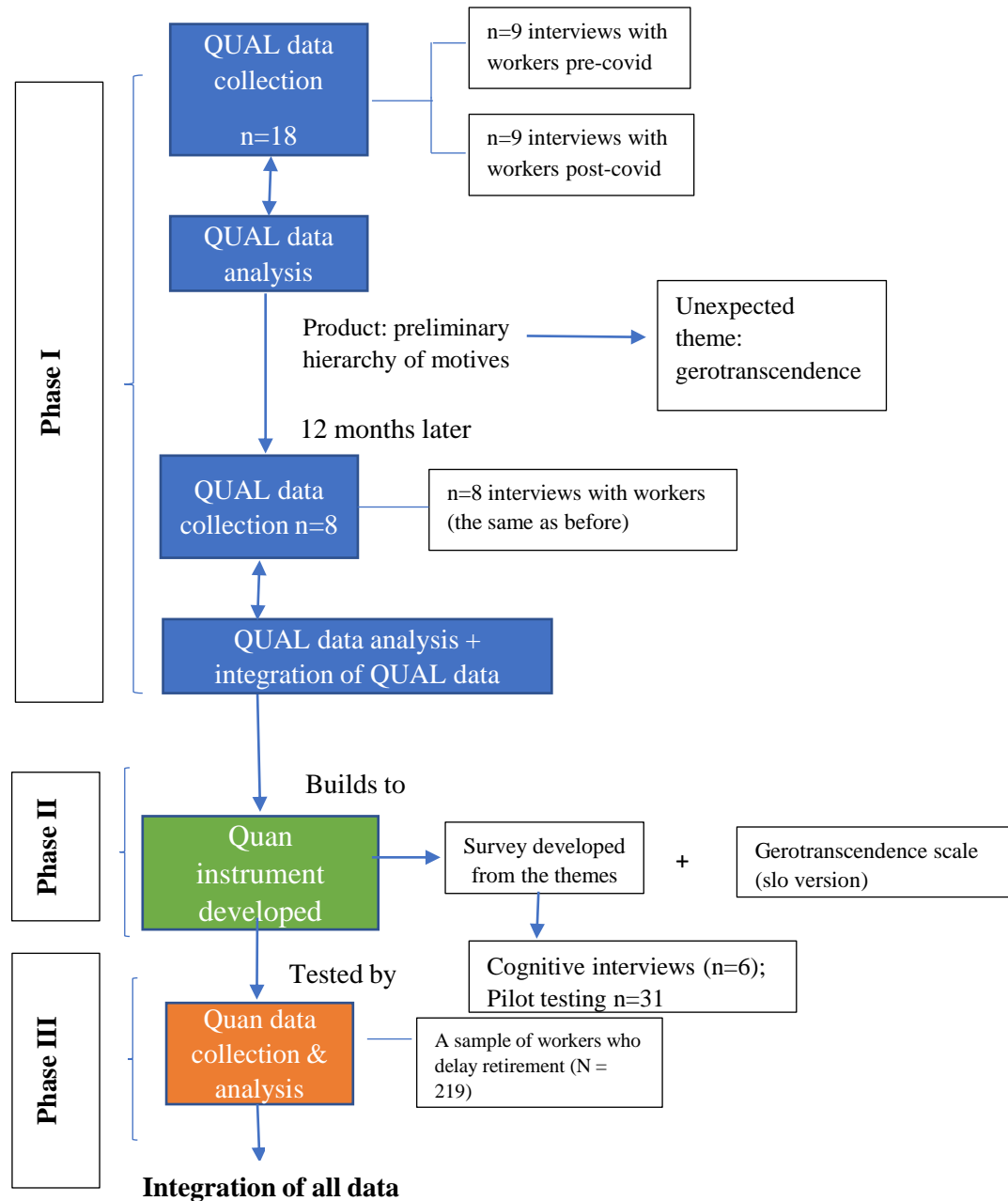


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POMEN DELA/OKUPACIJ

- **Okupacijska vrednost** : konkretna, simbolična, samonagrada (Persson et al., 2001)
- **Kategorizacija okupacij** glede na izkušnjo/doživljanje (Jonsson, 2008, 2014)
- **„Engaging occupations“** – Okupacije, ki smo jim zavezani – povezava z zdravjem? (Jonsson et al., 2001; Asaba et al., 2022)

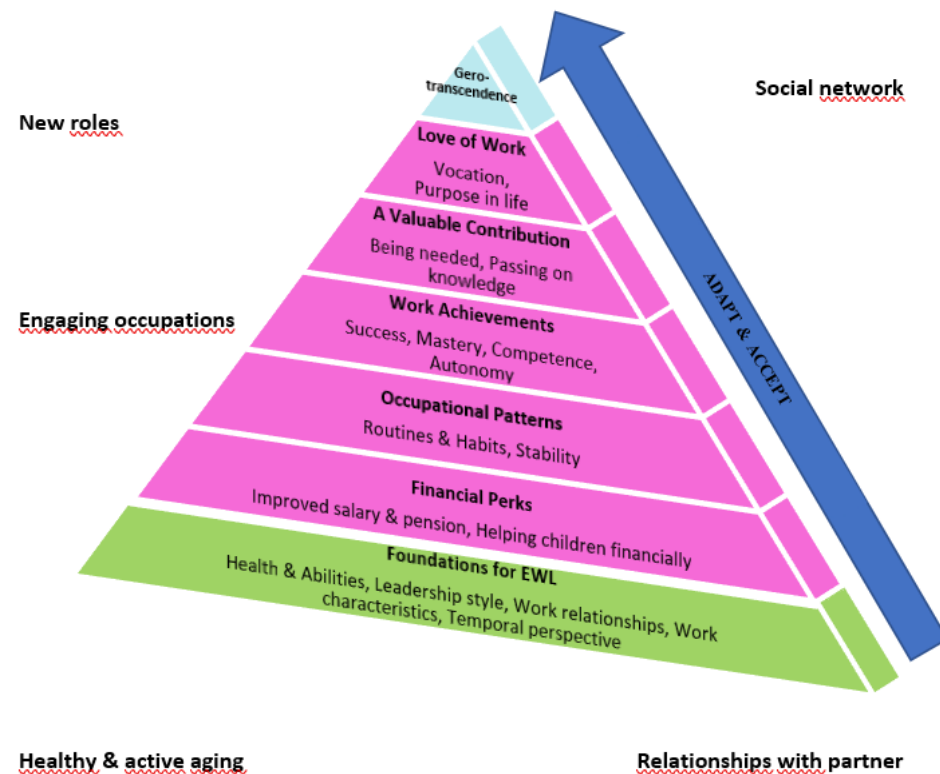
DELO PO IZPOLNITVI POGOJEV ZA UPOKOJITEV: PROUČEVANJE MOTIVOV Z INTEGRACIJO KVALITATIVNIH IN KVANTITATIVNIH METOD



KVALITATIVNI IZSLEDKI (Bratun, 2023)

Teme	Podteme
Temelj za podaljšano delovno aktivnost	Zdravje in sposobnosti Značilnosti dela Odnosi na delovnem mestu Stil vodenja Časovna perspektiva
Motivi za podaljševanje delovne aktivnosti	Finančne ugodnosti Okupacijski vzorci Delovni dosežki Pomemben doprinos Ljubezen do dela
Gerotranscendencija	Eksistencialna vprašanja Povezava z naravo Spremembe v prioritetah
Prilagoditev in sprejemanje	/
Kontekst prehoda iz dela v upokožitev	Zdravo in aktivno staranje „Engaging“ okupacije Nove vloge in rutine Odnos s partnerjem Socialne povezave

LANDSCAPE OF WORK-TO-RETIREMENT TRANSITION



KVALITATIVNI IZSLEDKI

SCANDINAVIAN JOURNAL OF OCCUPATIONAL THERAPY
<https://doi.org/10.1080/11038128.2020.1832573>



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ORIGINAL ARTICLE

The motives of people who delay retirement: An occupational perspective

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ABSTRACT

Background: Increasing numbers of people are delaying retirement. Studies of their motives are scarce and biased to Western contexts.

Aims: The aim was to explore internal and external motives of older Slovenians who continue to work after becoming eligible for retirement.

Methods: Nine workers, aged 59–72, were interviewed. The interviews were analysed using thematic analysis.

Findings: Three main themes were extracted. The 'Foundations' described the prerequisites for continued work engagement that were often non-negotiable. The 'Rewards' included the benefits of working and suggested a strong pull towards the non-material aspects of work. 'Negotiating occupational challenges' summarized an internal crisis that was experienced when faced with a potential occupational void of retirement.

Conclusions: Although the participants' motivations were not homogenous, we identified a pattern in the way they constructed their motives in relation to the occupational life trajectories and contextual factors. Based on our findings and multidisciplinary theories, we proposed a hierarchy of motives for prolonged work activity.

Significance: The study offers an occupational perspective of the phenomenon of delayed retirement and argues that the efforts of the discipline of occupational therapy should be directed at different levels of motives, including empowering people to nurture higher level occupational motives.

ARTICLE HISTORY

Received 14 June 2020
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KEYWORDS

Active ageing; occupational science; occupational therapy; older workers; qualitative method; reward; self-transcendence; work engagement

Introduction

In the European Union, the old-age dependency ratio has been increasing rapidly. While twenty years ago, there were five persons of working age for every person aged 65 or over, the current average is three to one and is expected to be less than two to one by 2050 [1–3]. To address the demographic changes and ensure financial sustainability of welfare and pension systems, many member states have launched different strategies to promote work participation in older workers, including raising the official retirement age [4–7]. Some people also wish to work longer, viewing work as a vital part of the active aging process that enables better participation in society and self-fulfilment [7,8]. Increasing numbers of older people are now continuing to work after they become eligible for retirement [6,7]. They represent a diverse group of

psychological age, social age and contextual factors that might affect a person's work experience [9,10].

A limited number of studies examined the ageing worker from an occupational perspective, taking into consideration a person's perspective, context and the four dimensions of occupation; doing, being, becoming and belonging [11,12]. Often, the role of the occupational therapist has been aligned with the general socio-economic consensus of trying to promote longer work participation [13–15]. Arguably, there has been a strong focus on the 'doing' or performance aspect, possibly overlooking the other dimensions of an individual's daily occupations, especially 'becoming' and 'belonging' [16]. Furthermore, studies that have explored the motives and experiences of older people who continue to participate in the labour market have mainly been conducted in the West and have sup-

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Experiences and motives of retirement-aged workers during the first wave of COVID-19 in Slovenia: "This was the first time in 40 years that I really saw spring"

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ARTICLE INFO

Keywords:
Active aging
Coronavirus
Gerotranscendence
Meaningful activity
Prolonged work activity
Qualitative study

ABSTRACT

Choosing to continue working after retirement eligibility can attract both negative and positive sentiments from the general public. Studies examining the motivations of older workers have so far been conducted in times of relative social and economic stability. However, little is known about what it means for older workers to work during a lockdown or pandemic situation. The present longitudinal study aimed to explore experiences of retirement-aged workers in Slovenia in relation to their motives for prolonged work activity amid the COVID-19 pandemic, using the theory of gerotranscendence as a theoretical framework. Nine workers were interviewed before and after the start of the pandemic. The qualitative analysis was based on 18 interviews and observations, juxtaposing two analytical methods in order to illustrate common themes across the data as well as tensions in specific situations within a narrative context. Four main themes are presented: Unchanged plans, Motive developments, Psychological preparation for retirement and Views of society. In addition, a narrative analysis is presented with a focus on self-transcending elements in some of the participants' narratives. The findings suggest that during a pandemic, older workers' individual experiences might be constructed more positively compared to other groups, especially if they develop agentic identity and pursue meaningful activities. We discuss an innovative approach to gerotranscendence, complementing this theory with concepts from occupational science to develop a clearer distinction from the now dated disengagement theory and examine the life trajectories of older workers in novel situations such as a pandemic.

Introduction

Older employees have been increasingly recognized as a vital part of the active workforce, helping to lower the old age dependency ratio, which is rising rapidly in Europe (Eurostat, 2020a). Many so called '2nd boomers' continue to work after they become eligible for retire-

In contrast to the positive view of work engagement people who delay retirement hold, older workers have also been subject to prejudice and negative stereotyping regarding their abilities (Chiesa et al., 2016; Harris, Krygsman, Waschenko, & Laliberte Rudman, 2017). It has been suggested that ageism and discriminatory stereotypes can be internalized and affect older employees' motivation and work performance,

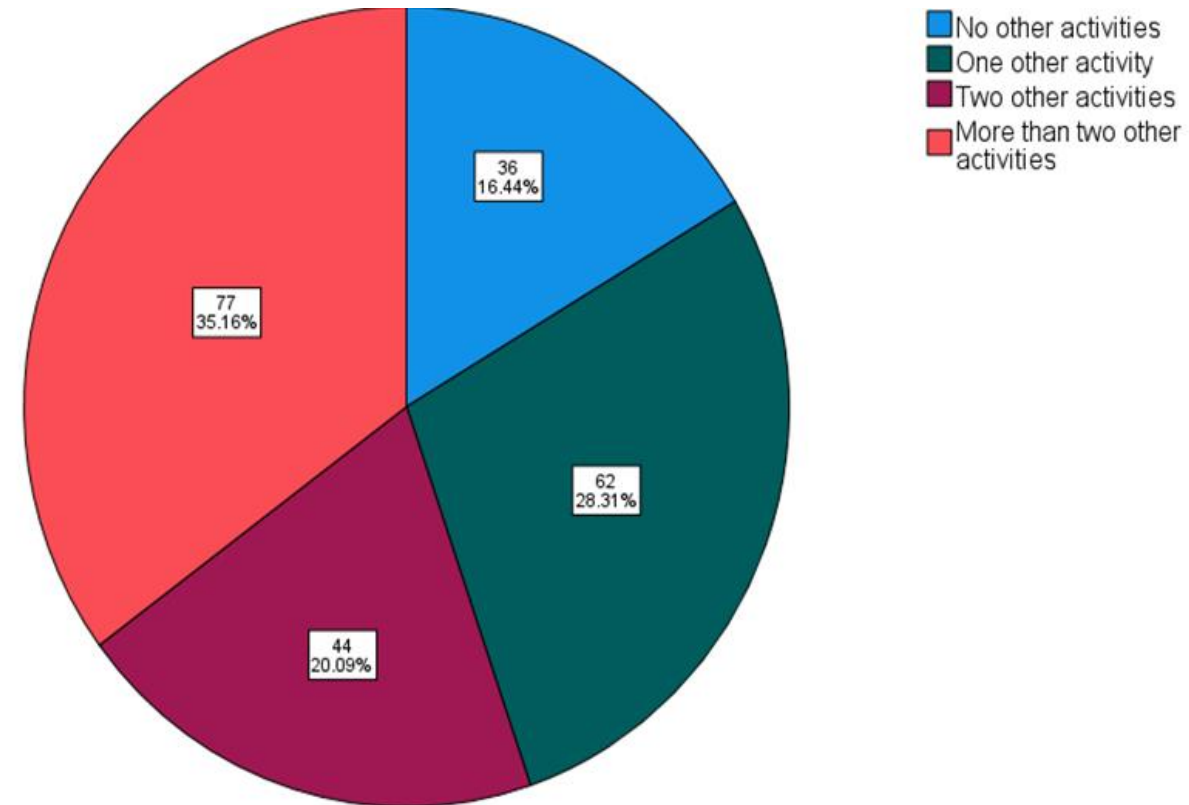
KVANTITATIVNI REZULTATI: MOTIVI ZA PODALJŠEVANJE (Bratun, 2023)

Postavka	Median (\pm Standard Deviation)
Počutim se dovolj fizično zdravo, da nadaljujem z delom.	4.55 (0.774)
Počutim se dovolj psihično zdravo, da nadaljujem z delom.	4.61 (0.750)
Opazil/a sem upad sposobnosti, ki so potrebne za opravljanje mojega dela.	2.29 (1.286)
Delo, ki ga opravljam, se mi zdi fizično in/ali psihično naporno.	2.83 (1.381)
S sodelavci se dobro razumemo.	4.47 (0.801)
Mislím, da vodstvo/nadrejeni želijo, da nadaljujem z delom v organizaciji.	4.06 (1.117)
Menim, da človek sam začuti, kdaj je čas, da se upokoji.	4.53 (0.832)
Moj nadrejeni ima stil vodenja, ki je vključujoč in prijazen do zaposlenih.	3.94 (1.277)
Pomemben razlog, da delam, je denar.	3.54 (1.222)
Pomembna mi je dnevna rutina, ki je vezana na delo.	3.46 (1.316)
Pohvala za dobro opravljeno delo mi veliko pomeni.	4.19 (0.993)
Pomemben mi je občutek, da svoje delo obvladam.	4.65 (0.635)
Ponosen/a sem na to, kar sem dosegel/a pri svojem delu.	4.52 (0.751)
Avtonomija pri delu mi je pomembna.	4.57 (0.678)
Pomembno mi je, da lahko svoje znanje in izkušnje prenašam naprej.	4.46 (0.832)
Pomembno mi je, da se počutim koristnega za organizacijo in/ali družbo.	4.47 (0.805)
Delam zato, ker imam rad/a svoje delo.	4.47 (0.822)
Delam zato, ker mi delo, ki ga opravljam, daje občutek smisla v življenju.	3.83 (1.099)
Do svoje delovne organizacije čutim občutek pripadnosti.	4.19 (1.074)
Pomembno mi je, da se preko dela osebno in poklicno razvijam.	4.24 (0.949)
Z delom nameravam nadaljevati, kolikor časa bo to mogoče.	4.02 (1.191)
Pri načrtovanju upokojitve pomembno vlogo igra tudi moj partner.	2.93 (1.585)

POMEMBNE OKUPACIJE

Vpr.: Ali imate poleg dela še kakšne aktivnosti ali hobije, ki so za vas tako pomembne kot delo? (*Gre za aktivnosti, ki imajo za vas pozitiven pomen, izvajate jih redno, povežejo vas z drugimi, lahko imajo značilnosti dela*)

25,1% (N = 55) je v zadnjem letu začelo izvajati nove aktivnosti.



Katere spremenljivke napovedujejo namero nadaljevati z delom? (Bratun, 2023)

$R^2 = 0.194$, $F(3,210) = 16.840$, $p < 0.001$

Model	B	Coefficients Std.Error	Beta	t	Sig.
Constant	-0.499	0.783		-0.637	0.525
Ljubezen in doprinosa	0.459	0.163	0.208	2.811	0.005
Samopodoba in mojstrstvo	0.573	0.192	0.216	2.991	0.003
Kozmična dimenzija GTS-10	0.213	0.075	0.181	2.840	0.005



KORELACIJE: NAMERA NADALJEVATI Z DELOM (Bratun, 2023)

Spremenljivka	Spol	Izobrazba	Prebivali šče	Socialno- ekonomsk i status	Zdravje	Z delom nameravam nadaljevati, kolikor časa bo to mogoče	Druge pomembne okupacije/ „Engaging“ ok.
GTS-10	-0.114	0.144*	-0.019	0.038	0.065	0.261**	0.188**
Spol	1.00						
Izobrazba	-0.136	1.00					
Prebivališče	0.045	-0.174**	1.00				
Socialno-ekonomski status	0.063	0.192**	-0.007	1.00			
Zdravje	-0.140*	0.125	-0.033	0.102	1.00		
Z delom nameravam nadaljevati, kolikor časa bo to mogoče	-0.159*	-0.097	0.053	0.035	0.133	1.00	
Druge pomembne okupacije/Engaging ok.	0.065	0.154*	0.029	0.027	0.143*	0.006	1.00

Opomba: * $p < 0.05$; ** $p < 0.01$.



NEKAJ RAZMIŠLJANJ

- Potencial okupacij/“engaging“ okupacij v obravnavi
- Notranja motivacija bolj pomembna



Pristop, ki preseže zunanje nagrade

- Teorije aktivnosti + teorija gerotranscendence + OZ
- Motivi: DELATI – BITI – PRIPADATI – POSTATI

Literatura

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Foto : Klara Merše



**HVALA ZA VAŠO
POZORNOST!**

**UPAM, DA ZDAJ ČUTITE, DA STE TUDI VI
OKUPACIJSKI ZNANSTVENIKI. 😊**

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