



Determination Factors of Elderly Decision to Keep Continuing Work Activities in Palembang City

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ABSTRACT

This research study focuses on the determination of the factors of the elderly decision to keep continuing work activities in Palembang city. The research unit is the elderly who still work in the city of Palembang with a total sample of 395 respondents. The method of data analysis is using binary logistic regression method. The results of the data estimation, it is known that all of independent variables have a significant influence on the dependent variable. Odds Ratio of 7.672 means that the elderly population has a probability men choose to remain employed by 7.672 times. Odds ratio of 4.511 means that senior citizens get social support has a probability of choosing to keep working at 4.511 times. Odds ratio of 3.202 means that elderly people who have the burden of family responsibility has a probability to choose to keep working at 3.202 times. Nagelkerke's R-square value is 0.281.

Keywords: Labor Supply, The Logistical Binary Regression, Bridge Employment.

JEL Classifications: M54

1. INTRODUCTION

A person's life journey will finally arrive at the last phase of the entire range of life in human development. This phase is often referred to as the elderly which is characterized by various types of biological, psychological, and social decline in bodily functions which will then affect the individual's personality (De Lange et al., 2006).

Working in general is mostly done by young people, but some cases are still found by the elderly who work in both the formal and informal sectors. In the formal sector, usually a company entrusts retired workers to return to work with consideration of experience and maturity, while in the informal sector they usually work alone (self-employment). Self-employment covers agricultural fields such as: Fisheries, plantations, agriculture, processing, or owning small-scale family businesses such as retail stores and restaurants (Raymo et al., 2004).

Furthermore Affandi (2009) stated that the elderly who work generally are supported by their health conditions, which allows the elderly to work, besides not a few elderly people who still support their children's families who live with him, so that his status is still the head of the family including his family who can't. The responsibility of the head of the household is very large from the psychological and economic side, it turns out that there are still many elderly people who should enjoy old days without the heavy burden of the family.

Research conducted by Talaga and Beehr (1995) with a discussion of the decision of the elderly to retire or still work found that when viewed from the side of the object of gender study, it is known that an elderly woman prefers to retire and not continue her work activities if compared to elderly men. This is because an elderly woman feels she has a huge responsibility to look after and take care of other people (husband, child and grandchildren) in her family.

Many factors can affect the elderly population to participate in productive activities, especially the social demographic and socio-economic factors of the elderly. According to Rimbawan (2008) the pattern of marital status of the elderly population of men is different from that of women. Elderly women are more divorced, while older men are married. Divorced status causes the elderly woman to lose the support of the family economy and causes the elderly woman to work to survive to meet her daily needs.

Older people who have a family usually have dependents in the family, namely dependents for children and grandchildren. The number of dependents is the number of people or family members who are dependents stated in units of people (Wira, 2013). The more elderly people have family responsibilities, the more likely they are to work.

Someone who enters old age, then social support from other people becomes very valuable and will add to the peace of his life. Individuals who get social support are able to increase their social contacts in their environment so that social participation will be very important to be carried out sustainably (Gilmour, 2012).

According to Central Bureau of Statistics (2017) data, the total population of Palembang City in 2016 was 1,602,071 people, consisting of a male population of 802,990 people and a female population of 799,081 people. With the percentage of male elderly population to the total male population of 6.46% and the percentage of elderly women to the total population of women in Palembang City being 7.41%, it is known that the elderly population in Palembang City in 2016 was 111,053 people consisting of 51,864 male elderly and 59,189 female elderly.

The percentage of elderly men working towards the number of elderly men is 35.46%, while the percentage of elderly women working towards the number of elderly women is 16.92%. Based on these percentages it is known that the number of elderly working in the city of Palembang is 28,404 people consisting of 18,391 elderly men and 10,013 elderly women. To clarify the elaboration

of the data above, a table of elderly residents is employed per sub-district in Palembang City (Table 1).

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Based on the phenomena, data and results of previous studies, the researchers will analyze the determinants of the decision factors of the elderly still working which include Gender, Social Support, Family Dependent Burden. To examine the factors mentioned above, the title of the research proposed is "Determination Factors of Elderly Decision To Keep Continuing Work Activities In Palembang City." Focus on this paper for the following question: How is the influence of gender, social support, family dependency Burden on elderly decisions to continue working in Palembang City?

2. REVIEW OF THE LITERATURE

2.1. Labor Supply

According to Kaufman and Hotchkiss (2003), each individual has the choice to spend 168 h/week with a variety of different choices, whether to use it for work or to rest. But for sure each individual needs a fixed biological time to sleep, eat and others.

According to Becker (1976) if viewed from the standpoint of economic theory, individual behavior in the labor market can be explained through time allocation theory. The basic model of this concept states that individuals who will participate in the labor market are faced with two important choices, namely choosing to work or not work. Work is not a pleasant thing and vice versa does not work is a choice preferred by individuals as a commodity (normal goods). This is because not working is considered a normal item, so the change in leisure time (leisure time) that is consumed

Table 1: Elderly people working in 2016 based on districts in Palembang City

| District of Palembang city | Gender elderly | | Total | Gender elderly | | Total |
|----------------------------|----------------|--------|--------|----------------|--------|-------|
| | Male | Female | | Male | Female | |
| Iilir Barat II | 2165 | 2471 | 4637 | 768 | 418 | 1186 |
| Gandus | 2039 | 2327 | 4367 | 723 | 394 | 1117 |
| Seberang Ulu I | 5800 | 6619 | 12419 | 2057 | 1120 | 3176 |
| Kertapati | 2779 | 3172 | 5951 | 986 | 537 | 1522 |
| Seberang Ulu II | 3256 | 3716 | 6972 | 1155 | 629 | 1783 |
| Plaju | 2687 | 3067 | 5754 | 953 | 519 | 1472 |
| Iilir Barat I | 4443 | 5070 | 9513 | 1575 | 858 | 2433 |
| Small Hill | 1443 | 1647 | 3089 | 512 | 279 | 790 |
| Iilir Timur I | 2344 | 2675 | 5018 | 831 | 452 | 1283 |
| Kemuning | 2789 | 3183 | 5973 | 989 | 539 | 1528 |
| Iilir Timur II | 5422 | 6188 | 11610 | 1923 | 1047 | 2970 |
| Kalidoni | 3642 | 4156 | 7798 | 1291 | 703 | 1994 |
| Sako | 2989 | 3411 | 6400 | 1060 | 577 | 1637 |
| Sematang Borang | 1228 | 1402 | 2630 | 436 | 237 | 673 |
| Sukarami | 5386 | 6147 | 11533 | 1910 | 1040 | 2950 |
| Alang-Alang Lebar | 3451 | 3938 | 7389 | 1224 | 666 | 1890 |
| Total | 51864 | 59189 | 111053 | 18391 | 10013 | 28404 |

Source: Central Bureau of Statistics, 2017

sagat is influenced by the price/wage level. If the wage is lower, then the normal goods will be consumed more and vice versa.

Basically, each individual has a fixed time in 1 day, 24 h/day, which is used by the individual to do two activities, namely working (labor market activity) and rest/leisure (non labor market activity). Work is the time used by each individual to carry out an activity that can produce wages/income, while leisure is the activity of each individual who does not produce wages/income. Leisure activities include: Working at home (raising children, cooking), time spent on education, commuting, relaxation, rest (rest), etc. (Ehrenberg and Smith, 1997).

2.2. Revenue Effects and Substitution Effects

According to Nicholson (2005), it explains that each individual's decision to increase or decrease leisure time is strongly influenced by wage rates and Non-Labor Income. Next is McConnell et al. (2007), states that if the wage rate increases, the prices of relative leisure will also increase. An increase in wage rates indicates an increase in individual income. With higher economic status, a person has a tendency to increase his consumption and enjoy more leisure time which means reducing his working hours. Changes that occur in working hours as a result of changes in income are called income effect. A higher value of work time encourages someone to substitute it more with free time to work more. The increase that occurs in the number of working hours desired by individuals will have an impact on the reduced resting time that will be obtained by the individual. The addition of working time is called the substitution effect of the increase in wage rates.

The magnitude of the effect of changes in wage levels on changes in leisure time and time to work is dependent on the magnitude of the dominance of income effects or the substitution effect that applies to each individual. Increasing the wage rate will result in an increase in working hours means a reduction in leisure time, if the substitution effect is more dominant than the income effect. Conversely, if the income effect is more dominant than the substitution effect, the individual will strive to reduce working time and enjoy more free time. Thus if the income effect is greater than the substitution effect, a will occur backward-bending labor supply curve (Nurlina, 2012).

From the picture above, it can be explained that if it is assumed that leisure is a normal item, an increase in wages not only results in individual income increasing, but relative prices also change. The price of leisure becomes more expensive, causing a decrease in consumption leisure and replacing it with working hours, this results in a rise in working hours from h_1 to h_2 . Pure substitution effect will increase working hours by h_2-h_3 . Conversely with income effects, individuals can buy more leisure time, so the income effect reduces working hours by h_1-h_3 . The net effect of income effects and substitution effects together adds to the hours of work offered at h_1-h_2 (McConnell et al., 2007).

Thus it can be concluded that the increase in wage rate will result in additional working hours if the substitution effect is more dominant than the income effect, whereas if the wage rate increases

will result in a reduction in work time if the income effect is more dominant than the substitution effect.

2.3. The Older Concepts

Definition of aging according to Law Number 13 of 1998 concerning elderly welfare defines "Elderly is someone who reaches the age of 60 years and above. There is also in Law No. 13 of 1998 stated that there are two groups of Seniors (Advanced Ages), namely:

1. Advanced potential age is someone who has reached the age of 60 years and over but still has physical, intellectual and emotional and social abilities that are utilized for can fulfill his life needs.
2. Advanced age not potential is someone who has reached the age of 60 years and over but has limited physical, intellectual and emotional and social abilities that can interfere with his social interaction and fulfill his life needs, so that his life depends on the help of others.

According to Santrock (2002), there are two views on the elderly, namely the views according to westerners and views according to Indonesians. The view of Westerners states that those who are classified as elderly are people who are aged 65 years and over, where this age will distinguish a person who is still an adult or an elderly person. On the other hand, the view of the Indonesian people states that the elderly are people who are 60 years or older. At the age of 60 years a person has begun to appear to be characterized by aging. Meanwhile, according to Tanaya and Yasa (2015), the elderly are someone who has reached the age of 60 years and above. The definition of population stated above seems to be in line with the concept of the Central Bureau of Statistics which states that elderly people are residents aged 60 years and over.

2.4. Bridge Employment

Bridge employment as paid work activities carried out by individuals after a full term of service ends and receives retirement income, where work activities are carried out by individuals in the transition phase between after full employment ends and before permanent retirement begins (Shultz, 2003; Topa et al., 2014).

The exact definition of Bridge Employment tends to vary across studies. Wang et al. (2008), defines Bridge Employment as work (either stable or temporary) after the full term of employment ends and before permanent retirement begins. Bridge Employment is a job for salary, either as an employee or entrepreneur, and at least one hour a week, after retiring from a major career job. The main difference is that Bridge Employment generally works with new employers or in new or industrial jobs (Cahill et al., 2006).

Career placements in the field of Bridge Employment can be done either with organizations that are similar to career jobs but are most common for holders Bridge Employment career or in other organizations where individuals work in the same job (Raymo et al., 2004). When an older worker decides to enter Bridge Employment in a different field, they usually receive a reduction in wages and status in lieu of the flexibility of Bridge Employment (Feldman, 1994; Raymo et al., 2004; Ruhm, 1990; Shultz, 2003).

In addition, a study conducted by Jones and McIntosh (2010) shows that older workers who are more organizational oriented prefer to be involved in Bridge Employment in the same field, while those who are more work oriented prefer to be involved in Bridge Employment in different fields.

3. RESEARCH FRAMEWORK

This research entitled “Determination of Elderly Factors to Continue Continuing Working Activities in Palembang City.” The main theory that forms the basis of this research is the Labor Supply Theory. Some of the variables used in this study are Gender, Social Support, Family Dependent Burden. To clarify the concept of research, the concept of this research is elaborated through the research framework.

In general, the elderly population with male gender in a household acts as the head of the family and at the same time as a support for the family economy. This resulted in the elderly male having an obligation to work to survive to meet the needs of his family’s daily life. Someone who enters old age, then social support from other people becomes very valuable and will add to the peace of his life. Individuals who get social support are able to increase their social contacts in their environment so that social participation will be very important to be carried out sustainably, this has a tendency to be able to encourage an elderly person to make a decision to continue to carry out work activities. An elderly person who still has a burden on his family will tend to encourage the elderly to continue working, this is because the elderly still feel they have a very big responsibility to meet the needs of all family members who are the burden of the elderly dependents.

4. MATERIALS AND METHODS

This research was conducted in the city of Palembang with elderly people who were still working as a population in the study. The population in this study were elderly (aged 60 years and over) who were working in the city of Palembang in 2016 with a total of 28,404 people. Whereas to obtain the number of samples to be used in determining the number of respondents in this study used the Slovin formula so that the estimation results obtained for the number of sample respondents amounted to 395 respondents. The type of data used in this study are primary data in the form of data cross section obtained from respondents including data on Gender, Social Support, Family Dependent Burden. This study uses data collection techniques with survey methods. The instrument used in this study is a structured questionnaire that deals with the determination of factors that are thought to affect the elderly to continue working i.e. Gender, Social Support, Family Dependent Burden. To analyze the determination of the factors that influence the involvement of the elderly towards their decision to continue working activities, a logistic binary regression model with an elderly individual unit is used in the household. The use of the logistic binary regression model is caused by the dependent variable and the independent variable used consisting of two categories.

The logistical binary regression model is given as follows:

$$g(x_i) = \frac{\pi(x_i)}{1 - \pi(x_i)} = e^{\beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_k X_k}$$

$$g(x_i) = \text{Ln} \frac{\pi(x_i)}{1 - \pi(x_i)} = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_k X_k$$

$$g(x_i) = \text{Ln} \frac{\pi(x_i)}{1 - \pi(x_i)} = \beta_0 + \beta_1 JK + \beta_2 DS + \beta_3 BTK$$

Description:

$g(x_i)$ = The probability of a binary logit equation for the elderly decisions (1 = Continue to Work, 0 = Not continuing work activities).

β_0 = Intersep for binary logit equation

JK = Dummy variable for elderly gender score (1 = Male, 0 = Female).

DS = Dummy variable for elderly social support scores (1 = Getting support, 0 = Not getting support).

BTK = Dummy variable for the dependency score of the elderly family (1 = Has dependent burden, 0 = Does not have dependent burden).

$\beta_1, \beta_2, \beta_3$ = Binary logistic regression coefficient.

5. CASE STUDIES

5.1. Logistic Regression Analysis with Significant Variables

Using the binary logistic regression estimation method using 2 categories on all variables used, the estimation results obtained are as follows (Table 2).

The binary logistic regression probability model involving several independent variables can be formulated as follows:

$$g(x_i) = \frac{e^{(-0.740 + 2.038X_1 + 1.507X_2 + 1.164X_3)}}{1 + e^{(-0.740 + 2.038X_1 + 1.507X_2 + 1.164X_3)}}$$

$$g(x_i) = \text{Ln} \frac{\pi(x_i)}{1 - \pi(x_i)} = -0.740 + 2.038JK + 1.507DS + 1.164BTK$$

$$g(x_i) = \frac{\pi(x_i)}{1 - \pi(x_i)} = e^{(-0.740 + 2.038X_1 + 1.507X_2 + 1.164X_3)}$$

5.2. The Testing Parameters Coefficient

Model that has been obtained needs to be tested for significance at the coefficient β to the response variable, with the likelihood ratio test and Wald Test.

5.2.1. Simultaneous significance/likelihood ratio test (G-test)

Simultaneous parameter significance tests of predictor variables were conducted to determine whether the estimated parameters obtained had a significant effect on the model or not.

The hypothesis of parameter estimation testing can be seen simultaneously:

- H_1 will be rejected and H_0 will be accepted: If G^2 or (χ^2 omnibus test) < (gender variables, social support and family dependent

burden are not significant to the model.

- H_0 will be rejected and H_1 will be accepted: If G^2 or (χ^2 omnibus test) $> \chi^2_{(\alpha,df)}$ (at least one of the variables gender, social support and family dependents significant expense to the model (Table 3).

Based on Table 3, it can be seen that the value of $G^2 = 81.456 > \chi^2_{(\alpha,df)} = 0.351846$, or $P = 0.000 < \alpha = 0.05$, so that the decision H_0 will be rejected and H_1 will be accepted, meaning that at least one of the gender, social support and family dependent variables is significant for the estimation model.

5.3. Test Wald

Test obtained by how to square the ratio of parameter estimates to the estimated standard error. The Wald test is used to test the significance of each parameter. The results of the test partially/individually will indicate whether a dependent variable is feasible to enter in the model or not (Agresti, 2002; Kleinbaum and Mitchel, 2002). According to Nachrowi and Dan Usman (2002), the parameter significance test individually is done using the Wald Test with the following hypothesis formulation:

- $H_0: \beta_i = 0$ (logit coefficient is not significant to the model)
- $H_1: \beta_i \neq 0$ (logit coefficient significant to the model).

The test statistics used are:

$$W_{value}^2 = \left[\frac{\hat{\beta}_i}{SE(\hat{\beta}_i)} \right]^2$$

W -value, the follows the Chi-square distribution with $df = 1$. If $W_{value}^2 \geq \chi^2(1,\alpha)$ or a P value $\leq \alpha$, then H_0 will be rejected and H_1 will be accepted and H_1 will be rejected and H_0 will be accepted if $W_{value}^2 \leq \chi^2(1,\alpha)$ or a P value $> \alpha$.

Based on the estimation on Table 2, the variable in the equation can be seen partially significant effect of each independent variable on the dependent variable with the hypothesis. based on the provisions of $\alpha = 0.05$, all the results of the estimated sig. ($0.000 < 0.05$), it was concluded that the variables of Gender, Social Support and Family Dependency Burden had a significant effect on elderly decisions to continue to work.

5.4. The Goodness of Fit Test (GoF)/Hosmer and Lemeshow Test

Feasibility regression models were assessed using the Hosmer and Lemeshow's GoF test. This model is to test the null hypothesis that empirical data is suitable or in accordance with the model (there is no difference between the model and the data so that the model can be said to be fit). The results are, among others (Ghozali, 2011).

- $H_1 =$ If the statistical value of Hosmer and Lemeshow GoF tests (Chi-square) is equal to or < 0.05 , then H_0 will be rejected and H_1 will be accepted, which means that there is a significant difference between the model and the observation value so that the Goodness fit model is not good can predict the value of his observations.
- $H_0 =$ If the statistical value of Hosmer and Lemeshow GoF tests (Chi-square) is > 0.05 then, H_1 will be rejected and H_0

Table 2: Variables in the equation

| Coefficient | B | S.E. | Wald | df | Sig. | Exp (B) |
|-------------|--------|-------|--------|----|-------|---------|
| Step 1(a) | | | | | | |
| X1 (1) | 2.038 | 0.388 | 27.595 | 1 | 0.000 | 7.672 |
| X2 (1) | 1.507 | 0.284 | 28.206 | 1 | 0.000 | 4.511 |
| X3 (1) | 1.164 | 0.283 | 16.893 | 1 | 0.000 | 3.202 |
| Constant | -0.740 | 0.279 | 7.053 | 1 | 0.008 | 0.477 |

a Variable (s) entered on step 1: X1, X2, X3. Source: Results of Research, 2018 (processed)

Table 3: Omnibus tests of model coefficients

| Coefficient | Chi-square | df | Sig. |
|-------------|------------|----|-------|
| Step 1 | | | |
| Step | 81.456 | 3 | 0.000 |
| Block | 81.456 | 3 | 0.000 |
| Model | 81.456 | 3 | 0.000 |

Source: Research findings, 2018 (processed)

Table 4: Hosmer and Lemeshow test

| Step | Chi-square | df | Sig. |
|------|------------|----|-------|
| 1 | 9.428 | 6 | 0.151 |

Source: Research Results, 2018. (processed)

will be accepted, which means the model is able to predict the value of its observations because it matches the observation data (Table 4).

From the results of the suitability testing of the model above it can be seen that the probability value of sig. = 0.151 while. The value of Chi-square value (χ^2_{value}) = 9,428. Chi-square table ($\chi^2(0,05,6)$) = 1,635383. Based on the provisions of $\alpha = 0.05$, then the value of statistics Chi-square (χ^2 value) $<$ Chi-square table ($\chi^2(0,05,6)$) and sig. $>$ P value ($0.151 > 0.05$), it is concluded that H_1 will be rejected and H_0 will be accepted, that means the model is able to predict the value of its observations because it matches the observation data.

5.5. Interpretation of Odds Ratio

Odds ratios are trend values between one category and another in qualitative explanatory variables. Tendency ratio values can be seen in the following Table 2, then the odds ratio values obtained are:

1. Value odds ratio of 7.672 means that the elderly population has a probability men choose to remain employed by 7.672 times larger than the population of elderly women.
2. Value odds ratio of 4.511 means that senior citizens get social support has a probability of choosing to keep working at 4.511 times when compared with elderly residents who do not receive social support.
3. Value odds ratio of 3.202 means that elderly people who have the burden of family responsibility has a probability to choose to keep working at 3.202 times when compared with elderly residents who do not have the burden of family responsibilities.

5.6. The Coefficient of Determination (Nagelkerke R Square)

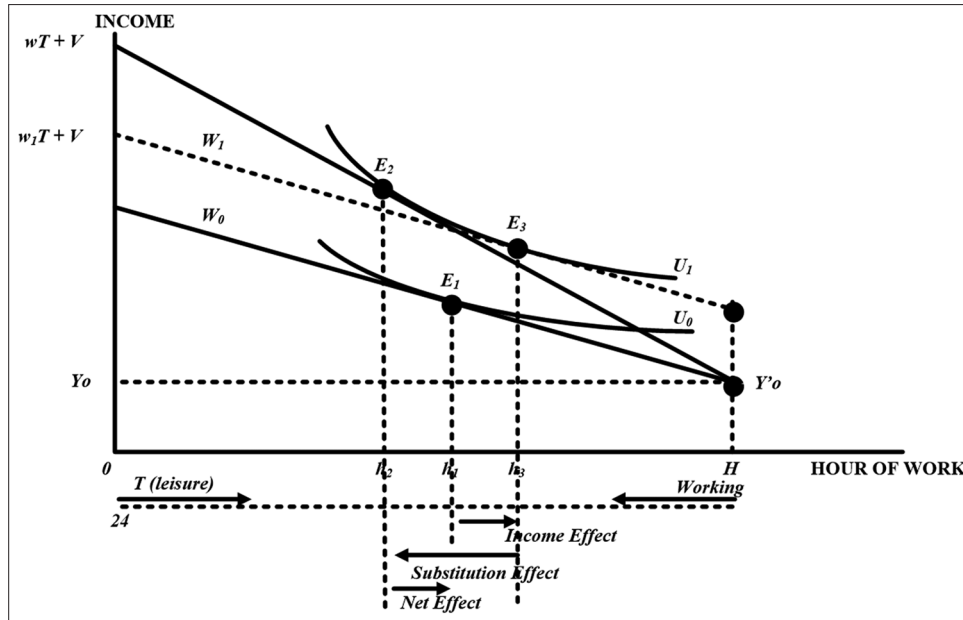
Cox and Snell's R square is a measure that tries to replicate the size on multiple regression based on estimation techniques with a maximum value of < 1 so it is difficult to interpret. To get a

Table 5: Model summary

| Step | -2 Log likelihood | Cox and Snell R square | Nagelkerke R square |
|------|-------------------|------------------------|---------------------|
| 1 | 347.333(a) | 0.186 | 0.281 |

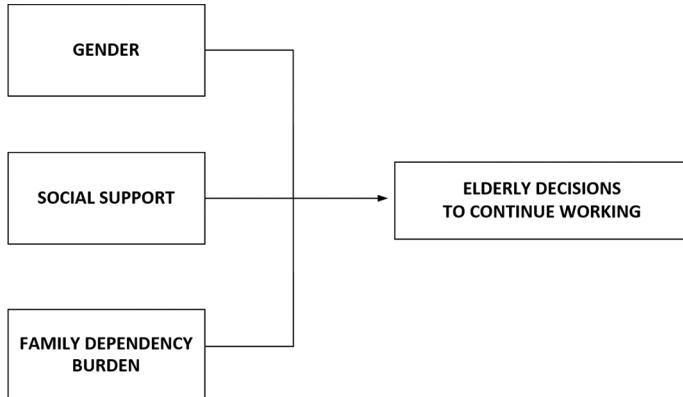
a. Estimation terminated at iteration number 6 because parameter estimates changed by <0.001. Source: Research results, 2018 (processed)

Figure 1: Revenue effects and substitution effects



Source: Nurlina, 2012

Figure 2: Research framework



coefficient of determination that can be interpreted as a value at multiple regression, Nagelkerke R square is used (Ghozali, 2011).

Nagelkerke R square is a modification of the Cox and Snell R square coefficients to ensure that the values vary from 0 to 1. This is done by dividing the value of Cox and Snell R square by its maximum value (Ghozali, 2011). A small value means that the ability of independent variables to explain the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict the dependent variables (Table 5).

From the estimation results above, it is known that Nagelkerke R-square is 0.281. This means that 28.1% of the variation in the independent variables (gender, social support and family

dependency) is able to explain the dependent variable (elderly decision to continue to work). while the remaining 71.9% is explained by variables outside the model or by other variables not examined.

6. CONCLUSIONS AND SUGGESTIONS

Research on the determination of elderly factors to continue working activities in the city of Palembang concludes several things as follows:

1. Based on binary logistic regression analysis, variables that significantly affect the elderly decision variables to continue working in the city of Palembang include Gender, Social Support and Burden Family Dependents.
2. Based on the value of Nagelkerke R-square, the proportion of variance from the independent variables in this study of gender, social support and family dependence on the dependent variable of the elderly decision to continue working in the city of Palembang, can be explained by the model of 28.1%.
3. Based on the odds ratio, chances decision elderly to continue working in Palembang is:

From the estimation using the media SPSS 23:00, the obtained value of the odds ratios are:

1. Value of odds ratio of 7.672 means that the elderly male has a probability of choosing to keep working bigger at 7,672 times compared to the elderly female population.
2. Value of odds ratio of 4.511 means that senior citizens get social support has a probability of choosing to keep working at 4.511 times when compared with elderly residents who do

- not receive social support.
3. Value of odds ratio of 3.202 means that elderly people who have the burden of family responsibility has a probability to choose to keep working at 3.202 times when compared with elderly residents who do not have the burden of family responsibilities.
 4. From the results of estimation and data analysis it is known that gender variables are the variables that most influence the decision of the elderly to continue working in the city of Palembang.

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