

## AGING EMPLOYEES AND WORK INTENSIFICATION

Appendix 1. Correlations (Pearson) between study variables.

	1	2	3	4	5	6	7	8	9	10	11	12
1. Age	1											
2. Gender	0.111 <sup>***</sup>	1										
3. Parenting status	0.356 <sup>***</sup>	0.031	1									
4. Management/ leadership position	-0.332 <sup>***</sup>	-0.118 <sup>**</sup>	-0.068 <sup>**</sup>	1								
5. Occupational group	-0.239 <sup>***</sup>	0.030	-0.098 <sup>***</sup>	0.023	1							
6. WI	0.133 <sup>***</sup>	-0.139 <sup>***</sup>	0.019	-0.139 <sup>***</sup>	-0.174 <sup>***</sup>	1						
7. JPD	-0.046	-0.113 <sup>***</sup>	-0.003	-0.026	0.079 <sup>**</sup>	0.466 <sup>***</sup>	1					
8. CPD	-0.226 <sup>***</sup>	-0.178 <sup>***</sup>	-0.111 <sup>***</sup>	0.161 <sup>***</sup>	0.023	0.289 <sup>***</sup>	0.576 <sup>***</sup>	1				
9. KLD	0.109 <sup>***</sup>	-0.132 <sup>***</sup>	0.071 <sup>**</sup>	-0.068 <sup>**</sup>	-0.010	0.375 <sup>***</sup>	0.475 <sup>***</sup>	0.321 <sup>***</sup>	1			
10. SLD	0.153 <sup>***</sup>	-0.130 <sup>***</sup>	0.054 <sup>*</sup>	-0.135 <sup>***</sup>	-0.054 <sup>*</sup>	0.482 <sup>***</sup>	0.432 <sup>***</sup>	0.282 <sup>***</sup>	0.812 <sup>***</sup>	1		
11. Job burnout	-0.011	-0.057 <sup>*</sup>	-0.024	0.059 <sup>*</sup>	-0.079 <sup>**</sup>	0.349 <sup>***</sup>	0.161 <sup>***</sup>	0.203 <sup>***</sup>	0.071 <sup>**</sup>	0.127 <sup>***</sup>	1	
12. Work engagement	0.086 <sup>**</sup>	-0.065 <sup>*</sup>	0.012	-0.162 <sup>***</sup>	-0.060 <sup>*</sup>	0.014	0.101 <sup>***</sup>	0.007	0.176 <sup>***</sup>	0.132 <sup>***</sup>	-0.561 <sup>***</sup>	1

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\*\*\*  $p < 0.001$ ; \*\*  $p < 0.01$ ; \*  $p < 0.05$  Note: gender (0 = women, 1 = men), parenting status (0 = yes, 1 = no), management/leadership position (0 = yes, 1 = no), occupational group (0 = academics, 1 = technical/business specialists).

*Abbreviations:* WI = work intensification, JPD = intensified job-related planning and decision-making demands, CPD = intensified career-related planning and decision-making demands, KLD = knowledge-related learning demands, SLD = skill-related learning demands.