

not mentioned (control), and were asked to indicate their preferences for projects that benefitted themselves or others. Results from multinomial logistic regression show that collapsing across conditions, age was positively associated with a preference for projects helping friends or colleagues over ones that were career advancing, and participants were more likely to work on a helping project over one that would take the company in a new direction regardless of age. We further found effects of manipulating time horizons- in both the expanded and limited occupational time-horizons conditions workers were less likely to prefer helping compared to advancing their careers, and the positive association between age and preference for helping was attenuated.

#### PSYCHOLOGICAL MECHANISMS THAT UNDERLIE GOAL EXPECTANCY AMONG RETIREES

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The way individuals envision, formulate, and strive to meet retirement goals is poorly understood. In particular, few studies have focused on the goal setting process of individuals who have already retired. In this investigation, the authors replicate and extend Hershey and Jacobs-Lawson's (2009) model of retirement goal expectancy across five retirement resource domains. Their (path) model posits individuals' perceptions of the consequence of failing to achieve a goal determines the perceived importance of the goal. Perceived goal importance, in turn, determines the effort individuals allocate toward achieving the goal (goal striving). And goal striving, in turn, predicts the perceived likelihood the goal will be achieved (goal expectancy). This basic model was empirically tested across five key retirement resource domains (health, physical, social, cognitive and emotional) identified by Wang and Shi (2013). The sample of 698 American retirees ( $M_{age}=77.14$  years,  $SD=6.00$ ) was divided into four subgroups: males and females, aged 66-77 and 78-94. Twenty theoretically-driven path analysis models were tested using AMOS (i.e., four subgroup models across five retirement domains). Differences were observed across subgroups and domains in terms of the magnitude of path coefficients and the amount of accounted variance in goal expectancy criterion measures ( $R^2$  values ranged from .26-.67). Overall, the path model was effective at capturing variability in retirement goal expectancy. Findings not only provide a synthesis of the 2009 goal model with Wang and Shi's Dynamic Resource Theory, but they also suggest areas in which retirement intervention specialists can intercede to increase the likelihood of goal attainment.

#### ASSOCIATION OF AGE DISCRIMINATION, JOB STRESS, AND DEPRESSION AMONG OLDER WORKERS: ROLE OF SOCIAL NETWORKS

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In this study, we examine the association between perceived age discrimination at the workplace and job stress, with depressive symptoms among currently working late-middle-aged adults. In particular, we investigate whether the association between these work-related factors and depression varies by the strength of their social networks. We use data from the Panel on Ageing and Transitions in Health Survey (PATHS) a national study of 1654 Singaporean citizens and permanent residents aged 50 to 59 years, conducted in 2016-2017. We account for age and other sociodemographic characteristics, measures of economic status, occupation, early retirement intentions, personality traits, as well as multiple physical health measures. Our findings indicate that age discrimination at work and job stress are both positively associated with higher depressive symptom scores. The relationship between age discrimination and depressive symptoms however varies by social networks, with age discrimination negatively associated with depressive symptom scores among those with larger friends-based social networks. Our findings indicate that while psychological wellbeing of late middle-aged workers is adversely affected by age discrimination and job stress, these workers benefit from wider and deeper social connections with friends. Our results provide empirical support to previous research that suggests that friends-based social networks yield distinct benefits in terms of subjective well-being and increased self-worth.

#### CONTINUITY OF CAREER OVER THE LIFE COURSE ON LIFE SATISFACTION AND DEPRESSIVE SYMPTOMS IN LATER LIFE

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Identity scholars have suggested that having a unified sense of past, present, and future is related to positive well-being outcomes (Whitbourne, Sneed & Skultety, 2009). One's occupation can have a profound influence on an individual's identity throughout the life course (Nazar & van der Heijden, 2012). Research has looked at career mobility among younger age groups (Baiyun, Ramkissoon, Greenwood, & Hoyte, 2018); however, less is known about the impact of career stability later in life. Consistency in career choice over the life course may have positive outcomes down the line as career becomes part of an individual's identity. The current study uses the Life and Family Legacies dataset, a longitudinal state-representative sample of 3,348, to examine individual's careers at three points in the life course: high school (projected career choice), early adulthood, and later life. Results revealed that a match of desired career in high school and actual career in early adulthood was not predictive of life satisfaction or depressive symptoms in later life. However, a match of career in early adulthood and later life was significantly related to better life satisfaction and less depressive symptoms, which was explained through higher levels of job satisfaction. This study highlights the importance of acquiring and maintaining a career that is fulfilling to the individual over the course of early adulthood to later life.