






“Factors influencing attitudes toward aging workforce: Evidence from college students in Southern Thailand”

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FACTORS INFLUENCING ATTITUDES TOWARD AGING WORKFORCE: EVIDENCE FROM COLLEGE STUDENTS IN SOUTHERN THAILAND

Abstract

As the aging population grows, examining attitudes and intentions toward joining the aging workforce is of greater importance. This study examines factors influencing Southern Thai college students' attitudes and intentions to join the aging workforce. A cross-sectional survey was conducted among 412 undergraduate students from three universities in the region. The survey measured attitudes, subjective norms, perceived behavioral control, and intention to be older workers based on the theory of planned behavior using a 5-point Likert scale. The data were analyzed using the path analysis technique. The findings indicated significant associations between attitudes, subjective norms, perceived behavioral control, and intentions to be older workers among college students. Attitudes toward older workers positively influenced subjective norms ($\beta = 0.71$, $p = 0.001$), and perceived behavioral control also had a significant impact on subjective norms ($\beta = 0.11$, $p = 0.05$) and on the intention to be older workers ($\beta = 0.23$, $p < 0.05$). Subjective norms, in turn, positively influenced intentions to be older workers ($\beta = 0.42$, $p < 0.001$). In conclusion, this study highlights the importance of attitudes, subjective norms, and perceived behavioral control as factors in influencing college students' intention to join the aging workforce.

Keywords

older workers, labor market participation, undergraduate students, workforce diversity, Thai

JEL Classification

J14, J62, M54, O15

INTRODUCTION

The worldwide phenomenon of an aging population delivers the changing dynamics of workforce participation (Marfeo & Ward, 2020) and the need for proactive measures to sustain productivity (Christensen et al., 2009). Thailand is also projected to become a super-aged society by 2031 (Haque, 2016; Department of Older Persons, 2020), potentially causing productivity issues and affecting the nation's economy (International Labor Organization, n.d.). Many governments worldwide, including Thailand, recognize the need to encourage individuals to remain in the labor force to maintain economic growth (Cylus & Al-Tayara, 2021). Therefore, it is crucial to explore the intentions of individuals, particularly college students, to become older workers and understand the factors that influence their intentions.

Understanding attitudes toward the aging workforce is essential for organizations. Older workers contribute valuable qualities such as noteworthy expertise and self-confidence, which are beneficial to the creation of creative ideas (Vasconcelos, 2018). Furthermore, older employees require less supervision, which results in lower production costs (Nagarajan & Sixsmith, 2023). Additionally, companies with a

higher number of employees aged 50 or older have higher productivity, with a 10% increase in such individuals resulting in a 1.1% increase in overall productivity (OECD, 2022). These findings emphasize the significant benefits of including older workers in the workforce, as they not only contribute to innovative thinking and cost-efficiency but also have a favorable impact on a firm's overall performance.

Furthermore, the significance of understanding college students' intentions cannot be overstated as they will soon enter the workforce. The attitudes of younger generations can profoundly impact age-related biases, which in turn shape the future workforce and influence individuals' decisions regarding workforce participation (McConatha et al., 2022). Negative attitudes among younger generations can contribute to early retirement among older workers by creating an unfavorable work environment and limiting opportunities for older individuals (Carr et al., 2016; van den Berg et al., 2010; Wilson et al., 2020). Early identification of the attitudes is essential to resolve negative attitudes toward older workers among college students, which can inform policymakers of the need to progressively implement policies aimed at promoting workforce diversity, inclusivity, and increasing future labor market participation voluntarily, as opposed to being forced to do so by law. Given that lasting, meaningful attitude change is a lengthy process that occurs incrementally over the course of weeks, months, or even years (Briñol et al., 2015). A positive attitude toward an aging workforce, on the other hand, might result in a more varied and experienced staff, as well as minimizing age discrimination in the workplace (Yáñez-Yáñez et al., 2022) and keeping workers in the workforce to maintain the overall country's productivity.

1. LITERATURE REVIEW

The term "aging workforce" has developed throughout time. It was originally defined as working people aged 40 and above. Bockman and Sirotnik (2008) recommended a more comprehensive definition of "aging" with two crucial components: chronology and knowledge currency. In addition to an individual's chronological age, it is critical to understand the importance of their knowledge and abilities in today's ever-changing work environment. This broader perspective recognizes that the aging workforce is about responding and continuing to thrive in a constantly evolving workforce. Hence, it is imperative to employ the theory of planned behavior to understand the factors influencing college students' attitudes regarding this dynamic workforce.

The theory of planned behavior is a theory that explains how intentional, deliberate, and logical decision-making processes lead to human behavior. It states that attitudes toward a certain behavior, perceptions of social norms, and perceived behavioral control can all be used to predict one's intention to perform such conduct, influencing one's actual behaviors (Ajzen, 1991). The theory has undergone extensive testing in various educational fields (Ajzen, 1991). However, there is little research on its usage in examin-

ing college students' attitudes toward the aging workforce and determining their intention to be older workers in later years.

The theory of planned behavior suggests that behavioral intention plays a pivotal role in determining human behavior. It is widely recognized that the likelihood of performing a specific behavior increases with a stronger behavioral intention (Ajzen, 1991, 2006). However, for behavioral intention to translate into actual behavior, the behavior must fall within the individual's volitional control, allowing them to freely choose whether or not to engage in it (Ajzen, 1991). Nonetheless, the performance of most behaviors depends on non-motivational factors such as resources and opportunities, which collectively contribute to an individual's genuine behavioral control (Ajzen, 1991). Consistent with this theory, the intention to continue working in later life can be understood within the theory of planned behavior. It is hypothesized that people are more inclined to become older workers and continue working if they hold positive attitudes toward older workers, perceive social pressure to engage in older worker roles, and believe in their ability (perceived behavioral control) to work in later life.

The theory of planned behavior posits that an individual's attitudes and beliefs about how others

perceive a specific behavior play a crucial role in determining how they will behave and take future actions (Ajzen, 1991). The theory of reasoned action offers valuable insights into the interplay between subjective norms and one's attitude. It depicts it as a dynamic process wherein societal expectations and perceived opinions from significant others wield the power to influence an individual's personal beliefs and attitudes. Numerous studies have indicated the significance of subjective norms on attitudes toward behavior and vice versa (Fulk, 1993; Ryu & Jang, 2006; Han & Kim, 2010; Shin & Hancer, 2016; McKinlay & Cowan, 2006; Lu, 2010). By examining this process, the theory sheds light on the mechanisms governing behavioral intentions. It highlights that two significant components, attitudes and subjective norms, have a significant impact on behavioral intentions. In the context of this study, subjective norms encompass the perceived social pressure and expectations emanating from family, community, organization, and government entities regarding the prospect of being an older worker in the future. As this relationship is better understood, it opens avenues for interventions and initiatives to foster positive attitudes toward older workers, promoting age-inclusive work environments and societal perceptions of aging.

The concept of attitude is the aggregate result of an individual's favorable or adverse feelings about a particular behavior (Fishbein & Ajzen, 1975; Kan & Fabrigar, 2017). They include sentiments, cognitions, and actions influenced by an individual's experiences and social influences (Hess, 2006). Attitudes regarding aging and older adults may differ significantly depending on the population under study. Previous studies have extensively explored attitudes toward older adults and intention to work with older adults (Cuddy et al., 2005; Hummert, 1990; Hess, 2006; Gallo, 2019; Chen et al., 2015; Rathnayake et al., 2016; Duyan et al., 2016; Mamun & Hasan, 2017; Chance et al., 2021; Cooney, 2021; Lun, 2010; Moret & Rodríguez, 2019; McKinlay & Cowan, 2006). Specifically, several studies demonstrate that university students held mixed attitudes toward older adults (Rathnayake et al., 2016). Some studies exhibit negative, discriminating, and judgmental views toward older adults (Cooney, 2021; Lun, 2010; Ng & Feldman, 2012). While some studies reported that students

held largely positive attitudes and emphasized the significance of recognizing cultural differences (Duyan et al., 2016; Chance et al., 2021). However, the current body of literature lacks investigations into the association between college students' attitudes toward elderly workers and their intention to remain in the workforce. Therefore, researching this relationship would provide valuable insights into this association.

According to the theory of planned behavior, perceived behavioral control is known to influence attitudes and subjective norms, thereby independently affecting behavioral intentions (Ajzen & Madden, 1986; Ajzen, 1991). It is important to note that the relationship between perceived behavioral control and subjective norms can be varied and converse (La Barbera & Ajzen, 2020; Van et al., 2023). Graham and Rosén (2020) reported a moderate correlation between subjective norms and perceived behavioral control ($r = .384, p < .01$) and further indicated that the attitudes, subjective norms, and perceived behavioral control were significantly associated with work with older adults ($F(3,734) = 403.375, p < .001, R^2 = .622$). However, there is a gap in the literature regarding the relationship between perceived behavioral control and subjective norms, specifically within the Thai context, particularly among college students' intentions to become older workers.

Perceived individual belief in one's capacity to carry out the targeted conduct is referred to as behavioral control. It depends on several motivating elements, including time, abilities, resources, and the influence of influential individuals whose opinions are valued (Ajzen, 1991). Perceived behavioral control was crucial to the model as it directly predicts behavioral intention, and when paired with behavioral intention, it indirectly predicts or influences actual behavioral performance (Ajzen, 1991). As it is challenging to cite a specific study on college students' perceived control over their intention to be older workers, previous empirical studies have examined the influence of perceived behavioral control on intention in various fields of research (Baker et al., 2007; Chen & Tung, 2014; Gopi & Ramayah, 2007; Hagger et al., 2001; Liu et al., 2022). Based on these findings, perceived control over becoming older workers themselves may influence individuals' intention to be older workers.

According to the theory of planned behavior, the behavioral intent of an individual is more likely to be influenced by significant referents' opinions, particularly when individuals are more willing to accept influence from these specific referent groups (Ajzen, 1991). Multiple studies revealed that subjective norms are one of the strongest predictors of behavioral intention among college students' intention to engage with older adults (McKinlay & Cowan, 2006) and to collaborate with elderly workers in the future (Graham & Rosén, 2020; Peng & Min, 2020). It implies that other people's perspectives and opinions significantly impact young individuals' attitudes and intentions upon working with older adults. Thus, it can be proposed that the influence of significant subjective norms can positively or negatively impact an individual's intention to work in later life (Ajzen, 1991).

This study aims to fill in the existing literature gap by constructing a new theoretical model of intention to be older workers. Thus, the main objective of this study is to assess the influences of attitudes, subjective norms, and perceived behavioral control on the intention of Southern Thai college students to be older workers. The hypotheses are as follows (Figure 1):

H1: Attitude significantly influences subjective norms.

H2: Attitude significantly influences the intention to be an older worker.

H3: Perceived behavioral control significantly influences subjective norms.

H4: Perceived behavioral control significantly influences the intention to be an older worker.

H5: Subjective norms significantly influence the intention to be an older worker.

2. METHODOLOGY

In the study design, a quantitative cross-sectional survey was carried out at three universities in southern Thailand (Walailak University, Prince of Songkhla University, and Princess of Naradhiwas University) from May to July 2023. To get a sample size from the university population ($N = 29,275$), the Taro Yamane method at a 95% confidence interval and 5% sampling error was taken into account (Yamane, 1973). Eligibility requirements for 412 respondents are as follows: a) undergraduate students at the mentioned three universities in southern Thailand; b) more than or equal to 18 years of age; and c) Thai fluency. Foreign or part-time students were excluded from the study.

Of 412 respondents from three universities in the southern part of Thailand, 219 people were male (53.2%). Most had experiences with older adults, whether living, studying, or working with them. Demographic information is shown in Table 1.

An onsite, well-trained data collector briefed undergraduate students about the study's aims. Data are collected using convenient sampling techniques at the university venue. The collectors personally administered an online survey system (Google Forms) questionnaire and provided de-

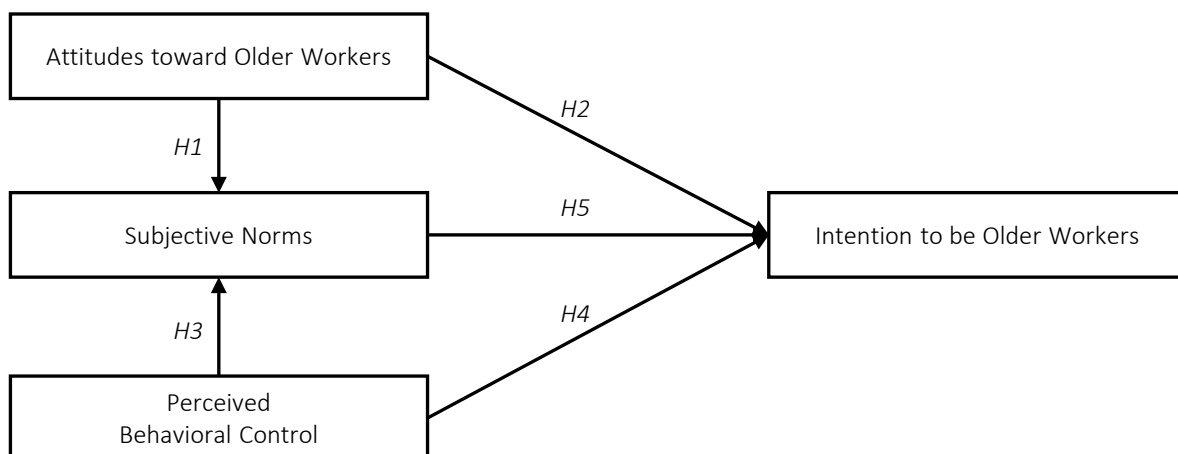


Figure 1. Theoretical model

Table 1. Demographic information of respondents

Variable	Total (N)	Percentage (%)	Experiences with older adults					
			Living		Studying		Working	
			Yes (N)	No (N)	Yes (N)	No (N)	Yes (N)	No (N)
Gender								
Male	219	53.20	145	74	116	103	126	93
Female	193	46.80	112	81	101	92	90	103
Age								
Lower than 20	219	53.20	139	80	114	105	113	106
Higher than 21	193	46.80	118	75	103	90	103	90
Education level								
1 st year	83	20.10	63	20	49	34	54	29
2 nd year	110	26.70	63	47	52	58	51	59
3 rd year	100	24.30	62	38	46	54	46	54
4 th year	105	25.50	59	46	60	45	54	51
5 th year and over	14	3.40	10	4	10	4	11	3
University								
Walailak	138	33.50	92	46	65	73	64	74
Prince of Songkhla	220	53.40	125	95	115	105	120	100
Princess of Naradhiwas	54	13.10	40	14	37	17	32	22
Major								
Health Science	120	29.10	73	47	87	33	79	41
Non-health Science	292	70.90	184	108	130	162	137	155

tailed instructions to the respondents. All of them were completely voluntary, and all responses were taken anonymously to maintain confidentiality. Informed consent was obtained when respondents were willing to participate in the analysis. The study protocol has been approved by the Walailak University ethics committee (WUEC-23-080-01).

There are five sections for the survey instrument based on the theory of planned behavior. Firstly, demographic information consists of gender, age, educational year, university name, program, and the individual's experiences with older adults. Secondly, for the attitude toward older workers section, each item contained measurements adapted from previous studies (Gringart et al., 2013; Hassell & Perrewe, 1995). Thirdly, subjective norms are individuals' societal (family, colleagues, and government) perceptions of being older workers. Fourthly, perceived behavioral control is a personal assessment of their capacity to be older workers. Items were developed to assess controllability and their intentions to be older workers, as Ajzen (2006) suggested. On a 5-point Likert scale, 1 represents high disagreement, and 5 represents high agreement with the measurements of each variable.

Based on pilot testing results, three experts reviewed and validated the survey. The Item Objective

Congruence (IOC) Index is used as the basis for screening. An IOC was above 0.5, which means all items were qualified (Rovinelli & Hambleton, 1977). A pilot study of 30 randomly chosen respondents from Walailak University was conducted for readability, relevancy, reliability, and processing times. These 30 students were included in the original study sample. Before sending the questionnaire to the respondents, modifications were made in regard to language understanding and item structures. The Cronbach alpha's reliability was 0.827. Hence, when the coefficient of Cronbach's alpha is larger than 0.7, the study instrument is consistent and suited for large-scale data collection (J. A. Gliem & R. R. Gliem, 2003).

3. RESULTS

This study used a path analysis technique based on model measurement statistics to analyze data. First, content reliability and convergent validity were checked. Cronbach's Alpha and composite reliability (CR) values exceeding 0.7 were employed to assess content reliability (Ahn & Chaoyu, 2019); both values were above the minimum requirements, indicating content reliability. In the case of convergent validity, average variance extracted (AVE) was used with scores greater

than 0.5 (Masdupi et al., 2023). The AVE ratings in Table 2 were more than 0.5, suggesting sufficient convergent validity.

Second, discriminant validity was checked by comparing the square root of AVEs' scores with correlation scores among variables (Athief & Ma'ruf, 2023). It was an indicator of discriminant validity if the square root of the AVEs' scores was higher than the correlation scores (Febriani et al., 2024). Table 3 shows bolded square root (AVE) values that consistently outperformed all correlation scores, demonstrating discriminant validity.

Finally, a model fit was checked using fitness indicators (e.g., GFI, NFI, CFI, and RMSEA). These indicators had to pass the minimum requirements following Kim et al. (2022). Table 4 shows that each fitness indicator exceeded the cutoffs for a satisfactory fit.

Based on regressions of the path analysis method, all main statistical results were summarized in Figure 2 and Table 5. For impacts on subjective norms, attitudes toward older workers significantly influenced subjective norms ($\beta = 0.71$, $p < 0.001$), which accepted hypothesis 1. Next, perceived be-

havioral control significantly influenced subjective norms ($\beta = 0.11$, $p < 0.05$), which accepted hypothesis 3.

For impacts on intention to be older workers, subjective norms significantly influenced intention to be older workers ($\beta = 0.42$, $p < 0.001$), which accepted hypothesis 5. Next, perceived behavioral control significantly influenced the intention to be older workers ($\beta = 0.23$, $p < 0.05$), which accepted hypothesis 4. In contrast, attitude toward older workers did not significantly influence intention to be older workers ($\beta = 0.07$, $p > 0.05$), which rejected hypothesis 2. Based on these relationship discussions, a summary of the studied hypotheses is provided in Table 5.

In conclusion, attitude influences subjective norms positively but has no direct effect on the intention to be older workers. Conversely, it is found that subjective norms have a significant impact on individuals' intentions to be older workers. Additionally, perceived behavioral control positively impacted subjective norms and the intention to work as an older worker. To conclude, four hypotheses were accepted. One hypothesis (H2), however, was rejected.

Table 2. Content reliability and convergent validity

Variable	Alpha (α)	CR	AVE
Attitude toward Older Workers	0.722	0.788	0.677
Subjective Norms	0.786	0.763	0.687
Perceived Behavioral Control	0.855	0.812	0.558
Intention to Be Older Workers	0.760	0.869	0.703

Table 3. Discriminant validity

Variable	1	2	3	4
Attitude toward Older Workers	0.736	0.422	0.510	0.631
Subjective Norms		0.709	0.625	0.511
Perceived Behavioral Control			0.814	0.684
Intention to Be Older Workers				0.833

Note: Bolded numbers represent scores of AVEs.

Table 4. Model fitness

Indicator	Scores	Thresholds	Results
GFI	0.933	>0.9	Acceptable
NFI	0.971	>0.9	Acceptable
CFI	0.908	>0.9	Acceptable
RMSEA	0.065	<0.08	Acceptable

Note: The above indicators' scores were based on Kim et al. (2022).

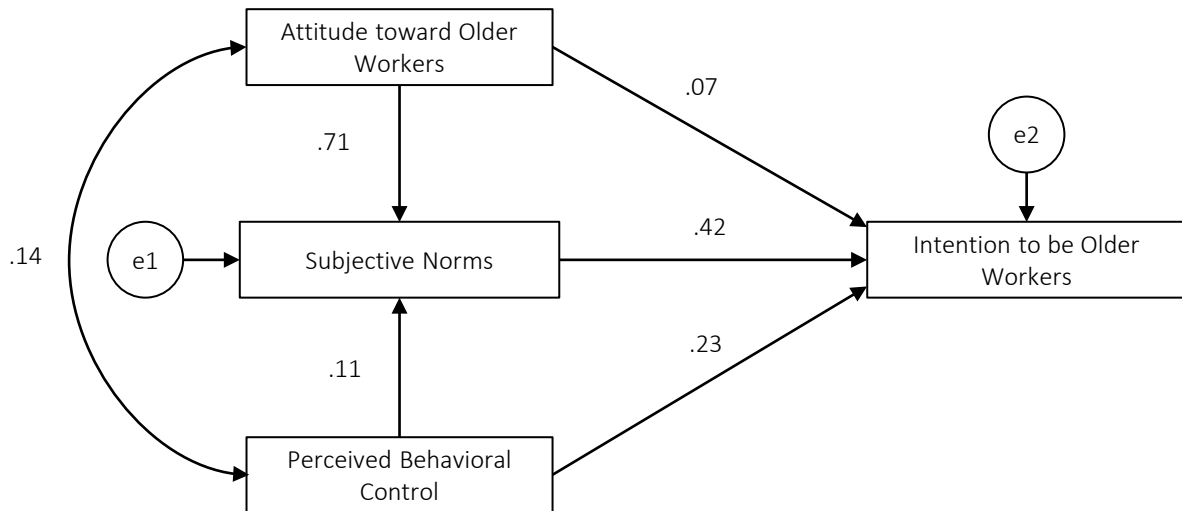


Figure 2. Regression results of path analysis

Table 5. Results summary

No.	Proposed Associations		Std.(β)	p-value	Sig. Level	Result
	Independent Variable	Dependent Variable				
1	Attitude toward Older Workers	Subjective Norms	0.71	0.000**	Sig.	Accepted
2	Attitude toward Older Workers	Intention to Be Older Workers	0.07	0.248	Insig.	Rejected
3	Perceived Behavioral Control	Subjective Norms	0.11	0.016*	Sig.	Accepted
4	Perceived Behavioral Control	Intention to Be Older Workers	0.23	0.007*	Sig.	Accepted
5	Subjective Norms	Intention to Be Older Workers	0.42	0.000**	Sig.	Accepted

Note: * shows sig. level (p < 0.05) whilst ** indicates sig. level (p < 0.001).

4. DISCUSSION

The results affirm multiple hypotheses while rejecting one, revealing insight into the factors that significantly influence attitudes, subjective norms, and perceived behavioral control that contribute to college students’ intention to be older workers in later life.

First, the results demonstrate that attitudes toward older workers significantly positively affect college students’ subjective norms ($\beta = 0.71$, $p = 0.001$), supporting hypothesis 1. The findings are consistent with the theory of reasoned action (Ajzen, 1991) and accord with earlier research highlighting the importance of attitudes in developing subjective norms (McKinlay & Cowan, 2006; Lu, 2010). These associations highlight the impact of individuals’ attitudes toward perceived societal norms on future intention to be older workers and indicate that positive attitudes toward older workers contribute to shaping subjective norms regarding the aging workforce.

Second, the results demonstrate a substantial impact of perceived behavioral control on subjective norms ($\beta = 0.11$, $p = 0.05$), supporting hypothesis 3. Hence, individuals who feel they have greater control over their conduct are more likely to anticipate that their friends, family, coworkers, community, organizations, and government would support their decision to work as older workers. This emphasizes the significance of instilling a sense of control and empowerment in persons in order to promote favorable attitudes and intentions toward aging and prolonged work lives.

Third, it also demonstrates that subjective norms significantly positively influence the intention to be older workers among college students ($\beta = 0.42$, $p < 0.001$), confirming hypothesis 5. This suggests that the perceived social expectations and norms (in this study – friends, family, coworkers, community, organizations, and government) surrounding the decision-making process to become older workers can either positively or negatively shape college students’ behavioral intentions to pursue such a path. The study’s results align with

previous research that has highlighted the influence of subjective norms on behavioral intentions (Fulk, 1993; Ryu & Jang, 2006; Han & Kim, 2010; Shin & Hancer, 2016; Graham & Rosén, 2020; Peng & Min, 2020; McKinlay & Cowan, 2006).

Additionally, perceived behavioral control significantly influenced the intention to be older workers ($\beta = 0.23$, $p < 0.05$), supporting hypothesis 4. The result suggests that individuals' perceived control over becoming older workers may influence their intention to continue working in later life. This aligns with previously mentioned studies across various fields that have examined the influence of perceived behavioral control on intention. It highlights the importance of empowering college students and providing them with the necessary resources and a supportive work environment to pursue a career as an older worker.

Contrary to initial expectations, college students' attitudes toward older workers did not significantly influence the intention to be older workers ($\beta = 0.07$, $p > 0.05$), rejecting hypothesis 2. This suggests that while attitudes toward older workers may shape subjective norms, they might not directly impact college students' intentions to become older workers. This is consistent with Rathnayake et al. (2016) and Sudiyatno et al. (2024), who revealed a mixture of positive and negative attitudes toward the elderly. However, only a small percentage intended to work with older people. This variation in attitudes could stem from cultural, societal, and personal factors that shape individuals' perceptions and interactions with older adults (Hess, 2006; Duyan et al., 2016; Chance et al., 2021; Alsmadi et al., 2023). This implies that other variables, as previously established, have a more significant effect on their future career decisions. It is speculative that in Asia – particularly Thailand – individuals likely consider their attitude about older workers unimportant because their subjective norms, financial needs, or other factors mandate that they continue working in later life regardless of their own attitudes. Alternatively, perceived behavioral control may have a role, as college students may believe they are capable of becoming older workers regardless of their attitudes toward the population. However, these hypotheses merit further study of variables that lead to the lack of correlation between atti-

tudes and intentions, thereby molding college students' career intentions in the future.

When considered collectively, these results provide substantial novel insights into the factors influencing college students' subjective norms and intention to work as older workers. It emphasizes the need to foster positive attitudes, enhance perceived behavioral control, and build supportive social norms in order to encourage college students to continue working in the future. These findings can guide policy and intervention to improve attitudes toward older workers, encourage college students to join the aging workforce, and ensure a more sustainable and inclusive workforce while maintaining economic growth in an aging society.

This paper has two main theoretical implications for the existing body of knowledge. First, the study contributes to the existing literature on the theory of planned behavior by validating its applicability and generalizability and expanding the understanding of how the relationships between the mentioned variables interact and influence career intentions in the context of Southern Thai college students. Second, the results challenge the assumption that attitudes directly influence intentions in this context and suggest multiple factors may be at play. Cultural beliefs and societal expectations regarding the aging workforce can differ from those in Western cultures, which have largely informed the development of the theory of planned behavior.

This indicates the need for further research in such matters. By considering the possible cultural variances, enhancements and adjustments to the theory can be made, which can lead to the creation of culturally appropriate models and interventions that successfully inspire positive attitudes toward older workers and motivate individuals to work into their later years within their own cultural contexts.

In managerial implications, the results of this study have various ramifications for educators, organizations, policymakers, and other stakeholders. Firstly, the results highlight the importance of creating a supportive social environment by inserting positive attitudes toward older workers and toward working in later life. This can be done

through educational programs, awareness campaigns, and initiatives that promote intergenerational collaboration, lifelong learning, age-friendly policies, creating an environment that values the contributions, experiences and harnessing the potential of older workers, and fostering a culture of respect and inclusion for older workers into the labor market. Secondly, the influence of perceived behavioral control suggests the importance of empowering college students, addressing their barriers, providing necessary resources, and supporting their decision to remain in the workforce. Stakeholders should provide incentives to attract employees to remain in the labor market, such as by developing training programs, mentoring opportunities, and career development efforts that

are especially suited to meeting the needs of older workers. In addition, organizations can promote autonomy and self-efficacy, leading to increased motivation, job satisfaction, and productivity among trainees and older workers. This is to encourage their decision-making process when deciding to become older workers, contributing to the workforce's overall well-being, productivity, and sustainability in the future. Furthermore, the lack of association between attitudes toward older workers and intentions to be older workers among Southern Thai college students emphasizes the importance of taking cultural beliefs, values, and expectations about aging and work into account when designing interventions and strategies to promote career intentions among this population.

CONCLUSION

This study aimed to explore factors influencing Southern Thai college students' attitudes and intentions to continue working in later life utilizing the theory of planned behavior. This study utilized an online survey approach and collected data from 412 respondents across three universities in Southern Thailand. The findings suggest notable relationships between attitudes, subjective norms, perceived behavioral control, and the intention of college students to continue working in later years. It is important to note that the lack of a correlation between attitudes and intentions points to additional factors that require additional study, such as regionally unique cultural and socioeconomic challenges. Despite the limitations above, the results can help formulate initiatives and policies that promote positive attitudes, improve perceived behavioral control, and establish environments that encourage individuals to work into their elder years. These findings offer a nuanced basis for subsequent initiatives to promote age-inclusive workplaces, maximize the contributions of older workers, and encourage individuals to work into their later years in the context of an aging society.

This study also has some limitations. First, the study's results are based on a specific sample of Southern Thai college students, which may restrict their generalizability to other populations (Kim & Jindabot, 2022). Second, this is a cross-sectional study with no external validation measures or objective outcomes connected to participants' real conduct as older workers. Longitudinal studies could include objective measures of participants' career choices or participation in later-life work to validate their intentions. Third, the self-report measures used to obtain the data for this study (answering Google Forms) are prone to biases such as social desirability and response bias. Different data-gathering techniques, such as in-person interviews, may improve the validity and reliability of the results. Lastly, while the sample size has implications for generalizability and statistical power, a greater sample size would yield more reliable results and boost the reliability of the findings. In summary, these limitations should be acknowledged and considered as they offer beneficial recommendations for future research.

AUTHOR CONTRIBUTIONS

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