

Assessment of Retirement Anxiety among Government Employees

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Abstract: *The present study was aimed to assess the retirement anxiety and its influencing factors among Government employees in selected institutions of Thrissur district. The study was based on Betty Newman's System Model theory. Descriptive survey design was used for the study. 140 Government employees, whose retirement is due within one year (2018), were selected by purposive sampling. The tools used for the study were socio personal data sheet, questionnaire to assess the retirement anxiety and questionnaire to assess the factors influencing retirement anxiety. The findings revealed that retirement anxiety was correlated with financial domain ($r=0.37, p > .001$), health domain ($r=0.19, p=0.024$), and social domain ($r=0.35, p=.001$). A statistically significant association was found between retirement anxiety of Government employees and experience in years ($\chi^2=5.45, p=0.02$). Since retirement is a transition period in an individual's life, this study has implications in nursing practice, education, administration and research.*

Keywords: Retirement anxiety, Government employees

1. Introduction

Background of the problem

A man's life is normally divided into five stages namely: infancy, childhood, adolescence, adulthood and old age. In each of these stages an individual has to find himself in different situations and face different problems. Growing old is not easy and involves various life changes which demand multiple adjustments requiring stamina, ability and flexibility¹. The loss of work through retirement is one of the major issues faced by the old people.

Retirement is the withdrawal from one's position or occupation or from one's active working life². Retirement has been described variously by different researchers. To Manion (1976), retirement is a complex social phenomenon of modern industrial society which defines a person as being old and therefore requires withdrawal from customary activity in business, industry, or service. In everyday life, the way an individual perceives an event, whether favorably or unfavorably can generate diverse changes within the individual, which may lead to physiological, mental or emotional changes. Any of these changes can result in anxiety for the individual³.

According to Marshall, retirement can be a pleasant experience for some, yet traumatic for others. Retirement by its nature, involves fears and worries about the future of the individual as a result of the cessation of active working life. Retirement anxiety affects emotional, physical, psychological, social and economic well-being or condition of the retiree (Ukwuayi 2002).⁴ The loss of job roles, financial insecurity, poor health, dissatisfaction in life, loss of social support and self-esteem as a result of retirement are some of the factors that can lead to the feelings of anxiety among retiring employees.⁵

More than half of Indian employees anticipate that they will be up against a less comfortable retirement than their parents' generation, according to the latest survey by global advisory, broking and solutions company Willis Towers Watson (NASDAQ: WLTW). The 2016 Global Benefits Attitudes Survey found that while employees' satisfaction with their financial situation in India has increased 9% since 2013, 56% of Indian employees still fear that they will be worse off than their parents in retirement.⁶

As retirement approaches, there is more thinking and greater apprehension about what it will be like (Atchley, 1976). It is against this background, this study intended to assess the retirement anxiety and its influencing factors among Government employees.

2. Need and Significance

The concept of retirement means different things to different people. While some persons view it positively and await it with happiness, others have negative perceptions about retirement as they associate that stage of life with boredom, economic suffering, ill health and death. And consequently, such individuals experience a sense of loneliness and loss of status.⁷

According to Akpochafo (2005) the time of approaching retirement for workers has been generally identified as a source of worry, anxiety and stress, which could be as a result of uncertainties regarding life after retirement. Relatedly retirement anxiety described as a feeling of intense fear, discomfort and uncertainty that consistently interfere with prospective retirees thought process and preparation towards retirement.³

During the transition stage from work to retirement, retiring employees particularly the government employees encounter various difficulties and problems that might make them feel anxious and stressful when approaching retirement. Pre-

retirement anxiety affects almost all areas of life – health, eating, sleeping, occupation, financial status and family relationships.⁸ So, it is necessary to address the psychological problems faced by the retiring employees.

A survey was conducted online in September and October 2015 among 18,000 people across 17 countries of working age (25 -plus) and in retirement. In India, 1011 people were participated. The findings suggest that financial concerns are the biggest roadblocks on the path of retirement for many Indians. 61% of the Indian respondents in the study who are working and are aged 45-plus, expressed desire to retire in the next five years. But 14% of them believe they will be unable to do so, and most of them (71%) cite financial difficulties as the reason.⁹

Many individuals purposefully put off preparing for retirement, either due to misinformation, or lack of information or anxiety about the anticipated impact of retirement on their well-being, health or views about themselves as productive people. Therefore, it was deemed necessary to conduct this study to assess the retirement anxiety and its related factors. The findings of the study can be utilized for organizing retirement preparedness programs and retirement counselling. Specifically, the findings can help the counsellor who sees individuals struggling with the transition from the world of work to the world of retirement. The researcher interacted with different individuals who are in the retirement age and realized that each individual had different levels of attitude and anxiety towards retirement.

The purpose of this study was to assess the retirement anxiety and its influencing factors among Government employees, which is very significant in personal, familial and social context. It is observed that published research studies about assessment of retirement anxiety in Indian settings are very limited. These observations together with interest in geriatric population and their sufferings have made the researcher to select this topic.

3. Objectives

- 1) Assess the retirement anxiety of Government employees
- 2) Determine the factors influencing retirement anxiety of Government employees
- 3) Identify the correlation between retirement anxiety among Government employees and its influencing factors.
- 4) Find the association between retirement anxiety among Government employees and selected socio personal variables

Hypotheses

(Tested at 0.05 level of significance)

H₁: There is a significant correlation between retirement anxiety among Government employees and its influencing factors.

H₂: There is a significant association between retirement anxiety among Government employees and selected socio personal variables

4. Materials and Methods

Research approach: Quantitative approach

Research design: Descriptive survey design

Variables under the study: Research variable was retirement anxiety

Setting of the study: The study was carried out in

- 1) New Medical College Hospital, Thrissur
- 2) Kerala Agricultural University, Vellanikara
- 3) College of Veterinary and Animal Sciences, Mannuthy
- 4) Civil Station, Ayyanthole

Population: Government employees, who retire within one year, in selected institutions of Thrissur district.

Sample and sampling technique: The sample included 140 Government employees from selected institutions of Thrissur district. Sampling method adopted for the study was Purposive sampling.

Tools and techniques

In the present study, tools were prepared on the basis of the objectives

Tool 1: Socio personal data sheet

Tool 2: Questionnaire to assess the retirement anxiety

Tool 3: Questionnaire to assess the factors influencing retirement anxiety

Technique: Self reporting

Data collection Process

The data collection process started on 18/1/2018 and ended on 28/2/2018. The formal permission for the study was obtained prior to the study from Kerala Agricultural University, Vellanikkara; College of Veterinary and Animal Sciences, Mannuthy; New Medical College Hospital, Thrissur and Civil station, Ayyanthole. Various departments of Civil Station, Ayyanthole were included in the study. Researcher got administrative sanction from Civil station to take the samples from revenue offices and police departments in Thrissur district. Researcher visited all these settings for data collection.

The subjects who met the selection criteria were selected by purposive sampling technique. An informed consent was obtained from the subjects after explaining the purposes of the study and confidentiality of the study was assured. The data was collected with the administration of questionnaires among 140 employees in selected institutions. The data collection was terminated by thanking the respondents for their cooperation. The data collected from the samples were compiled for analysis. The investigator did not face any problems during the data collection process.

5. Results

Socio personal characteristics of Government employees

- In the present study more than half (69.3%) of the employees were aged 56 years
- About 57.2% of the employees were males and 42.8% of them females.
- Out of the 140 employees, about 31.4% of them had more than 30 years of experience, 36.4% had experience between 21 and 30 years, and only 2.9% had less than 10 years of experience.
- About 25% of the employees were from revenue department and about 19.3% of them belonged to the department of police and judiciary.
- Majority of the employees (86.4%) were Non Gazetted officers.
- More than half (69.3%) of the employees were living in panchayat and only 14.3% of them were living in corporation.
- Most of the employees (92.9%) were married. 1.4% of them were unmarried and 1.4% of the employees were divorced.
- Most of the employees (97.9%) were from nuclear family
- Out of the 140 employees, majority of the employees (80%) were with two or more children. 5% of employees were with no children.
- Majority of the employees (75%) had monthly family income more than Rs 40,000 whereas 23.6% of them had income ranges between 25,001 and 40,000
- Out of the 140 employees, 29.3% of them only had less than 90 days remaining for their retirement.

Retirement anxiety among Government employees

Frequency distribution of retirement anxiety among Government employees, (n=140)

Retirement anxiety	f	%
Mild	99	70.7
Moderate	39	27.9
Severe	02	01.4

It shows that 27.9% of the employees had moderate anxiety whereas negligible number of employees (1.4%) had severe anxiety. More than half of the employees (70.7%) had mild anxiety.

Factors influencing retirement anxiety among Government employees

Frequency distribution and percentage of Government employees based on financial factors (n=140)

Items	Yes		No	
	f	%	f	%
Job for other family Members	67	47.9	73	52.1
Savings	74	52.9	66	47.1
Satisfaction with financial status	130	92.9	10	7.1
Own house	132	94.3	8	5.7
Worry about health care costs	43	30.7	97	69.3
Debts	16	11.4	124	88.6
Post retirement financial planning	44	31.4	96	68.6
Plan to go for job to maintain financial status	67	47.9	73	52.1

Frequency distribution and percentage of Government employees based on health factors (n=140)

Items	Yes		No	
	f	%	f	%
Satisfaction with health status	130	92.9	10	7.1
Life style illnesses	46	32.9	94	67.1
Worry about reduced physical activity	106	75.7	34	24.3
Plan to involve in activities to maintain physical fitness	112	80.0	28	20.0
Need for relaxation techniques	110	78.6	30	21.4

Frequency distribution and percentage of Government employees based on social factors, (n=140)

Items	Yes		No	
	f	%	f	%
Supportive family members	132	94.3	8	5.7
Involvement in social groups	76	54.3	64	45.7
Worry about loss of friendship	43	30.7	97	69.3
Fear of being alone	18	12.9	122	87.1
Reluctance to attend gatherings	16	11.4	124	88.6
Worry about social status	25	17.9	115	82.1
Worry about losing respect	60	42.9	80	57.1

Relationship between retirement anxiety among Government employees and its influencing factors

Karl Pearson’s correlation test was used to find out the correlation between retirement anxiety and its influencing factors. In order to find the relationship between retirement anxiety and its influencing factors, the following null hypothesis was stated.

Null hypothesis

H₀1: There is no significant correlation between retirement anxiety of Government employees and influencing factors.

Correlation between retirement anxiety among Government employees and financial domain, (n=140)

Variables	Karl Pearson’s correlation coefficient (r)	P
Retirement anxiety Financial domain	0.37***	>.001

**Significant at 0.001 level

The computed ‘r’ value was 0.37, p>0.001 level. Hence null hypothesis was not accepted and it is inferred that there was a significant correlation between retirement anxiety and financial factors.

Correlation between retirement anxiety among Government employees and health domain, (n=140)

Variables	Karl Pearson’s correlation coefficient (r)	P
Retirement anxiety Health domain	0.19*	0.024

*Significant at 0.05 level

The computed ‘r’ value was 0.19, which was significant at 0.05 level. Hence null hypothesis was not accepted and it is inferred that there was a significant correlation between retirement anxiety and health domain

Correlation between retirement anxiety of Government employees and social domain (n=140)

Variables	Karl Pearson's correlation coefficient (r)	p
Retirement anxiety Social domain	0.35**	0.001

**Significant at 0.01 level

The computed 'r' value was 0.35, which was significant at 0.01 level. Hence null hypothesis was not accepted and it is inferred that there was significant correlation between retirement anxiety and social domain.

Association between retirement anxiety among Government employees and selected socio personal variables

For finding the association between retirement anxiety among Government employees and selected variables, the following null hypothesis was formulated to test at 0.05 level of significance.

H₀2: There is no significant association between retirement anxiety among Government employees and selected socio personal variables.

Association of retirement anxiety among Government employees with experience, (n=140)

Experience (in years)	Retirement anxiety		df	χ ²	p
	≤Mean	>Mean			
	f	f			
Up to 20	18	27	1	5.45*	0.02
More than 20	58	37			

*Significant at 0.05 level

It is seen that the chi square value obtained is 5.45 and the p value is 0.02<0.05. Hence the null hypothesis was not accepted and concluded that there was significant association between retirement anxiety among Government employees and their experience (in years).

No associations with other variables were found.

6. Discussion

The present study was conducted among 140 Government employees in selected institutions of Thrissur district. More than half of the employees (69.3%) were aged 56 years .Both males and females were included in the study.

The present study was conducted among employees in their pre-retirement period. This is supported by a study conducted by Skarborn and Nicki (2000) which compared levels of worry between employees nearing retirement and those already retired. Their intent was to determine if there were differences in levels of worry between these preretirement and postretirement groups. Participants (N = 96) were given four instruments that measured levels of worry. The authors recruited the preretirement group (n = 48) from various businesses and corporations within the community and the postretirement group (n = 48) from

seniors" associations. Results indicated pre-retirees had higher levels of worry than postretirees.¹⁰

For the present study, 140 employees were recruited by purposive sampling, whose retirement is due within one year. In a study entitled Factor analysis of Retirement Anxiety Scale for secondary school teachers, 204 teachers were purposively selected for the study in which they had ten years to retire from the service.³

The present study mainly aimed to assess the retirement anxiety among Government employees. Finding revealed that out of the 140 employees, 27.9% of the employees had moderate retirement anxiety whereas negligible number of employees (1.4%) had severe anxiety. More than half of the employees (70.7%) had mild anxiety. A study was conducted by Allah ES, Ali HH, Said BE, Shalenda AA entitled Effect of counseling session on managing psychological problems among pre-retiring employees.104 preretirement employees in the age range of 50-60 years were selected for the study. One of the main objectives of the study was to assess pre-retirement psychological problems (anxiety, depression, and attitude toward retirement) The study reported that more than one half (56.7%) of the participants had a severe level of anxiety; only 12.5% had no anxiety before the counseling session. After the counselling, only 3.8% had severe anxiety, while 34.6% had no anxiety.¹¹

In a survey conducted by Willis Towers Watson (2016) reports that 56% of Indian employees fear that they will be worse off in retirement compared to their parents, with three-fourths admitting to average or high stress levels because of short term and long-term concerns. Based on this study, the present study assessed the influencing factors of retirement anxiety.⁶

The present study also aimed to determine the factors influencing retirement anxiety namely- financial, health and social factors. In the present study, on assessing the financial domain, it was found that about 52.1% of the employees did not have other family members with job. Most of the participants (92.9%) were satisfied with their financial status. Nearly half of the employees (47.1%) did not possess adequate savings. About 5.7% of the employees did not own a house, 30.7% of the employees were worried about health care costs after retirement and 11.4% of the employees had debts that trouble them,31.4% of the employees have made financial planning for post -retirement period.47.1% of the employees had a plan to go for job after retirement to maintain financial status.

A survey was conducted online in September and October 2015 among 18,000 people across17 countries of working age (25 -plus) and in retirement. In India, 1,011 people were participated. The findings suggest that financial concerns are the biggest roadblocks on the path of retirement for many Indians.61% of the Indian respondents in the study who are working and are aged 45-plus, expressed desire to retire in the next five years. But 14% of them believe they will be unable to do so, and most of them (71%) cite financial difficulties as the reason.⁹

In the present study on analyzing the health domain, it was found that most of the employees (92.9%) were satisfied with health status. About 32.9% of the employees had lifestyle illnesses. Majority of the employees (75.7%) felt that physical activity will be reduced after retirement. About 80% of the employees have made plan to involve in activities after retirement to maintain health status. Majority of the employees (78.6%) expressed the need for relaxation techniques after retirement.

Dhaval Dave, Inas Rashad, Jasmina Spasojevic (2006) conducted a study on The Effects Retirement Physical and Mental Health Outcomes. This study estimates the effects of retirement on health status as measured by indicators of physical and functional limitations, illness conditions, and depression. The empirics are based on seven longitudinal waves of the Health and Retirement Study, spanning 1992 through 2005. Results indicate that complete retirement leads to a 5-16 percent increase in difficulties associated with mobility and daily activities, a 5-6 percent increase in illness conditions and 6-9 percent decline in mental health, over an average post-retirement period of six years.

In the present study, on assessing the social domain it was found that 5.7% of the employees did not have support from family members. About 54.3% of the employees had involvement in social groups, 30.7% of the employees were worried about losing friendship after retirement. About 12.9% of the employees had fear of being alone after retirement and about 11.4% of them were reluctant to attend gatherings after retirement, 17.9% of the employees were worried about social status and about 42.9% of them were worried about losing respect after retirement.

7. Conclusion

Based on the findings of the study, the following conclusions were drawn. In the present study more than half (69.3%) of the employees were aged 56 years about 57.2% of them were males. Only negligible number of employees had severe retirement anxiety. There is a significant correlation between retirement anxiety of Government employees and its influencing factors. There is a significant association found between retirement anxieties of Government employees with experience in years.

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