

Psychometric Sweep after Job Retirement in Society of Pakistan

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Abstract

The purpose of this research was to investigate the life after retirement and also highlighting the twists in the life of retired persons. The objectives of this study are to determine, the status after the retirement, their nature of relationship with family and psycho emotional feelings and to explore the factors why sometimes an older person who is considered as dependent has to be economically responsible of other dependents. Some of them have to do job and some families just rely on the pension income that old person of the family gets. The targeted population was the retired persons of all provinces of Pakistan. Primary data was used to prove the research. The data was collected through the questionnaires and interviews. 1500 questionnaires were distributed in the targeted population and response rate was 96% while 4% remained unresponsive. The methodology used was empirical and quantitative. The data was analyzed through the SPSS software. Finding shows that after retirement the socio-economic condition of retired person disturb harshly and they suffers in mental distortion due to sudden twist of their life after and before retirement.

Keywords: Retirement, Family relations, Decision making power, Health care, financial support and social relations

Introduction

We are living in the age of science and latest technology. This technology plays an important role in our everyday life. But at the same this modernization and latest technology get away from our social norms and values. It changes our life and our thinking. Even most of our young generation is prefer to live in nuclear family because they considered the old parents as a burden because they enough old that they can't work or they are retired from their Job. When people get retired from their job they become financially weak and they become dependent on pension and other family members. He has to lose his self-respect and he loses the authority in decisions making about the house hold matters. The young generation takes them as a burden. We forget that these old and retired people are our asset. Old age can be called as the near end of the life cycle of any human being. This is the time of (human) life at which corrosion and fall of physical abilities including sight, hearing, walking (stick required), etc. get started. This age is considered as the dependent age and also non-economic age due to deterioration of physical abilities. Generally the age of 65 years or above is considered as old age but in Pakistan this age is about 60 years. In general, the age of 65 years and above is considered old age in present times. This age is about 60 years in Pakistan. The ratio of old people in the total population in the developed world and even more rapidly in many developing countries is rising due to improvement in health facilities. The basic requirements of old people today are their better care in terms of their social, health and economic safety. It is prized all over the world to do care of old people and to provide them with their basic needs and independence (either economically or any other) as their elementary right. This problem is also being appeared by world's international organizations as well. The pension is steady income that supports economically to the old people after retirement.

The meaning of retirement is usually bound up with the receipt of a pension – which is precisely why retired people are frequently referred to as 'pensioners'. In fact, it is often claimed that pensions precede retirement in a historical sense. Until Otto von Bismarck's government gave birth to the first state pension in Germany in the 1880s, people generally worked until death. But in the final years of life, the health of people not allowed them to work more due to illness that leads in the dependency of these people on Youngers relatives for economical support (Meadows, 2003: 34). Sepideh Arkani and Orla Gough (2007) have shown that men and women from black Caribbean origins, and men from Pakistani origins, tend to retire later, due to lower incomes and less time spent in employment. It is also observed that many retirees have no jobs and no source of income. They depends on their pension income only and unable to work more.

The Government of Pakistan frustrating its best to deliver benefits and facilities to the old persons in the country. In this regard Government passed Employees' Old-age Pensions Ordinance in 1972 and it is substituted with Employees' Old-Age Benefits Act, 1976. The objectives of these acts are to provide security to the employed persons in the service of Pakistan regarding financial support after completion of service. Employees' Old-Age Benefits Act is applicable on all firms (industrial or commercial, including banks) while Old-age Pension Act is applicable on all Government departments. In Pakistan many other types of programs are started in the country to provide assistance to all the citizens. These programs include Benazir Income Support Program Ordinance, 2010 and Baitul Mal Act, 1992. The pattern of requirement and responsibilities of retired persons are

different and their sources of income also varied. Therefore, the basic facilities sometimes remain fail to fulfill their requirements and they are compelled to work in old age after retirement.

Retirement is a stage when a person stops employment completely. People retired in their old age when they cannot work anymore. A person may also semi-retire by reducing work hours. An individual can retired when he wants this is called voluntary retirement. Such kind of retirement is offered by some government and non-government organizations. They set a method for voluntary retirement and demand the written application. They decide the age and service years for this purpose. Many people choose to retire when they are able to get social security and pension benefits. The concept of retirement recently originated in many countries. But Germany was the first country to introduce retirement, in 1889. Many develop countries provide the system of pension for the old retired people. This pension is given by Govt. In many western countries it is stated in the constitution. . In many poorer countries, support for the old is still mainly provided through the family. Pakistan is also providing the pensions to old retired people but it has not enough resources to give the pensions to the old people in time. So many people get frustrated and disappointed on such behavior of the Governmental / Non-Governmental organizations. Oshio and Shimizutani (2005) explain that public pension programs significantly improve the well-being of elderly in terms of household income in Japan. Pension benefits have significant impact on poverty decline. It is detected that income breach between elderly people and young leads to income inequality which needs to be reduced. Edmonds et al. (2004) reject the hypothesis that pension income and elderly independence have strong relationship rather potential recipients alter their household structure when they get pension in low income countries. The effect of pension income on living measures depends on household responses to variations in income and permanent income.

Lavi and Spivak (1982) identify the impact of pension schemes on savings in Israel. The impact of occupational pension schemes on the income of the elderly is investigated by estimating the degree to which voluntary private non-pension saving compensations pension saving. The result clarifies that consumption smoothing is limited and thus pension increases the private and national savings in the country. Observed studies find a adverse effect of a growth in the old-age dependency ratio on saving and investment (Li, Zhang, and Zhang 2007). Atkinson and Creedy (1995) find that the current structure of the retirement incomes provision does not provide a clear motivation to purchase pensions in Australia assuming that they may have common mortality experience after retirement, or differential death experience. The behavior which is most valuable for an individual depends very largely on their accurate assessment of the number of years they think, they can survive after retirement. Little is known about the health effects of retirement. It has been well established that poor health causes economic inactivity (Desiney, Emmerson, and Wakefield (2006) and Rice, Roberts, and Jones (2007) for the UK; the influential study by Bound, Schoenbaum, Stine-brickner, and Waidmann (1999) or Conti, Berndt, and Frank (2006) for the US; Riphahn (1999) and Lechner and Vazquez-Alvarez (2004) for Germany; Lindeboom and Kerkhofs (2002) for the Netherlands; and Au, Crossley, and Schellhorn (2005) for Canada).

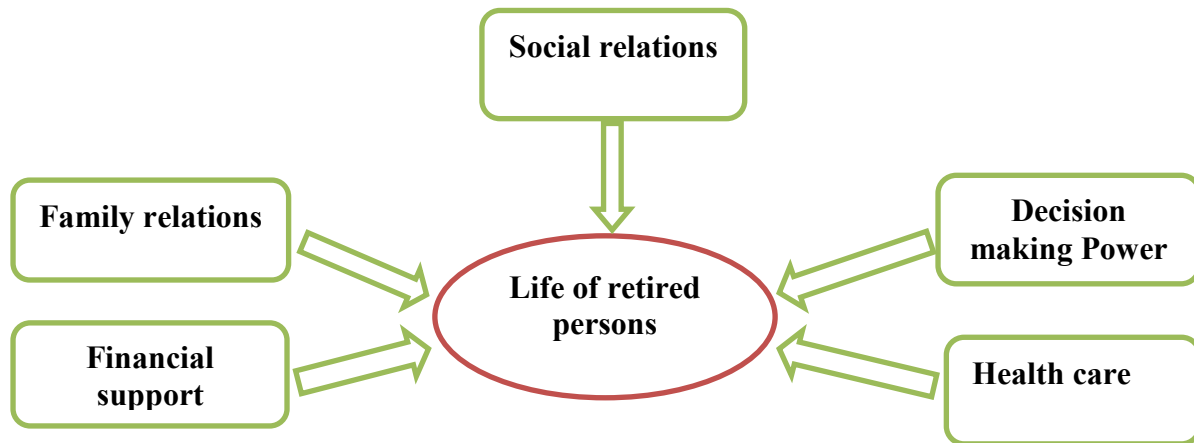
In UK, retirement increases the risk of being diagnosed with a chronic condition, e.g. stroke, heart attack and cancer. However, it can only observe the date of the diagnosis and not the start of the disease. Under the supposition that start and diagnosis coincide, this result suggests that retirement on average harms individuals. Morris, Cook, and Shaper (1994), find that mortality due to cardiovascular diseases and cancer is significantly increased for male retirees in the UK. It has also been found that retirees have reduced social interactions (Sugisawa, Sugisawa, Nakatani, and Shibata, 1997), increased problematic alcohol consumption (Perreira and Sloan, 2001) and gain weight. Bound and Waidmann (2007) compare linear trends of health indicators before and after state pension age.

Methodology

The methodology used was empirical and quantitative. The targeted population was the retired persons of all provinces of Pakistan. Primary data was used to prove the research. The data was collected through the questionnaires and interviews. 1500 questionnaires were distributed in the targeted population and response rate was 96% while 4% remained unresponsive. The data was analyzed through the SPSS software.

Conceptual framework

The conceptual frame work is design to understand the factors on which the life of retired persons depends in Pakistan. According to framework the main factors that influenced the life of retired person are family relations, decision making power, health care, financial support and social relations



Model shows the factors that influenced on the life of a retired person. Additive model is used here. Equation for the representation of the models is given as,

$$Y_i = \alpha + \beta x_i + \epsilon_i$$

Here is, Y_i represents the dependent variable, α denotes the constant, β is regression coefficient of independent variables, x_i represents the independent variables also called as explanatory variables and ϵ_i denotes the random error. So equation representing our conceptual frame work is given as,

$$Y (LRP) = \alpha + \beta (FR) + \beta (DM) + \beta$$

$$(HC) + \beta (FS) + \beta (SR) + \epsilon_i$$

Here is, (LRP) represents the dependent variable life of retired persons, $\beta (FR)$ is independent variable and represents the family relations, $\beta (DM)$ represents the independent variable decision making power, $\beta (HC)$ represents the health care independent variable, $\beta (FS)$ is independent variable represents the financial support and (SR) represents the social relations.

Hypothesis

The life of a retired person is dependent variable while the family relations, decision making, health care, financial support and social relations are independent variables. Following hypotheses are generated on the basis of conceptual framework.

H₁: Family Relations have the positive and significance impact on the life of retired persons.

H₂: Decision making power have the positive and significance impact on the life of retired persons.

H₃: Health care have the positive and significance impact on the life of retired persons.

H₄: financial support has the positive and significance impact on the life of retired persons.

H₅: social relations have the positive and significance impact on the life of retired persons.

Data analysis

The data is analysed quantitatively by using statistical package for social sciences to analyse the data (SPSS). The findings arising from the survey as well as the outcomes four of tested hypotheses are hereby presented and discussed below,

Model summary

Model	Std. Error of the Estimate	R Square	Adjusted R Square
1	.14563	.956	.904

a. Predictors: (Constant), SR, FS, HC, DMP, FR,

The R^2 in the model is .956 which means that the independent variables (FR) family relation, (DMP) decision making power, (HC) health care, (FS) financial support and (SR) social relation can explain 95.6% of change in the dependent variable. The adjusted R^2 demonstrates that 90.4% of the variances are explained in this model. In this model standard error of estimate is 14.563% that explains the standard deviation of the estimate (Factors in this model which could affect the life of retired persons).

ANOVA Analysis

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	396.071	4	99.013	6754.123	.002 ^b
Residual	5.045	1495	.013		
Total	1403.040	1499			

a. Dependent Variable: LRP

b.

Predictors: (Constant), SR, FS, HC, DMP, FR

The researcher used five variables that are acting as independent variables and model shows the significant impact of these variables on dependent variable life of retired persons in Pakistan.

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.078	.036		91.381	.001
	FR	.567	.014	.561	110.451	.003
	DMP	.012	.048	.034	5.124	.002
	HC	4.345	.018	.654	91.232	.000
	FS	.451	.069	.231	23.507	.000
	SR	.213	.088	.324	57.108	.001

a. Dependent Variable: LRP

Beta explains the contribution of each independent variable. (FR) family relations with beta coefficient of .567 and sig. value of .003, (DMP) decision making power ($\beta = .012$; $p=.002$), (HC) health care ($\beta = 4.345$; $p=.000$); (FS) financial support ($\beta = .451$; $p=.000$) and ($\beta = .213$; $p=.001$) (SR) social relations all these independent variables shows impact on life of retired persons significantly. The statistical tests applied in case, all these independent variables suggest there is strong relationship between independent variables and dependent variable life of retired persons.

Correlation Analysis

Correlation		TRV	FR	DMP	HC	FS
FR	Pearson Correlation	.832**	-	-	-	-
DMP	Pearson Correlation	.688**	.488**	-	-	-
HC	Pearson Correlation	.775**	.570**	.324**	-	-
FS	Pearson Correlation	.524**	.728**	.366**	.623**	-
SR	Pearson Correlation	.873**	.561**	.762**	.673**	.812**

** . Correlation is significant at the 0.01 level (2-tailed).

Correlation analysis shows that the variable has correlation significant at 0.01 levels with each other's. The results of correlation and regression analysis support all hypotheses. The results show that the independent variables have strongly correlated with each other and also with dependent variables.

Conclusion

Retirement is a stage when a person stops employment completely. People retired in their old age when they cannot work anymore. When they got retired, they remain lonely in their homes. Everyone is busy in their life. Nobody gives them time and talk to them. They live like strange people in their own house. Many times they were ignored by the family and at the end of the day they fell into serious disease or become psycho patient due to carelessness or being ignored by the family. Loneliness caused a lot of problem and diseases. They isolated from the society and considered the sluggish part of the society. When a person retired he depends on pension and mostly his pension is not enough to meet his expenses. So he depends on his family and other relatives and this thing change the behavior of the people towards him. In this paper, we examine the effects of retirement on different health outcomes. We find that retirement increases the risk of being diagnosed with a chronic condition. In particular, it raises the risk of severe cardiovascular diseases such as heart attacks, strokes or angina.

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Respondents Information

1. Name:
2. Age:
3. Sex:
4. Religion:
5. Marital Status:
6. Education:
7. Number of children:
8. Number of Male Children:
9. Number of Female Children:
10. Number of Married Children:
11. Number of unmarried Children:
12. Family type:
13. Occupation before retirement:
14. Occupation after retirement:

Formal Interview Guide:

Family Relation:

1. Do you feel loneliness after retirement?
2. Are your family members got irritated while taking care of you?

3. If yes then how they react?
4. Do you feel any kind change in your family behavior towards you after retirement? If yes then how and if not then why not?
5. How often you have meal with your family members?
6. Do you think that your family members are care about you diet? If yes then how and if not then why not?
7. Is your family members spend time with you?
8. Do your grandchildren spend time you?
9. Do you think your family members listen you properly?
10. Do you participate in decision making regarding family affairs?
11. Are your family members accept your decision?
12. Are you the head of your family?
13. If yes then are you interfere in all family affairs and if not then why not?
14. Are your family members appreciate your participation in family affairs?
15. Are your family members are worried about your dressing?
16. Do you agree that your family members are concern about your comfort? If yes then how and if no then why not?

Health:

17. Do you feel that your family members are conscious about your health?
18. Do you suffer from any disease? If yes, what type of disease?
19. Do you think that your family members are conscious about your treatment?
20. Are your family members worried about your medicines?
21. How often they provide you medicine at proper time?
22. Do you think that your family is fulfilling your medical needs?
23. If not then how do you arrange your medicine?

Economic Status:

24. Is your pension sufficient for you?
25. If not then how do you fulfill your needs?
26. Do you think that you are dependent after retirement?
27. Do you hopeful for better life after retirement?
28. Do you get your pension in time? If not then how do you manage your expenses?
29. Are your children financially support you?

Social Relation:

30. Do you think retirement effected on your social relation?
31. Do you attend the events or ceremonies that held in your relatives?
32. Do your relatives come to meet you?
33. Do your friends come to meet you?
34. Do you have any common place where you and your friends gathered?
35. If yes then when and where are you gathered?

Psychological Effect:

36. Do you feel irritability in life after retirement?
37. If yes then how do you feel it and how do you decrease it?
38. Do you feel that the level of patience effected after retirement?
39. Do you stressed after retirement?
40. Do you think you received extra attention in old age? If yes then why?
41. Do you remember your past time?
42. Do you think your past time is best for you?
43. Are you satisfied with your retired life?
44. How do you spend your time after retirement?
45. Are you satisfied with the pattern of retirement in Pakistan?
46. What are you feeling about the country and the society?
47. Are you a patriot? If yes then why and if not then why not?
48. What is the main thing on which you got angry?
49. How do you react when you got angry?
50. Which kind of relationship with your colleges and under worker?
51. Have you ever give punishment to anyone?

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