

ABSTRACT

THESIS : Factors Affecting Retirement Preparation of the Government
Officials : A Case Study of the Ministry of Public Health
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ACADEMIC YEAR : 1997

This survey research was conducted for the following purposes : (1) To reveal the degree of retirement preparation of the Ministry of Public Health's government officials ; (2) To identify the factors affecting their retirement preparation ; (3) To provide basic information to prepare some pre-retirement programs and (4) To be a guideline for government officials' retirement preparation.

The total of 205 government officials aging 55-59 were selected by purposive sampling from the head office of the Ministry of Public Health. A questionnaire was used to gather data . The data were analyzed by using SPSS/PC+ program. Frequency, percentage, arithmetic mean, standard deviation, t-test, F-test, Pearson's Product Moment Correlation and stepwise-Multiple Regression Analysis were employed in this study.

Findings:

1) Most government officials were found to prepare themselves for retirement at a high level. They were most mentally and emotionally prepared, followed by dwelling, physical health, spending and leisure time, respectively.

2) Proximity to retirement, education , marital status, having been trained in pre-retirement preparation, family relations, relationship with friends, social activity participation, the agency supporting and information related to retirement were found to have a statistically significant relationship with retirement preparation at

the 0.05 level. That is, those who would retire sooner would have better preparation than those who would retire later. Those with higher education were better prepared than those with lower education. Also the married group who lived with their spouses had better preparation than the single group. Those who attended a pre-retirement preparation course were better prepared than those who didn't. Those who had good family relations could prepare themselves better than those who didn't. Those who had higher relationship with friends could better prepared than those who had lower relationship with friends. Those who participated more in social activities were better prepared for retirement than those who did so at a moderate level and lower. Those who were supported by a higher agency were better prepared than their counterparts. Those who received related information at a moderate or high level had better retirement preparation than those who did not get much information. However, work position, economic status, health and social membership were found to have no significant relationship with retirement preparation .

3)The factor most related to the government officials' retirement preparation was acknowledgment of information related to retirement, followed by relationship with friends, family relations and the agency supporting. Those indexes could correctly predict 29 percent ($R^2 = 0.29$) of the retirement preparation with a statistical significance of the 0.05 level.

Recommendations

The pre-retirement government officials should be prepared themselves in advance in leisure time and spending. The agency should arrange a pre-retirement preparation program to prepare them too. For example, it should hold a training course or seminar about pre-retirement planning, provide related information and counseling service, health service and activities for social participation. Also they should be trained on secondary occupation. The retired should be invited to join some of the agency's activities, which would make them feel warm and create a sense of belonging to the organization.