

ABSTRACT

A Study of Communication during Retirement in the Thai Organizational Context

by

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The purpose of this study is to examine the communication characteristics, behaviors, and attitudes of job leavers during their organizational retirement, and to investigate communication interactions of retirees with their coworkers and other retirees. Data were gathered from 120 respondents: forty government officials, forty state enterprise employees, and forty private sector workers, and was collected by a questionnaire and a structured interview. The findings revealed that retirees had positive attitudes toward retirement, still worked actively, and seldom came to work late or were absent more frequently during retirement. Also, retirees were interested in health, plans after retirement, expenses, residence, religion, and news or current events. With respect to retirement preparation programs, organizations provided little information and moderate activities, but retirees strongly needed about retirement information and activities. Furthermore, retirees and their coworkers experienced support and reciprocity from each other. Finally, retirees had good relationships with other retirees and were willing to communicate with one another, which led to retirees holding a positive attitude toward retirement.