



# Impact of Social Support Mechanism as a Catalyst towards Generating Re-employment Opportunities after Retirement Leading to Life Satisfaction

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## Abstract

In the 21st century, all societies are facing the issue of an aging population and it is one of the most significant phenomena in the world. In Recent times, because of better medical facilities and increased life expectancy, people are living longer and enjoying better living conditions. The aim of this paper is to explore the relationship between Social Support, Intention to Work after retirement and Life Satisfaction. The questionnaire survey method was employed for collecting the data from the respondents. Research sample included 318 retired persons. The data were analyzed by using Structural Equation Modelling through AMOS. Family support, friends support and special person support were used as independent variables; intend to work after retirement and life satisfaction were used as dependent variables in the model. Finally, the result of this study shows that perceived social support leads people's intention to do the work after retirement. In India, Life Satisfaction of retirees depends on the support from family and friends. On the basis of analysis findings and recommendations were made. This study exhibited originality in establishing the relationship between social support and life satisfaction mediating by the intention to work after retirement in the context of India.

## Keywords

Perceived Social Support, Life Satisfaction, Intention to Work after retirement.

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## Introduction

Population aging is a global phenomenon occurring both in developed and less developed countries. In the world, India is the second most populated country, constituting 8.3% of the total population belong the age group 60 and above, approx 99.87 million persons (Census of India, 2011). As population of India is growing fast and the demographics of it is rapidly changing. The life expectancy of the population is also increasing due to increasing facilities of medical and life style.

According to traditional Indian culture, old age persons were the most respected members in the family. It was the responsibility of the children to take care of them. However, as the concept of individualism and materialism has increased among the young generation ultimately led to alienation and isolation of old aged persons from society and family. Most of the people from rural areas are migrating to urban and semi urban areas resulted in the growth of nuclear families.

It was noticed from prior studies (Nair, 1972; Nair, 1990) that there was an observable shift in the living conditions of the retirees. It was found that old age person who lives with their children received quality of care.

Although many researchers have identified the relationship between social support and life satisfaction of the individuals, little information is known about how a social support system affects life satisfaction. In this area, there are several important issues in the investigation.

This research paper has been categorized into segments. The first segment covers life satisfaction during retirement, intention to work in retirement, social support and their dimensions. The second segment covers the theoretical background of the research and hypotheses development, including the conceptual framework. The third segment comprises the methodology of the research, including measures, samples and tools of data collection. The fourth segment carries the analyses of the data and discussion of the results. Finally, conclusions and managerial implications of the findings are presented, followed by the limitations and future examination zones.

## Literature Review

From the research of more than 50 years, approximately 95% of employees, having different occupations and Cultures, would like to continue to work without monetary needs (Baltes, Rudolph, and Bal, 2012).

Kumar and Chandrashekhar (2013) expressed that retirement doesn't mean that retired people don't have the capacity for doing further physical activity. In order to understand the engagement of older employees in occupations, first check their physical fitness; those who are physically well and active should be given the opportunity to continue working. In Recent times, new definition of retirement has been developed, in which

central role is played by the post-retirement work activities (Kim and Hall, 2013; Wang and Shi, 2014).

Many studies from the various fields (e.g. Kim and Feldman, 2000; Zaniboni et al., 2010; Gobeski and Beehr, 2009 and Wang et al., 2008) utilized different theories of engagement Such as life course perspective, social identity theory, role theory, continuity theory, motivation theories and economic theories.

## **Continuity Theory**

“Older people attempt to preserve consistent life pattern before and after retirement in order to mitigate unwelcome disruption,” stated Atchley (1989) in his theory of continuity. One of the approaches to maintain continuity and stability is to keep themselves employed; (Kim and Feldman, 2000). Gobeski and Beehr (2009) revealed the work- related factors of post retirement employment for retirees, namely intrinsic job characteristics, strain related to jobs and skills related to the job.

## **Perceived Social Support**

In the retirement literature, earlier studies have focused on talking with the spouse and friends/coworkers about retirement (Curl and Ingram, 2013). Social support guarantees more prominent security and affirmation at times of misfortunes. The social network is comprised of loved ones includes friends and family members. Reciprocal relationship between Friendship and life satisfaction is highly valued in the life of older adults, it plays a significant role. Family support and caring from family members increases the person’s levels of satisfaction at the old age. In order to examine the social support components Barrera and Ainlay (1983) conceptualize behavioral assistance, material aid, psychological support and guidance. These were included in the components of social support. These components are different in terms of their items. In India old age person gets more social support from the children in comparison to other countries’ (Ramachandranan and Radhika, 2012).

## **Friend Support**

In India, elderly get less support from the friends (Ramachandranan and Radhika, 2012). When old age person does not get emotional support from family and other sources, friends and neighbours provide help to them (Nobe, 2005).

## **Family Support**

In India old age person gets most material support from the family members Dubey et al (2011). It was seen that children provide major support in material aid to the old age person that is followed by the spouse among the Indian elderly (Rajan et al., 2004).

## **Intention to Continue to work**

Rapid development the retirement process has been noticed from the past thirty years (Shultz and Wang, 2011; Feldman and Beehr, 2011). Kim and Feldman (2000) conducted a research and found that in some ways retirees want to continue to participate as a workforce. A number of reasons may be responsible for back to work, ranges from financial problem to desire for new social interactions (Lo and Chan, 2014). In industrialized countries return to work of retirees is an increasing phenomenon (Krishnan and Subramani, 2012). In order to stay dynamic, a developing number of retired persons continue with some kind of work (Fasbender, Deller, Wang, and Wiernik, 2014).

In India, after retirement involvement in paid work is not a common phenomenon. Old age persons, in general don't want to involve in the work they prefer to relax life after retirement. According to the study of Jain and Sharma (2004), in the quality of life of the Indian old age persons, productive engagement in work plays a vital role.

Well being and bridge employment of the retired persons have examined by the various researchers such as Kim and Feldman (2000); Cahill et al. (2005) and Quinn and Kozy (1995). Bridge employment also included the casual or Part time work in retirement (Cahill et al. 2013). It provides a number of benefits to the individuals, organizations and society (Alcover et al.2014). To examine the intention of retired persons to bridge employment few studies have been conducted, as the importance of bridge employment is growing (Zaniboni, Sarchielli, and Fraccaroli, 2010; Wang et al., 2008). Fisher, Chaffee and Sonnega (2016) have further analyzed bridge employment, where retirement is progressively differed as the potential of bridge employment increases with some workers deciding not to retire before their retirement date. Post-retirement employment covers self-employment and part-time jobs (Wang and Shi, 2014; Beehr and Bennett, 2015; Shultz, 2003). In the well being of individuals and families, bridge employment can therefore contribute. Full-time, part-time and self-employment can be the different forms of the bridge employment (Feldman, 1994; Gobeski and Beehr, 2009; Fasbender, Wang, Voltmer and Jurgen Deller, 2015).

## **Life Satisfaction**

Life Satisfaction refers to a cognitive, judgmental self-assessment of life as a whole (Diener, Emmons, Larsen, and Griffin, 1985). It is a state of mind and it relies on the view of the individual and his status to acknowledge the things. Retirement from the employment raises the way towards aging and has a mental effect on the individual. Various types of socio-psychological problems arise in individuals due to reduced income, reduced health and the sudden break from a particular kind of occupation. As individual starts a retired life, critical changes are likely to occur in the person's immediate environment. In this period of alienation, the attitude of retired person towards the family members change and family members also behaves differently with

him (S. Mohanthy). Most of the times, the feeling of happiness and unhappiness is used to understand the concept of satisfaction towards life. Due to the change in the occupation and socioeconomic status within and outside of the family, it is difficult for the retirees to continue same habits of recreation after retirement. However, after retirement expressions and feelings of retirees differ because of different retirement plans (Kumar and Chandrashekhar (2013).

## Objectives of the Study

- (1) To establish a relationship between the Intention to Work after retirement and Perceived Social Support
- (2) To analyze the mediating relationship of Intention to Work after retirement between Life Satisfaction and Perceived Social Support.
- (3) To identify the relationship between the intention to work after retirement and life satisfaction of retirees.

## Conceptual framework

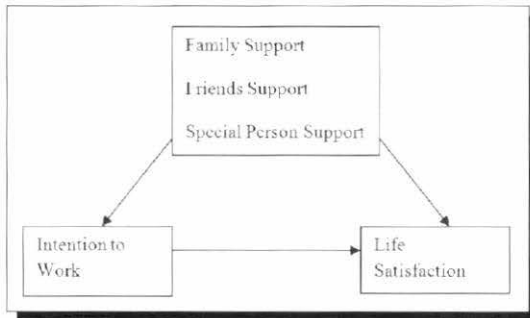


Figure 1. Conceptual Model

## Hypothesis Development

Support from family and friends have significant impact on the intention to work after retirement (Kim and Feldman, 2000). In order to adapt this life event successfully, the most important support system is spouse relationship on which retiree can rely (Henkens, 1999). Perceived Social Support and post retirement work act as a covariate in order to predict Life Satisfaction (Nguyen, 2012).

H<sub>1a</sub>: There is a positive effect of Family Support on the Intention to Work after retirement.

H<sub>1b</sub>: There is a positive effect of Special Person Support on the Intention to Work after retirement.

H<sub>1c</sub>: There is a positive effect of Friend Support on the Intention to Work after retirement.

Ramachandranan and Radhika R. (2012), found a Significant association between life satisfaction and social support. It was observed by the Panda (2005) that aged person who get support from family report more satisfaction from life than the others. Social support, subjective wellbeing and life satisfaction of old age persons in India is significantly positively correlated (Das and Satsangi, 2008; Shyam and Devi, 2006).

H<sub>2a</sub>: There is a positive effect of Family Support on the Life Satisfaction of the retirees.

H<sub>2b</sub>: There is a positive effect of Special Person Support on the Life Satisfaction of the retirees.

H<sub>2c</sub>: There is a positive effect of Friend Support on the Life Satisfaction of the retirees. People's intention to closely tie with their employment should be related to life satisfaction. It is often assumed that work after retirement, in the form of bridge employment is positively related to psychological well-being. (Feldman, 1994, Kim and Feldman, 2000).

H<sub>3</sub>: There is a positive effect of Intention to Work after retirement on the Life Satisfaction of the retirees.

## Research Methodology

This research paper is empirical in nature and has applied quantitative techniques for investigation. The present study is related to the life satisfaction of the retirees. It examines the various aspects of retired persons in terms of their life satisfaction and social support. Secondary data has been collected from available literature; this was used in defining the problem and conceptualization of the study. Structured questionnaire was used for the primary data collection and further questionnaire was used for validating the model. On the basis of analysis, findings and suggestions have been made.

## Sample and Data Collection

Data was collected from the 340 retirees from different sectors. Data collection method used in this study is snowball sampling and the universe for the study was government retirees of western U.P. and NCR. Of which only 318 Questionnaires were usable. In which 94.6 percent were male and 5.4 percent were female.

A survey questionnaire was filled with retirees aged between 58 and 75. This age group was chosen because the retirement age varies from 58 to 65 or so on. For this study, a questionnaire was constructed on the basis of the objectives of the study and available literature. First, the questionnaire was developed in English and after that, for the convenience of the respondents, the questionnaire was translated into Hindi. It was then given to experienced researchers for proof reading. Face validity of the questionnaire

was checked by the experts in the field. The questionnaire was filled by government retirees only. After that, pilot testing was conducted on the sample size of 35 (Cavana, Delahaye, and Sekaran, 2001). On the basis of the results of reliability analysis, the questionnaire was declared reliable as the value of Cronbach alpha was more than .7. The questionnaire was modified according to the comments of the experts. For data collection, the researchers personally contacted the respondents, got the questionnaire filled by them and referrals were sought from respondents for more retiree participants.

## Participants

A total of 340 questionnaires was collected from the respondents; from these, usable questionnaires were 318 and among them the gender break up of respondents was 94.6% male and 5.4% female. In terms of age, 135 (42.5%) belonged to age 58-65, 103 (32.3%) were aged 66-70 and 80 (25.2%) were 71-75 years old. Marital status of the respondents was 292 married, 24 widowed and 2 single. In terms of the education level of the respondents, the majority of the respondents had post graduate (with a masters) (31.8%), followed by secondary (22.4%), university (18.9%), PhD (18.9%) and the balance respondents (7%) had high school qualification.

## Measure

Measurement instrument was constructed for this study based on review of the literature and objectives of the research. Initially for checking the instrument's validity, pilot testing was conducted by the researcher on the sample size of 35. The instrument used in this study was divided into four parts.

Demographic information: in this section, questions were related to demographic information such as gender, age, marital status and education.

Support system: to measure Perceived Social Support; a well established Multidimensional Scale was used, which is given by the Zimet, Dahlem, Zimet and Farley in 1988. It has three sub-sections; the first sub-section contains questions which were related to special person support or significant others. It has four items for measuring it. The second sub-section was related to family support; it has four items. The third sub-section was related to friends support.

Life Satisfaction: This was measured by five questions. In order to measure life satisfaction a well established scale Satisfaction with Life which was given by (Diener, Emmons, Larsen, and Griffen, 1985) was used and it was modified according to this study.

Intention to Work: This was measured by three questions which was related to the post retirement activities. These items were used by Amy M. Warren (2009) in her study which yielded a reliability .722 reliability; it is modified according to this study.

For measuring all constructs, a five–point rating scale was used. The values of the scale range from strongly disagree (1) to strongly agree (5).

## Reliability Analysis

Initially, after checking the validity of the questionnaire, reliability of the questions was tested by using Cronbach's alpha on the sample size of 35. The scale was reliable and after collecting the data of 318 retirees, further reliability was tested for analyzing the value of **Cronbach's alpha**. It was **0.765**, so the scale was reliable for 318 retirees.

Summary of means and constructs reliabilities

**Table 1.** Constructs and their Reliabilities

Construct	Number of Items	Reliability
Family support	4	0.800
Friends support	4	0.854
Special person support	4	0.604
Life satisfaction	5	0.661
Intention to Work after retirement	3	0.752

## Statistical Procedure

For this study, the questionnaire method of primary data collection was employed. Data was collected from government retirees from different sectors; most of them were from the education sector. The questionnaire contains 20 items related to five constructs – family support, friends support, special person support, life satisfaction and intention to work after retirement; it was coded by researchers. The data were recorded in the SPSS version 20. For checking the coding accuracy, five percent of the data was selected on a random basis and used. Descriptive analyses of the data, such as frequency, standard deviation, mean and percent were implemented using SPSS. For testing the hypotheses, Structural Equation Modelling (SEM) using AMOS was employed.

## Data Analysis and Interpretation

In this study, researchers used the existing scale for the new environmental context. It is a confirmatory factor analysis (CFA) in which Intention to Work after retirement (ITW) was used as a mediating variable, Life Satisfaction (LS) was used as a dependent variable. Family Support (FMS), Friends Support (FNS) and Special Person Support (SPS) were used as independent variables. All these constructs have direct and indirect effects on the Life Satisfaction of the retirees. For each construct, questions are used to measure them.



### Regression Weights and Covariance

Regression weights for all the paths in the model are significant and all the variables in the data sheet have significant covariance between them.

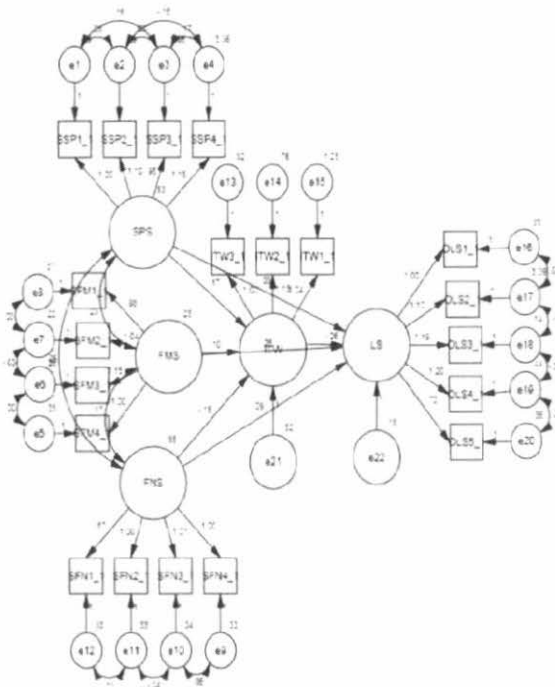


Figure 2. Parameter estimates of structural model

### Indices of Model Fitness

Table 2. Values of Model Fit Indices Baseline Comparisons

Fit measures for SEM	Value Recommended	Fit measures value
Chi-square	.05 <	185.59
RMSEA	.1 >	.065
RMR	.05 >	.030
GFI	.9 <	.946
AGFI	.9 <	.922
NFI	.9 <	.905
IFI	.9 <	.978
CFI	.9 <	.977
TLI	.9 <	.970

From Table 2 of model fit measures, the value of the chi-square test result is greater than the absolute value so all absolute measures and degree of freedom has some value which shows the model fit were significant for the study and considered acceptable. The assumption of multivariate normal distribution indicates that the value of chi square is acceptable. The move towards further measurement of the model fit indices is needed because chi-square is not sufficient for defining all hypotheses. As per the Kelloway (1998) study, with a larger sample size, the chi square result is not sufficient to accept the null hypotheses and even collected data shows the best model fit.

Absolute fit indices such as goodness-of-fit index (GFI), the root mean squared error of approximation (RMSEA), the root mean squared residual (RMR), and adjusted goodness-of-fit index (AGFI) other indices such as NFI, CFI and the IFI as comparative fit measures were also examined. The value of GFI and AGFI ranges from 0-1 and the value of this is above .9 which indicates a good fit of the model. The value of Normed Fit Index (NFI), Comparative Fit Index (CFI), Tucker, Louis Index (TLI) and incremental fit index (IFI) also ranges from 0 to 1 and the value .9 indicates a good fit model. Root mean square residual is less than .08 and values of root mean square error of approximation are also lesser than the value of .1; these values show good fit of the model.

## Result of Hypotheses

**Hypothesis 1:** Analysis demonstrated that Hypothesis H1 is accepted, perceived social support; support from family, friends and special person has a positive effect on the work intentions after retirement.

**Hypothesis 2:** Perceived social support has a positive impact on the life satisfaction. Hypothesis H2 is accepted.

**Hypothesis 3:** Intention to work after retirement has a negative effect on the life satisfaction.

## Discussion

On the basis of the model, it is clear that life satisfaction is affected by the perceived social support. Family support is the most important factor which provides life satisfaction to the retired persons. Family support has a positive effect on the intention to continue to work, but friends support has a negative effect on the intention to continue to work and have a positive effect on the life satisfaction. Social support from friends encourages a person to spend more time in other activities rather than on involving in work. Special person support has a positive significant effect on the intention to work after retirement. Intention to work after retirement has a negative effect on the life satisfaction. There is a negative relationship between intention to do the work and life satisfaction, Both variables are moving in opposite sides. At this age, people feel alone and want to fulfil their social needs; consequently, relationships with others outside the

home are important for the satisfaction of the retirees. Support from family, friends and significant others are the most important factor for life satisfaction.

## **Managerial Implications**

There are several theoretical and practical implications of this research. Theoretically, this research relates to the life satisfaction of the retirees of northern India. Practically, this research provides the mindset of retired persons to indulge in work after retirement either on a part time or full time basis for fulfilling their social needs. This study is useful for those persons who are in the process of retirement and not yet retire. It is beneficial to determine the intention of retirees related to post retirement employment and realizing that for a person social support is an important aspect which provides satisfaction towards life..

## **Limitations**

When researchers were conducting this study, they faced various problems in data collection. Researchers used the snowball sampling method so some sectors of the respondents were left out.

The second limitation of this study is concerned with the measurement of no. of independent variables. Only social support is used for measuring the life satisfaction and intention to work after retirement. More variables can be added and can be tested with various other statistical tools. Due to time and fund constraints, this study was restricted to the western U.P. and NCR only.

## **Conclusion**

Many studies were conducted on the life satisfaction and intention to work after retirement among them most of the studies have been done in foreign countries. In India very few studies are conducted on intention to work after retirement and life satisfaction of the retiree. It is a growing area of research because these are the untapped human resources. Presently, 8.3% of the Indian population are 60 years of age and above (Census, 2011). Post retirement employment is boosting due to increasing life expectancy of the population. Intention to Work after retirement is positively led by the future prospects and is also affected by the family support, friends support and special person support. All these factors affect intention to work after retirement and life satisfaction. Additionally, there is a large scope for further research in this area. Researchers can conduct in-depth study in this area.

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