

IMPACTS OF PRE-RETIREMENT GUIDANCE AND FAMILY INVOLVEMENT ON RETIREMENT ADJUSTMENT OF RETIREES IN NIGERIA

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Abstract. The study examined retirement adjustment of teacher-retirees in Osun State, and explored the interaction effects of pre-retirement guidance and family involvement on retirement adjustment. Exposit-facto design was used. The population comprised retirees from public, civil and private establishments from which 122 teacher-retirees were selected using a multi-stage sampling technique. An instrument: “Family Involvement, Pre-retirement Guidance and Retirement Adjustment Questionnaire” was used for data collection. Three research questions and three hypotheses guided the study. Data were analyzed using descriptive and inferential statistics. Results revealed that retirees in Osun State are not optimally adjusted, and positive significant interaction effect was found between family involvement and pre-retirement guidance on retirees’ adjustment, among others. Appropriate policy implications are outlined.

Keywords: pre-retirement guidance, family involvement, retirement adjustment, retirees, Nigeria

Introduction

Retirement attracts various definitions from scholars across ages. Manion (1976) described it as a complex phenomenon typifying individuals as being old, and subsequently requiring withdrawal from their usual activity in business, industry, or service. Similarly, retirement is the last phase of individuals' occupational life cycle, marking the period that follows a career employment in which occupational duties are withdrawn (Atchley, 1976); and it is cessation of service by someone who has been on paid employment of an employer for such a period long enough to guarantee receiving retirement benefits – be it gratuity or pension (Adeloye, 1997). More recently, Akinade (2011) perceived retirement as the terminus of individual's sustained active working life, which implies a stoppage of working in a career which has won the individual renown for some time. Thus, retirement is a transition from one life to another (Akinade, 1993; Nuttman-Shwartz, 2004). Given this, prospective retirees need to learn and internalize a number of skills, competencies, and attitudes that could enhance their retirement adjustment.

Retirement adjustment is retirees' ability to harness all resources and opportunities offered by post-work life to resolve their retirement challenges so as to live happily in retirement. Although a process, it is the degree of satisfaction and happiness experienced by a retiree at retirement. Retirement adjustment is synonymous with retirement satisfaction, retirement wellbeing (or wellness). Earlier, Kim & Moen (2002) described retirees' poor adjustment as their inability to enjoy their new freedom and its attendant opportunities. Many factors have been found to promote the retirement adjustment of retirees, both during the work-life, transition to retirement, as well as during the post-retirement phase. One of these is exposure of the pre-retired workers to pre-retirement guidance (orientation or education) while in active service.

Pre-retirement guidance potentially helps prospective retirees in planning adequately for life after paid work, equip them with coping skills requisite

to manage their life during the transition phase, and at the post-retirement period; it could also help develop positive attitudes, values, and behaviors, that could enhance their retirement transition, and also assist them to understand those aspects of their current and former life structure (e.g., recreational activities, hobbies, volunteering activities, etc.) which could be peripheral but could become the centre of attraction at retirement (Longbap & Bulus, 2005; Noone et al., 2009; Odu, 2000; Osborne, 2012). If pre-retirement guidance predisposes beneficiaries to sufficient information required in preparing for retirement, such pre-retirement planning has positive relationship with economic and personal wellness of retirees at retirement (Taylor & Doverspike, 2003).

Employees' exposure to pre-retirement orientation could be through a worker's consultation with retirement counselors, or financial counselors, attending workshops or seminars organized by retirement experts, or employer, as well as learning about retirement preparation through the media (Nwokedi, 2006; Wolcott, 1998). From these, however, it is established that the most invaluable medium available to employees to be exposed to pre-retirement orientation is employer-organized pre-retirement orientation (Akinade, 2011; Clark, 2012; Nuttman-Shwartz, 2004). Despite the irreplaceable relevance of pre-retirement orientation to workers, as globally acknowledged, the practice of exposing pre-retired employees to pre-retirement orientation is a recent phenomenon in Nigeria (Eyitayo et al., 2008). This inadequacy is one of the points of disconnectedness of Nigerian retirees from human development opportunities (Olatomide, 2014). Worse still, in few occasions of exposing prospective retirees to pre-retirement guidance, such expositions have limited coverage, limited to financial information, excluding other vital areas like the psychological, sociological, physiological, post-retirement vocation preparations, etc. (Eshofonie, 2012). Also, researchers like Nuttman-Shwartz, (2004) and Osborne (2012) have revealed that focusing on financial pre-retirement preparation at the exclusion of other important preparations pervade in other climes.

Another factor considered indispensable for prospective retirees' preparation for meaningful retirement is involvement of the family. The family is individual's first-best home, where he/she is known and understood, where compassion is given, and the unit of socialization. The family as the first socialization unit in human society consists a group of persons united by ties of marriage, blood, or adoption, constituting a single household. Two types of family patterns exist: the extended and the nuclear; while extended family (or kin group) includes a span of three generations within the total household, the nuclear family pattern comprises of father, mother and their children. The former pattern is mostly found in Africa, West Indies and Pakistan, while the latter is common in the Western World, although the African society is evolving towards this nuclear family system due to interactions with Western education and religious influences (Adesina et al., 2005; Adewuyi, 2009; Asuzu, 2012). Akinboye (1998) described the family as the greatest source of happiness, adding that a happy marriage at whatever phase of life increases peoples' happiness, joy, and satisfaction, providing the needed cushions for the problems and stresses of life. Continued on family's relevance, Argyle (1979) reasoned that the family offers its members a sense of belongingness which is crucial for the development of happiness, satisfaction and fulfillment.

Family involvement is the process whereby prospective retirees voluntarily intimate immediate family members with their retirement goals and actions so as to shift the ownership of such plans from the pre-retired to their family members (Olatomide et al., 2012). From the indispensable roles the family plays for individuals, particularly in Nigeria where the family is the most significant group on which people attach themselves throughout life (Adewuyi, 2009), would-be retirees should carefully consider the necessity of practically involving members of their family in their pre-retirement preparation. Seemingly, prospective retirees in Nigeria, however, are either ignorant of, or undecided about the relevance of family involvement in their pre-retirement plan-

ning. For instance, Olatomide et al. (2012) established that most of the prospective retirees in their study demonstrated poor knowledge of the relevance of family involvement in their pre-retirement planning; and majority of the respondents who showed positive attitudes towards involving their family members in their pre-retirement planning nonetheless reported low actual (or demonstrative) level of family involvement.

Instructively, retirement is not just an individual transition; rather, it is a family transition, since individuals are inseparably part of a family from which they can draw support (Nuttman-Shwartz, 2007). Relatedly, Scinovacz & Ekenit (1996) had argued that the primary planners the pre-retired should plan their retirement with, are members of their family. This view received support from Akinade (2011) who concurred that retiring workers should plan their retirement with members of their family, thus revealing the indispensability of involving family members in the pre-retirement preparation of prospective retirees. When family members are adequately involved, expectedly, they would provide the needed support to the retiree in times of needs. Consequently, retirees from supportive families are potentially successfully adjusted to retirement (Sagy & Antonovsky, 1992) than retirees from non-supportive families. Family involvement in pre-retirement preparation is achieved through talking about the impending retirement with significant others like spouse, relatives, friends, coworkers, etc. (Evans et al., 1985; Mutran et al., 1997), culminating in obtaining their consent on crucial decisions regarding the impending retirement. Thus, Asebedo & Seay (2014) found a positive association between family relationships and retirement satisfaction.

Given this background, the objectives of this study were to: investigate the retirement adjustment level of teacher-retirees in Osun State; explore the frequency of attending pre-retirement guidance by retirees; ascertain the extent of exposing prospective retirees' family members to pre-retirement guidance; and finding out the interaction effect of family involvement and exposition to

pre-retirement guidance on retirement adjustment of retirees. Thus, three research questions were raised: What is the level of retirement adjustment of teacher-retirees in Osun State? How many retirees attended pre-retirement guidance prior to their retirement? And how many pre-retirement guidance were prospective retirees exhorted to attend with their family members? To fully address the concerns of the study, three research hypotheses were postulated, viz: there is no significant relationship between retirees' exposition to pre-retirement guidance and retirement adjustment of teacher-retirees in Osun State; there is no significant relationship between family involvement and retirement adjustment of teacher-retirees in Osun State; and there is no significant interaction effect among family involvement and retirees' exposition to pre-retirement guidance on retirement adjustment of teacher-retirees in Osun State.

Methodology

The research employed ex-post-facto design, because information garnered from respondents were already in existence, in their past, which the researcher had no control upon. The population consisted civil, public and private establishments retirees. A multi-stage sampling technique was used to select the sample. Firstly, convenience sampling technique was used to select 2 Local Government Areas (LGAs), viz, Ejigbo, in Ejigbo Local Government Area, and Ile-Ife in Ife Central Local Government Area. In the second stage, purposive sampling was used to select the only meeting venues of retirees in the 2 LGAs. Thirdly, intact sampling was used to select the respondents in their meeting venues. From the retirees' executives' records, there were close to 200 and 100 retirees who regularly attended meetings in Ife Central and Ejigbo, respectively. Thus, 300 questionnaires were administered, viz: 195 in Ife Central and 105 in Ejigbo. In all, 129 questionnaires were returned, 7 were incompletely filled-out and therefore invalid, leaving 122 usable questionnaires.

Data collection was through a self-developed instrument titled ‘‘Family Involvement, Pre-retirement Guidance and Retirement Adjustment Questionnaire.’’ It had 3 sections labeled A, B, and C. While section A contained 14 items that obtained respondents’ biodata, section B with 12 items garnered information on the respondents’ family involvement phenomenon, and section C with 21 items obtained information on the respondents’ retirement adjustment. The face and contents validation of the instrument was ascertained by 2 senior academics, one each from Tests and Measurement and Counseling and Guidance. Necessary modifications were made on the instrument based on their suggestions preceding the final administration. The reliability of the instrument was tested through pilot testing with 25 retirees (18 male, and 7 female) in Ife-East, a Local Government Area not covered in the study. The retest held after a two-week interval, with reliability coefficient of 0.62, using Pearson Product Moment Correlation. The respondents were met in their meeting venues during data collection. Before administering the instrument, the respondents’ consent to participate in the study was obtained in line with Cohen et al. (2007). Also, the participants received oral instructions regarding voluntariness of their participation in the study with complete assurance of anonymity. Data collected were analyzed using frequency and percentage, Chisquare, and a two-way ANOVA.

Results

Research question 1: what is the level of retirement adjustment of teacher-retirees in Osun State

Table 1. Levels of retirement adjustment of retirees

Retirement adjustment	Frequency (f)	Percent
Low	26	21.3
Moderate	96	78.7
High	0	0
Total	122	100.0

From Table 1, none of the respondents exhibited high retirement adjustment; majority (78.7%) however displayed moderate retirement adjustment, while 21.3% of the respondents showed low retirement adjustment.

Research question 2: how many retirees attended pre-retirement guidance prior to their retirement.

Table 2. Number of retirees that attended pre-retirement guidance prior to their retirement

Exposition to Pre-Retirement Guidance Percent (%)	Frequency (f)
None 45.1	55
Between 1 & 2 44.3	54
From 3 & Above 10.6	13
<u>Total</u> <u>100.0</u>	<u>122</u>

Table 2 shows that 45.1% of the retirees never attended pre-retirement guidance before retirement; 44.3% indicated that they had exposition to pre-retirement guidance between 1 and 2 times while only 10.6% had 3 and more pre-retirement guidance before their retirement.

Research question 3: In how many such pre-retirement guidance were prospective retirees encouraged to attend with their family members.

From Table 3, 46.7% of the teacher-retirees didn't receive opportunity to attend pre-retirement guidance alongside members of their family during their pre-retirement preparation; 25.4% had such experience only once; 19.7% of them had it a few number of times; while only 8.2% of the teacher-retirees had such family-inclusive pre-retirement opportunity several times.

Table 3. Frequency of pre-retirement guidance attended by prospective retirees with their family members

Number of Workshop Percent (%)	Frequency (f)
Not at All 46.7	57
Only Once 25.4	31
Few Times 19.7	24
Several Times 8.2	10
Total 100.0	122

Research hypothesis 1: There is no significant relationship between retirees' exposition to pre-retirement guidance and retirement adjustment of teacher-retirees in Osun State.

Table 4. Chi-square test of relationship between exposition to pre-retirement guidance and retirement adjustment

Exposition to Pre- retirement Guidance df	Retirement Adjustment			X ²
	Low	Moderate	Total	
None	20(16.4%)	35(28.7%)	55(45.1%)	14.302
Between 1 & 2	6(4.9%)	48(39.3%)	54(44.3%)	
From 3 and Above	0(.0%)	13(10.7%)	13(10.7%)	
Total	26(21.3%)	96(78.8%)	122(100.0%)	

Table 4 shows a significant relationship between exposition to pre-retirement guidance and retirement adjustment of the teacher-retirees at $\chi^2 (n = 122) = 14.302, df = 2, p = 0.001$. Since $p < 0.05$, the null hypothesis is therefore

rejected. This result concludes that there is significant relationship between exposition to pre-retirement guidance and retirement adjustment of the retirees. Further, from 21.3% of the retirees with low adjustment level, 16.4% of them never attended any pre-retirement guidance during their work years whereas none of the retirees who attended pre-retirement guidance preceding their retirement was found in low retirement adjustment level. However, none of the retirees attained high level of retirement adjustment.

Research hypothesis 2: There is no significant relationship between family involvement and retirement adjustment of teacher-retirees in Osun State.

Table 5. Chi-square test of relationship between family involvement and retirement adjustment

Family Involvement	Retirement Adjustment			X ²
	Low	Moderate	Total	
Low	3(2.5%)	3(2.5%)	6(4.9%)	3.767
Moderate	17(13.9%)	76(62.3%)	93(76.2%)	
High	6(4.9%)	17(13.9%)	23(18.9%)	
Total	26(21.3%)	96(78.7%)	122(100.0%)	
df				
P				.152

In Table 5, a Chi-square test indicated a non-significant relationship between family involvement and retirement adjustment of teacher-retirees at χ^2 (n = 122) = 3.767, df = 2, p = 0.152. Since p > 0.05, the null hypothesis is upheld. This result concludes that there is no significant relationship between family involvement and retirement adjustment of teacher-retirees in Osun State.

Research hypothesis 3: There is no significant interaction effect among family involvement and exposition to pre-retirement guidance on retirement adjustment of teacher-retirees in Osun State.

Table 6 shows a two-way ANOVA that reveals the interaction effect of family involvement and exposition to pre-retirement guidance on respondents' retirement adjustment to be statistically significant at $F(3, 114) = 4.069, p = 0.009$. This result concludes that there is significant interaction effect of family involvement and exposition to pre-retirement guidance on retirement adjustment of the teacher-retirees.

Table 6. Tests of interaction effect among family involvement and exposition to pre-retirement guidance on retirement adjustment

Dependent Variable: Retirement Adjustment				
Source		Type III Sum of Squares	df	Mean Square
F	Sig.			
Corrected Model		738.881 ^a	7	105.554
6.355	.000			
Intercept		39907.984	1	39907.984
2402.672	.000			
Exposition to Preretirement Guidance		256.362	2	128.181
7.717	.001			
Family Involvement		24.999	2	12.500
.753	.473			
Exposition* Fam Involv		202.748	3	67.583
4.069	.009			
Error		1893.521	114	16.610
Total		132537.000	122	
Corrected Total		2632.402	121	

a. R Squared = .281 (Adjusted R Squared = .237)

Discussion of findings

Research question 1 explored the level of retirement adjustment of teacher-retirees in Osun State. The finding revealed that none of the retirees exhibited high retirement adjustment. While majority of them showed moderate retirement adjustment, well over one-third of that number however demonstrated low retirement adjustment. What is likely responsible for the absence of

highly adjusted retirees may be failure of the government to pay retirement benefits of retirees in Nigeria as at when due. Given this, the finding confirms the earlier submission of Akinade (1993), and findings of Olatomide (2010) as well as Garba & Mamman (2014) who found that delays in payment of retirement entitlements to retirees in Nigeria hampers their retirement wellness. Also, it could be that many of them were not exposed to pre-retirement guidance where they could be exposed to information that could predispose them to adequate retirement preparation and subsequent retirement adjustment. If so, the finding is similarly consistent with the submission of Eyitayo et al. (2008) that offering pre-retirement orientation to would-be retirees in Nigeria (and exposing retirees to post-retirement education) has not taken its rightful place; yet, pre-retirement education is positively related to the personal wellbeing and economic wellness of retirees (Taylor & Doverspike, 2003).

Research question 2 investigated how many of the retirees attended pre-retirement guidance preceding their retirement. The finding showed that a large majority of the respondents never attended pre-retirement guidance prior to their retirement, almost the same proportion attended 1 or 2 times, while a very small proportion attended 3 times and above. This is consistent with the much earlier finding of Sharpley et al. (1996) where only insignificant 13% of their retired samples reported to have ever received pre-retirement guidance prior to their retirement. Similarly, this is agreeable with Eyitayo et al. (2008), Mamman (2006), as well as Ogwuche (2006) who revealed that concerns for workers on the verge of their retirement in order to prepare them for meaningful retirement adjustment by their employers has either been partially offered or completely ignored in Nigeria.

From among the respondents who attended pre-retirement guidance, research question 3 explored how many of such pre-retirement guidance were prospective retirees exhorted to attend with their family members. The finding showed that while less than one-tenth of the respondents attended with their family members several times, more than double that number had it with their

family members a few number of times, about a quarter of the respondents enjoyed same only 1 time, while about half of the respondents never had any extended opportunity to attend with their spouse or children. It can be inferred that organizers and facilitators of pre-retirement guidance are not well-informed about the roles of family members in facilitating the retirement adjustment of retirees. If the family members of prospective retirees should be the primary planners to be involved in pre-retirement planning exercise (Scinovacz & Ekenit, 1996), then such family members need requisite education on their roles in promoting the retirement adjustment of their family retirees.

Research hypothesis 1 predicted there will not be any significant relationship between retirees' exposition to pre-retirement guidance and their retirement adjustment. The hypothesis was rejected, meaning that there is a significant relationship between the respondents' exposition to pre-retirement guidance and their retirement adjustment. If pre-retirement guidance exposes prospective retirees to information and knowledge of various dimensions of preparations requisite for their retirement adjustment, this result is consistent with that of Lusardi & Mitchell (2009; 2011) that financial knowledge widens employees' tendency towards planning effectively for their retirement; and also confirms that effective planning (which can ensue from pre-retirement education) towards retirement is critically associated with economic and personal wellbeing of retirees (Taylor & Doverspike, 2003).

Furthermore, research hypothesis 2 posited there will be no significant relationship between family involvement and retirement adjustment of the retirees. The null hypothesis was upheld, meaning there is no significant relationship between family involvement and the respondents' retirement adjustment. This result negates general expectation, including the submissions of notable scholars on retirement and the families such as O'Rand et al. (1992) and Nuttman-Shwartz (2007) who have described retirement as a lifelong transition that has meaning only when it is positioned in families, from which retirees can draw

support. Thus, retirees from supportive families are potentially successfully adjusted to retirement than those from unsupportive families (Sagy, 1992). However, since people require adequate and usable information in decision-making to gain control over their lives (Okere, 2006), the finding from research question 2, where majority of the respondents reported that their family members were never invited to attend pre-retirement guidance with them, where they should have been exposed to the roles of the family in the retirement adjustment of retirees - could be partly responsible.

The third research hypothesis projected there will be no significant interaction effect among family involvement and retirees' exposition to pre-retirement guidance on retirement adjustment of the retirees. The interaction effect of family involvement and exposition to pre-retirement guidance on retirement adjustment of the respondents was statistically significant. The hypothesis is thus rejected. This finding establishes that involving the family members of prospective retirees in pre-retirement planning and exposing the pre-retired themselves to as many pre-retirement guidance as possible, could promote their retirement adjustment. This finding aligns with the exhortation of Akinade (2011) that prospective retirees should do their preparation with their family members. Much earlier, Okunmagba (1990) had argued that the work engaged in by an individual confers psychological security, elevated social status, and increased economic status, etc., on the worker and members of his/her family. Given this, family members need to be informed about the termination of the honor-conferring job, and to be practically involved in the planning and implementation of crucial goals and actions necessary to facilitate transition to retirement, and retirement adjustment of the retired family members.

Similarly, the finding gives credence to significant interaction between the respondents' exposure to pre-retirement guidance and their retirement adjustment. This finding confirms the submission of Odu (2000) that pre-retirement guidance predisposes prospective retirees to adequate preparation for post worklife experience, and developing coping skills needed for life in retirement.

Corroborating, Osborne (2012) submitted that pre-retirement (personal) counseling could assist retirement-eligible workers increase their knowledge of attitudes, behaviors, and values, etc., that could enhance or hinder their transition to retirement, and those aspects of their former life structure which were hitherto peripheral (e.g., pastime activities, hobbies, volunteering activities, etc) but which could become the centre of attraction at retirement.

Conclusion and recommendations

It can be concluded from the findings of the study that retirees in Osun State are not maximally adjusted in their retirement, either due to non-attendance or inadequate pre-retirement education prior to their retirement, and inadequate family involvement in pre-retirement education. From these, findings and conclusion, it is recommended that employers of labor organize copious pre-retirement orientation for prospective retirees, including exhorting them to attend with their significant family members, where they could receive education on their expected roles in enhancing the affected family member's retirement adjustment at retirement.

Implications for practice

The family's role in promoting the retirement adjustment of retirees is becoming increasingly important, especially in nations (e.g., Nigeria) where social welfare schemes like pension system, health insurance scheme, ownership of houses through mortgage, etc., are not yet institutionalized. This has several implications for the family in the practice of pre-retirement preparation of would-be retirees within the society.

One, in matters bordering on personal retirement house where the burden of house ownership is heaped on individuals, the supportive role of the family members is crucial to the success of such endeavor. Literature on retirement and family has copiously revealed that personal and family pre-retirement values,

way of living, and worldviews hitherto formed during career days usually extend into retirement, thereby influencing retiree's adjustment. The family's financial buoyancy may shrink during pre-retirement when the pre-retired focuses on some money-intensive projects like building a retirement home. Consequently, family members may need to abandon some avoidable, expensive, or wasteful spending habits to facilitate the completion of such projects. Expectedly, this reduction in income will extend to retirement, since retirees are not given pensions equivalent of their earnings in their career days. Thus, on the one hand, while the would-be retirees need to intimate their family members with crucial goals and actions about the impending retirement, pre-retirement orientation facilitators (and organizers) must provide opportunities for family members to attend a number of pre-retirement orientation where impacts of execution of retirement adjustment-enhancement projects on the family's finance would be analyzed.

Two, supportive families have been found to enhance the retirement adjustment of the retired family members than do non-supportive families. One of the means of bringing succor to the retired is to mediate in reduction of their social network by keeping them company, to assist them enjoy their leisure. In Nigeria, where indoor and outdoor leisure activities are hardly engaged in, as such activities do not offer monetary values, members of a family may find it extremely rewarding for the retired to learn the art of playing some indoor games like the traditional "Ayo" game, ludo, draught, whot, etc., with them, in order to enhance their enjoyment of leisure. Instructively, because of the relationship between retirement and aging, some retirees may be experiencing the *empty nest age* (when couples' children have left them). Since a retiree needs somebody to play with, volunteers should come from the members of the family to play such indoor games with the retired. All these are relevant because a period following retirement is a period of forced alienation arising from reduced social networks with retirees. Thus, facilitators (and organizers) of pre-retirement education need to acquaint prospective retirees with the values in indoor games, and make

provisions for family members of the pre-retired to attend pre-retirement orientation with the pre-retired, where they can learn how to facilitate enjoyment of leisure of their retirees.

Thirdly, some employees have personal attendants and subordinates in their official capacity, which are statutorily lost at retirement. Thus, transiting from such office into retirement, members of the family have important roles in facilitating adjustment by filling-in some of the gaps created by the loss of office attendants until such a time that the retiree overcomes the psychological loss of office dignity and could happily do some personal-related home chores. In doing this, tasks may be re-distributed to accommodate this vital necessity, and this can be learned by family members if pre-retirement education facilitators make provision for prospective retirees to attend (specific) pre-retirement education with their family members where their roles towards their retired member can be learned.

Fourthly, from the academia, counselor-training institutions (colleges of education and universities) urgently need to design retirement-related courses, hitherto absent in their counselor-education curriculum. Presently, career masters/mistresses, counselors, psychological counselors, and counseling psychologists working across levels of Nigerian schools never received any formal training on retirement counseling. The few academics specializing in retirement counseling achieved their exploits by personally developing themselves. Hence, absence of retirement-related courses in counselor-education programs has reduced opportunities to train experts in retirement counseling who could mediate in the current inadequacies observed in retirement education (pre and post, scarcely organized for prospective retirees) in Nigeria.

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