A PSYCHOLOGICAL APPRAISAL OF PRE-RETIRED ANXIETY AMONG SELECTED WORKERS IN LAGOS METROPOLIS.

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BEING A THESIS SUBMITTED TO THE SCHOOL OF POSTGRADUATE STUDIES UNIVERSITY OF LAGOS IN FULFILMENT OF THE REQUIREMENT FOR THE AWARD OF THE DEGREE OF DOCTOR OF PHILOSOPHY (Ph.D) IN PSYCHOLOGY

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&

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DEDICATION

This Thesis is dedicated to all the workers in Lagos Metropolis.
ACKNOWLEDGEMENT

My heart felt gratitude goes to the almighty God for the successful completion of this research work, my Alpha and Omega, to you be all the glory, honour, praise and adoration forever (amen). I am grateful to all who contributed to the realization of this work. First, I wish to express my sincere appreciation to my able and dedicated supervisors, Professor O.O. A. Makanju and Dr. (Mrs.) E. F. Akinsola for their guidance and encouragement that made this thesis a reality. Thank you Daddy and Mummy. Second, I appreciate the contributions of all the members of staff in the Department of Psychology; Dr. Ibi Agiobu-Kemmer, the Head of Department, Professor K. A Oguntuashe, Dr. O. B Fagbohungbe, Dr. (Mrs) K. Ayenibiowo, Dr. (Mrs) Olagbaiye, Dr. (Mrs) E. Ayeni, Dr. O. Akintayo, Dr. G. A. Akinbode, Mrs A. Ojo, Mr. Ayodeji and Mrs U. N Israel. Third, I am grateful to Professors Gbade Sote and Nwagbo Eze for the solid foundation they gave me in the field of Industrial Organisational Psychology. Though they are retired, I know that their works will continue to speak for them through all their protégées.

Furthermore, I sincerely appreciate all the participants who spent their time to respond to all the instruments used in the course of this study. You are too numerous to mentioned one after the other. All I know is that your labour of love is not in vain. God bless you all. I equally want to specially thank all my siblings, families and friends for all their prayers and encouragement. I appreciate my darling wife, MJ, who supported me with her love, prayers and care all through the sleepless nights of putting this work together. Sweetheart you are the best gift to my life. My parents, Capt and Mrs J.B Arogundade
(Rtd), my siblings, Mr & Dr. (Mrs) Olajuyigbe, Lt. Col. & Mrs Arogundade, Dr. & Mrs Ayodeji Arogundade, Engr. & Engr.(Mrs) Oladipo Arogundade, Messrs Olatundun and Ibilola Bolawa you are all appreciated.

Finally, I appreciate all these special people who has added colour to this work and my life in one way or the other: Prof. Debo Adeyewa, (VC Redeemer’s University), Prof. E. Akinanwo, Prof. O. Odugbemi, Dr. (Mrs) Adebileje, Dr. (Mrs) I. O. Akinbobola, Dr. Uzowanne Francis, Dr. Bankole, Dr. Akpune, Dr. Asamu, Mr. Falloore, Mrs Alo, Mr. Dairo, Mr. T. Ocheo, Miss A. Adegbayi and Mr. Oyeleke. My Spiritual fathers, Pastors Gbenga Akosile, Seyi Alakija, Amos Kayode and Omole. My research assistance Dipo Onabanjo, Yinka Charles-Pilot, Yemisi Jimoh and Henry Oyebanji. Thank you very much and God bless you all.
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ABSTRACT

The study examines the psychological reactions of workers to retirement. The specific objectives of this research were to ascertain workers’ level of pre-retirement anxiety by developing and standardizing a measuring instrument for pre-retirement anxiety as well as identifying some psychological and demographical variables responsible for pre-retirement anxiety. To achieve these objectives, seven hypotheses were formulated and tested.

The study was carried out in two phases and a descriptive survey design was adopted for both phases. The first phase focused on the development, standardisation and validation of an instrument to measure pre-retirement anxiety known as Pre-retirement Anxiety Scale (PAS) using six hundred (600) participants randomly selected from ten high schools in Lagos metropolis. The second phase focused on the assessment of the possible predisposing factors responsible for pre-retirement anxiety. The newly developed Pre-retirement Anxiety Scale (PAS) was administered together with Bio-data form; Emotional Intelligence Inventory (EII) and Self- Efficacy Scale (SES) to eight hundred (800) participants randomly selected from private and public organisations in Lagos metropolis. The data collected were analyzed using independent t-test analysis, One Way Analysis of Variance (ANOVA), correlation analysis and linear regression.

It was revealed from the results that the Pre-retirement Anxiety Scale (PAS) developed for this study was found to be a reliable and valid instrument for measuring pre-retirement anxiety; workers having low emotional intelligence reported a significantly
higher pre-retirement anxiety; workers possessing low self efficacy reported a significantly higher pre-retirement anxiety than their counterparts possessing high self-efficacy; workers’ levels of emotional intelligence and self-efficacy were significant predictors of pre-retirement anxiety; male workers reported significantly higher pre-retirement anxiety than the females and workers in private organisations reported significantly higher pre-retirement anxiety than those in public organisations. The implication of these findings substantiates the need for regular pre-retirement education to psychologically prepare workers for retirement.

The study concluded that pre-retirement anxiety is measurable and it is significantly influenced by the employees’ status of emotional intelligence and self- efficacy. Thus, every organisation should provide regular opportunities for workers to know their levels of pre-retirement anxiety as well as media to enhance the necessary psychological Knowledge, Skills and Abilities (KSA) to reduce pre-retirement anxiety.

**Keywords: Retirement, Pre-retirement anxiety, Emotional Intelligence, Self-Efficacy**