

EFFECTS OF PRERETIREMENT PLANNING  
ON LIFE SATISFACTION  
DURING RETIREMENT

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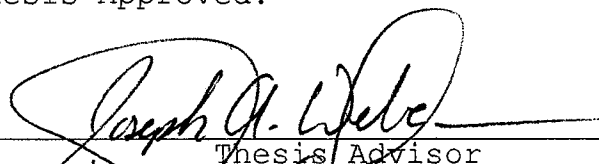
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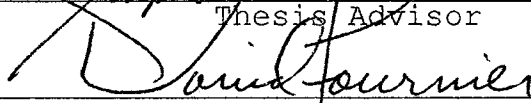
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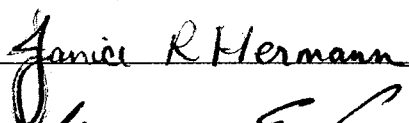
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## PREFACE

The purpose of this study is to determine whether significant differences exist between the perceived life satisfaction of retirees who participated in preretirement programs as compared to those who did not. The study also investigates the extent to which perceived life satisfaction during retirement varies based on demographic variables, such as race, gender, income, occupation and on-going family responsibility. To evaluate the perceived life satisfaction of retirees, a three-part instrument, the Retirement Satisfaction Survey, was used to collect relevant data. Part I of the instrument was designed to gather demographic information from the participants, while Parts II and III were designed to collect participants' responses concerning their perceived life satisfaction in a number of areas such as health, financial independence, leisure, and self-worth.

This dissertation deviates from the format suggested by the Oklahoma State University Graduate College and follows the article format of the American Psychological Association. An extensive literature review and methodology section which are usually found in the body of dissertations prepared using the Graduate College format have been included in the Appendices of this thesis.

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This article is based on the doctoral dissertation research of the author conducted under the direction of Joseph A. Weber. The author wishes to thank all the individuals who participated in this study.



### Abstract

The study investigates the impact of preretirement planning on life satisfaction during retirement and the demographic variables of race, gender, income, occupation and the on-going responsibility for dependent children. The sample consisted of 322 subjects representing private industry, volunteer organizations and community churches. The findings indicate that retirement preplanning or preplanning programs are most useful if they are performed or provided in a timely manner and effectively address, among other topics, health and financial matters pertinent to retirees.

## Effects of Preretirement Planning On Life Satisfaction During Retirement

The issues of aging and retirement are growing increasingly important in the United States. Advances in medicine and nutrition have increased longevity in our society and have prompted increased focus on the developmental life cycle of maturing individuals. In the United States retirees and the elderly represent the fastest growing segment of our population. The United States Census Bureau indicates that by the year 2000 there will be more than thirty-four million people aged 65 and over, an almost 20 percent increase since 1980 (Fowles, 1988). Concurrent with this relative increase in numbers, older adults in the United States are becoming more involved in societal and political issues which effect their lives.

As a result of this increase of older adults in the mainstream of society, it is becoming increasingly more important that theorists and researchers understand many of the complex psychological and social issues relative to this expanding group of our society. Among other things, retirees are likely to feel stress and anxiety in dealing with the role transitions, the prospect of isolation and loneliness, the possible loss of societal role and status, financial instability, and the inevitable decline in health and loss of independence.

Retirement became a tangible life event in 1935 with the enactment of Social Security legislation. The law provided individuals with a financial supplement in old age and thus established retirement as a social institution (Graebner, 1980). As the twenty-first century approaches, the impact of retirement and other related issues which affect the quality of life for retirees and their families will need more attention.

The issue of life satisfaction for older people must be carefully addressed by employers, individuals involved in recreational planning, government agencies, educators, sociologists, psychologists and other professionals who deal with aging individuals, families and communities. Atchley (1976) postulates that retirement is a progression of processes, that individuals move through retirement vacillating in and out of phases, and that one will eventually become stable in his/her retirement role. The eventual success that one has in accomplishing a well adjusted transition into retirement and overall satisfaction with retirement life will almost invariably depend upon the preparation that one has made for later life changes.

Preretirement planning is an area that has, until recently, been largely ignored by individuals approaching retirement age and by society in general. The majority of existing preretirement planning programs have fallen short of

their goals to assist retirees in achieving life satisfaction throughout the retirement cycle (Arnone, 1982). The programs have dealt primarily with the financial and health issues which accompany old age, often neglecting the psychosocial changes which will also occur following the cessation of work.

This study investigates whether significant differences exist between preretirement planning and demographic variables such as race, gender, income, occupation and on-going family responsibility and their relationship to life satisfaction during retirement. The following questions are explored:

- a) Does preplanning better enable retirees to make a smooth transition and effective adjustment into their new retirement roles?
- b) Does preplanning contribute to sustained life satisfaction throughout retirement?
- c) Which characteristics are generally common to the most effective and beneficial preretirement planning programs?
- d) Which factors/variables account for perceptions of life satisfaction in retirement?

The purpose of the study was to determine if significant differences exist in perceived life satisfaction among retirees who participated in retirement preparatory programs as compared to those who did not. The study also determines which features of existing programs are considered by

retirees and prospective retirees to be their greatest strengths and weaknesses. Next, the study determines the extent to which preplanning contributes to an individual's perceived sense of satisfaction with retirement. Finally, the study examines the relationship between demographic variables (race, gender, income, occupation, and on-going responsibility for children) and perceived satisfaction in retirement.

Findings from this study will add to the existing research on preretirement planning, and may assist private industry, governmental entities, gerontological professionals and educators in preparing individuals for the retirement phases of life. The findings will be useful to older adults in developing effective long-term strategies which will benefit them throughout their retirement years. The study also identifies and highlights the advantages and weaknesses associated with different types of preretirement programs.

A well planned program should provide useful information to the retiree and should cover, at a minimum, the following broad areas; time management, health, financial benefits, and sources of personal counseling. Such a program should also provide information concerning social services and opportunities for volunteerism.

Life satisfaction in any phase of the life cycle is strongly influenced by an individual's perceptions of his or

her situation. Symbolic Interactionism (SI) addresses many of the different perceived physical and emotional situations encountered by individuals throughout the numerous phases of the life cycle. SI is a theory which suggests that individuals tend to view themselves based on their perceptions of how others see them. SI examines the internal self-image, the external being, and the perceived role that is associated with each side of the "self" in different situations. It asserts that individuals tend to perceive themselves based on their own internally generated self-images along with their perception of how others view or perceive them. This study addresses life satisfaction after retirement and utilizes Symbolic Interactionism as its foundation.

The following research hypotheses are investigated in this study:

1. There will be a higher degree of perceived satisfaction in retirement for individuals who preplanned for retirement as compared to those who did not preplan.
2. There will be a higher degree of perceived satisfaction in retirement for individuals whose preretirement programs address psychological and sociological issues as compared to those whose programs did not address these issues.
3. There will be a higher degree of perceived satisfaction in retirement for females as compared with males.

4. There will be a higher degree of perceived satisfaction in retirement for White males as compared with minority males.
5. There will be a higher degree of perceived satisfaction in retirement for professionals as compared to non-professionals.
6. There will be a higher degree of perceived satisfaction in retirement for those individuals with high incomes as compared to individuals with low incomes.
7. There will be higher degree of perceived retirement satisfaction for individuals without the responsibility of children as compared to individuals who are responsible for children.

Several researchers have conducted studies dealing with life satisfaction and preretirement. McPherson and Guppy (1979) found in their study a clear correlation between the preretirement life styles of retirees and their ability to effectively adjust to retirement. Similarly, Glamser and DeJong (1975) investigated the ability of preretirement programs to generate changes to facilitate the transition to retirement in persons whose retirement is imminent. The study indicated that a comprehensive preretirement program can produce favorable changes in retirement related knowledge, attitudes and behavior.

Further review of the literature reveals a paucity of studies which address life satisfaction during retirement for individuals from professional occupations. Kilty and Behling (1985) conducted a study concerning retiring professionals (i.e., attorneys, social workers, and teachers) and found that effective preretirement planning had a positive impact on the retirees' willingness to retire and their attitudes during retirement. They also found that, among this group, the average retirement income of female retirees is lower than that of male retirees.

Beck (1984) concluded that workers at lower socio-economic levels need more access to preretirement planning programs. A classic study by Stokes and Maddox (1967) compared the relative abilities of blue collar and white collar workers to effectively adjust to retirement. They found a positive correlation between one's work status and his/her ability to adjust to retirement and that higher income and occupational status enhance an individual's ability to effectively adjust to retirement.

There is a diverse body of research literature relating to the subjects of life satisfaction during retirement, and the problems which can accompany retirement. This study attempts to demonstrate that effective planning tends to enhance life satisfaction for retirees.



## Method

### Subjects

Three hundred twenty-two retirees participated in this study. The participants had been retired for periods ranging from six months to 34 years. Of the 322 participants, 308 (172 females and 136 males) completed the demographic information in the survey (as shown in Table 1). The mean educational level (see Table 2) indicated that the majority of the participants had attended some college.

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Insert Tables 1 & 2 about here

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The participants represented a wide range of vocational careers. Subjects included individuals previously employed as laborers, clerical workers, housewives, managers, teachers, engineers and entrepreneurs.

Forty-two percent of the subjects reported that they had participated in some form of preretirement planning program. Table 3 shows that the retirement income level of the majority of the subjects ranged between \$1,201 and \$2,500 per month, with a small minority of this population still supporting dependent children.

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Insert Table 3 about here

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### Instrument

The instrument used to collect data for the study was the "Retirement Satisfaction Survey." The Retirement Satisfaction Survey is a three part questionnaire. The first portion of the instrument is designed to gather demographic information from the participants. The section poses questions to determine the extent to which an individual has prepared for retirement. Parts II and III of the instrument were extracted from the "Quality of Life Index" (QLI) developed by Ferrans & Powers (1985).

The QLI was divided into two sections, one measures perceived satisfaction and the other examines the importance of these areas to the respondent. The areas examined are health, general satisfaction, friendship, family, income, stress, retirement, goals and leisure activities. Each of the two sections of the QLI contain 22 questions. Subjects were asked to answer questions on the QLI by circling the most appropriate response on a six point Likert scale ranging from one (indicating very dissatisfied or very unimportant) to six (indicating very satisfied or very important).

The QLI was initially tested on 88 graduate nursing students at a large mid-western university. A second test was conducted using 37 dialysis patients. The correlation scores between the two parts of the QLI were 0.75 and 0.65 for the graduate students and dialysis patients, respectively. Retesting the students 2 weeks later and the

dialysis patients a month later resulted in new correlation scores of 0.87 and 0.81, respectively. The internal consistency reliability between the two portions of the QLI was measured by using Cronbach's alpha. The graduate students received an alpha score of 0.93 while the dialysis patients received a score of 0.90.

QLI scores for the participants in this study are determined by multiplying participants' satisfaction responses by their corresponding responses to questions concerning the importance of the various topics covered in the questionnaire. The questionnaire and the related scoring procedures are provided in Appendix C.

#### Procedures

Questionnaires were distributed or mailed to 624 retirees. The questionnaires were either mailed or distributed in group meetings. The subjects were drawn from retirees associated with three volunteer retirement organizations, a community church, an alumni chapter of a national fraternity, and a private corporation. The subjects were asked to return the questionnaires within one week of receipt. Participants were provided with postage-paid return envelopes. Three hundred and twenty-two of the surveys were returned, representing a 51.6 percent response rate. The procedures were reviewed by the Oklahoma State University's Human Subjects Review Board.

### Scoring

Scores for the QLI portion of the instrument were determined by adjusting satisfaction related responses according to their importance factors. Accordingly, the adjusted QLI scores reflect not only the participants' perceived satisfaction, but also the extent to which they value each area of life surveyed by the instrument. In evaluating each item, 3.5 was subtracted from the satisfaction score to obtain an adjusted satisfaction score. On an item-by-item basis the adjusted satisfaction score was multiplied by the corresponding importance score and all adjusted scores are summed. To prevent bias or error due to missing scores, the overall scores for each participant are divided by the number of items answered. To eliminate negative values 15 was added to every score to reach a final score. Scores ranged from 0 to 30. The scores, in effect, reflect satisfaction as well as the importance that individuals place on specific aspects of life.

Previous research conducted using the QLI has found that retiree responses usually result in mean QLI scores of approximately 22. The mean of QLI scores determined for participants in this study was 24.7. This would appear to suggest that participants in this study have a higher perceived life satisfaction than others who have previously completed the questionnaire. A complete summary of the scoring procedures for the QLI is provided in Appendix C.

## Results

Hypothesis one proposed that there would be a higher degree of perceived satisfaction in retirement for individuals who preplanned as compared to those who did not. A one-tail directional t-test was performed to determine if significant differences existed between the two groups. As shown in Table 4, significant differences did not emerge ( $t = -1.41$ ,  $df = 320$ ,  $p < .08$ ).

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Insert Table 4 about here

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Upon further investigation of the data it became apparent that of those retirees who had retirement plans, three distinct groups surfaced: those who had structured company retirement plans, those who planned their own retirement programs, and those who did no planning. In order to determine if differences in satisfaction regarding retirement existed among these three groups a one-way analysis of variance was performed.

The retirement satisfaction scores on the QLI were utilized for the analysis of the data. The group with no retirement plans served as the control group in the analysis. The results are shown in Table 5. The most interesting aspect of the results is that retirees who developed their own retirement plans had the highest satisfaction scores [F.

(2, 319) = 4.51,  $p < .01$ ]. The Tukey HSD was performed and indicates that of the three comparisons made, only one significant difference was found among the means of the groups. The means analysis test revealed significant differences between the scores of the group which had no plans, either company-sponsored or personal, ( $M = 23.82$ ) and those of the group who planned totally on their own ( $M = 25.58$ ). Interestingly enough, there were no significant differences in satisfaction scores between those who had structured company designed retirement plans ( $M = 24.76$ ) and those who planned on their own ( $M = 25.58$ ).

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Insert Table 5 about here

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Hypothesis two stated that there would be a higher degree of perceived satisfaction in retirement for individuals whose preretirement programs address psychological and sociological issues as compared to those whose programs did not address these issues. A one-tail directional t-test revealed no significant differences between these groups ( $t = -.36$ ,  $df = 136$ ,  $p < ns$ ).

Hypothesis three addressed retirement satisfaction by gender, stating that there would be a higher degree of perceived satisfaction in retirement for females as compared with males. A one-tail directional t-test was performed to determine if significant differences existed between the two

groups. The test revealed no significant differences between the two groups ( $t = .89$ ,  $df = 311$ ,  $p < ns$ ).

Hypothesis four stated that there would be a higher degree of perceived satisfaction in retirement for White males as compared with minority males (Asians, Native Americans, Blacks and Hispanic males). A one-tail directional t-test results indicated no significant differences between these two groups ( $t = .27$ ,  $df = 138$ ,  $p < ns$ ).

Hypothesis five proposed that there would be a higher degree of perceived satisfaction in retirement for professionals as compared to non-professionals. A one-tail directional t-test performed on the data was not found to be significant ( $t = -1.00$ ,  $df = 306$ ,  $p < ns$ ).

Hypothesis six addressed the income status of retirees proposing that there would be a higher degree of perceived satisfaction in retirement for those individuals with high retirement incomes as compared to those with low incomes. A one-tail directional t-test was performed to determine if significant differences existed between the two income groups. As shown in Table 6 significant differences were noted ( $t = -2.25$ ,  $df = 29$ ,  $p < .02$ ). Those individuals with income of less than \$801 per month scored lower on the retirement satisfaction survey than those with incomes above \$801 per month.

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Insert Table 6 about here

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Upon further examination of the data, a more finite delineation of income was explored. Three levels of income were identified: group one with income of less than \$800 per month, group two with income ranging from \$801 to \$2,000 per month, and group three with income above \$2,001 per month.

A one-way analysis of variance was performed using income as the independent variable. Results indicate, as shown in Table 7, that those individuals in group three whose income was above \$2,001 per month were more satisfied with retirement [ $F(306) = 6.22, p < .002$ ]. The Tukey HSD test indicates that significant differences existed between group two ( $M = 24.93$ ) and group one ( $M = 22.17$ ). Group three ( $M = 25.02$ ) was also significantly different from group one. Groups two and three did not differ significantly.

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Insert Table 7 about here

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Hypothesis seven proposed that family responsibility would alter retirement satisfaction. It stated that there will be a higher degree of perceived retirement satisfaction for individuals without the responsibility of children as compared to individuals who are responsible for children. A one-tail directional t-test was performed to determine if



there were significant differences between the two groups. Results shown in Table 8 indicate that differences were present ( $t = -2.24$ ,  $df = 310$ ,  $p < .01$ ). Those individuals who were responsible for children scored lower on the QLI than those who had no responsibility for children.

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Insert Table 8 about here

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To further investigate the life satisfaction questions posed in this study, a factor analysis was conducted to ascertain which factors or variables account for the retirees' perceptions of a satisfying retirement. The results, as shown in Tables 9 and 10, appear to suggest four factors or variables which account for concerns associated with retirement. Factor one was associated with an individual's feelings of self-worth and continued usefulness to family and society. Factor two indicated the need for financial independence. Factor three suggested that the individual has a need for emotional support from a spouse or significant other. Personal satisfaction with one's own health and the health and well-being of the family created the fourth factor. These factors, drawn from this sample, further support the QLI subscale which divides the QLI portion of the instrument into four constructs. Of interest is the fact that leisure time activities did not cluster in

any of the four constructs. This seems to indicate that leisure time activities are not as important to retirees as the other areas.

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Insert Tables 9 & 10 about here

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### Discussion

Historically, retirement has been largely viewed as a middle to upper class event. Before the establishment of the Social Security system individuals, except for those who had accumulated above average resources, typically worked as long as possible.

The findings of this study suggest that, in spite of the presence of the Social Security system, individuals still find a personal need to plan for their post retirement years and that the perceived success of that planning greatly contributes to satisfaction during the retirement years. Although employers, community based organizations, and governmental agencies have become increasingly involved in this process of retirement planning, retirees still tend to view planning for retirement as their personal responsibility.

Among other things, this study requested that the participants identify topics which they believed should be included, covered, or more thoroughly addressed in retirement preparation programs. Their responses to the survey suggest

that such programs should address, or more adequately address, health and financial issues which are likely to arise during an individual's post employment years. Participants from all levels of income identified health and financial issues as critical topics for inclusion in retirement planning programs. Responses from the participants indicated that the majority of retirement preparatory programs did not address psychological and sociological issues. Even in those instances where such issues were addressed, they were found to be considered by the participants to be of less importance than health and income.

The participants' responses also suggest that many believe retirement planning programs should be provided or offered to employees well in advance of retirement. A large portion of participants indicated that many retirement planning programs offered by employers, community based organizations, or government agencies are provided too late to effectively assist the retiree.

Until recently, researchers have generally assumed that women would have a less difficult transition into retirement than men. This assumption was based primarily on the fact that women have historically been homemakers and have not generally been employed outside their homes. During the era following World War II women have, with increasing frequency,

found employment outside the home and have in many cases pursued their careers as actively as men. Women are now an integral part of the work force in America.

When QLI scores from the study were analyzed by gender, the similarity of responses from females and males in that portion of the survey which measured satisfaction during retirement is probably attributable to the fact that a large percentage of women in the sample were employed full time as opposed to being homemakers. This suggests that as women continue to stay in the work force for longer periods of time, their patterns of adjustment to retirement will continue to be more similar to those of men.

However, one intervening variable which this study did not address is that of hobbies and leisure time activities. As society has become more cognizant of the need for people to balance their work lives and leisure, it has become more common for adults at all age levels to develop interests outside of their occupations. This trend has eased, and will continue to ease, the transition of individuals into retirement. Given this assumption, the high degree of satisfaction with retirement for men and women in this study might also be attributable to their satisfaction with the availability of more viable leisure and recreational alternatives which were minimal two decades ago. While it was beyond the scope of this study to investigate the correlation between leisure time activities and satisfaction

in retirement it probably still remains a contributing factor.

Another interesting aspect of the findings in this study is the failure to find significant differences in satisfaction scores between White and minority males. This outcome seems to be primarily attributable to the similarity in socio-economic status of all males in the sample across ethnic groups. Most men in this study were in a middle to upper-middle income range. This observation further supports the finding that financial security is one of the most potent predictors of satisfaction in retirement.

Prior studies indicate that Black males are usually less affected by retirement and the status of unemployment than their White counterparts. Researchers have usually attributed these findings to the fact that Black males tend to have less favorable feelings about their jobs and are more likely to have experienced periods of unemployment during their life times. As a result, minority males were believed to be more satisfied in retirement than their White counterparts.

During recent decades the status of minority males in the work place has improved and the differences between their views of retirement and those of White males have diminished. White males still hold the majority of positions in management and higher paying jobs, and score higher on

instruments measuring retirement satisfaction (Rao & Rao, 1981).

There was not a great diversity in the education and employment status of males participating in this study. The homogeneity of the participating males reduced the likelihood of establishing support for the stated hypothesis. The researcher also notes that the subjects were drawn from what may be perceived as middle class organizations not lending themselves to males from diverse employment situations and economic levels.

In comparing responses from retirees with different levels of retirement income, the researcher found that individuals in the highest income level (\$2,001 or more per month) scored highest on the QLI. Interestingly, individuals with incomes between \$801 and \$2,000 per month had QLI mean scores which were very close to those of the group with the highest incomes. This would appear to suggest that retirees are likely to be satisfied if they perceive themselves as having sufficient income to support their needs. The responses to this study also revealed that retirees who are no longer responsible for dependent children are more likely to be satisfied with retirement than those who are still financially responsible for dependent children. The implication is that retirees who have no responsibility for dependents have more disposable income to meet their personal needs.

In the final analysis, it appears that retirement programs are helpful if timed appropriately and if they effectively address issues relating to health, financial planning, and some means of maintaining a positive feeling of self-worth and usefulness. The participants identified these areas, along with having a supportive significant other, as being the factors most important to achieving satisfaction during retirement.

As shown in Table 10, the participants also identified several other factors within the Quality of Life Index which they believed to be important to the attainment of life satisfaction during retirement. Overall, the majority of retirees participating in the study expressed satisfaction with their present standard of living. They were generally satisfied with their status of retirement, with being unemployed, with the reduction of stress, and with their present financial condition. This finding differs from studies in earlier decades which generally found retirees to have negative attitudes about retirement (Streib & Schnieder, 1971; Alston & Dudley, 1973). Today it appears that retirement is viewed, at least by those who have recently retired or are approaching retirement, in a much more positive manner, as a contemporary "Rite of Passage" into another positive phase of the life cycle.

The most significant limitation of this study appears to be the narrow demographic characteristics of the sample. Unfortunately, there is a high degree of homogeneity within the sample in terms of employment background, income levels during retirement, and educational levels attained. Future research in this area is clearly warranted. Such research should seek to identify and evaluate the perceptions of retirees from a more heterogeneous and diverse population.

#### Implications

Responses from participants in this study suggest clearly that a different type of retiree is emerging. In addition, society in general is becoming more focused on retirement related issues as a result of the large wave of "baby boomers" presently approaching retirement status. Our nation's educational, health and welfare, and nutritional programs were transformed, updated and reshaped during the 1950's and 1960's to accommodate the needs of the baby boomers. It is likely that similar reforms will take place as this group begins to retire.

Responses from participants in this study suggest that, while existing preretirement planning programs tend to meet some of the needs of those approaching retirement, there remains much opportunity to improve the overall effectiveness of such programs. Accordingly, future retirement related research and preretirement planning might well focus on a variety of topics and issues identified in this study.



It would appear that future research should focus on determining or identifying more effective means of 1) improving the delivery, quality, relevance and timing of retirement preparatory programs; 2) projecting the needs of future retirees and providing them with the resources to enhance their lives in retirement; and 3) improving the retiree's ability to transition into retirement with minimal stress.

While this study has addressed some of the systemic factors which impact upon the life satisfaction of retirees, the researcher recognizes that there remains many unanswered questions and much research to be performed in this area of human relations. One of the goals of this study is to contribute to the existing body of research concerning life satisfaction of retirees. The researcher hopes that others concerned with the quality of life for the elderly will benefit from the data presented herein and that this study can contribute in a significant way to the improvement of existing and future retirement preparatory programs.

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Table 1

Demographic Characteristics of Respondents by Gender  
and Race

Race	By Gender		By Race	
	Males	Females	Total	Percentage
Native American	4	14	18	5.8
Black	27	26	53	17.2
White	105	131	236	76.6
Hispanic	0	1	1	.3
No Response			14	

Table 2

Demographic Characteristics of Respondents by Educational Attainment

Educational Level	Frequency	Percentage
Eight Years or Less	6	1.9
Trade or Voc. School	2	.6
Some High School	23	7.1
High School Graduate	82	25.5
Some College	96	29.8
Associate Degree	7	2.2
Bachelors Degree	38	11.8
Masters Degree	51	15.8
Doctoral Degree	12	3.7
No Response	<u>5</u>	<u>1.6</u>
Total	322	100.0

Table 3

Demographic Characteristics of Respondents by Income

Income Range	Frequency	Percentage
Less than \$400	2	.6
\$401 - \$600	8	2.5
\$601 - \$800	18	5.6
\$801 - \$1,200	48	14.9
\$1,201 - \$1,600	52	16.1
\$1,601 - \$2,000	41	12.7
\$2,001 - \$2,400	36	11.2
\$2,401 - \$2,500	24	7.1
Over \$2,500	78	24.2
No Response	<u>15</u>	<u>4.7</u>
Total	322	100.0

Table 4

Differences in QLI Scores between Retirees Who Preplanned for Retirement and Those Who Did Not

Retiree Groups	M	SD	T
Preplanned	24.52	4.31	-1.41
No Planning	25.20	3.70	

p<.08

Table 5

Analysis of Variances for QLI Scores for those Retirees with  
Company Preretirement Plans, Planned on Their Own and Control  
Group

Source	SS	df	MS	F
Between	149.17	2	74.58	*4.51
Within	5272.69	319	16.53	
Total	5421.86	321	17.15	

\*  $p < .01$



Table 6

Differences in Mean Retirement Satisfaction Scores by Income  
- Measuring Two Groups

Income Groups	M	SD	T
Low Income - \$800 and below	22.18	6.47	
High Income \$801 and above	24.98	3.67	*-2.25

\*  $p < .02$

Table 7

Differences in Mean Retirement Satisfaction Scores by Income

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Source	SS	df	MS	F
Between	200.09	2	100.04	*6.22
Within	4885.80	304	16.07	
Total	5085.90	306		

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\*  $p < .002$

Table 8

Differences in QLI Scores between Retirees With Dependent Children and Those With No Dependents

Retirement Responsibility	M	SD	T
Retirees With Dependent Children	22.68	5.33	
			*-2.24
Retirees Without Dependent Children	24.89	3.99	

\*  $p < .01$

Table 9

Rotated Factor Matrix - Perceptions of RetirementSatisfaction

Interest Scale	S	F	E	H
Ability to meet family Responsibility	.73331	.24430	.21829	.23052
Usefulness to Others	.87685	.09341	.10539	.11742
Amount of Stress/ Worries	.50628	.36391	.31160	.07596
Potential For Happy Retirement	.51683	.46278	.17709	.36292
Peace of Mind	.58459	.39343	.29959	.27518
Achievement Goals	.63874	.41872	.26463	.15184
Satisfied with Life	.70956	.29905	.32431	.21249
Satisfied with One's Self	.71311	.30741	.20326	.28021
Satisfied with Home	.38184	.70147	.14651	-.00907
Satisfied with Neighborhood	.15987	.70362	.31371	-.13399
Standard of Living	.32050	.76142	.15999	.15126
Unemployment	.08811	.54292	.23466	.43120
Financial Independence	.34659	.67301	.03217	.35040
Satisfied with Children	.14380	.12802	.78798	.24679
Family's Happiness	.25346	.19490	.85914	.11526
Relationships with Spouse/Others	.24449	.22645	.78243	.17685
Emotional Support From Others	.25974	.16657	.65275	.40433
Health	.30759	-.04240	.19873	.79102
Physical Independence	.36829	-.00706	.27139	.75077
Family's Health	.04482	.30923	.28365	.73149
Leisure Time Activities	.45218	.35562	.33780	.23163
Ability to Travel	.49124	.41940	.01985	.47525

S = Self Worth

F = Financial Independence

E = Emotional Support

H = Health

Table 10

Sample Items from Five Factors, QLI-Retirement Satisfaction Survey

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<u>I. Self Worth</u>	<u>II. Financial Independence</u>
Ability to meet family Responsibility .73	Satisfied with Home .70
Usefulness to Others .87	Satisfied with Neighborhood .70
Amount of Stress/ Worries .50	Standard of Living .76
Potential For Happy Retirement .51	Unemployment .54
Peace of Mind .58	Financial Independence .67
Achievement Goals .63	
Satisfied with Life .70	
Satisfied with One's Self .71	
<u>III. Emotional Support</u>	<u>IV. Health</u>
Satisfied with Children .78	Health .79
Family's Happiness .85	Physical Independence .75
Relationships with Spouse/Others .78	Family's Health .73
Emotional Support From Others .65	
<u>V. Leisure</u>	
Leisure Time	
Activities .45	
Ability to Travel .49	

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## Appendixes

Appendix A  
Review of Literature

"Traditionally, investigations have operationally defined retirement as those events following official job termination that are described as retirement by management or the retiree" (Kasworm & Wetzell, 1981, p. 299). Atchley defines retirement as "a situation in which an individual is employed less than full-time and year round and in which he or she receives a retirement pension. A household is considered retired if retirement pensions represent its major source of income" (Atchley, 1988, p. 204).

From an historical perspective, retirement was institutionalized by the passing of the Social Securities Act of 1935. "The view of retirement as a separate period of time in which one reaps the rewards of past service has always been a part of the conceptualization of the institution, but its salience among other definitions of retirement began in the 1920's with the arguments of leisure theorists that technological unemployment could be, and indeed had to be, converted into leisure. Retirement was the inevitable result of the need to shorten the work life to spread available work" (Graebner, 1980, p. 268).

### Preplanning

The institution of retirement has been with us for several decades. Individuals, because of better health and other factors, are living longer and now have many productive years beyond retirement. Streib & Schnieder (1971) saw



retirement as an important and permanent ongoing part of the social structure. Researchers have begun to study individuals in retirement and the process by which they make this life change from worker to retiree. Researchers have found that planning for this life change or event has become very important to many workers approaching the end of their full-time employment careers.

Evans, Ekerdt & Bosse (1985) found that the anticipation of retirement begins far in advance of actual retirement. Their finding was based on responses from 816 male workers who (with retirement approximately 15 years away) participated in a long-term panel study on aging. Their finding suggests that planning had begun well in advance of the withdrawal from work and that a gathering of information concerning retirement was a normative practice as the event became more and more imminent.

Until recently, the methods used by most individuals to accomplish preretirement planning appears to have been unstructured and often independent of one's employer. The present economic conditions, however, stimulate more retirement related communication between employers and employees and create a need for more access to preretirement planning programs.

Hornstein & Wapner (1985) conducted a study which included participants from diverse occupational careers. Their study lead them to two very important findings. Their

first important finding was that there is a clear need for employer sponsored preretirement planning programs commencing earlier in the employment cycle. "Almost all of the respondents in our study indicated that the programs in which they had participated were inadequate because they took place only a few months prior to the actual date of retirement. There is simply no way that an individual can take advantage of advice regarding psychological adjustment, financial planning, or potential relocation when it is presented at this late date. Indeed, what seems to happen is that individuals experience a strong sense of frustration" (Hornstein & Wapner, 1985, p. 311). Their second important finding was that preretirement programs need to be more individualized and allow for individual counseling.

Feuer (1985) observed a trend by many employers to expose the employee to only pension type reviews and social security information. Beck (1984) utilized data from the National Longitudinal Survey of Older Men (NLS) in a study investigating the opportunity for workers to participate in preretirement programs. Beck's findings indicate that retirement preparation programs are helpful to workers when they are deemed to be comprehensive and not too narrowly focused.

Merikangas (1983) postulates that a retirement planning program which has as its only goal the conveyance of

information is definitely incomplete. Preretirees need help in adjusting to their changing role in society. He concluded that attention must be given to both the social and psychological implications of the retirement experience, and the possible consequences of change.

Kasworm & Wetzel (1981) found shortfalls in preretirement programs because few programs have attempted to focus on incorporating the retiree as a whole human being in a multifaceted environment. Arnone (1982) concurred on the need for a new approach to retirement planning programs. Arnone concluded that retirees and their employers should realize and understand the importance of giving earlier consideration to retirement planning. He also suggested that more comprehensive topics be included in preretirement planning programs. Individuals should have the opportunity to avail themselves to competent counseling and guidance with respect to financial concerns, health-care concerns, social and psychological concerns, leisure time management concerns, and role change concerns.

Keating and Marshall (1980) identified another group of individuals who likewise need preparation prior to retirement. Their study was conducted on the rural self-employed. The participants indicated a need for planning as a family process. Their study found that educational programs should be designed to include family members.

Tiberi, Bayack & Kerchner (1978) suggested that the type of preretirement programs employed can greatly impact the behavioral and attitudinal outcomes of many retirees. They suggest that a well designed program which involves the older employee over a period of years would most likely have a substantial positive impact upon retirement adjustment.

Atchley (1976) formulated a framework for retirement. His plan suggests that individuals, as well as their family members, proceed through a systematic process toward retirement. The framework included eight phases including a period referred to as the "near phase". Atchley believes that the "near phase" begins at least five years prior to retirement, when individuals become more cognizant of the approaching termination of employment.

Preretirement planning programs must include enough information to be of assistance to the prospective retiree. To reach this goal, a comprehensive approach must be a matter of practice. Most importantly, the information should be provided early enough to be beneficial and effective.

Historically, evaluations of preretirement planning programs have been scarce and inconclusive as to their effectiveness and empirical accuracy (Glamser & DeJong, 1975). This study examines the subjects' perceptions of their programs and how effective such programs have been in preparing them for the retirement role.

## Satisfaction

If planning for an event is viewed as an appropriate step in promoting a favorable outcome in any situation, then one might well assume or hypothesize that planning for retirement is a necessary or, at least, desirable activity if one's goal is to achieve a sense of satisfaction in retirement.

"Life satisfaction is typically conceptualized as the end product of an evaluation of one's life situation relative to some reference standard(s)" (George, 1979). "Satisfaction can be precisely defined as the perceived discrepancy between aspirations and achievement, ranging from the perception of fulfillment to that of deprivation" (Campbell, 1976 p.4).

Life satisfaction during retirement can be influenced by many different factors. An individual's health and income are the two primary factors which researchers have frequently studied. This study goes beyond these two areas and reviews other extraneous variables such as, 1) education (which effects occupational status), 2) the different needs of retirees (evaluated by gender), and 3) the retirement expectations among retirees of different races.

Early research often indicated that retirement leads to physical and mental breakdown. That perception or notion became one of the basis for the 1971 longitudinal Cornell Study of Occupational Retirement (Beck, 1982). However, inconsistent research findings during the 1970's and 1980's

suggest that the loss of work does not necessarily contribute or lead to a loss of well-being or life satisfaction (Palmore, Fillenbaum and George, 1984).

Streib and Schnieder (1971) analyzed several different components relating to life satisfaction during retirement and concluded that most respondents found retirement to be satisfactory and better than they had anticipated it would be. Like many other researchers who have studied life satisfaction during retirement Streib and Schnieder viewed life satisfaction as a function of the discrepancy between internalized standards or expectations and perceived realities.

The continuity theory (which postulates that occupational identity is not the central role for many working individuals) supports the premise that individuals have diverse interests and the desire to develop new roles throughout life. The theory suggests that retirement is a legitimate and acceptable role with definite possibilities for the development of new roles and continuing status and self-esteem (Atchley, 1971). Researchers have studied satisfaction over the last thirty years from a myriad of cross-sectional populations. Studies have been conducted by Atchley (1976), Epstein & Murray (1967), Simpson & McKinney (1966), Bixby, Kolodurbetz, Lauriat & Murray (1975), Cottrell & Atchley (1969), Havighurst, Neugarten, Munnichs & Thomas

(1969), and Thompson (1973). As previously stated, many of the studies have resulted in inconsistent findings because of flaws in the research techniques employed or inconsistencies in the methodological variables utilized.

Prior studies have found that timely and effective preretirement programs can lead to increased life satisfaction during retirement. The studies have found that past and current preretirement planning programs are frequently too narrow in focus and are provided too late in the retiree's career to adequately serve the retiree's needs. With these flaws, such programs tend to have only nominal success in enhancing the life satisfaction of retirees.

In spite of earlier studies which have explored the subject of life satisfaction during retirement, there remains a myriad of unresolved questions concerning this increasingly important subject. National interest on this and other retirement related issues will undoubtedly increase as the "baby boom" generation approaches the retirement stage. The presence of this large population segment on the verge of retirement, coupled with extended life expectancies, will pose new economic and sociological challenges for America.

#### Women in Retirement

Research focusing on women in retirement has been scarce. Until recently, retirement studies were primarily centered around the male and his transition from the work force. Over the last three decades the number of women in

the labor force has steadily increased. Researchers are developing a greater interest in the differences between the perceptions of men and women concerning retirement satisfaction.

"For most women, retirement was not perceived to be a radical shifting of primary roles. Women throughout their lifetimes were assumed to be oriented and committed to the roles of wife and mother. In analyzing prior retirement research, Jaslow (1976) noted that retirement for a man was presented as a dramatic shifting of social structures, lifestyle patterns and identity supports, whereas working women entering retirement were assumed not to face those same radical changes" (Kasworm & Wetzel, 1981, p. 301).

Atchley (1976) conducted a study examining the social and psychological characteristics of 3,630 older men and women. Results indicate that both sexes seriously embrace job success as a life goal and that women are less likely than men to make a quick adjustment to giving up their jobs.

Blau (1973) expressed his perception of male retirement by referring to retirement as a time in a man's life in which he may be viewed as less than a breadwinner or provider for the family. Further, when this perception exists, the male finds retirement as a demoralizing experience far more than for women.



More current research shows that maladjustment is not a characteristic of retirement and that men and women experience little difficulty in adjustment (Streib & Schnieder, 1971; Atchley, 1971). George & Maddox's (1977) longitudinal study of subjective well-being among older persons led to the conclusion that regardless of the theoretical perspective on which it was based, any expectations of loss of well-being because of loss of work was not evidenced by either gender.

Atchley (1976) concurred with new empirical evidence that women reported very positive attitudes during their retirement years, and that there are no consistent gender differences in adjustment. Gigy (1985) examined the meaning of retirement between retired women and preretired white-collar women. Gigy's study focuses on attitudinal variables and factors most necessary for a successful retirement. Both groups indicated that having interesting activities available, adequate income and reasonably good health were the most important factors in creating a satisfactory retirement.

This researcher notes that historically, women have been perceived to have a less difficult experience in adjusting to retirement, because of their occupational status. Hypotheses have been based on these traditional assumptions. Nevertheless, a very salient point must be interjected here to support future research. Clearly, women now comprise a

large segment of the work force. However, because of traditional sex role socialization, women have not been economically independent and able to participate in every aspect of planning for retirement. Women are more likely to live longer and often without a spouse in later years. Their adjustment to the transition of retirement must be seriously considered by preretirement educators.

This researcher re-emphasizes the need for more diverse types of retirement planning programs because of the apparent differences between men and women and the manner in which they have been socialized. Retirement research should also include areas which both genders deem as important, one being economic stability.

#### Males and Income

The retiring or retired male has most frequently been the target population in past studies relating to retirement. While this study addresses, among other things, retirement issues from the perspectives of racial minorities and females, it also recognizes the continued importance of analyzing the impact of retirement on the male and is designed to include male retirees.

In researching the area of economics, with the primary focus on men, one finds that there are some very natural correlations. Education shares a relationship with occupational status and both educational attainment and

occupational status appear to directly influence income levels and family responsibility. It is possible to further assert that an individual's level of employment may directly or indirectly involve his race and socioeconomic status. Accordingly, it appears that in order to more fully understand the perceptions of men regarding the life satisfaction during retirement it is necessary, or at least helpful, to review the impact of income, and occupational and racial status on such perceptions.

Streib & Schnieder (1971) view education and occupational position as important components in fostering positive attitudes concerning retirement. Persons in "the higher educational and professional strata have the most positive attitudes and the most resources to cope with their new circumstances. The unskilled and uneducated are the least prepared and have the least personal, economic, and social resources to meet the challenge of retirement" (p. 190).

Heidbreder (1972) found adjustment problems among blue and white-collar males. She examined differences between how white-collar and blue-collar males adjusted to early retirement. While she found that an overwhelming majority were satisfied with retirement, she also found that adjustment problems were concentrated among former blue-collar workers who had lower incomes, poorer health and less education than their white-collar counterparts. George &

Maddox (1977) indicated that occupational status and income are related positively to adjustment after retirement.

Barfield & Morgan (1978) re-examined a sample of auto workers who had previously participated in a 1967 survey. Their findings were similar; auto workers found dissatisfaction with the retirement experience when health and low income were a problem.

Usui, Keil and Durig (1985) conducted a study examining the financial concerns or elements which impact retirement satisfaction. Their findings suggest that the more financially sound a retiree feels in comparison to peers or significant others, the higher the life satisfaction.

Alston & Dudley (1973) postulate that satisfaction with life is one of the most important psychological adjustments. "In general, we have found that routinization of life increases with age, but that occupation and income effect this process of stabilizing one's life into a routine pattern. The professional and white-collar workers have less probability of developing a definition of life as being routine and/or dull than do, skilled workers, and unskilled workers. In addition, people with low incomes are more likely to feel that life is not as exciting than those with higher incomes" (p. 60).

Atchley (1976) reported that among working-class men, aging seems to bring desirable disengagement. Compared to

middle-class men, they less often remain in the labor force, they more often see themselves as less involved with friends and organizations compared with the past; yet they are more likely to enjoy retirement. George & Maddox (1977) summarized that the higher the prestige of the individual's former occupation, the more likely he/she is to display a high level of adaptation in retirement.

Palmore, Burchett, Fillenbaum, George & Wallman (1985) using data from the National Longitudinal Survey (NLS) suggest that income replacement may be more feasible for individuals at the upper income levels than for individuals at the marginal level. Marginal income is defined as that income level above the poverty line but not exceeding the Federal intermediate budget level. Upper level income is defined as that income level which exceeds the Federal intermediate level. Research relating to income usually will not take into account the number of persons for whom that income must provide the necessities of life. Palmore and his colleagues concluded that individuals in marginal levels of income are usually more concerned about economics than retirees who have attained higher levels of income. They further concluded that retirees who have attained higher income levels usually have financial cushions that can absorb reductions in income.

### Racial Minorities

The impact of lower paying jobs, especially those without pension benefits, may continue to be felt by individuals during retirement. Fillenbaum, George and Palmore (1985) concluded that for Black males the consequences of retirement were not unique. The researchers elected to focus on how the Black male retiree is effected by economic and health-related concerns during retirement. In their study the researchers found that the Black male had not benefited from integration in education or anti-discrimination legislation. They found that income of the upper-level White male remained sufficient in retirement but, those whose income had been marginal before retirement experienced income declines which reduced satisfaction during retirement.

Few studies to date have focused on the experiences of minority males in retirement. Those which have addressed facets of retirement from the perspective of Black males have most frequently concluded that, apart from differences which arise as a result of disparities in the educational and occupational attainments of Black males as compared with the general population, there are few substantive differences between their retirement related experiences and those of the general public.

Because of discrimination, the average years of education and occupational status of Black males is

substantially lower than that of Whites, their income from employment is less, they are less likely to be in jobs that offer private pensions, and even when they are in such jobs they seem less likely to receive those pensions (Parnes & Nestel, 1981).

Racial discrimination over decades channeled Blacks into menial and blue-collar jobs which limited their ability to earn high salaries and maintain certain lifestyles (Rao & Rao, 1981). This history correlates with the probability of low income throughout the life cycle for the average Black worker.

Leon (1985) concurs by interjecting that the position/income level which individuals reach may control and influence the retirement decision. Leon presents a recursive life span model of economics which includes five categories: 1) family and demographic background, 2) education and occupation, 3) positions within the economic and social structure, 4) job and work related characteristics, and 5) work effort after retirement. "The model shows that relatively early in a worker's career his or her economic position in retirement has been already determined to a substantial degree. Once having finished school and settled into an occupation, over 41 percent of the variance in economic resources in retirement is explained; by mid-career, having achieved an economic sector and a class position,

nearly 46 percent of the variance can be explained." Leon concludes that labor force participation patterns, as well as race, and sexual discrimination, influence economic levels in retirement (p. 503).

The National Council of La Roza (AARP, 1987) reported that Hispanic elderly have a labor force participation rate similar to that of Blacks and Whites yet are far more likely to be unemployed. About 9.6 percent of Hispanics 65 and over, 10.8 percent of White elderly and 9.4 percent of Black elderly were in the labor force in 1986. Only about one in four of the Hispanic elderly were found to receive Social Security benefits because while in the labor force, many worked in jobs not covered by Social Security (such as farm laborers). Only a third have income from assets.

McCulloch & Futrell (1988) indicated that elderly Choctaw Indians really do not think of themselves as being retired. The researchers found that Choctaw men usually work in low paying jobs such as farming and carpentry and Choctaw women rarely work outside the home. They receive a government pension at a designated age and generally do not consider preretirement planning as being important. This generational procedure appears to generally satisfy elderly Choctaws. Since 1969 tribes have shown more economic progress and younger tribe members are showing an increased awareness of the need to supplement the governmental subsidy with additional retirement income. They seek more education



which will lead to higher paying jobs and eventually more retirement income.

Any study purporting to examine and explore retirement satisfaction should utilize an established theoretical foundation or framework. For this study the researcher has elected to use Symbolic Interaction (SI) as the underlying theoretical foundation. The personal happiness or life satisfaction of a retiree will almost inevitably be influenced by how the retiree believes that others perceive his/her situation and by the norms of society.

The studies included in this review have all dealt with retirement satisfaction in a variety of conditions. This study incorporates many different variables into one investigation. The study examines many demographic variables such as race, gender, years of retirement, type of employment prior to retirement, preplanning preparation and types of planning programs. Many of the methodological problems which were reported in earlier studies were eliminated by using a reliable instrument - the Quality of Life Index.

#### Symbolic Interactionism

Life satisfaction in any phase of the life cycle is strongly influenced by an individual's perceptions of his/her situation. The conceptual framework of Symbolic Interactionism addresses many of the different perceived

physical and emotional situations encountered by individuals throughout the various phases of the life cycle.

In retirement the individual will decide which situations are most pleasurable and which roles should be sustained and continued. One of the basic concepts of the SI theory is "self". Self is the way a person describes his/her relations with others in a social process... (Stryker, 1980). This definition evolves from the assumption that "self" possesses several different facets or components. The concept of self speaks of a typology of perceptions. The "I" component of self is the spontaneous unpredictable self. The "me" is the organized stable, socialized self. This typology strengthens the assumption of the different sides individuals project.

An assumption associated with Symbolic Interactionism is that humans are actors as well as reactors (Stryker, 1981). Stryker effectively summarizes this assumption as follows:

"The human being does not simply respond to stimuli from the external environment; in fact, the external environment of the human organism is a selected segment of the "real" world, the selection occurring in the interests of behavior which the human being himself initiates. Thus, what is environment and what serves as a stimulus depend on the activity in which the human organism is engaged; objects become stimuli when they serve to link impulses with satisfactions. Humans do

not respond to the environment as physically given, but to an environment as it is meditated through symbolic processes - to a symbolic environment. Since this is true, and since men can produce their own symbols, men can be self-stimulating; they can respond to their own internal symbolic productions" (Burr, Leigh, Day & Constantine, 1979, p. 48).

It is this assumption that provides the fundamental methodological basis of the theory. Researchers must view the world from the same perspective as the subjects of their investigation.

A second assumption of SI is that society precedes individuals. This assumption leads one to understand the many ways in which individuals place meaning on situations. The individual in society is integrated into a position or role. The values and meanings placed on a life role can be associated with the environment and the cultural mores of the specific setting. In cultures in which old age is revered and rewarded, the individuals of advanced age are exemplified and held in high regard. Conversely, in societies where old age is viewed as being synonymous with incompetence and decline, aging is considered to be an undesirable occurrence.

Lastly, humans should be studied on their own level (Stryker, 1980). Researchers must strive to learn from the subjects whose behavior they are investigating. Much

research has been performed using laboratory animals in simulated circumstances, however, interactionists postulate that there is a need for using subjects which are directly related to the research.

To summarize several assumptions, the writer interprets the theory by proposing that:

1. Values of a situation involving retirement or other role change can be determined by the meaning an individual places on the situation.
2. The roles which individuals pursue are related to their perceived status in society.
3. An individual's understanding of self directly influences his/her capacity to maintain positive control in the wake of role changes, and other normative changes he/she encounters.
4. Individuals perceive their retirement situation in society based, in part, on their cultural heritage.

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Appendix A-1  
Definition of Terms

### Definition of Terms

Several concepts have been referred to in the study. To clarify their usages they have been defined as follows:

Life Satisfaction - (Campbell et al 1976) One's assessment of the overall conditions of one's life, as derived from a comparison of one's aspirations with one's actual achievements.

QLI - Quality of Life Index.

Role Transition - The movement from employment to unemployment.

RSS - Retirement Satisfaction Survey.

Self - The way a person describes his/her relations with others in a social process can be viewed objectively or from the viewpoint of others which whom one interacts (Stryker, 1980).

Socialization - The gradual preparation of the child to become an adolescent, the adolescent to become an adult and the adult to enter old age. Stress - An imbalance between the perceived demand placed on an individual and the perceived response capability. (Elwell & Maltbie-Crannell, 1981)

Appendix B  
Methodology

## Methodology

### Introduction

The purpose of this study is to determine whether significant differences exist between the perceived life satisfaction of retirees who participated in preretirement programs as compared to those who did not. The study also investigates the extent to which perceived life satisfaction during retirement varies based on demographic variables, such as race, gender, income, occupation and on-going family responsibility.

The study may be classified as descriptive research. This design is directed toward determining the nature of a situation as it exists at the time of the study (Ary, Jacobs, & Razavieh, 1979). Descriptive research includes the survey as a type of methodology. A survey can be used to gather data from a large number of subjects. The method can be used for problem solving as well as hypotheses testing.

To evaluate the perceived life satisfaction of participating subjects, the researcher employed a three-part instrument, the Retirement Satisfaction Survey, to collect relevant data. Part I of the instrument was designed to gather demographic information from the participants, while Parts II and III (referred to throughout the study as the Quality of Life Index or QLI) were designed to collect participants' responses concerning their perceived life satisfaction in a variety of areas, such as health, general



satisfaction, friendship, income, stress, retirement, goals and leisure activities. The QLI portion of the instrument also surveyed the participants on their views as to the relative importance of each area covered. The QLI portion of the instrument was designed by Ferrans & Powers (1985) and was used with their permission. A copy of the complete instrument is included in Appendix C.

The subject selection, data collection, and statistical analysis procedures which were utilized in this study are explained in Appendix B. In addition, the collective responses of the participants are compared to the hypotheses initially proposed by the researcher.

#### Selection of Subjects

Researchers have encountered difficulty in their attempts to effectively measure life satisfaction among older adults (Atchley, 1976). One major obstacle has been identifying and getting participation from an adequately heterogeneous and representative population of older adults. Due to a general lower level of education and a reluctance to become involved, older adults are frequently unwilling to participate in such studies.

To overcome this situation, the researcher's strategy for this study was to select subjects from organizations which typically attract active and involved retirees. To achieve this goal the researcher identified six different

organizational and community based sources of retired participants.

The first contact was made with the state director of a national volunteer organization. The policy of this organization prohibited the release of the names and addresses of its members. After some discussion, the director agreed to contact the two assistant state directors for Oklahoma County and encourage them to provide the researcher with the names of chapter presidents in Oklahoma County. The assistant state directors provided the researcher with names of the presidents of Oklahoma County chapters.

The researcher then wrote a letter to each of the chapter presidents and requested an opportunity to include their chapter members in the study. Presidents choosing to participate were asked to furnish the researcher with current mailing listings of their chapter memberships. The researcher made follow-up calls to each of the chapter presidents to address any questions they had.

Several of the chapter presidents agreed to allow the researcher to attend their monthly meetings and request participation from their members. The organization's area representative for Oklahoma County was also contacted by telephone and she agreed to attend some of the meetings and encourage chapters to participate in the study. Due to scheduling conflicts the researcher was not able to attend

the meetings of some chapters which had agreed to participate or consider participating in the study. In those instances in which the chapters agreed, the researcher sent the questionnaires to the meetings through a representative of the group along with instructions on completing the questionnaire. A postage paid return envelope was provided with each questionnaire to facilitate its return to the researcher.

The second group contacted was a volunteer organization with some 600 members. The director of this organization was contacted by telephone and a follow-up letter briefly describing the study was mailed to her. The director agreed to randomly select 200 members from her organization for possible participation in the study. She also agreed to mail out the questionnaires to the selected members along with a cover letter supplied by the researcher and a postscript written by the director encouraging the members to complete the questionnaire. Postage paid return envelopes were included with each mailed questionnaire to facilitate its return to the researcher.

The third group contacted for possible participation in the study was suggested by the Oklahoma County representative of the first volunteer organization discussed previously. The Oklahoma County representative made an initial call to the personnel director of a major corporation and encouraged

the corporation's participation in this study. The researcher, then contacted the personnel director and sent a follow-up letter briefly outlining the study. The personnel director agreed to participate by randomly selecting 300 retirees from the corporation's retirement roles and mailing the corresponding address labels to the researcher. The personnel director also wrote a postscript on the researcher's cover letter (see Appendix B) encouraging the corporation's retirees to participate in the study.

From this group the researcher randomly selected 200 subjects to receive the questionnaires. A copy of the cover letter bearing the personnel director's postscript was then enclosed with each of the questionnaires. Using the supplied address labels, the researcher mailed the questionnaires to the corporation's retirees. Postage paid return envelopes were included with each mailed questionnaire to facilitate its return to the researcher.

The fourth source contacted was a large church in the northeast section of Oklahoma City. The researcher contacted the church's social director by telephone and the social director agreed to distribute 25 questionnaires to a select group of parishioners. The researcher then supplied the social director with 25 copies of the questionnaire along with the related cover letter and postage paid return envelopes.

The fifth group contacted was a volunteer organization from a school system in Oklahoma County. The researcher contacted the system's president by telephone and he agreed to distribute the questionnaires, along with cover letters and postage paid return envelopes, to those members interested in participating in the study. The researcher then supplied the president with 36 copies of the questionnaire along with the related cover letter and postage paid return envelopes.

The final group which participated in the study was an alumni chapter of a national fraternity. The researcher contacted the chapter's president by telephone and he agreed to distribute the questionnaires, along with related cover letters and postage paid return envelopes, to interested members of his chapter. The researcher then supplied the president with 25 copies of the questionnaire along with the related cover letter and postage paid return envelopes.

Through the above described contacts, the researcher distributed or mailed questionnaires to 624 subjects. A total of 322 questionnaires were returned, representing a 51.6 percent response rate. Among those responding to the questionnaire were clerical workers, housewives, accountants, teachers, entrepreneurs, maintenance workers, and department heads. The educational and income levels of the participants are reflected in Tables 2 and 3.

### Data Collection Procedures

The data for this study was obtained by using a three part instrument entitled the Retirement Satisfaction Survey. Part I of the instrument was designed to gather demographic information from the participants, while Parts II and III (referred to throughout the study as the Quality of Life Index or QLI) were designed to collect participants' responses concerning their perceived life satisfaction in a variety of areas. The QLI portion of the instrument also surveyed the participants on their views as to the relative importance of each area covered. The QLI portion of the instrument was designed by Ferrans & Powers (1985) and was used with their permission. The questions on the QLI are measured on a 6 point Likert scale ranging from very dissatisfied or unimportant (1), to very satisfied or important (6). The instrument is included in Appendix C, along with detailed information on the related scoring procedure.

Individuals were instructed to complete the demographic information by checking the most appropriate responses. In similar fashion, the participants were directed to complete the QLI questions by circling the most appropriate responses. Participants who received the questionnaires at their organizational meetings could, depending on the time provided by the group, either complete the questionnaires during the

meeting or return them to the researcher using postage paid return envelopes provided by the researcher.

As an appreciative gesture, the researcher provided each person who received a questionnaire, by mail or by other means of distribution, with a rubberized jar grip. A cover letter was included with each questionnaire regardless of the method by which the questionnaire was distributed. The cover letter requested that the retiree return the completed questionnaire within one week. A copy of the cover letter is included in Appendix B.

#### Statistical Procedures

The responses to the instrument were analyzed utilizing the SPSS/PC+ computerized statistical analysis program. The questionnaires were coded and statistical procedures were used to analyze the data. The frequency subcommand was utilized to ascertain values of the demographic variables included in the study. Tables 1, 2, and 3 illustrate the demographic characteristics of the subjects. To analyze the data in accordance with the proposed hypothesis, several group comparisons were made. Groups were identified by gender, race, income, occupation and family responsibility. The t-tests, analysis of variance, Tukey's means comparison test and factor analysis were administered.

The independent t-test is used to analyze the relationship between two variables when the independent variable has only two values. Independent variables

associated with the t-test are either quantitative or qualitative in nature. The dependent variable is qualitative in nature and measurement is evaluated on a continuous scale (Jaccard, 1983 p. 161).

A second statistical method used in this study is the analysis of variance (ANOVA). ANOVA is a statistical test of significance on variability between groups compared to the variability within groups. "If the variability between group means is large enough, one can conclude that they probably come from different populations and that there is a statistically significant difference present in the data" (Isaac & Michael, 1981 p. 182).

Tukey's honest significance difference (HSD) is a means comparison test which identifies the nature of the relationship by testing both the null and alternative hypotheses for all possible pairs of group means (Jaccard, 1983 p. 223). In this study the Tukey's mean comparison test was used to measure the difference between these groups.

The final test administered on the data was factor analysis. This is a statistical technique for the analysis of patterns in intercorrelations among many variables. The method isolates the dimensions to account for specific patterns of correlations. Factor analysis "affords an explanation of how the variance common to several intercorrelated measures can be accounted for in terms of a



small number of dimensions with which the variables are correlated" (Isaac & Michael, 1981 pp. 201-202).

### Results of Hypotheses

Hypothesis one proposed that there would be a higher degree of perceived satisfaction in retirement for individuals who preplanned as compared to those who did not. A one-tail directional t-test was performed to determine if significant differences existed between the two groups. As shown in Table 4, significant differences did not emerge ( $t = -1.41$ ,  $df = 320$ ,  $p < .08$ ).

Upon further investigation of the data it became apparent that of those retirees who had retirement plans, three distinct groups surfaced: those who had structured company retirement plans, those who planned their own retirement programs, and those who did no planning. In order to determine if differences in satisfaction regarding retirement existed among these three groups a one-way analysis of variance was performed.

The retirement satisfaction scores on the QLI were utilized for the analysis of the data. The group with no retirement plans served as the control group in the analysis. The results are shown in Table 5. The most interesting aspect of the results is that retirees who developed their own retirement plans had the highest satisfaction scores [ $F(2, 319) = 4.51$ ,  $p < .01$ ]. The Tukey HSD was performed and indicates that of the three comparisons made, only one

significant difference was found among the means of the groups. The means analysis test revealed significant differences between the scores of the group which had no plans, either company-sponsored or personal, ( $M = 23.82$ ) and those of the group who planned totally on their own ( $M = 25.58$ ). Interestingly enough, there were no significant differences in satisfaction scores between those who had structured company designed retirement plans ( $M = 24.76$ ) and those who planned on their own ( $M = 25.58$ ).

Hypothesis two stated that there would be a higher degree of perceived satisfaction in retirement for individuals whose preretirement programs address psychological and sociological issues as compared to those whose programs did not address these issues. A one-tail directional t-test revealed no significant differences between these groups ( $t = -.36$ ,  $df = 136$ ,  $p < ns$ ).

Hypothesis three addressed retirement satisfaction by gender, stating that there would be a higher degree of perceived satisfaction in retirement for females as compared with males. A one-tail directional t-test was performed to determine if significant differences existed between the two groups. The test revealed no significant differences between the two groups ( $t = .89$ ,  $df = 311$ ,  $p < ns$ ).

Hypothesis four stated that there would be a higher degree of perceived satisfaction in retirement for White

males as compared with minority males (Asians, Native Americans, Blacks and Hispanic males). A one-tail directional t-test results indicated no significant differences between these two groups ( $t = .27$ ,  $df = 138$ ,  $p < ns$ ).

Hypothesis five proposed that there would be a higher degree of perceived satisfaction in retirement for professionals as compared to non-professionals. A one-tail directional t-test performed on the data was not found to be significant ( $t = -1.00$ ,  $df = 306$ ,  $p < ns$ ).

Hypothesis six addressed the income status of retirees proposing that there would be a higher degree of perceived satisfaction in retirement for those individuals with high retirement incomes as compared to those with low retirement incomes. A one-tail directional t-test was performed to determine if significant differences existed between the two income groups. As shown in Table 6 significant differences were noted ( $t = -2.25$ ,  $df = 29$ ,  $p < .02$ ). Those individuals with income of less than \$801 per month scored lower on the retirement satisfaction survey than those with incomes exceeding \$801 per month.

Upon further examination of the data, a more finite delineation of income was explored. Three levels of income were identified: group one with income of less than \$800 per month, group two with income ranging from \$801 to \$2,000 per month, and group three with income above \$2,001 per month.

A one-way analysis of variance was performed using income as the independent variable. Results indicate, as shown in Table 7, that those individuals in group three whose income was above \$2,001 per month were more satisfied with retirement [ $F(306) = 6.22, p < .002$ ]. The Tukey HSD test indicates that significant differences existed between group two ( $M = 24.93$ ) and group one ( $M = 22.17$ ). Group three ( $M = 25.02$ ) was also significantly different from group one. Groups two and three did not differ significantly.

Hypothesis seven proposed that family responsibility would alter retirement satisfaction. It stated that there will be a higher degree of perceived retirement satisfaction for individuals without the responsibility of children as compared to individuals who are responsible for children. A one-tail directional t-test was performed to determine if there were significant differences between the two groups. Results shown in Table 8 indicate that differences were present ( $t = -2.24, df = 310, p < .01$ ). Those individuals who were responsible for children scored lower on the Quality of Life Index survey than those who had no responsibility for children.

To further investigate the life satisfaction questions posed in this study, a factor analysis was conducted to ascertain which factors or variables account for the retirees' perceptions of a satisfying retirement. The

results, as shown in Tables 9 and 10, appear to suggest four factors or variables which account for concerns associated with retirement. Factor one was associated with an individual's feelings of self-worth and continued usefulness to family and society. Factor two indicated the need for financial independence. Factor three suggested that the individual has a need for emotional support from a spouse or significant other. Personal satisfaction with one's own health and the health and well-being of the family created the fourth factor. Of interest is the fact that leisure time activities did not cluster in any of the four constructs. This seems to indicate that leisure time activities are not as important to retirees as the other areas.

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Appendix B-1

Recruitment Letter To Subjects and Sponsors

Dear \_\_\_\_\_:

I am Chalon E. Anderson, a doctoral candidate attending Oklahoma State University, majoring in the area of Family Relations / Gerontology. In connection with my dissertation, I am conducting a study addressing retirement satisfaction and the impact that preretirement planning has on a retiree's life satisfaction.

In conjunction with the study, I am presently selecting a sample population of retired individuals. I would very much appreciate your participation in this study. All individuals who participate will remain anonymous and their individual responses will be held in the strictest confidence. Enclosed you will find a short questionnaire. Please complete the questionnaire and return it to me within one week. A return envelope is enclosed for your convenience.

Your responses will help to improve existing and future preretirement planning programs. Thank you for your cooperation and participation. If you have any questions please feel free to contact me at (405) 733-7569

Sincerely,

Chalon Edwards Anderson



Dear \_\_\_\_\_:

I am a doctoral candidate attending Oklahoma State University and majoring in the field of Family Relations / Gerontology. In connection with my dissertation, I am conducting a study dealing with the impact pre-retirement planning has on the retiree's life satisfaction.

In conjunction with the study, I am presently selecting a sample population of retired individuals whose ages are equal to or greater than 50 years. The study will address retirement satisfaction and explore various components of existing pre-retirement planning programs. I will maintain the anonymity of those individuals who participate in the study and treat their responses confidentially.

I would very much like to include members of your association in my study. If this is acceptable to you, please furnish me with a current mailing list of your membership. Please mail the listing to me at 4010 Lincoln Blvd., Suite 103, Oklahoma City, Oklahoma 73105. I would also appreciate any efforts you might make to encourage your members to participate in the study. I will be calling you in a few days to discuss this with you.

I will, of course, provide summarized results of the study to all participating organizations and groups. If you have any questions please feel free to contact me at (405) 733-7569. Thank you for your consideration of this request, and I look forward to visiting with you.

Sincerely,

Chalon Edwards Anderson

Appendix B-2  
Appreciation Letter to Sponsors

Dear \_\_\_\_\_:

I am genuinely grateful for the assistance you provided in connection with my survey concerning the impact of pre-retirement planning on life satisfaction. The members of your organization were most helpful in their responses to the survey.

I am currently in the process of analyzing, evaluating, and summarizing the survey responses. I anticipate completing the study and analysis around December of 1989. I will, of course, provide you with a summary of the study.

Thank you again for your assistance. Please do not hesitate to call on me if I can be of assistance to you.

Sincerely,

Chalon Edwards Anderson

Appendix C  
Instrument

Appendix C-1  
Information Sheet

**INFORMATION SHEET**

Directions: Check or fill in the appropriate spaces.

**A. GENERAL INFORMATION**

1. AGE: Date of birth \_\_\_\_\_.
2. Highest level of education obtained (Check one).

_____ 8 years or less	_____ Associate degree
_____ Trade or vocational school	_____ Bachelors degree
_____ Some high school	_____ Masters (graduate) degree
_____ High school graduate	_____ Doctoral degree
_____ Some college	_____ Other (please specify)
	_____
3. What was your occupation before retirement? \_\_\_\_\_
4. Number of years retired? \_\_\_\_\_
5. RACE: (Check one)

_____ Native American / Indian	_____ Caucasian (White)
_____ Asian	_____ Hispanic
_____ Black	_____ Other, specify _____

6. SEX: (Check one)

\_\_\_\_\_ Male                      \_\_\_\_\_ Female

7. Do you have dependent children in the home? (Check one)

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please indicate the number of dependent children in each age group.

\_\_\_\_\_ Ages 17 or younger                      \_\_\_\_\_ Ages 23 - 30  
\_\_\_\_\_ Ages 18 - 22                                      \_\_\_\_\_ Ages 31 or older

8. MARITAL STATUS: (Check one)

\_\_\_\_\_ Married                                      \_\_\_\_\_ Widowed  
\_\_\_\_\_ Single    \_\_\_\_\_ Divorced

**B. INCOME INFORMATION**

9. What is your total monthly income from all sources? Include income from Social Security, investments, pensions and other sources.

\_\_\_\_\_ Less than \$ 400                                      \_\_\_\_\_ \$ 1,601 - \$ 2,000  
\_\_\_\_\_ \$ 401 - \$ 600    \_\_\_\_\_ \$ 2,001 - \$ 2,400  
\_\_\_\_\_ \$ 601 - \$ 800    \_\_\_\_\_ \$ 2,401 - \$ 2,500  
\_\_\_\_\_ \$ 801 - \$ 1,200    \_\_\_\_\_ Over \$ 2,500  
\_\_\_\_\_ \$ 1,201 - \$ 1,600

C. PRERETIREMENT

10. (a) Did you participate in a preretirement program provided by your employer, church or some other organization?        \_\_\_\_\_ Yes        \_\_\_\_\_ No

(b) If no, did you plan for retirement on your own (by contacting the Social Security Administration, by seriously reviewing your health insurance coverage, by checking the details of your pension plan, or by any other means)?

\_\_\_\_\_ Yes        \_\_\_\_\_ No

If yes, please explain.

**NOTE** - If the answer to question 10.(a) was "no", please skip questions 11 through 15 and continue with question 1 on page 6. If the answer to question 10.(a) was "yes", please continue on to question 11.

SKIP QUESTIONS 11 THROUGH 15 ONLY IF  
THE ANSWER TO QUESTION 10.(a) IS "NO".

\*\*\*\*\*

11. How long was the preretirement program you attended? (Check one)

\_\_\_\_\_ 2 - 6 hour workshop

\_\_\_\_\_ 1 day session / workshop

\_\_\_\_\_ 1 week of workshops / sessions

\_\_\_\_\_ Many workshops / sessions over a period of several months

\_\_\_\_\_ Many workshops / sessions over a period of one year

\_\_\_\_\_ Other, please specify \_\_\_\_\_



12. Please indicate by check (✓) which topics and services the program(s) addressed:

\_\_\_ Income - financial planning (for example, Social Security, pensions, or IRA's)

\_\_\_ Health benefits

\_\_\_ Social service programs (such as, Eldercare or Community Action Programs)

\_\_\_ Continuing education - classes (for example, Elderhostel)

\_\_\_ Post retirement employment

\_\_\_ Retirement / personal counseling

\_\_\_ Volunteer programs (such as AARP or RSVP)

\_\_\_ Other, please specify \_\_\_\_\_

13. Did you have personal needs which were not addressed by the program?

Yes \_\_\_\_\_ No \_\_\_\_\_

If "yes", please explain below:

14. Overall was the program helpful to you?

Yes \_\_\_\_\_ No \_\_\_\_\_

A. If "yes" please comment on how you were personally helped and list any areas you would improve.

B. If "no", please comment on how future preretirement programs can be improved.

15. Did the programs help you adjust to the role of non-worker?

Yes \_\_\_\_\_ No \_\_\_\_\_

Please explain.

Appendix C-2  
Quality of Life Index

PART I

In this section please select the answers which come closest to expressing how satisfied or dissatisfied you are with various aspects of your life. Please mark your answers by circling one number on the scale between 1 and 6.

If some questions do not apply to you, please leave them blank. PLEASE TRY TO ANSWER ALL THE QUESTIONS THAT APPLY TO YOU. There are no right or wrong answers.

	<u>Dissatisfied</u>			<u>Satisfied</u>		
	<u>Very</u>	<u>Moderately</u>	<u>Slightly</u>	<u>Slightly</u>	<u>Moderately</u>	<u>Very</u>
1. How satisfied are you with your health?	1	2	3	4	5	6
2. How satisfied are you with your physical independence (ability to do things for yourself)?	1	2	3	4	5	6
3. How satisfied are you with your family's health?	1	2	3	4	5	6
4. How satisfied are you with your children?	1	2	3	4	5	6
5. How satisfied are you with your family's happiness?	1	2	3	4	5	6
6. How satisfied are you with your relationship with your spouse/significant other?	1	2	3	4	5	6
7. How satisfied are you with the emotional support you get from others?	1	2	3	4	5	6

	<u>Dissatisfied</u>			<u>Satisfied</u>		
	<u>Very</u>	<u>Moderately</u>	<u>Slightly</u>	<u>Slightly</u>	<u>Moderately</u>	<u>Very</u>
8. How satisfied are you with your ability to meet family responsibilities (things you have to do for your family)?	1	2	3	4	5	6
9. How satisfied are you with your usefulness to others?	1	2	3	4	5	6
10. How satisfied are you with the amount of stress or worries in your life?	1	2	3	4	5	6
11. How satisfied are you with your home (furniture, house or apartment)?	1	2	3	4	5	6
12. How satisfied are you with your neighborhood?	1	2	3	4	5	6
13. How satisfied are you with your standard of living?	1	2	3	4	5	6
14. How satisfied are you with not having a job?	1	2	3	4	5	6
15. How satisfied are you with your financial independence?	1	2	3	4	5	6
16. How satisfied are you with your leisure time activities?	1	2	3	4	5	6
17. How satisfied are you with your ability to travel on vacations?	1	2	3	4	5	6

	<u>Dissatisfied</u>			<u>Satisfied</u>		
	<u>Very</u>	<u>Moderately</u>	<u>Slightly</u>	<u>Slightly</u>	<u>Moderately</u>	<u>Very</u>
18. How satisfied are you with your potential for a happy old age?	1	2	3	4	5	6
19. How satisfied are you with your peace of mind?	1	2	3	4	5	6
20. How satisfied are you with your achievement of personal goals?	1	2	3	4	5	6
21. How satisfied are you with your life in general?	1	2	3	4	5	6
22. How satisfied are you with yourself in general?	1	2	3	4	5	6

PART II

In Part II please select the answers which come closest to expressing how important or unimportant various matters are to you. Please mark your answers by circling one number on the scale between 1 and 6. Please remember that there are no right or wrong answers.

	<u>Unimportant</u>			<u>Important</u>		
	<u>Very</u>	<u>Moderately</u>	<u>Slightly</u>	<u>Slightly</u>	<u>Moderately</u>	<u>Very</u>
23. How important is your health to you?	1	2	3	4	5	6
24. How important is your physical independence (ability to do things for yourself, get around) to you?	1	2	3	4	5	6

	<u>Unimportant</u>			<u>Important</u>		
	<u>Very</u>	<u>Moderately</u>	<u>Slightly</u>	<u>Slightly</u>	<u>Moderately</u>	<u>Very</u>
25. How important is your family's health to you?	1	2	3	4	5	6
26. How important are your children to you?	1	2	3	4	5	6
27. How important is your family's happiness to you?	1	2	3	4	5	6
28. How important is your relationship with your spouse/significant other to you?	1	2	3	4	5	6
29. How important to you is the emotional support you receive from others?	1	2	3	4	5	6
30. How important is meeting family responsibilities to you (things you have to do for your family)?	1	2	3	4	5	6
31. How important is being useful to others to you?	1	2	3	4	5	6
32. How important is it to you to avoid unreasonable amounts of stress or worries?	1	2	3	4	5	6
33. How important is your home to you (furniture, house or apartment)?	1	2	3	4	5	6
34. How important is your neighborhood to you?	1	2	3	4	5	6

	<u>Unimportant</u>			<u>Important</u>		
	<u>Very</u>	<u>Moderately</u>	<u>Slightly</u>	<u>Slightly</u>	<u>Moderately</u>	<u>Very</u>
35. How important is a good standard of living to you?	1	2	3	4	5	6
36. How important would it be to you to have a job?	1	2	3	4	5	6
37. How important is your financial independence to you?	1	2	3	4	5	6
38. How important are leisure time activities to you?	1	2	3	4	5	6
39. How important is the ability to travel on vacations to you?	1	2	3	4	5	6
40. How important is having a happy old age / retirement to you?	1	2	3	4	5	6
41. How important is peace of mind to you?	1	2	3	4	5	6
42. How important is achieving your personal goals to you?	1	2	3	4	5	6
43. How important is it to you to be satisfied with life?	1	2	3	4	5	6
44. How important are you to yourself?	1	2	3	4	5	6



Appendix C-3  
Scoring Procedure (QLI)

Summary of the Scoring Procedure for the  
Quality of Life Index\*

Steps	Calculations
1. Recode satisfaction scores	To center the scale on zero, subtract 3.5 from the satisfaction response of each item.
2. Adjust item scores	To obtain adjusted item scores, multiply the recoded satisfaction score by the importance score, item by item.
3. Obtain sum from overall adjusted score	Sum all adjusted item scores.
4. Obtain sum for health	Sum the adjusted scores for the individual items of the health and functioning subscale (listed on sheet entitled "Subscales of the Quality of Life Index (QLI)."
5. Obtain sum for socioeconomic subscale	Sum the adjusted scores for the individual items of the socioeconomic subscale.
6. Obtain sum for psychological/spiritual subscale	Sum the adjusted scores for the individual items of the psychological/spiritual subscale.
7. Obtain sum for family subscale	Sum the adjusted scores for the individual items of the family subscale.

8. Obtain final overall score and subscale scores To prevent bias due to missing scores, divide each sum of items obtained in steps 3 through 7 by the number of items answered. To eliminate negative values, add 15 to every score to get the final score. (Range possible for final overall quality of life score and four subscale scores is 0 to 30.)

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\* A computer program that performs the above calculations has been written by the author and has been tested. This program is available from the author on request (Ferrans & Powers, 1984).

### Illustration of QLI Rating Process

The survey instrument was designed to determine the respondent's perceived satisfaction regarding a particular area of interest along with its related importance to the respondent. The scoring procedures employed were designed to generate a QLI rating for each area of interest by multiplying the related satisfaction score by the corresponding importance score. Those matters rated as both very satisfactory and very important to the respondents resulted in the highest QLI ratings possible. Similarly, areas which were judged as very unsatisfactory but very important resulted in the lowest QLI ratings possible. Bear in mind that the highest individual raw score possible on any question was 6 and the lowest individual raw score possible was 1.

The goal in designing the QLI rating system was to assign the highest or lowest possible QLI ratings to those areas which were most important to the respondents. Consequently, items of little importance to the respondents could achieve only a midrange QLI rating no matter how satisfied or dissatisfied the respondent was regarding the unimportant matter. To achieve this goal, the satisfaction scores were recoded from the 1 through 6 scale to a scale ranging from -2.5 to +2.5. This recoding was accomplished by subtracting a constant of 3.5 from each of the individual raw

satisfaction scores. The adjusted satisfaction scores were then multiplied by the related importance scores to establish the related QLI ratings for each item. In this manner, an item with high satisfaction and high importance could achieve a QLI rating of 15 ( $2.5 \times 6$ ) and an item with high dissatisfaction and high importance could achieve a QLI rating of -15 ( $-2.5 \times 6$ ). As a result, the QLI ratings could range from -15 to +15 for each item.

To facilitate further analysis, the QLI ratings for each item were then adjusted so that no adjusted QLI rating would be less than 0. To accomplish this goal, a constant of 15 was added to each of the (unadjusted) QLI ratings to derive the adjusted QLI rating for each item. The adjusted QLI ratings ranged from 0 to 30. To then determine a composite measure of each individual's sense of overall satisfaction, the researcher determined the sum and average (mean) of all adjusted QLI ratings for each individual.

The table on the following page illustrates the above explanation.

Table Illustrating QLI Rating Process

a.	b.	c.	d.	e.
Raw Satisf. Score	Adjusted Satisf. Score (a - 3.5)	Raw Import. Score	QLI Rating (b x c)	Adjusted QLI Rating (d + 15)
6	2.5	6	15.0	30.0
5	1.5	5	7.5	22.5
4	.5	4	2.0	17.0
3	-.5	3	-1.5	13.5
2	-1.5	2	-3.0	12.0
1	-2.5	1	-2.5	12.5
1	-2.5	6	-15.0	0.0
6	2.5	1	2.5	17.5
Sum of adjusted QLI ratings.....				125.0 =====
Divided by # of adjusted QLI ratings.....				8
Individual's Composite Satisfaction Rating (Mean).....				15.6 =====

VITA 2

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