

THE IMPACT OF JOB SATISFACTION AND FINANCIAL BENEFITS ON PRE-RETIREMENT ANXIETY AMONG SECONDARY SCHOOL TEACHERS IN OGOJA EDUCATION ZONE OF CROSS RIVER STATE, NIGERIA

Ekwoke, Innocent Chigbe & Ojiwnaka, Chioma Vivian

¹Department of Geography and Environmental Science
University of Calabar, Calabar.

Email: innocentekwok@gmail.com

Phone number: 08054962746

ABSTRACT

The aim of the study was to examine the impact of job satisfaction and financial benefits on pre-retirement anxiety among secondary school teachers in Ogoja Educational Zone of Cross River State, Nigeria. The study utilised the stratified sampling techniques, with a sample of 746 representing 70%, which gave a total number of males to be 251 (67.29%) and females 122 (32.71%). The instrument for data collection was the researcher's developed instrument entitled: Job Satisfaction and Preretirement Anxiety Questionnaire (JRVRAQ). The data were analysed with simple and multiple linear regression analysis and the findings revealed that: there is a significant influence on job satisfaction, on preretirement anxiety. Thus the P. value (.001) associated with the captured F – value (11.484) is less than .05. Conclusively, job performance has a negative influence on pre-retirement anxiety among secondary school teachers in the study area. And recommended among others that the government should improve the salary structure of teachers at all educational levels this will help to reduce stress and promote work effectiveness.

KEYWORDS: Job, satisfaction, Pre – Retirement, Anxiety, Schools, Teachers, Ogoja

1. INTRODUCTION

Worldwide, retirement is a phenomenon that tends to influence the living standard of a person engaged as a worker who graciously attained the stipulated age of disengagement and achieved the new status in the society of a retiree. A retiree majorly migrates from work to no work, just as an individual migrates through the various stages in transit through the course of his lifetime. This is mostly attributed to inadequate preparation of the worker for the new phase of

life. Pre-retirement is a dynamic means of gradual movement from a paid job or active service, be it private or government that culminates indifferent changes and adjustments in lifestyles, relationships and identity. Pawuette (2021) stated that coping with the new change can be worrisome, even if the change is beneficial and planned, change alters one's normal homeostasis and often makes the retiree reflect inward. From observation, most workers perceive these changes as a worrisome and unpleasant event. Thus the transition from an active working



period to an era of dormancy imputes the most challenging times for a public or civil servant.

Anxiety is a feeling of fear, worry and uneasiness, usually generalized and unfocused as an overreaction to a situation that is pervasive and unpleasant feeling of tension, apprehension, and feeling of impending doom. For instance, a teacher who enjoys the privilege of living in an official staff quarters without acquiring personal accommodation while in active service, would be confronted with the worries and anxiety of where to reside on retirement as he vacates the official quarters, (Mohamed, Tharindu & Sananaya, 2019).

Pre-retirement anxiety is an emotion of concern or worry, experienced by people about the prospect of retirement. These worries or concern can be developed out of fear of one's inability to acquire the basic necessities of life while in active service.

Job satisfaction on the other hand has been linked to a variety of psychological problems, from changing the work environment to retiring at the end of career. The pleasant emotional state that results from the evaluation of one's employment as accomplishing job values and degree to which individuals like (satisfaction) or dislike (dissatisfaction), their occupations is referred to as job satisfaction (Kahn & Boysiere, 1992). The various attitude portray by people towards their job is described as job satisfaction.

Accordingly, Yusuf, Nma, Mohammed, Bala and Baba (2022), investigated the relationship between job satisfaction and pre-retirement anxiety among primary school teachers in Niger state. They adopted correlational research design in their study. The findings among others, revealed that a significant difference exist between anxiety among primary school teachers in Niger State ($p < 0.01$). Also, the study found

that significant difference exist between male and female teachers ($t = 2.07$: mean = 97.13). However, no significant difference exist in pre-retirement anxiety between mean = 74.54 and 75.16 for male and female respectively. The weakness of this study was that it utilized adopted instrument which may have influenced the findings.

Noor (2010) study attempted to assess the impact of five (5) work related variables (role conflict, role clarity, job autonomy, job performance feedback and job involvement) on organizational commitment and job satisfaction among Malaysian university librarians. The study sought to address the following research questions: (a) do work related variables such as role conflict, role clarity, job autonomy, job performance feedback and job involvement correlate significantly as well as significantly influence the variation in organizational commitment and job satisfaction among university librarians in Malaysia? and (b) does this set of five (5) work related variables have a greater/lesser impact on organizational commitment as compared to job satisfaction or vice versa?. A proportionate stratified random sampling technique was employed and questionnaires were distributed to 222 respondents comprising mainly of professionally trained library employees. A response rate of 63% was achieved resulting in 139 usable questionnaires that were returned. The findings of this study were based on the analysis of 139 usable questionnaires that were returned. The findings revealed that of the five (5) work related variables that were employed, all were found to have correlated with organizational commitment. Of these five correlates however, only three (3) were found to have statistically significant relationship with organizational commitment: role clarity, job autonomy and job involvement. Collectively these three (3) accounts for 31.8% of the

variance in organizational commitment. Of the five (5) work related variables that were employed to examine their relationship with job satisfaction, only four were found to correlate significantly with job satisfaction: role conflict, role clarity, job autonomy and job performance feedback. Of these 4 work correlates, only two (2) were found to significantly influence the variation in job satisfaction. Collectively these two variables (role conflict and role clarity) account for 16.3% of the variance in job satisfaction. Hence, the impact of work related variables was greater for organizational commitment (31.8% of the variance) than for job satisfaction (16.3% of the variance). The study results were inconsistent since only role clarity was found to be significantly correlated, as well as a significant influence of organizational commitment and job satisfaction, Nosheen, Hafiz &, Rizwan, (2017).

The challenge is that when workers retire, most of the social and economic benefits cease, as such, they start developing anxiety, (Wilcox & Dimkpa, 2023). It has also been observed that the economic benefits that sometimes accompany the job of a teacher in some places such as access to free accommodation, an official car, and sponsored vacation, societal status among others, can cause economic shock for the retiring teacher and how to bridge this economic gap is one of the major worry or concern of retiring teachers, hence they develop pre-retirement anxiety. It is on this problem that the study seeks to answer the question: how do job satisfaction and finance influence pre-retirement anxiety among secondary school teachers in Ogoja educational zone of Cross River State, Nigeria.

1.1 Aim and objectives of the study

The main aim of this study is to examine the job satisfaction and preretirement

anxiety among secondary school teachers in Ogoja educational zone of Cross River State, Nigeria. Specifically, the study sought to:

- Determine the extent to which job satisfaction influences pre-retirement anxiety among secondary school teachers in Ogoja educational zone.
- Find out how financial rewards influence pre-retirement anxiety among secondary school teachers.

1.2 Hypothesis

- Job satisfaction does not significantly influence pre-retirement anxiety among secondary school teachers.
- There is no significant influence financial rewards on pre-retirement anxiety among secondary school teachers.

2. MATERIALS AND METHODS

The study used the causal-comparative design of the correlational type. Kerlinger (1973) defines it as a systematic empirical enquiry in which the scientist does not have direct control of independent variable because their manifestations have already occurred or because they are inherently not manipulable. Inferences about relations among variables are made without direct intervention from concomitant variables of independent on dependent variables.

The population of this study consist 1,067 teachers from all the 94 public secondary schools in Ogoja Education zone of Cross River State, Nigeria. From the population, male stood at 720 and female teachers are 345 which amounts to 1,067. From the number, the male stood at 974 while females are 520.

The study utilized the stratified sampling techniques, on the basis of local government. In doing this, six local government were stratified from the population of Ogoja Education Zone. A sample of 746 representing 70% was used, which gave a breakdown of;

males 251(67.29%) and female 122 (32.71%) drawn from the sample of 41 schools.

2.1 Area of study

The Northern Senatorial District of Cross River State is a part of the defunct Ogoja Province of Nigeria, and is even referred to as the Ogoja Senatorial Zone. The area currently comprises five local government areas including Ogoja, Yala, Obudu, Bekwarra and Obanliku under which are several tribes and languages, see figures 1&2. However, there is no significant difference in their origin, arts,

culture, religion and world view. Though Cross River North epitomizes cultural and linguistic plurality, they have cultural similarity due to geographical contiguity and they all belong to the Niger-Congo group of languages. The notable ethnic groups in the Northern Senatorial District of Cross River State on the basis of LGA include: Ogoja: Mbube, Ishibori and Ekajuk. Yala: Yala, Ukelle, Yache and Igede Obudu: Bette, Utugwang, Alege, Ukpe and Ubang Bekwarra: Bekwarra, Afrike Obanliku: Bendi, Obanliku, Utanga and Becheve.

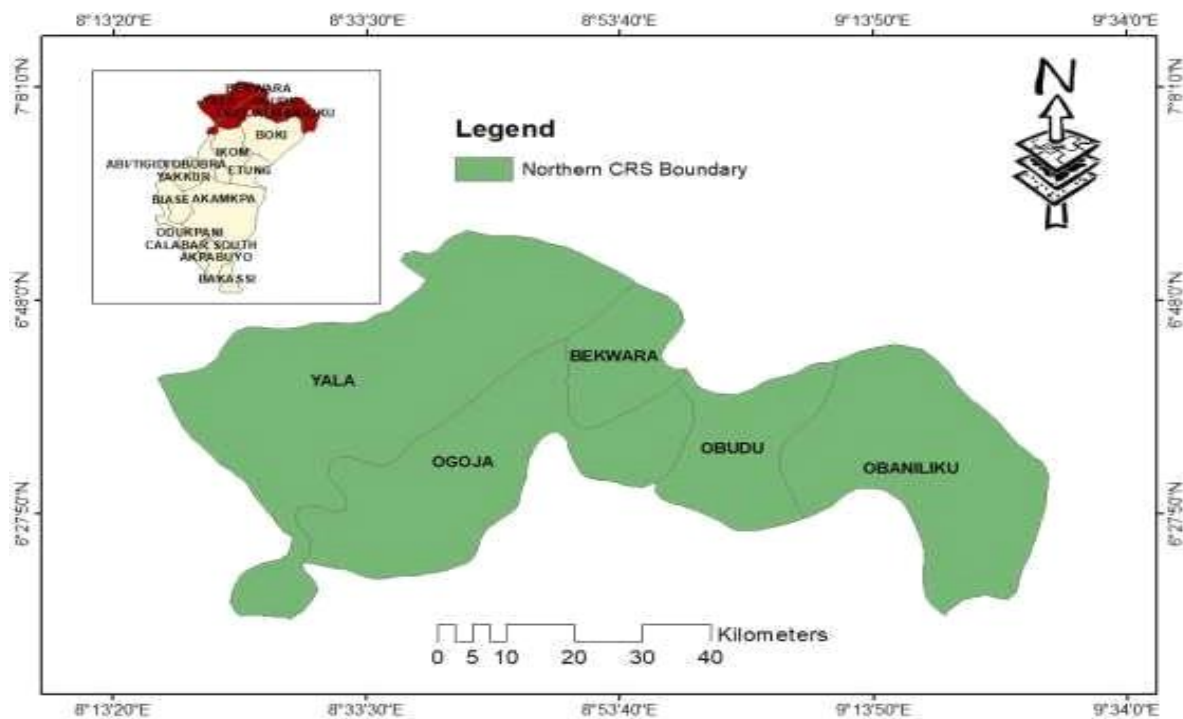


Figure2: Map of Ogoja Educational Zone

Source; Department of Geography and Environmental Science (GIS Unit), (2023).

3. RESULTS

This section was specifically on the raw data generated from the field study considering the data analysis based on the statistical procedure including the presentation, interpretation and discussions of the findings of the study. The section is

arranged based on the following sub-headings.

Demographic description of study sample

The demographic description were done using simple percentages.

Table 1: Demographic description of the study sample (n=741)

Demographic variable	Category	N	%
Gender			
	Male	449	60.59
Age	Female	292	39.41
	Below30years	357	48.18
	31-40	188	25.37
	41and above	196	26.45

Source: Researcher's Fieldwork (2023)

The results in Table 1 showed that demographic distribution of respondents in the study area. While with respect to gender, male dominated with 449 (60.59) revealing that, those in the age bracket of 357 (48.18) dominated, who are mostly below 30years.

Which was closely followed by those in the categories of 41 years and above 196 (26. 45). The results obtained from the test statistical analysis are summarized and presented in Table 1,2 & 3 below.

TABLE 2: Regression Model summary of Job Satisfaction on Pre-Retirement Anxiety

Model Summary	
R	0.124
R Square	0.015
Adjusted R Square	0.014
Std. Error of the Estimate	15.42557

Source: Researcher's Fieldwork (2023)

TABLE 3: ANOVA of Job Satisfaction on Pre-Retirement Anxiety

ANOVA	Sum of Squares	df	Mean Square	F-value	p-value
Regression	2732.696	1	2732.696	11.484	.001
Residual	175843.655	739	237.948		
Total	178576.351	740			

Source: Researcher's Fieldwork (2023).

TABLE 4: Regression of Job Satisfaction on Pre-Retirement Anxiety

Coefficients	B (Unstandardized)	Std. Error	Beta (Standardized)	t- value	p- value
Constant	41.379	2.080	—	19.893	.000
Job Satisfaction	-0.420	0.124	-0.124	-3.389	.001

*p<.05

Source: Researcher's Fieldwork (2023)

TABLE 5: Model summary of pre-retirement anxiety on financial rewards

Model Summary	
R	0.035
R Square	0.001
Adjusted R Square	0.000
Std. Error of the Estimate	15.53554

Source: Researcher's Fieldwork (2023)

TABLE 6: ANOVA of pre-retirement anxiety on financial rewards

ANOVA	Sum of Squares	df	Mean Square	F-value	p-value
Regression	216.528	1	216.528	0.897	0.344
Residual	178359.823	739	241.353		
Total	178576.351	740			

Source: Researcher's Fieldwork (2023)

TABLE 7: Regression of pre-retirement anxiety on financial rewards

Coefficients	B (Unstandardized)	Std. Error	Beta (Standardized)	t- value	p- value
Constant	35.267	0.910	—	38.773	.000
Financial Rewards	-0.040	0.042	-0.035	-0.947	.344

*p<.05

Source: Researcher's Fieldwork (2023)

4. DISCUSSION

Table 2,3 & 4 is a presentation of the results of the simple linear regression analysis of job satisfaction and pre-retirement anxiety. An r-value of .124 was obtained, resulting in an R squared value of .015. This implies that the variation in job satisfaction can account for about 1.5% of the total variation in quality assurance thus, the p-value (.001) associated with the computed F-value (11.484) is less than .05. As a result, the null hypothesis was rejected. This means that job satisfaction significantly influences pre-retirement anxiety, with both the regression constant (41.379) and coefficient (-.420) making a significant contribution to the influence on model ($t = 19.893$ & -3.389 respectively, $p = .000 < .05$). The mathematical relationship of the

regression model is depicted by the following equation $y = 41.379 + -.420x$ thus, $x =$ job satisfaction and $y =$ pre-retirement anxiety.

Again, Wilcox and Dimkpa (2023) findings also revealed that economic factors and job satisfaction had a strong link with pre-retirement anxiety, with ANOVA combined with linear regression yielding a significant estimated F value of 765.295. Finally, a decrease in social status exhibited a strong link with pre-retirement anxiety, and ANOVA with linear regression revealed a significant estimated F value of 226.898. In consonance with the present finding, Ngwu and Uche (2019) finding of the study revealed that local government staff job satisfaction who did not make adequate

preparations for retirement were anxious, which affected their life after retirement.

Table 5, 6 & 7 is a presentation of the results of the simple linear regression analysis of financial rewards and pre-retirement anxiety. An r-value of .035 was obtained, resulting in an R-squared value of .001. This implies that the variation in financial rewards can account for about 0.1% of the total variation in quality assurance thus, the p-value (.344) associated with the computed F-value (.897) is greater than .05. As a result, the null hypothesis was retained. with both the regression constant (35.267) and coefficient (-.040) making a significant contribution to the influence model ($t = 38.773$ & -9.47 respectively, $p = .000 < .05$). The mathematical relationship of the regression model is depicted by the following equation $y = 35.267 + -.040x$ thus, x = financial rewards and y = pre-retirement anxiety.

The present finding agrees with the study of Mohamed, Tharindu, Dananaya (2019), Abdul, Abdul (2018) and Ogohi and Daniel (2020) regression analysis shows that all the independent variables have a insignificant and positive impact on employee performance. Descriptive analysis equally reveals the independent performance. Also, Nosheen, Hafiz and Rizwan (2017) findings reveal that rewards play a motivational role in the personality of an employee and urge them to produce loyalty and show good performance. The result shows that there is a strong relationship between both types of rewards and employee performance. Again, Rizwan, Muhammad, Ahmed, Iran, (2015) analysis revealed that intrinsic rewards have a positive impact on the task performance of employees working

in banks and motivation and its dimensions. The findings did not draw a representative sample size from the population.

5. CONCLUSION

Success in Jobs is very important to every organization. This is because the success of every organization is dependent on the variables attached to the job. To this end, every worker strives to attain a successful retirement which calls for adequate preparation. It involves taking inventory of your assets, eliminating debts, making financial preparations through savings and determining your retirement needs and coping skills. Considering the economic situation in the country, for staff to avoid anxiety, distress, psychological and health problems on retirement, adequate preparation, financially, socially, and health-wise will go a long way to reduce anxiety after retirement. Hence, pre-retirement anxiety is developed out of fear of uncertainty situation about the future that ambience the retirement transition.

In light of the above observations, the following recommendations are made for consideration.

- The government should improve the salary structure of teachers at all educational levels and prompt payment of workers entitlements during and after retirement, this will help to reduce stress and promote work effectiveness
- Government at state and local government levels should strengthen guidance and counselling units in all Educational zones, as this will also help to meet the pre-retirement counseling needs of secondary schools teachers in Ogoja zone and the state in general.

REFERENCES

Abdul, G. A., AbiHaseeb T. (2015). Impact of Cash Reward on Worker's Efficiency: A case study of selected SME's in District Sahiwal Pakistan. *Science International*, 27(6), 6261- 6267

- Adeel Akhtar, KhawarNaheed, Shakil Akhtar, Usman Faraq (2018). Impact of job stress on Employees' job satisfaction: An Empirical study of private Banks of Pakistan. *Pakistan Journal of Social Science (PJSS)* 38 (1), 137-151
- Mohamed Shibly, Tharindu Sananaya Weerasinghe (2019). Impact of Financial Rewards on work Motivation of operational Level Employees: Evidence from a leading Manufacturing Organization in Sri Lanka. *Sri Lanka journal of Advanced Social Studies*, 09(01); 01-17
- Ngwu, M.E & Uche, R.D (2019). Retirement anxiety, preparations and counselling intervention among local government staff of Cross River State. *Prestige Journal of Counselling Psychology*, 2 (2), 129.....
- Noor H.A.K (2010). The impact of work related variables on librarians' organizational commitment and job satisfaction. *Malaysian Journal of Library & Information Science*, 15 (3), 149-163
- Nosheen Khan, Hafiz Muhammad Waqas, Rizwan Muneer (2017). Impact of Rewards (Intrinsic and extrinsic) on Employee performance with Special Reference to Courier Companies of city Falsalabad, *Pakistan International Journal of Management Excellence* 8(2), 937-945
- Panagiotis Trivallas, Panagiotis Reklitis and charalambos, Platis (2013). The effect of job related stress on employees' satisfaction: A survey in Health Care. *Social and behavioural science*. www.sciencedirect.com 73 (5), 718-726.
- Paquette e. (2020). A guide to the common retirement stages and what to expect. Retrieved on 24/4/2021 from widpineresidence.ca/the-5-stages-of-retirement-everyone-will-go-through.
- RByosiere, P.(1992). Stress in organizational. In M. Dunnette, & L. Hough (Eds.), *Handbook of industrial and organizational psychology* (2nded; volume 3, pp. 571-650). Palo Alto, CA: Consulting psychologists press.
- Rizwan, Q. Danish, M. K., Ahmad, U. Shahid, I. R.(2015). Effect of Intrinsic reward on task performance of employees: mediating role of motivation. *International Journal of organizational Leadership* 4(1), 33-46
- Wilcox, L.A. & Dimkpa, D.I.(2023). Correlates of Pre-Retirement Anxiety among Civil Servants in Bayelsa and Rivers States, Nigeria. *International Journal of Research and Innovation in Social Science (IJRISS)* 7 (8), 1625-1635
- Yusuf, A. S. NmaAliyu I. I. Bai, Bala A. Shehu & Baba Wachika (2022), An Assessment of Job satisfaction and pre-retirement anxiety among primary school Teachers in Niger State, Nigeria, *Global Scientific Journals*. 10 1(2), 205-214.