



اَوْنُوْرَسِيْتِي تِيكْنُوْلُوْجِي مَارَا  
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RESEARCH ON FACTORS THAT AFFECTING LATE RETIREMENT AGE  
IN PUBLIC SECTOR

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## ABSTRACT

The purpose of the research paper is to investigate the factors that affecting late retirement age in public sector. This study focused on the three factors that had been chosen as the variable that affecting the late retirement age which are Talent Shortage, Ageing Population and Gross Domestic Product. This research has been chosen the respondent from two organizations which are Majlis Sukan Negara (MSN) and Pejabat Pelajaran Daerah Kuala Langat (PPDKL). The findings will help to gain awareness and new ideas related to late retirement in order to overcome the woes towards public sector in Malaysia in order to achieve the vision and mission of their organization itself.

The researchers were analyzing the findings and interpret data by Statistical Package for Social Science (SPSS) 20.0 version. As the result from this study, the researchers have found that there is significant relationship between Gross Domestic Product and Retirement Age. However, there is no significant relationship between Talent Shortages and Ageing Population toward Retirement Age.

## CHAPTER 1

### INTRODUCTION

#### 1.0 Introduction

Age has been identified as a fundamental organizing principle of modern society. One of the many areas of our lives that are structured with reference to age is employment. In particular, the practice of withdrawing from the labor force, retirement, has become age related. Retirement is a socially constructed phenomenon that has more to do with the organization of the labor market than with the preferences and abilities of older people for participation in paid employment.

Retirement age is when an employee chooses to retire. Most businesses don't set a compulsory retirement age for their employees. If an employee chooses to work longer they can't be discriminated against. However, some employers can set a compulsory retirement age if they can clearly justify it. It is an employee's responsibility to discuss when and how to retire with their employer. This could include phasing retirement by working flexibly.

Members of occupational pension schemes need to discuss with their pension scheme managers what impact a change in working hours or income might have on the pension, whether the scheme supports phased retirement and working beyond the scheme's normal pension age. Employers may or may not be able to agree requests. If an employee is unhappy with their employer's decision, they can challenge this at an employment tribunal. Retirement is a