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RESEARCH ON FACTORS THAT AFFECTING LATE RETIREMENT AGE
IN PUBLIC SECTOR

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TABLE OF CONTENT

	PAGE
LETTER OF DECLARATION	i
LETTER OF SUBMISSION	ii
ACKNOWLEDGEMENT	iii
TABLE OF CONTENT	iv
LIST OF TABLES	vi
LIST OF FIGURE	vii
ABSTRACT	viii
CHAPTER 1: INTRODUCTION	
1.0 Introduction	1
1.1 Background of Study	3
1.2 Background of Organization	6
1.3 Problem Statement	10
1.4 Research Questions	12
1.5 Research Objectives	12
1.6 Hypothesis	12
1.7 Significant of the Study	13
1.8 Scope of the Study	14
1.9 Limitation of the Study	14
1.10 Definition of Term	15
CHAPTER 2: LITERATURE REVIEW	
2.0 Introduction	17
2.1 Dependent Variable	19
2.1.1 Retirement Age	19
2.2 Independent Variables	23
2.2.1 Talent Shortage	
2.2.2 Ageing Population	26
2.2.3 Gross Domestic Product (GDP)	28
2.3 Theoretical Framework	32
CHAPTER 3: RESEARCH METHOD	
3.0 Introduction	34
3.1 Research Design	35
3.2 Sampling Design	36
3.3 Data Collection Method	37
3.3.1 Primary Data	37
3.3.2 Secondary Data	37

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