



UNIVERSITI TEKNOLOGI MARA

**ARE TEACHERS MOTIVATED TO WORK
BEYOND RETIREMENT AGE? A CASE STUDY
IN YAN, KEDAH.**

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Final Year Project Paper submitted in fulfillment
of the requirements for the degree of
**Bachelor of Business Administration
(Islamic Banking)**

Faculty of Business and Management

December 2018

ABSTRACT

Cambridge Dictionary define retirement as ‘the period in someone’s life after they have stopped working because of having reached a particular age’. Based on the survey conducted by University of Malaya’s Social Security Research Centre (SSRC), showed that greater life expectancy also means individuals must either delay his/her retirement and work more years, save more while working and have lower consumption in retirement. The number of Malaysians aged 60 years and above is projected to reach 3.5 million in 2020 and 6.3 million in 2040, which is about 20 percent of the total population. Through survey make by SSRC found that 70% of those surveyed said they would expect to live between six to 20 more after attaining the age of sixty and will continue working as long as their mental and physical capabilities permit. Based on previous research from, it was proposed that teachers will be motivated to work after their legal retirement age when organizational support, possibilities to change work roles and financial needs are high a survey is distribute to 223 teachers working in a both primary and secondary school in Yan, Kedah. Statistical Package for Social Science (SPSS) Version 23 will be used to analyse the data. Descriptive analysis, Factor analysis, Correlation analysis and Multiple Linear Regression Analysis can be derived by using SPSS 23.0. Based on the result, independent variable is significant with Motivation factor influencing teacher in Yan District to work beyond retirement age.

Keywords: retirement, organizational support, change of work role, financial incentives

ACKNOWLEDGEMENT

First of all, I would like to say Alhamdulillah to Allah S.W.T, the most merciful, utmost gratitude for the divine blessings along the completion of this study on the given time. I consider myself richly blessed to have the opportunity to do this research in order to fulfil the requirement of university as needed by the Faculty of Business Management, Universiti Teknologi Mara.

I would like to express my gratitude to my advisor Madam Zahirah bt Hamid Ghul. The task of conducting this study could never have been undertaken without their guidance and advice. Then, thanks to my parents who always encouraged me to finish up this study, to work hard and never give up. They loved and believed me. I would also like to extend this gratitude to my fellow classmates. All these friends and helpers are blameless for what should be better, and responsible in no small measure for what is good, in the following pages.

Then, special dedication to my parents, Kamarudin bin Awang and Rosenah binti Harun for their support and continuous prays for me to do better for my research. It was really big help to undertake this study. Great appreciation is expressed to all those who offered me their assistance and words of encouragements during the completion of this study.

Thank you.

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