



**THE DETERMINANT THAT INFLUENCING RETIREMENT
PLANNING AMONG EMPLOYEES:**

A STUDY AT UTC KOTARAYA, JOHOR BAHRU

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DECEMBER 2014

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ACKNOWLEDGEMENT

I am very grateful to be able to prepare this research successfully. I would never have been able to finish this research without the guidance from the lecturer, help from friends and support from my family. I am thankful to Allah for answering my prayer for giving me strength to complete this research.

I would like to express our highest appreciation and thankfulness to our advisor, Puan Mardziyana bt Mohamad Malom for her excellent guidance, caring, patience and providing me with an excellent atmosphere during our research.

Big thanks to our JBM 229/249 6B members who always shared opinions and experience among us. I also would like to acknowledge to the parties that helping us in preparing this research either directly or indirectly.

Last but not least, special thank for my parents, my lecturer and friends who always support and give advices. Without their encouragement, I would not have to finish this research paper.

ABSTRACT

This study attempted to gain knowledge about employee's attitude towards retirement planning. With a sample of 100 respondents the data obtained from the survey were analyzed with ANOVA, regression and correlation analysis. Result indicated that employees aware of their retirement planning after retire. However, there are still fewer facts to show whether employees' knowledge and awareness towards retirement planning during their golden age. Therefore, the purpose in this study is to determine the factors that influencing retirement planning among employees in UTC Kotaraya, Johor Bahru. There are four independent for this study such as retirement goal, attitude towards retirement ,investment planning and potential conflict in retirement. For dependents is retirement planning behavior. Researcher wants to identify what relationship between independent and dependent.

CHAPTER 1- INTRODUCTION

Introduction

Retirement presents a way for an individual/ employee to reward themselves after a half of their lifetime of hard work. Most of the people, they work for decades of long hours in their career in order to provide comfortable life for their family and to increase status in society. So, retirement could offer the opportunity for these people to fulfil their dream. However, the big question can be arises. For example? How am I going to pay all of the expenses after I retire? From this situation, employee will realize their dream to relax after retire would be difficult especially if economic of Malaysia have crisis. For example the economy crisis in 1997 and the financial services meltdown in year 2008.

In Malaysia, the issue of retirement is still a vague among society. Although the government and others private companies have provided various types of retirement product but the awareness among the society is still low. Society takes easy about their retirement planning. Some of employees believe their contribution in Employee Provident Fund (EPF) is full enough to support them after their retired. However according Dahlia Ibrahim, Zuraidah Mohamed Isa, & Ali(2012), there are many studies which have been conducted that show money saved in the organization and government pension plan mostly would not enough for living expenses throughout the retirement years. Some of employees complaint that EPF did not perform well with their investment and not providing a higher return. EPF puts a lot of efforts and also offer some schemes to assure that their members will have sufficient saving during their golden ages. But, having sufficient savings in their retirement years to cover their living expenses will is far more challenging as compare to those who have appropriate retirement planning. For the youngsters' employees, they think that retirement planning is a burden because it involves long term planning (Moorthy M. C., 2012).To have adequate savings to support their life after retire, planning and saving should be considered and taken in present lives.