

SELF-CONCEPT AND EMOTIONAL INTELLIGENCE AS CORRELATES OF PRE-RETIREMENT ANXIETY AMONG NON-TEACHING SENIOR STAFF OF UNIVERSITY OF PORT HARCOURT

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Abstract

The study investigated self-concept and emotional intelligence as correlates of pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt. The study adopted correlational research design research design. The sample for this study was 286 non-teaching staff who had 6 years, 4 years, and 2 years to retirement using the purposive sampling technique. Three instruments were adapted and used for this study. They include; Pre-retirement Anxiety Scale (PAS), Emotional Intelligence Scale, and Self-Concept Scale. The reliability of the instruments was Emotional Intelligence Scale 0.68, Pre-retirement Anxiety Scale (PAS) 0.76, Self-Concept Scale 0.69 respectively. Three research questions as well as three corresponding hypotheses were formulated and used for the study. The data was analyzed with mean, standard deviation and independent t-test statistics, ANOVA and multiple regression statistics. From the analysis, the result revealed that self-concept significantly correlated with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt, whereas emotional intelligence did not. Based on the findings, it was recommended among others, that civil servants should start preparing for retirement as soon as they are employed because it is a fact that as one enters the service, he or she will one day leave the service either voluntary or compulsorily.

Key words;Self-concept, Emotional intelligence and Pre-Retirement Anxiety

Introduction

Retirement is a very important stage in human development and an inevitable phenomenon in the lives of workers, whether in private or public sector. All workers will have to retire at one time or the other in their work lives. It is however unfortunate that the thought of retirement

to workers breeds anxiety. “Pre-retirement” generally refers to the working years before retirement, when one is focusing primarily on retirement and planning for it more actively than before. For most people this period begins in their late 40’s or their 50’s and spans anywhere from 5 to 7 years. Even over such a

relatively short time a lot of changes occur in one's life. While the civil servant should be constantly planning for retirement during his/her pre-retirement years, concerns such as risk tolerance, ability to save and the priorities set for retirement may all change throughout the pre-retirement years. Pre-retirement is the stage of life before retirement and offers an opportunity for one to plan and save solely for retirement years (Cannizzaro, 2012).

Despite reform measures introduced since the advent of civilian administration in Nigeria in 1999, there have been various challenges facing pensioners and pre-retirement personnel officers. Pre-retirement anxiety by its nature involves worries about the future of a worker as a result of the cessation of active working life (Dada & Idowu, 2010). Pre-retirement anxiety may arise when such officers recall the predicaments often associated with retirement. There are cases of omission of pensioners' names from payroll, non-payment of gratuity and death benefits. Everything involving pensioners is unduly delayed making life meaningless and difficult. In other words, things that are used to be undertaken by an individual with ease are delayed because of the poor financial situation. These worries amongst others have been the major cause of pre-retirement anxiety among the would be

retirees in the civil service. Reacting to the inauguration of Pensions Complaints Resolution Committee recently set up; a retiree told the Nation Newspapers in 2010 that "it was a welcome development but that, it was long overdue considering the hardship that senior citizens experience before they receive their pensions". In other words, retirees both at the Federal and State levels experience one form of difficulty or the other as a result of non-payment of their entitlements.

The concept of retirement evokes different meanings and results in different responses from various individuals. Pre-retirement anxiety triggers fear in a worker on what he is likely to face when he leaves service. For instance, poor income, poor self-concept, detachment from the work environment could mean, loosing interpersonal relationships with friends and colleagues. According to Raymond (1999) pre-retirement anxiety is a pervasive and unpleasant feeling of impending disaster upon retiring. Anxiety is different from fear; fear is a response to a clear or present danger, whereas anxiety is often a response to an undefined or unknown threat which may stem from internal conflicts, feeling of insecurity or forbidden impulses (Dada & Idowu, 2010). Emotional intelligence has been linked with numerous important organizational outcomes and is frequently studied as a

correlate of pre-retirement anxiety among civil servants. In a study conducted by Parker, Summerfeldt, Hogan and Majeski (2002) discovered that emotional intelligence is a strong predictor of pre-retirement anxiety. Pellitteri (2002) explained that people who are high on emotional intelligence are more likely to use an adaptive defense style and exhibit healthier psychological adaptation in the event of stressful situations. This could be true in the case of retirees who would need to adapt to changes that retirement would present to them.

Self-concept is linked directly to a person's level of anxiety. That is to say if a person feels highly valued and wanted, that person is more likely to have a positive self-image, with the possibility of becoming self-actualized with a low level of anxiety. Pastorino and Doyle-Rortillo (2013) opined that, self-concept is an individual's perception or image of his abilities and uniqueness. At first, one's self-concept is very general and changeable. As we grow older, this self-perception becomes much more organized, detailed, and specific. Sullivan (1995) opined that persons close to retirement struggles with fear of diminishing purpose and activity. That is, such workers suffer from loss of self-worth or self-esteem and also experience phobia. These workers according to Ugwu (2000) cultivate

fantasies that they believe they would have amended certain mistakes in their working life, if given extra time. The self-concept includes past, present and future selves. Future or possible selves represent individuals' ideas of what they might become, what they would like to become, or what they are afraid of becoming. It is at this point, what they are afraid of becomes real, that is, losing their jobs to manifest pre-retirement anxiety.

There are thousands of workers who retire every day in Nigeria. Workers, especially those on the verge of retirement usually have many concerns such as; do I have enough money or financial security to continue to live on when I retire? Have I saved enough? Will my spending have to be drastically curtailed? Can I count on my pension administrator or government for payment of my gratuity and pension? How do I continue to pay for my rent, medical bills, and children tuition fee? Workers are also constantly apprehensive when they read, see and watch on the pages of newspapers and in the television news of pensioners dying on queue while waiting to be screened for payment of gratuity and pension; fraud by government officials and pension administrators; pensioners being owed over two years of pension arrears and pensioners threats of committing suicide. All of these worries aptly

describe pre-retirement anxiety which results in frustration with intense psychological distress, diminished interest in social activities, feelings of detachment from others, suppressed emotional feelings and a sense that the future is bleak and empty. Psychological impact of pre-retirement anxiety may include difficulty falling asleep, irritability, outburst of anger, and confusion. Pre-retirement anxiety has also caused workers to engage in dishonest practices of falsifying their records of service such as age and work experiences just to stay on their jobs. Some workers as a result of falsification of age tend to die in the job. It is against this general background that the researcher is motivated to examine self-concept and emotional intelligence as correlates of pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt.

Aim and Objectives of the Study

The aim of this study is to examine self-concept and emotional intelligence as correlates of pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt. Specifically, the study intends to achieve the following;

1. Examine the relationship between emotional intelligence and pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt.

2. Examine the relationship between self-concept and pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt.
3. Determine whether self-concept and emotional intelligence jointly predict pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt.

Research Questions

1. To what extent does emotional intelligence correlate with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt?
2. To what extent does self-concept correlate with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt?
3. To what extent does self-concept and emotional intelligence jointly predict pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt?

Hypotheses

1. Emotional intelligence does not significantly correlate with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt
2. Self-concept does not significantly correlate with pre-retirement anxiety

among non-teaching senior staff of University of Port Harcourt

3. Self-concept and emotional intelligence do not jointly predict pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt.

Research Method and Procedures

A sample of 286 non-teaching senior staff who had 6 years, 4 years, and 2 years to retirement were selected for the study using purposive sampling technique. Three instruments were adapted and used for this study. They include; Pre-retirement Anxiety Scale (PAS) developed by Odunayo (2012), Emotional Intelligence Scale developed by Akinboye (2005), and Self-Concept Scale developed by Sherer, Maddox, Mercandante, Prentice-Dunn and

Rogers (1982). The test re-test method was used to determine reliability of the instruments and the scores obtained were correlated using Pearson Product Moment Correlation (PPMC), therefore the coefficients obtained are; Emotional Quotient Test 0.68, Pre-retirement Anxiety Scale (PAS) 0.76, Self-Concept Scale 0.69 respectively.

Data Analysis

Responses to the research questions were analyzed with mean, standard deviation and t-test statistics, while the hypotheses were tested with t-test, ANOVA and multiple regression statistics at 0.05 significant level.

Research Question 1: To what extent does emotional intelligence correlate with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt?

Hypothesis 1: Emotional intelligence does not significantly correlate with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt.

Table 1: Pearson Product Moment analysis on the relationship between emotional intelligence and pre-retirement

Variables	N	Df	R	Sig.	p-value	Decision
Emotional intelligence						Null hypothesis rejected
Pre-retirement anxiety	286	284	-.532	0.00	0.05	

Table 1 showed that the Pearson Product Moment correlation coefficient is -.532.

This showed that emotional intelligence has a high negative relationship with pre-

retirement anxiety among non-teaching senior staff. The calculated probability value of 0.00 is less than the critical probability value of 0.05. Therefore, the null hypothesis is rejected. By implication,

emotional intelligence significantly correlates with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt.

Research Question 2: To what extent does self-concept correlate with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt?

Hypotheses 2: Self-concept does not significantly correlate with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt

Table 2: Pearson Product Moment analysis on the relationship between self-concept and pre-retirement

Variables	N	Df	R	Sig.	p-value	Decision
Emotional intelligence						Null hypothesis
Pre-retirement anxiety	286	284	0.102	0.084	0.05	was failed to be rejected

Table 2 showed that the Pearson Product Moment correlation coefficient is 0.102. This showed that self-concept has a very low positive relationship with pre-retirement anxiety among non-teaching senior staff. The calculated probability among non-teaching senior staff of University of Port Harcourt.

value of 0.084 is greater than the critical probability value of 0.05. Therefore, the null hypothesis is accepted. By implication, self-concept significantly correlates with pre-retirement anxiety

Research Question 3: To what extent does self-concept and emotional intelligence jointly predict pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt?

Table 3a: Multiple regression of the influence psychological variables on pre-retirement anxiety

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
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1	.533 ^a	.285	.280	1.22951
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Table 3a showed that psychological variables have a positive high relationship with pre-retirement anxiety of senior non-teaching staff. The coefficient of determinism shows that psychological variables predict pre-retirement anxiety of

non-senior staff by 28.5%. The remaining 71.5% are accounted for pre-retirement anxiety of non-teaching senior staff by other variables outside the ones considered in this study.

Hypothesis 3: Self-concept and emotional intelligence do not jointly predict pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt.

Table 3b: Anova associated with multiple regression of non-teaching senior staff on pre-retirement anxiety

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	170.173	2	85.087	56.285	.000 ^a
	Residual	427.813	283	1.512		
	Total	597.986	285			

Table 3b shows that sum of squares for regression is 170.173 with a mean square of 85.087. The sum of squares for the residual is 427.813 with a mean square value of 1.512. With degrees of freedom of 2 and 283, the critical probability value of .000 is less than the criterion probability value of 0.05. Therefore, the null hypothesis is rejected. By implication, psychological variables jointly significantly predict pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt.

Research Findings and Discussion

Emotional Intelligence and Pre-retirement Anxiety

The result analysis of this study revealed that, emotional intelligence has a high negative relationship with pre-retirement anxiety among non-teaching senior staff. Therefore, the result indicated that emotional intelligence significantly correlate with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt. The result of

this study however agrees with an earlier study by Odunayo (2016) who found that emotional intelligence and self-efficacy jointly accounted for the variance attributable to pre-retirement anxiety. He further explained that workers possessing low emotional intelligence had higher pre-retirement anxiety compared to their counterparts who possessed high emotional intelligence. Also a study by Amadi (2014) found that, low emotional intelligence significantly influenced pre-retirement anxiety among civil servants in Rivers State. He further maintained that persons who scored low on emotional intelligence were unable to coordinate themselves properly and face the challenges associated with retirement.

Self-Concept and Pre-retirement Anxiety

The result of the study revealed that, self-concept significantly correlates with pre-retirement anxiety among non-teaching senior staff of University of Port Harcourt. Therefore, the null hypothesis of no significant relationship between self-concept and pre-retirement anxiety among non-teaching senior staff of the University of Port Harcourt was rejected. The findings of this study is in agreement with an earlier study by Sanchez and Roda (2002) who found out that self-concept significantly relates to pre-retirement

anxiety for both male and female civil servants. Anthonia and Chima (2013) also maintained that low self-concept significantly influenced pre-retirement anxiety among civil servants.

Conclusion

Retirement is a very important stage in human development and an inevitable phenomenon in the lives of workers. Workers, especially those on the verge of retirement usually have many concerns such as; do I have enough money or financial security to continue to live on when I retire? Have I saved enough? Will my spending have to be drastically curtailed? Can I count on my pension administrator or government for payment of my gratuity and pension? How do I continue to pay for my rent, medical bills, and children tuition fee? Workers are also constantly apprehensive when they read, see and watch on the pages of newspapers and in the television news of pensioners dying on queue while waiting to be screened for payment of gratuity and pension; fraud by government officials and pension administrators; pensioners being owed over two years of pension arrears and pensioners threats of committing suicide. All of these worries aptly describe pre-retirement anxiety which results in frustration with intense psychological distress, diminished interest

in social activities, feelings of detachment from others, suppressed emotional feelings and a sense that the future is bleak and empty.

This study has shown that some non-teaching senior staff of University of Port Harcourt also experience pre-retirement anxiety, and that self-concept is a contributing factor to the development of pre-retirement anxiety among workers. It is thus pertinent that workers should start preparing for retirement as soon as they are employed. Moreso, counsellors, psychologists and others in the helping profession should assist persons retired or about to retire to maintain a high self-concept and self-confidence, as this will enable them to better handle problems that may come their way.

Recommendations

Based on the findings of the study, the following were recommended;

1. Civil servants should start preparing for retirement as soon as they are employed because it is a fact that as one enters the service one will one day leave the service either voluntary or compulsorily.
2. Counsellors, psychologists and others in the helping profession should assist persons retired or about to retire to maintain a high self-concept and self-confidence. This will enable them to better handle problems that may come their way.
3. The government should endeavour to introduce skill acquisition programmes that workers can engage in and fall back on when they eventually retire from work. This will help to reduce the fear about retirement.
4. The government should also endeavour to pay workers their salaries, pensions and gratuities promptly.

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