

**PENSION SCHEME MANAGEMENT AND RETIREES WELFARE IN  
ANAMBRA STATE, 2004-2014.**

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## APPROVAL PAGE

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## **CERTIFICATION**

This is to certify that I am responsible for the work submitted in this dissertation. The original work is mine. Neither the dissertation nor the original work submitted therein to the best of my knowledge has been submitted to this university or any other University for the award of a degree.

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## **DEDICATION**

This Dissertation is dedicated to the blessed memories of my beloved parents late Mr and Mrs Clement Nzejekwu and my late mothers –in- law Mrs Agnes Okoye and Mrs. Bridget Okoye.

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## ABSTRACT

*Nigerian Government often claims to be using pension system in catering for the welfare of retirees in the civil service. To investigate the claim, this study attempts to ascertain the nature of relationship between the management of pension scheme and the welfare of retirees in Anambra state (2004-2014). Four research questions and four hypotheses were formulated to guide the study. The researcher adopted survey research design. Taro Yamane formula was used to determine the sample size of 386 retirees from 10,886 retirees in the State Pension Management Board of Anambra State. The study used Activity Theory as its theoretical frame work. And a questionnaire titled 'pension scheme management and retirees' welfare in Anambra state (2004-2014)' was employed as the instrument for data collection). Test- retest method of testing reliability was employed and Spearman's Correlation Coefficient was used to establish the reliability coefficient values of the item statements in the questionnaire. The research questions were answered using statistically weighted mean and simple regression analysis while Pearson Product Moment Correlation Coefficient was used to test the hypotheses. The findings of the study revealed that delays in payment of pension benefits affect adversely retirees' provision of basic house-hold needs, non-regular increase in pensions affect adversely retirees' payment of health/hospital bills, pre-retirement workshops on planning for retirement affect retirees' socio-psychological needs, and verification of pensioners affect adversely retirees' health conditions. We recommended among other things, that pension scheme management should engage more staff in processing the retirement benefits to avoid delays in payment of pension benefits, pensions should be increased alongside with increase in salaries of workers to cushion the effects of inflation, pre-retirement workshops on planning for retirement should be frequently organized for prospective retirees to enable them adjust to life in retirement and live a quality and happy life, conducive and comfortable environment should be provided for retirees at the verification centre, while the verification of very sick retirees should be in their houses, in order not to stress them and worsen their health conditions.*

## TABLE OF CONTENTS

Title Page	i
Approval Page	ii
Certification	iii
Dedication	iv
Acknowledgements	v
Abstract	vi
List of Tables	ix
List of Figures	x
<b>CHAPTER ONE: INTRODUCTION</b>	<b>1</b>
1.1 Background of the Study	1
1.2 Statement of Problem	5
1.3 Objective of the Study	9
1.4 Research Questions	10
1.5 Hypotheses	10
1.6 Significance of the Study	11
1.7 Scope of Study	12
1.8 Limitations of Study	12
1.9 Definition of Terms	13
<b>CHAPTER TWO: REVIEW OF THE RELATED LITERATURE</b>	<b>15</b>
2.1 Conceptual Framework	16
2.2 Empirical Review	31
2.3 Gap in Literature	53
2.4 Theoretical Framework	54
<b>CHAPTER THREE: RESARCH METHODOLOGY</b>	<b>58</b>
3.1 Research Design	58
3.2 Area of Study	59
3.3 Sources of Data	61
3.4 Population of Study	62
3.5 Sample Size Determination	63

3.6	Sampling Technique	64
3.7	Method of Data Collection	67
3.8	Validity of the Research Instrument	68
3.9	Reliability of the Instrument	69
3.10	Method of Data Analysis	69
<b>CHAPTER FOUR: DATA PRESENTATION AND ANALYSIS</b>		<b>71</b>
4.1	Data Presentation	71
4.2	Data Analysis	78
4.3	Discussion of Findings	95
<b>CHAPTER FIVE: SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS</b>		<b>100</b>
5.1	Summary of Findings	100
5.2	Conclusion	101
5.3	Recommendations	102
5.4	Contributions to Knowledge	104
5.5	Suggestions for Further Studies	104
<b>References</b>		<b>105</b>
<b>Appendix A</b>		<b>116</b>
<b>Appendix B</b>		<b>122</b>
<b>Appendix C</b>		<b>126</b>
<b>Appendix D</b>		<b>140</b>



## LIST OF TABLES

Table 3.1:	Anambra State Local Government Areas with their Headquarters	60
Table 3.2:	Number of Retirees in the Sub-Treasuries	63
Tables 3.3:	Number of Retirees in the Sub-Treasuries	65
Table 4.1a:	Demographic Information of Respondents (Gender, Age, Educational Qualifications and Last Place of work	72
Table 4.1b:	Demographic Information of Respondents (Pension Received as at Date)	73
Table 4.2:	Responses on the Pension Scheme Management Delay in Payment of Pension Benefits	78
Table 4.3:	Responses on Retiree's Provision of Basic Household Needs	79
Table 4.3a:	Regression Estimate (the extent delay in payment of pension benefits by the management of pension scheme affect retirees' provision of basic household needs)	80
Table 4.3b:	Regression Estimate Model Summary <sup>b</sup>	80
Table 4.4:	Responses on Non-regular Increment of Pensions by the Management of Pension Scheme	81
Table 4.5:	Response on Health/Hospital Bills of Retirees	82
Table 4.5a:	Regression Estimate (The extent non-regular increment in pension by the management of pension scheme affect retirees' health/hospital bill)	83
Table 4.5b:	Regression Estimate Model Summary <sup>b</sup>	83
Table 4.6:	Responses on Pre-Retirement Workshops on Planning for Retirements	84
Table 4.7:	Responses on Socio-Psychological Needs of Retirees	85
Table 4.8:	Pension Administrations Verification of Pensioners	86
Table 4.9:	Responses on Retirees Health Conditions	87
Table 4.10:	Descriptive Statistics: Aspect of Pension Scheme Management	88
Table 4.11:	Descriptive Statistics: Aspect of Retirees Welfare	89
Table 4.12:	PPMCC Values for Hypothesis One (Delay in Payment of Pension Benefit and Provision of Basic Household Needs)	91
Table 4.13:	PPMCC Values for Hypothesis Two (Non-regular increment in pension and health/ hospital bills of retirees)	92
Table 4.14:	PPMCC values for Hypothesis Three (Pre-retirement workshop and socio psychological needs of retirees)	93
Table 4.15:	PPMCC values for Hypothesis Four (Pension verification and Health Condition of retirees)	94

## LIST OF FIGURES

Figure 2.1:	A presentation of the Changes in the Nigerian Pension Industry since inception	21
Figure 2.2:	Illustration of Welfare Services and Pension Scheme as Affected the Study	30
Figure 2.3:	Diagrammatic representation of benefits of Activity Theory	57

## CHAPTER ONE

### INTRODUCTION

#### 1.1 Background of the Study

Nigeria, being a former colony of Britain received a pension tradition into her public sector, which is modelled on the British structure (Oluma, 1986 cited by Odoh, Igbeka & Ani (2011)). The legal ordinance that brought pension scheme in Nigeria into being was the Pensions Ordinance of 1951 with retrogressive effect from January 1, 1946 (Oluma, 1986 cited by Odoh, Igbeka & Ani (2011)). The pension ordinance of 1951 contains vital information as: Who a Native Administration Servant (public servant) is, the nature of benefits (pension and gratuity) and eligibility conditions, etc. Later, other appropriate public sector pension legislations and relevant circulars on pension matters emerged. In 1997, parastatals were allowed to appoint Board of Trustees (BOT), have individual pension arrangements, and to decide on whether to maintain an insured scheme or self-administered arrangement.

On the other hand, the first Private Sector Pension Scheme in Nigeria was established in 1954, for the employees of Nigerian Breweries. Subsequently, in 1957, the United African Company (UAC) followed the trend. Notably, the National Provident Fund (NPF) established in 1961, was the first formal pension scheme established in Nigeria, for the non-pensionable private sector employees. The Scheme was kind of a saving scheme, where both the employers and employees will contribute a sum of ₦4 each on monthly basis. The scheme provides only one-off lump sum benefits. Furthermore, Decree No. 73 of 1993 established another body, the Nigeria Social Insurance Trust Fund (NSITF), to provide enhanced Pension Scheme to private sector employees. The NSITF took over the assets of NPF immediately and commenced operation in July, 1994.

There were three regulators in the pension industry prior to the enactment of the Pension Reform Act 2004. They are Securities and Exchange Commission (SEC), National Insurance Commission (NAICOM) and the Joint Tax Board (JTB). The function of the JTB was to approve and monitor all private pension schemes while (NAICOM) is still the agency responsible for licensing and regulating insurance companies in the country. Furthermore, under the old scheme, coverage was mandatory for the public sector but was optional in the private sector. For instance, the NSITF which was contributory covered some private sector and other services such as embassies, and some non- governmental organizations (NGOs). Whereas public sector pension schemes were funded through budgetary provisions by all tiers of government. This type of public sector pension arrangement is termed, Defined Benefit (DB) and it is characterized as pay-as-you-go (PAYG).

Scholars, such as Nweke and Okwudili (2010), Maji (2014), and Odoh, Igbeka and Ani (2011), recorded that DB pension scheme management in Nigeria has witnessed serious administrative bottle-necks in its management. These administrative bottle-necks, they opine, ranged from poor funding by the government, diversion and mismanagement of the fund by BOTs, to outright embezzlement by officers in charge of the fund. Poor funding, or inadequate funding of pensions by government in Nigeria under DB, had severally resulted to the accumulation of pension debts, and its consequent devastating effect on the life of retirees, and their families. In an effort to address the above issues, the Nigerian government introduced a contributory pension scheme in public sector, as against the non-contributory pension scheme (Pay as you go). The new pension scheme is a Defined Contributory (DC) scheme which is funded monthly by both the employers and the employees. Under the contributory pension scheme (CPS) both the employer and the employee fund the Retirement Savings Account (RSA). The act, governing the reformed scheme was enacted on 25<sup>th</sup> June, 2004. It was signed into law by President Olusegun Obasanjo on 30<sup>th</sup> June 2004, and it came

into effect on 1<sup>st</sup> July, 2004. The new Pension Act 2004 established a supervisory and regulatory commission known as PENCOM. The commission is responsible for licensing, regulating and monitoring both the Pension Fund Administrators (PFAs) and the Pension Fund Custodians (PFCs) (Ettah, and Akuma 2014). As at September 2013, PFAs in operation in Nigeria were about twenty-four and the PFCs were four in number.

In spite of all the above regulations and supervisions to standardize the reformed pension scheme, there is need for another reform. Consequently, President Goodluck Jonathan on 1<sup>st</sup> July, 2014 signed into law the new Pension Reform Act 2014. The act annulled the Pension Reform act 2004. (Pension Reform Act 2014, [www.pwc.com/ng](http://www.pwc.com/ng)). Specifically, in Anambra State, the State House of Assembly enacted a law to establish the 2014 contributory pension scheme for employees in its public service. Section 5 of this law said that the scheme shall apply to all employees in the public service of the state. However, the law exempted those employees who at its commencement had 3 or less years to retire. The law also established two “Boards”; State Pension Management Board and the Local Government Pension Management Board, and stipulates that the rate of contribution is a minimum of 10% by the employer and 5% by the employee. The Boards of the State Pensions and Local Government Pensions shall respectively carry out the functions of the defunct State Department and the Local Government Pension Board. It is assumed that if all the above functions are performed efficiently and effectively by the “Boards, the pensioners will stand to benefit maximally, and this will go a long way to better their conditions. Notably, contribution for Defined Contributory (DC) pension scheme in public sector in Anambra State started in 2015. (Record; Anambra Pensions)

According to Maji (2014), Nigerian government restricts the working age of public servants to 60 years or 35 years of unbroken active working service before retirement. The restriction in retirement age is to enable the younger labour to be employed, for service increase, efficiency

and productivity. More so, he opined that as a worker becomes older, his Marginal Physical Productivity of Labour (MPPL) will decline. Therefore, retaining a worker at this age, will amount to running the organization at a loss. Again, scholars as Inaja & Chima (2013), and Garba (2014), said *that retirees have decreased strength and deteriorated health condition, physical disabilities and aging; in addition, at retirement, retirees' issues include: health bill increase, he receives a part of his salary as monthly benefit, he loses his friends, hitherto he discusses with, and he becomes lonely and depressed. This scenario creates fear and insecurity among prospective retirees.*

However, The Retirement Age Harmonization Act (2012) puts the retirement age of the judiciary at 70 years and that of the University Staff at 65 years. This is in line with the saying that age is sage.

Furthermore, Fashayin, Orekanmi and Fapohunda, 1985; Ogunlesi, 1985, and Glenn, 2005 as cited in Maji (2014) revealed that labour in private and public sectors are noted for their significant contribution to the socio-economic development in any nation. Nigerian government in line with most nations of the world recognized this and thus provides retirees' access to formal system of retirement support called employee benefits. This is known as Pension and Gratuity in Nigeria. Pension globally is one of the largest social security's accorded retirees. In the western countries and some planned economies of the world, like Britain, United Kingdom, Malaysia etc, the pension schemes are functional and to the extent that majority of their retirees live comfortably with their pension allowances. (Kolawole and Mallum (2004) cited by Maji 2014).

Conversely, Garba (2014) said that retirees in Nigeria today are more of beggars. This he attributed to delays in pension and gratuity, lack of planning and management of the retiree conditions etc. According to Obanye (2015), chairman Association of Retired Civil/Public

Servants in the letter to Governor Obiano of Anambra State on “non-implementation of approved pension increases,” requested that, the following pension increases be effected in the pensions in the State:

- a. Approved 6% and 15% by National Salaries Income and Wages Commission with effect from 2003 and 2007 respectively.
- b. Twelve month pension arrears resulting from 142% pension increases granted to the pensioners who retired before May 2000 owed by ‘Madinujus’ administrations, 33% up-ward review of pensions(with effect from July 2010) by National Salaries Income and Wages Commission (2014).
- c. Approved fifteen percent (2015) salary increases in the State, pensions not affected to include others.

From the ongoing discussion, pension management in both old and new schemes was meant to be a thing of joy for civil/public servants who look forward to collect a huge sum of money at the end of their service to start a new phase of life. But whether the pension scheme is living up to its expectation is what this research will establish at the end of this study.

## **1.2 Statement of the Problem**

The fundamental objectives of every pension scheme introduced in Nigeria are to ensure that retirees receive their benefits as at when due, to assist them to save in order to cater for their livelihood in old age and to make sure that the pensioners are not subjected to suffering as a result of inefficient, cumbersome and delayed process of pension payment (Ahmad 2009). Observably, retirees in public service in Nigeria had severally been exposed by the management of pension scheme to financial, social and physical problems. Corrupt pension officials enrich themselves with pension funds by enlisting fake names in the pensioners list,

thereby swelling up pension cost. This has often brought about shortfalls in pension fund /accumulation of pension debts.

In agreement with this, Abudullahi and Jumma, (2014) in their study found that delays in payment of pension and gratuity of retirees in public service in Nigeria had severally made potential retirees to dread retirement. Similarly, Maji (2014) citing Denga (1996), said that hardship brought about by delays in pension and gratuity had made many workers fear retirement to the extent that they falsify their employment records to extend their retirement date. According to Inaja (2013), retirees in Nigeria, are more of beggars especially those who retire without planning.

While, Admin (2013) noted that some state governments had failed in payment of pension benefits, he concluded that failure of the government to pay pension benefits promptly had resulted to:

- a. Reluctance of worker to retire when due.
- b. Mutilation of records by serving officers to differ retirements
- c. Embezzlement of funds by some public officers to equip themselves with fund they will rely on while waiting for their retirement benefits.

According to Maji 2014, retirement in Nigeria just like other developing countries of the world had never been a welcome phenomenon due to lapses in the implementation of the laws and decrees guiding the operation of the pension scheme. And this is contrary to what is obtainable in the western countries and some planned economies of the world, like United Kingdom, Britain, United States of America, Malaysia etc. where majority of the retirees live comfortably with their pension allowance.



In recent times, most of our daily news papers are covered with captions such as:

- We are suffering with back log of arrears of pensions – Abia pensioners.
- Pensioners slump during protest –Benue State.
- Enugu teachers bemoan nonpayment of gratuity/ pension since 2002 to include others. The above captions suggested dismal performance in pension implementation in the country.

Specifically in Anambra State, Obanye, (2015) chairman Association of Retired Civil/ Public Servants in their letter to Governor Obiano of Anambra State on ‘non-implementation of approved pension increases’ requested that the following pension increases be effected: Approved 6% and 15% by National Salaries Income and Wages Commission with effect from 2003 and 2007 respectively, twelve months pension arrears resulting from 142% pension increases granted to the pensioners who retired before May 2000 owed, by ‘Mbadinujus’ administration, 33% upward review of pensions (with effect from July 2010) by National Salaries Income and Wages Commission (2014) and the (2015) 15% salary increase in the state which was not reflected in the pensions.

Furthermore, the popular opinion in the various communities in the state is that retirees are not adequately catered for. They maintained that pensioners are subjected to various forms of hardship during verification exercise; like forcing pensioners to queue up under inclement weather before collecting their entitlements. Verification exercise is one of the appalling and ugly experiences the retirees encounter. The exercise entails inviting all the retirees, no matter how sick, to a chosen venue, which is always very uncomfortable (no shelter, few chairs etc.). According to Aniето (2015) verification exercises frustrate most retirees, thereby militating against the actualization of their envisaged welfare on retirement. Subsequently, in his write up on Nigerian Government and its retirees, Aniето rhetorically asked, *Which Nation Abhors Old Age?. Which nation treats the elderly with contempt? Are we proud of bringing out the*

*aged under the sun, from year to year all in the name of phantom verification? When shall we employ a better method of doing this verification? When will the news Pensioner dies waiting on queue leave the pages of our newspapers? When will the relevant trade unions from where the pensioner retired stand up to say enough is enough?*

In spite of the fact that most of the issues in the implementation of pensions are blamed on inadequate funding of the scheme by the employers, incompetent and inexperienced pension staff with no relevant training on pension matters, problem of filing and documentation in the pension office, low salaries paid to Nigerian workers which could not allow them to make appreciable savings, to include others (Okontoni and Akeredolu (2005), finding solutions to them remain a better alternative than not

Therefore, the researcher consulted extant literatures on pension scheme and retirement issues to know the amount of work that has already been done on the study. Regrettably, to the best of our knowledge the extant literature has not indicated the extent to which or whether Pension Scheme Management activities affected the welfare of retirees in Nigeria, not to talk of retirees of Anambra State civil/public service. However majority of the studies revolve around perception and attitudes towards pre-retirement counseling among Nigerian Civil/Public Servants, (Inaja and Chima (2013). His study recommended that pre-retirement seminars should be organized for civil/public servants to prepare them for retirement. On Managing Post-Retirement Conditions, the study revealed that non-payment of pensions and gratuity; in addition to lack of planning for retirement contribute to hardship in retirement (Maji 2014).

Similarly, Odoh, Igbeka, and Ani, (2011) in their study on a public sector pension reform in Nigeria: A Historical perspective highlighted the strengths and weaknesses of the 2004 Pension

Furthermore, another study carried out by Nweke, (2010) on assessment of pension scheme reform agenda of Olusegun Obasanjo administration 2004, concentrated on rate of contribution of both the employer and employee to the retirement savings account.

Clearly, the missing factors from these studies included a non focus on the nature of relationship between implementation of pensions by the Pension Scheme Management and the welfare of retirees as well as the extent to which the issues in the implementation of pensions by the Pension Scheme Management affect the welfare of retirees. Hence, adequate exposition of the issues in the implementation of pensions by the Pension Scheme Management as it affects the welfare of retirees, will serve as a feed back to the government as it addresses the issues in payment of pension benefits.

Thus, the research sets out to explore the implementation of pension benefits by pension administration in Anambra state and proffer solutions to improve the retirees' welfare.

### **1.3 Objectives of the Study**

The broad objective of the study is to ascertain the nature of relationship between implementation of pensions by the Pension Scheme Management and the welfare of retirees in Anambra State, 2004-2014.

The specific objectives are to:

- 1 Determine the extent to which delays in payment of pension benefits by the management of pension scheme affect retirees' basic house hold needs.
- 2 Identify the extent to which non-regular increment of pensions by the management of Pension Scheme affects health/hospital bills of retirees'
- 3 Ascertain whether pre-retirement workshops on planning for retirement by the pensions scheme administration, affect socio- psychological needs of retirees

- 4 Ascertain whether pension scheme administrations verification of pensioners in Anambra State affects retirees' health conditions.

#### 1.4 Research Questions

In order to examine the nature of relationship between implementation of pensions by the Pension Scheme Management and the welfare of retirees in Anambra State, research questions covering the period, 2004-2014 were posed. They include:

1. To what extent has delay in payment of pension benefits by the Management of Pension Scheme affected retirees' provision of basic house hold needs?
2. To what extent has non regular increment of pensions by the Management of Pension Scheme affected health/hospital bills of retirees'?
3. Do pre-retirement workshops on planning for retirement by the Management of Pensions Scheme affect socio-psychological needs of retirees?
4. Does pension scheme administration's verification affect retirees' health conditions?

#### 1.5 Hypotheses

The hypotheses that were formulated cover the period, 2004-2014. They include:

1. **H<sub>0</sub>:** Delay in payment of pension benefits by the Management of Pension Scheme does not affect retirees' provision of basic house hold needs.  
**H<sub>1</sub>:** Delay in payment of pension benefits by the Management of Pension Scheme affects retirees' provision of basic house hold needs
2. **H<sub>0</sub>:** Non-regular increment of pensions by the management of Pension Scheme does not affect health/hospital bills of retirees'  
**H<sub>1</sub>:** Non- regular increment of pensions by the management of Pension Scheme affects health/hospital bills of retirees'

3. **H<sub>0</sub>**: Pre-retirement workshops on planning for retirement by the Management of Pensions Scheme do not affect socio-psychological needs of retirees.

**H<sub>1</sub>**: Pre-retirement workshops on planning for retirement by the Management of Pensions Scheme, affect socio-psychological needs of retirees.

4. **H<sub>0</sub>**: Pension administration's verification of pensioners does not affect retirees' health conditions.

**H<sub>1</sub>**: Pension administration's verification of pensioners affects retirees' health conditions.

### **1.6 Significance of the Study**

The significance of the study is viewed from both theoretical and practical perspectives. Theoretically, it will stimulate further study on the management of pension scheme and retirees' welfare in other states of the country. This is because it will provide future researchers with more authors to cite as reference and more studies to consult during the review of the literature. Also, it will add to the body of knowledge as it will enable the retirees access some of the activities that will keep them physically and mentally fit as well as adding to their source of income on retirement.

Practically, the result of the work will provide the government with the knowledge of the extent to which implementation of pension benefit in Anambra State by Management of the Pension Scheme affect the welfare of retirees in the state. And it will further x-ray the financial, social and psychological problems of retirees that need to be solved. Subsequently, serve as a feedback that would enable the government appreciates the management of the pension scheme the more, or form policies to guide the areas that need amendment in the implementation.

Secondly, it will provide effective and efficient ways to Anambra State government (State Pension Management Board) on how to organize verification of pensioners, thus, reducing the adverse effect it has on pensioners health conditions (Anieto 2015).

Thirdly, some private sector employees and their employers may become partakers in the scheme as a result of the awareness of the benefits of the scheme, especially on the importance of planning for retirement and pre-retirement seminar.

### **1.7 Scope of the Study**

In other to make the study more purposeful and research oriented, the study was delimited to a Pension Management Board out of the two pension management boards in Anambra State which are; State Pension Management Board, and the Local Government Pension Management Board. For convenience, the State pension management board was selected for the study. This is because some scholars opined that correlation result is accurate enough especially when the study involves relationship between variables (Guest, 2010). The State Pension Management Board was established for the public service retirees of the state. It has eighteen sub-treasuries. And our target population is public service retirees from all the eighteen sub-treasuries in the State Pension Management Board.

### **1.8 Limitations of the Study**

The study encountered setbacks due to uncooperative attitudes of some of the staff in charge of pension data as the junior staff refused to give the phone numbers of their directors to the researcher. However, these problems were solved with repeated visits to the sub-treasuries until the officers were met and the required data retrieved from them. More so, some pensioners refused filling the questionnaire, saying, that research recommendations on such issues that affect them had never been implemented. The problem was solved with promises by the researcher that the findings and the recommendations of the study will this time get to

the policy makers. And that the researcher will constantly engage the media to advise the government on the needs to treat issues that concern the welfare of retirees as recommended in the study. With these promises, some of the retirees who refused filling the questionnaire collected and filled theirs.

### **1.9 Definition of Terms**

It is very appropriate and ideal for the researcher to intimate the reader on the contextual meanings of the key words used to avoid ambiguity.

Some of the key words are:

1. **Increment of pension:** This denotes a regular increase in pensions based on a fixed arrangement. For instance in Nigeria, edict guiding pensions stipulates that pensions should be increased every five years or in line with salaries of workers whichever comes first.
2. **Reform:** Reform means to make better by removing faults and errors in the manner something is done.
3. **Administration:** This refers to those in leadership position who complete important tasks of ensuring the achievement of a set goal.
4. **Management:** Management consists of interlocking functions of creating cooperate policies, organizing, planning, controlling and directing organizations resources in other to achieve the objectives of the policy.
5. **Social Security:** Social Security is the action programme of government intended to promote the welfare or well being of the segment of a population such as; children, the sick, and the elderly. In case of retirees it is called pension & gratuity

6. **Pre-retirement workshops:** This concern those who are about to retire. The purpose is to provide the retiree with the tools, insight, and strategies that will enable him build a trusted and effective retirement plan.



## **CHAPTER TWO**

### **REVIEW OF THE RELATED LITERATURE**

The researcher thoroughly reviewed the related literature on management of pensions and retirees welfare. This was to ascertain the extent of work that has already been done on the study. Besides, a thorough search through the related literature will prevent unintentional duplication of the study; expose the researcher to the theories in field, as well as x-raying the gaps which the previous studies did not cover. The materials reviewed were presented under the following sub- headings:

#### **2.1 Conceptual Framework**

- Concept of pension scheme/ Benefits
- Concept of pension scheme management
- Concept of retirees/retirement
- Concept of welfare

#### **2.2 Empirical Review**

- Delays in payment of Pension benefits and Retirees provision of basic house hold needs
- Non- Regular Increment of Pensions and Retirees Health/ Hospital bills
- Pre-retirement Workshops on Planning for Retirement and Socio- psychological needs of Retirees
- Verification of Pensioners and Retirees Health Conditions

#### **2.3 Gaps in Literature**

#### **2.4 Theoretical Framework**

- Activity Theory

## **2.1 Conceptual Framework**

### **2.1.1 Concept of Pension Scheme/ Benefit**

Imhanlahimi, and Idolor (2010) cited Bertrand (2003), defined pension as a program meant for the improvement of the living standard of the elderly people, who had outlived the labour force group. They cited Daland (2005) who defined pension as an amount of money paid regularly by an employer to a staff who is considered too old, sick or have attained a stipulated years of service, and Tola (1999) likened pensions to termite, noting that failure to prepare for the rainy day is to prepare to be swept by the rain.

According to Idowu and Olanike (2010), Pension scheme is a transfer programme which serves as a channel for redistributing income to the elderly or retirees who have attained stipulated years of service. The programmes are central to the well-being of the pensioners and elderly. Similarly, Abromovit (2003) defined pension scheme as an income security program which provides benefits to beneficiaries who may be retirees or the destitute. While Balogun (2006) wrote that pension schemes exists to provide post-retirement benefits to employees; that the primary goal of a pension plan is to provide an adequate and sustainable retirement income. Similarly, Idowu (2006), asserted that pension scheme is a social security and a welfare package meant for people who are in their years of labour inactivity.

The researcher defined, pension scheme as a financial package legally instituted for the retirees in recognition of their meritorious service to the nation. Its purpose is to ensure that the retirees and their descendants live a joyous life. Two major forms of pension scheme exist in the public service in Nigeria. They are (I) Defined benefit (DB), otherwise called pay as-you- go scheme (PAYG) and (ii) Defined contribution (DC) also known as the new pension scheme in Nigeria. The new pension schemes, Pension Reform Act 2004 and Pension Reform Act 2014 are contributory in nature.

The old pension scheme, or the Defined Benefit (DB) was largely unfunded and non-contributory. Here, Pension obligation was the sole responsibility of the employer. The Scheme was supported by annual budgetary provision which in most cases was diverted to areas most needed (Ahmad 2007). Hence, it was characterized by massive accumulation of pension debts. Under this scheme, pension benefits or entitlements of each employee are determined by employee's year of service and earnings. These are spelt out in the appropriate public sector pension legislations and relevant circulars on pension matters. Nation reporters (2014) accessed 5/20/2015 2.58am. listed some of these latter pension legislation and the relevant circulars on pension matters to include:

Military Pension act Cap (Chapter or No.) 199.

- a. Pensions Act Cap (Chapter or No) 147.
- b. War Pension Act Cap (Chapter or No) 212.
- c. Pension (Special Pensions) Act 1961 (Chapter or No) 1961 no. 15.
- d. Widows and Orphans Pension Act Cap 220.
- e. Pensions (Statutory Corporation Service) Act 1961 No. 61
- f. Pension (Transferred Services) Act 1965 No. 28.

Special constable Decree 1966 No. 7.

- g. Police Pension Decree 1966, No. 60.
- h. Pensions (Federal Fire Service etc) Decree 1966 No. 74.
  - i. Pensions Gratuities (War Service Decree 1966 No. 49.
  - ii. Transferred Offices and Pension Liability 1971 No. 8.
  - iii. Military Pensions (Amendments) Decree 1975 No. 13 by Mohammed, head of the Federal Military Government Commander in-Chief of the Armed forces FRON 20/12/75.

- iv. The pensions Act of 1979 Decree No. 102, which awarded and united all pensions, acts
- v. The public services the recommendation review 1974
- vi. The armed forces pension act No. 103 of 1979.
- vii. The pension rights judges Act No. 5 of 1985 and
- viii. The amendment Act No. 51 of 1988, 29 of 1991 and 62 of 1991.

Of all the above listed Circulars and Decrees, Pension decrees 102 and 103 (for the military of 1979 with retroactive effect from April 1974) remained the operative laws on public service and military pensions in the country until June, 2004. However, there were several regulations and circulars in between its provisions and implementations. For instance, Establishments Circular Ref: No B 63304.X111/879 of 29th June, of 1992, with effect from 1st June, 1992, made the following modifications in respect of retirement benefits: the period of qualifying service for pension is reduced from 15years to 10 years, the period of qualifying service for gratuity is reduced from 10years to 5years and the maximum rate of pension for 35years of service is increased from 70% to 80%.

Pension Act 102 of 1979, of the federal government spelt out the pension and gratuity plan requirements under the scheme. It upholds that retirement benefit be paid from consolidated revenue fund. Other requirements are reflected in circulars on statutory age with,

- (i) Ref.No.Pen.6461/s.31/11 of 26/2/86.
- (ii) Ref. No. B63216/Vol.11/278 of 28/4/88
- (iii) Ref.No.6321/s.1/x/539 of 22/2/89
- (iv) Ref. No. B.495/s4/xii/425 of 5/6/90
- (v) Ref. No pen. 64615/5.11/11 of 26/5/86
- (vi) B.63216/11/259 of 17/2/87.

The effective of the above circulars on retirement benefits are;

1. Service rendered after 35 years are not pension earning
2. Officers are deemed to have retired at the age of 60 years.
3. Judges of High Court are to retire at the age of 65 years.
4. Justice of Supreme Court should retire at 65 years.
5. Approximation of fractions of service is only applicable after attaining the qualifying period of 10 years' service.
6. Pension matures when an officer attends 45 years of age.
7. Qualification for gratuity is 5 years minimum service effective from 1/6/92.
8. The minimum and maximum pensions are 30% and 80% of terminal salary respectively.

Later, it was discovered that increased inflation consumes both the worker's salary and pension. Hence, many circulars on review of pension emanated, to cover the above wrong.

Subsequently the reviews were a reflection of minimum wage /structure with circular letters

Ref.No.SWC.04/Vol.iv/1011 of 7/5/99, and Ref.No.SWC.04/s.8/25 of 11/5/99 sparkly on Udoji structure. In line with this, section 22(2) of the Pension Act 102 of 1979, moved minimum pension per annum from ₦120 to ₦360. Similarly, in 1981 circular no. B 5321/51/vi/274 of 22/6/81 warranted a further upward review from 600 naira to 750 naira. Then circular 3/1988 raised it to ₦1,200 P.A. With reference to circular 1/1/92 it was moved to ₦2400. Other recorded pension review in Nigeria are; 10% P.A increase Ref.No.SWC.04 with effect from 1/6/92, 45% increase for all pensioners on pension rolls as at 31/5/92, effective 1/6/92 to include others.

The new pension scheme otherwise known as Defined Contribution (DC) is contributory in nature. Here, both the employer and the employee contribute to the retirement savings account

(RSA). The pension scheme known as Pension reformed act of 2004 was effective from 1st July 2004.

The rate of contribution for the scheme is 7.5% total monthly emolument of the worker for both the employer and the employee, making it a total of 15% for each employee.

According to Chukwuemeka (2008), the provisions of the Pension Reform Act 2004 were as follows:

- All government agencies and private organizations in Nigeria employing 5 or more staff must ensure that all its employees have pensions.
- The management of the pension fund must be in the hands of the Pension Fund Administrator (PFA) and the fund must be deposited with the Pension Fund Custodians (PFC). Both the (PFAs) and PFCs must be licensed by the National Pension Commission (NPC)

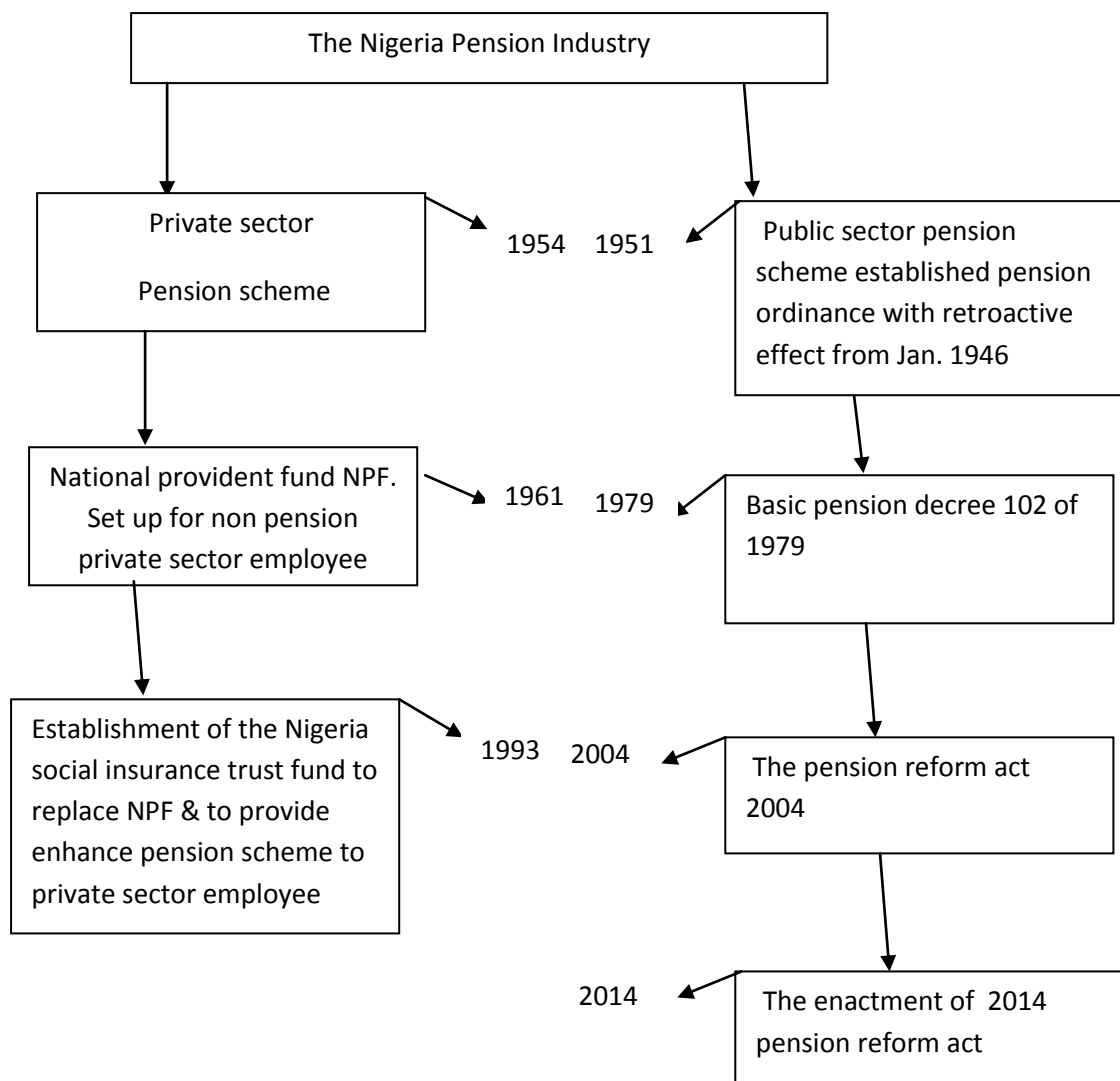
Employee contribution to the fund is 7.5% of their monthly emoluments (basic salary, housing and transport allowance), while the employers contribution is 7.5% of the same, the total, amounts to 15% of the employee's emoluments.

Non-compliance or the resistance of the required contribution attracts a penalty of 2% per month of an unremitted amount. In the case of military personnel the contribution per month of employee is 2.5% of his emolument while that of its employer is 12.5% of the same emolument totaling 15%. According to Ahmed (2007), the scheme is strictly regulated and supervised by PENCUM. PENCUM is a governmental body established to supervise and regulate all pension matters in the country.

The phrase Pension Benefit denotes schemes which provide fund for life-term upkeep of the workers (Maji A. 2014). It also entails the amount set aside, to see that employees are not

stranded financially on retirement. This amount is expected to help the retirees re-adjust to the society after their service to the employer. The benefits are called, pension and gratuity in Nigeria. However, this laudable gesture of the government to the retirees severally had been abused due to poor Pension Management in Nigerian Public Sector, Sadat (2012),

In summary, changes in the Nigerian Pension Industry since inception are schematically presented in fig. 2.1



**Fig. 2.1: A presentation of the changes in the Nigerian Pension Industry since inception**

**Source: (PwC, 2015 p.4 modified)**

### **2.1.2 Concept of Pension Scheme Management**

Ordinarily pension scheme management can be termed management of pension scheme. Heimann, as cited in Kalian city article (2011) viewed management as an individual or a group of individuals that accept the responsibility to run an organization. This group plan organizes, direct and control the activities of the organization and motivate others to do the work, for the achievement of the objectives of the organization.

Manpower (2016), defined Pension Scheme management as a body which supervises the overall administration of the scheme; ensures that pension schemes function effectively and sustainably. Their functions include defining the strategic development of the scheme and overseeing the day to day management of pension fund especially in the areas of:

- Developing pension polices and pension benefits packages
- Advising the company board on new and emerging financial issues
- Ensuring that schemes operate effectively and meet performance, quality, and customer are target
- Supervising the overall administration of pension Scheme
- Calculating the performance and value of the fund
- Developing communication strategies to promote the benefits of the pension Schemes.
- Improving services in respects to member feedback.

More so, (Ahmad 2009) posits that management of Pension Scheme (PENCOM) issues licenses to PFAS and PFC custodians; it also regulates their activities and generally formulates, directs and oversees the overall policy guideline on pension matters in Nigeria. However, Akinyemi (2006) and Asuquo (2002) stated that the administration of Defined



Benefit was generally weak, inefficient and non-transparent. On the other hand, Damian (2014) noted that management of pensions renders administrative services in the area of:

- Day-Day pension Administration
- Pension Scheme Accounting and Cash Management
- Pensioners pay roll services.
- Scheme secretarial Services
- Data audit.
- Specialized training for in-house pension scheme Administrators
- Member help lines
- Online services.

For the researcher, Pension Scheme Management entails organizing and overseeing pension matters. The services therein include

- Pension scheme Administration's decisions on issues that affect pensioners.
- Keep custody of Pension fund
- Accounting and Cash Management of Pension fund

Specifically in Anambra State, the departments responsible for pensions from 2004 -2014 are the "Establishment" and "Pensions"

The Establishment is responsible for vetting the documents tendered by the prospective retiree while the Pensions department does the computation of the pension benefits. However, the state audit department, as the watch dog, searches for lapses in the computation and recommend surcharges if need be. It then goes back to the head of Pensions department, whose duty is to send it to the various sub treasuries chosen by the retiree for payment. In respect to this, Anambra State has eighteen sub-treasuries. (Pension office records 2015).

Specifically, in Anambra State, the State House of assembly enacted a law to establish the 2014 contributory pension scheme for employees in its public service. Section 5 of this law said, that the scheme shall apply to all employees in the public service of the state .But, the law exempted those employees, who at its commencement had 3 or less years to retire. The law established two “Board”; State Pension Management Board and the Local Government Pension Management, and stipulates that the rate of contribution is a minimum of 10% by the employer and 5% by the employee. The Boards of the State Pensions and Local Government Pensions shall respectively carry out the functions of the defunct State department and the Local Government Pension Board, and shall, in particular:-

- a. Make budgetary estimate for existing pensioners and officers exempted from this Scheme under section 5 of this law;
- b. Receive budgetary allocations from the government and make payments to the pensioners as and when due;
- c. Ascertain deficit in pension payments, if any, to the existing pensioners of the categories of officers exempted under section 5 of this law and carry out such other functions aimed at ensuring the welfare of pensioners and the government or the commission may from time to time direct;
- d. Pay gratuity and pension to the existing pensioners and the category of officers exempted under Section 5 of this law, as in accordance with the relevant and applicable computations under the existing Pay-as You-Go Pension Scheme of the State public service;
- e. Establish and maintain a database of all pensioners and contributors under the contributory Scheme;
- f. Receive and review complaints on the contributory scheme from the public with a view to passing them on to the Commission, where necessary, for appropriate action;

- g. Monitor compliance levels and appraise the effectiveness of the operations of the Contributory Scheme within the State, with a view to making suggestions for improvement to the Commission;
- h. Ensure that its business is at all times, managed or run in accordance with the provisions of the law, any regulation or guideline made hereunder and any directions given by the Commission;
- i. Take reasonable care to ensure that the management or safe keeping of the pension funds is carried out in the best interest of the employees;
- j. Report to the Commission as soon as practicable, any unusual occurrence with respect to the pension funds which in its view, could adversely affect the rights of the employees under the scheme;
- k. Report to the Commission as soon as practicable, if the employer is in default of remittance of any contributions and such remittance remains due for a period of more than 14 days; and
- l. Perform such other duties which, in the opinion of the Board, are necessary or expedient for the discharge of their functions under this law.
- m. (Anambra State Pension Reform law, 2013, A.11).

In particular, the deductions for the pension scheme (DC) in the State, started in 2015, with employees, who have more than 3 years to stay in service with effect from 1<sup>st</sup> July 2017. The implication is that all employees who will retire between 2015 to 30<sup>th</sup> June, 2017 are exempted from the scheme. In addition the scheme covers all public officers on grade levels 01 – 16 but with the exception of the permanent secretaries in its public service. (Pension records 2015).

### **2.1.3 Concept of Retirement and Retirees**

Abdullah and Jummai (2014) asserted that retirement concerned emotional, psychological as well as financial challenges, and as such, workers should prepare well ahead of time. Osborne (2008) viewed retirement in two ways; as a well organized journey to a new world or a reluctant fearful journey into unknown. While Uzoekwe (2012), viewed retirement as a compulsory stage of life every worker must come across, either as a result of old age, illness or years of service. He cited the following authors definition of retirement thus; Strain (2005), retirement is a process of moving away from lifetime occupation to a state of idleness and less vigorous occupation schedule. Akinade (2006) retirement was a real normal and inevitable terminal point in a workers main career. Nwajagu (2007) viewed retirement as a period of inactivity which affects both physical and emotional dimension of an individual's wellbeing. Eze and Ezeibe (2008) posit, retirement is an inescapable phase in the life of any worker when old age causes him to slow down in work activities. Furthermore, Asonibare and Oniye 2008 opined that retirement has both old and new definitions; the old definitions is when a worker couldn't do something anymore and is laid off while the new definition is when a worker does not have to do something anymore. They citing Oniye (2001), said, retirement is a complex process demanding serious planning. He emphasized that those who failed to prepare adequately for retirement face serious problems on retirement such problems as financial problems, social stigma, and health constraints. More so, in a study carried out by Maji (2014), the following authors and their definitions of retirement were cited thus;

Bukley (1974): Retirement is an inevitable stage of aging where an individual disengages from the main stream of work and is replaced by the younger ones. Cole (1997); retirement is a period when an employee reaches the end of his working life. Similarly, Garba 2014, citing Egbuta (1991), said, retirement is withdrawal of individual from his gainful employment in latter part of his life to enjoy period of leisure till he dies. In line with this, retirement is a

stage in an employee's life whereby he stopped work or was forced to stop work following the attainment of stipulated conditions of employment (as; old age, years of service or ill health (Odia and Okoye2012). In other words, one is said to have retired when he leaves an occupation which he had been involved in for a considerable length of his working life.

In Nigeria, there are three major forms of retirement (Okechukwu and Ugwu 2011). The forms are:

- i. Voluntary retirement
- ii. Compulsory or forced retirement
- iii. mandatory retirement

**Voluntary retirement:** This entails a situation where an employee moves out of active service for reasons best known to him.

**Forced retirement,** a form of compulsory retirement, is a situation where an employee is forced against his expectations to retire from service. The reasons for this include; old age, ill health, indiscipline on the part of the employee etc. (Okechukwu and Ugwu 2011). According to Ekoja (2005) forced retirement is usually sudden and unprepared for, so it can be devastating to the workers concerned.

**Mandatory Retirement:** According to Okechukwu and Ugwu (2011), mandatory retirement, is one which takes place when the conditions set for it by the employers, are fulfilled. Further, they observed that retirement in Nigeria whether voluntary, compulsory/forced or mandatory has never been a welcome phenomenon. They attributed this to the unpreparedness of the Nigeria workers for retirement, which is often caused by poor saving culture inherent among public servants. Consequently, they advocate pre-retirement counseling to employees to help them live a blissful life in retirement. In consonance with all said above, Ason (2002) defined

retirement as a major life change that causes a shift in roles, social interactions, financial responsibility, feelings and well-being.

In line with the above definitions, we view retirement as withdrawal of oneself from active service or gainful work which he hitherto performs. The reasons for the withdrawal could be personal or for having met the requirements specified in the condition of service of the establishment. Such an individual as mentioned above is called a retiree. Retiree is a person who no longer performs full time formal employment job or any person who is receiving retirement pension benefit after his disengagement from paid employment (Oniye, 2001). For the study, a retiree is an employee who had disengaged from active government service (as a result any of either old age, years of service or ill health) and is receiving pensions. The statutory age for retirement in public service in Nigeria is 60 years or 35 years of active service, whichever comes first. However, in the universities and tertiary institutions, the retirement age for workers who are not professors is 65 years and for those on professorial cadre, the retirement age is 70 years (Maji 2014). Notably the study was concerned with mandatory retirement in public service being 60 years or 35 years of service.

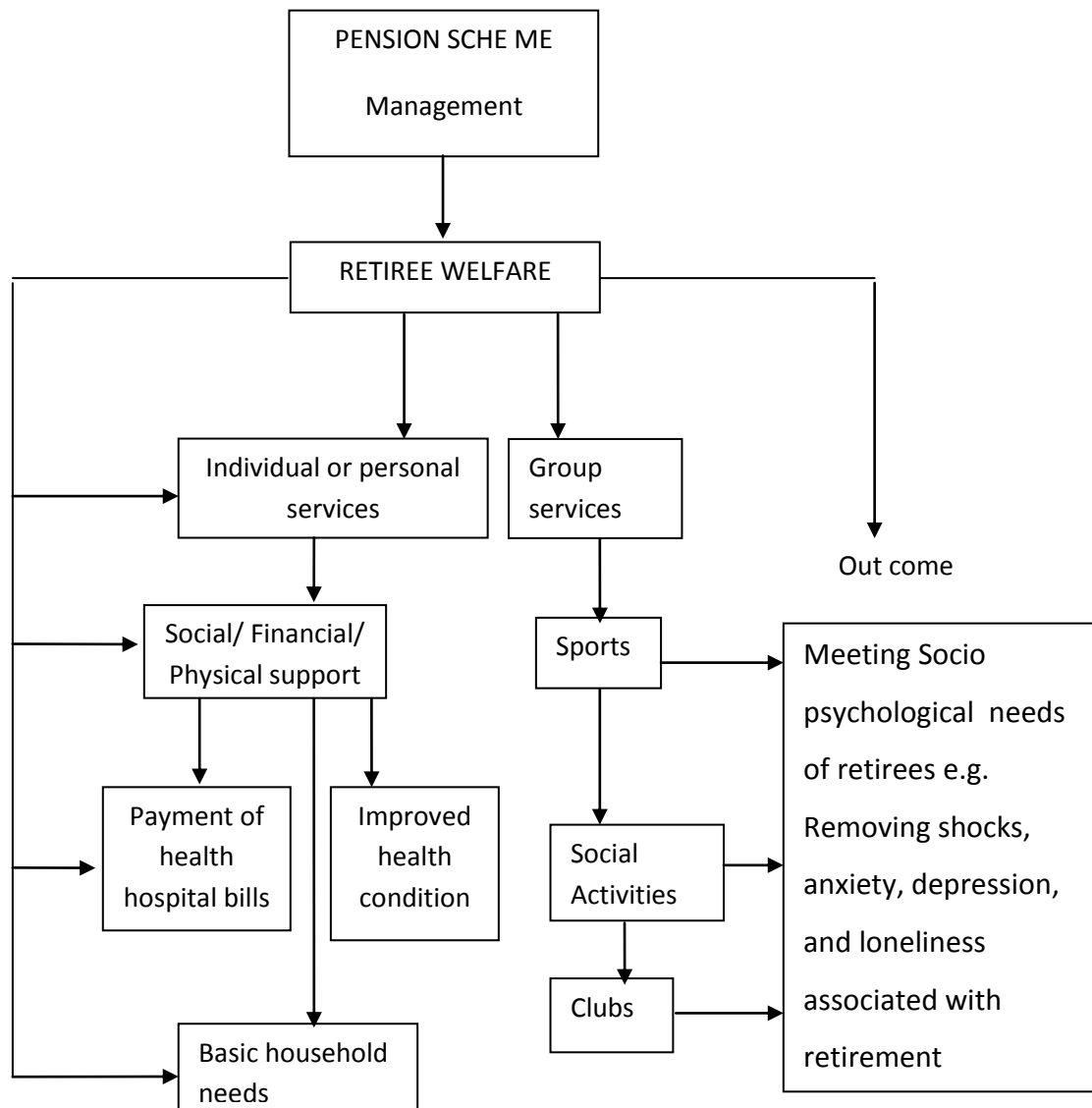
#### **2.1.4 Concept of Welfare**

Globally, welfare is accepted as government benefits distributed to impoverished persons in order to enable them maintain an appreciable standard of living. Thesaurus (2013) said that welfare refers to the following: government provision of economic assistance to persons in need, governmental provision to the unemployed, injured or aged people, something that aids or promotes wellbeing, a state of health happiness or prosperity and an assistance especially money food and other necessities given to the needy. Welfare is synonymous with health, happiness and good fortune as well as aids, financial or otherwise provided by government to people in need (American Heritage Dictionary 2011).

Collins dictionary (2003) defined welfare as health, happiness, prosperity and well-being of a person as well as financial or other assistance given to those in poverty or in need.

According to Cole (2002), welfare can be viewed from these angles; from the dimension of addressing the physical needs of the employee as in the health and safety legislation, and in the sense of financial provision which is covered by pay and salary administration. Furthermore, he categorized welfare services into two (1) individual or personal services to assist with sickness and other domestic needs. (2) Group services consisting of sports, social activities and clubs for retired staffs, adhoc activities such as organizing parties during festivals (for pensioners and children of employees).

In line with Cole (2002) view on categories of welfare services, we compare the services to the pension scheme in Anambra state as it concerns our study. Fig 2.2 is presented as an illustration.



**Figure 2.2: Illustration of Welfare Services and Pension scheme as affected the study**

**Sources Researcher view 2016**

For the researcher, the categories of welfare services mentioned in figure 2.2 reflect in retiree’s provision of basic household needs, his health/hospital bills, socio psychological needs and addressing his health condition. For the study, welfare packages are packages that will enable the retirees take care of basic household needs, infrastructural bills, address his health/ hospital bills, as well as his socio psychological needs, thus improving his health conditions.



On the other hand, basic household needs of retirees are those necessities that will assist him in the upkeep of the family. Up keep of the family can be seen as the process of maintaining or preserving the family by keeping it in good condition. In line with this, we define upkeep of the family as a financial support provided for the families living expenses. Such expenses include feeding, clothing, shelter, children's school fees etc

Health/hospital bill otherwise known as medical bills: Medical billing processes are an interaction between a health care provider and the insurance company or payer (Media wiki (2015). In developed countries as United States of America, insurance companies contract with health care providers (doctors) to provide health care services to the staff that register with them. The insurance company takes care of the medical bill of the patient. However, if one does not have insurance and cannot afford the medical bill, he can speak up and negotiate with the medical provider for better pricing. For us, medical bill is the money charged by a medical practitioner for providing health care services to a patient. The services include provision of drugs, laboratory fee, and surgery and check up fees etc. Notably, Medical Bills of pensioners in Anambra State are not covered by insurance and are not paid by the government. The pensioners are the payers. Health is a state of being free from illness or injury. According to Scott (2014), stress especially chronic one causes physical, emotional or psychological strain.. For us, health condition is the state of someone with regards to his physical, socio- psychological and emotional fitness.

## **2.2 Empirical Review**

The empirical review of the study contained works of respected scholars and their relevant findings. These were arranged as follows:

### **2.2.1 Delays in Payment of Pension Benefits and Retirees Provision of Basic Household Needs**

Sadat (2012) conducted a study on Developing Effective Strategy for pension administration in Nigeria the study centered on developing effective strategy for pension administration in Nigeria using River State Pension Commission as a case study. Questionnaires were used as a tool for data collection; the data collected were analyzed using percentages where as the hypotheses were tested using (X<sup>2</sup>) chi-square. The findings revealed among other things that some retirees' were forced to continue to work throughout their life because of lack of means of sustenance at old age; and that a non-effective and efficient strategy of pension administration can be likened to poor pension administration which in most cases results to delays in implementation of pension benefits and its consequent inadequate provision of basic household needs. He therefore recommends that planning for retirement should start from the day one is employed by setting aside a percentage of one's salary in anticipation of retirement.

Ogbebor (2011) investigated Counseling Imperative Around Retirement Scenario in Nigeria. The work investigated problems of retirement, problems faced by retired persons and its effect on pre-retirees. The objective of the study was to create a better retirement scenario. Data was collected through questionnaire from 200 respondents from a population of 2100 counsellors in Delta State. The t-test method and percentages were used to analyze the data obtained. The findings revealed that retirees have worries as to whether their benefit will be paid or paid as at when due, there is need to step up interaction between counsellors and retirees. He therefore recommends that employers need to ensure that payment of benefits are made as soon as workers retire while the monthly pensions are paid when due. Pre-retirement saving scheme outside normal retirement entitlements of retired workers should be encouraged for all workers and health education programme for the aged should also be introduce.

Maji (2014) conducted a research on managing post-retirement conditions in Nigeria and used Kogi State as a case study. It found out that retirement period has been a tension provoking and devastating phenomenon in Nigeria. And that a sweet and enjoyable post-retirement life demands that a certain capital or income generating outfit be put in place before retirement date. Again, Denga (1996) observed that hardship brought about by delays in pension and gratuity had resulted to great fear of retirement by many workers. Consequently, they falsify their career records, to defer retirement. Furthermore, he found out that Nigerian pension fund is characterized over the years by outright corruption, embezzlement, mismanagement and diversion of funds. Therefore it calls on Nigerian workers to embrace entrepreneurial opportunities available so as to remain moderately productive and healthy after retirement.

According to Uzokwe (2012), Travis (2003) carried out an empirical study on the effects of reduced retirement benefit on workers. The study was conducted with a population of 4,500 public school teachers (serving and retired) in Ohio. Three research questions were formulated while structured questionnaire was used to collect the data. Statistical mean and ANOVA were used for the analyses of the data. The findings were: that retired workers and those nearing the end of their careers express worries over reduced benefits; that some retirees with smaller pension benefit said they may be forced to sell their homes in order to keep life going.

Moreover, Anyanwu (2008) conducted a study on strategies adopted in the management of resources for adjustive retirement at Nsukka Nigeria. Three research questions and one hypothesis were formulated. The population comprised of all the teaching & non- teaching staff with less than 5years of service. The sample size was 400 while the questionnaire was used as the instrument for data collection. Mean and t – test statistics were used in analyzing the data collected. Their findings revealed that workers could not save substantial amount of money to provide for their up keep on retirement. In conclusion, he said that fear of financial

instability together with loss of social relationships had made some employees unwilling to retire.

More so, Okoye and Eze (2013) in their work on Analysis of Corporate Governance and the Performance of Pension Scheme in Nigeria determined the effect of corporate governance practices on the performance of pension scheme in Nigeria. The theoretical and empirical studies of the work hinged on the relationship between corporate governance practices and performance of pension schemes in Nigeria. The study concluded that there is significant positive effect of corporate governance best practices on the performance of pension scheme in Nigeria. Based on this, it recommended that all stake holders and employees should be actively involved in the conduct of good corporate governance practices as it is a sure way successes could be achieved on the performance of Pension Scheme in Nigeria.

Furthermore, Okotoni and Akeredolu (2005) in their work on Management of Pension scheme in public sector in Nigeria examined and analyses the scheme using Obafemi Awolowo University, Ile- Ife as a case study. Questionnaires, personal interviews and telephone conversations were employed in the collection of data. The analysis revealed that the regular upward review of the pensions and gratuity in the country without appropriate strategies to finance the scheme has become a major problem and required immediate solution to alleviate the current sufferings and hardship of retirees, and confirmed that the insurance companies were scored low on their performance role in public sector pension scheme. The paper therefore recommends that viable investment of pension fund should be embarked upon in order to ensure prompt and regular payment of entitlements of retirees and pensioners.

In addition, a study carried out in Texas Tech University by Susan, Karla, and Tammy (2006) on “Factors Influencing Retirement Decisions of Nurse Educators’ used simple

random sampling in selecting the sample size of 129 nurses. Data collected and analyzed indicate that respondents mean anticipated age of retirement was 64.4 and that Nurse educators do not plan to work beyond 65years. The most influential factors affecting the timing of retirement were financial status, health, personal & family factors.

In the same vein, Fapohunda (2013) in his work, PenCom and the Nigeria Police revealed the multi million Naira pension scandals in the police sector and pointed out that such embezzlement and corruption could result to delays in payment of pension benefits. He pointed out, that the situation is so devastating that it results to some workers falsifying their age and career records in order to postpone retirement dates.

Again Nweke (2010) carried a study on the assessment of the pension reform agenda of Olusegun Obasanjo Administration 2004; using Federal Ministry of Interior, Anambra State as a case study. The descriptive research method was used in carrying out the study

The research findings revealed that;

- i. Government has not worked out the modalities properly on the separation from the erstwhile old scheme from the new one.
- ii. The reform agenda depends on government's yearly budgetary allocations, which also depends on who is in control of the machinery of government and the revenue conditions of the federal government.
- iii. The obvious escalating expenditure of government in other areas such as education, agriculture, health and administration that compete with pension expenditure, government cannot be trusted to solely pay pension.

Based on their findings, they recommended that;

- i. Government should try as much as possible to increase her contributory part to fifteen percent (15%), while the employee should contribute five (5%) only, reason

being that employees should be assisted in the provision of individual socio-economic needs while in active service.

- ii. Various levels of government should be mandated to keep a fixed percentage of their revenue with the Central Bank of Nigeria (CBN) to cater for pension needs of their workers as a way of securing the future of the retirees.
- iii. Any pension fund administrator, custodian that is found wanting or dubious in his transactions should be blacklisted instantly and pension fund records and funds in his keeping be retrieved and transferred to another custodian or administrator.
- iv. Government should mandate all the PFAs to pay interest rates according to all the customers.

Specifically, in Anambra State, Chukindi (2013) in his article “ANPC retirees: cry out to governor Obi for pensions and gratuity” pointed out that retired worker of Anambra News paper and printing Cooperation(National Light Newspaper) have appealed to the government of Anambra State to commence the implementation and the payment of their pension and gratuity. In a press release signed by the coordinator Ike Okonkwo, to the governor of Anambra State, he lamented that ANPC retired worker forum had been receiving reports of existing serious family problems, untimely deaths and other avoidable problems that erupted due to non- payment of statutory pension benefits to its members by the government.

In the same vein, Ujumadu (2015) in his article Anambra pensioners groan under unpaid entitlements owed them for years by the federal government wrote that many of them complained that they are tired of being tossed about by the federal civil/publicservants in charge of pensions in Abuja; that some of them are blind or are so old that they were dragged along by their healthy relations or their children, and that one of the retirees by name Chris Okpala sorrowfully said that he has not paid the money he borrowed from a relation, which he promised to pay when he gets his entitlements.

### **2.2.2 Non-Regular Increment of Pensions and Retirees Health/ Hospital Bills**

Hu, (2005) in his empirical examination of pension reform, economic growth, and financial development used panel data analysis to find a negative relationship in the short run, and a positive relationship in the long run. He found out that there exist a positive relationship between pension fund assets and economic growth showing that pensions are a good predictor of economic growth. In addition, he noted, that panel correction model and panel granger casualty test suggest that pension fund growth leads to financial development.

In addition, a study carried out in Texas Tech University by Susan, Karla, and Tammy (2006) on ‘Factors Influencing Retirement Decisions of Nurse Educators’ used simple random sampling in selecting the sample size of 129 nurses. Data collected and analyzed indicate that respondents mean anticipated age of retirement was 64.4 and that Nurse educators do not plan to work beyond 65years. The most influential factors affecting the timing of retirement were financial status, health, personal & family factors.

Idowu and Olanike (2010) in their study evaluated the effect of public pension reform on civil/public servants in Nigeria using the error correction Model. The aim of their study was to test the effect and show the long-run relationship that exists between pension’s scheme reforms and employees’ welfare. Using panel data, their findings revealed that not all the reforms made to Nigeria pension scheme over the years have been able to meet the expectations of the employees in terms of social security and risk aversion in old age. They attributed this to inadequate disbursement of pension funds and the corruption of pension officials. In other words, the pension scheme adopted by Nigeria is not as welfare enhancing as it is supposed to be, especially in the area of prompt payment of pension benefits. Therefore, they recommend that there should be an adjustment to the scheme in terms of its implementation, administration, and co-ordination. Government as a matter of policy must

make sure that the selection of the firms to be entrusted with pension funds are not politicized, they should be competent and have the zeal to do the work without fear or favour. Pensioners on their own side must be active in terms of their savings to the scheme.

However, Hermansen (2012) in the Department of Economics and Business, University of Aarhus investigated Longer Life Span and Retirement Decision in his PHD dissertation. The work centered on the implication of changes in longevity and the decision to retire from the labor market. In the study three, reforms of Pay As You Go pension scheme were simulated; increasing contribution rates, raising the retirement age and reducing pension benefits. According to him, consumption and employment are boosted in the short run and sustainability of pension scheme is ensured in the long run by indexation of the retirement age or the benefit level of longevity. More so, reduced pension benefit magnify the wealth accumulation effect and increases output for a while due to higher labor supply and because of dynamic efficiency.

Furthermore, Stensnes and Stolen (2007) studied the effects of pension reform on fiscal sustainability, labour and equity in Norway using Statistics Norway's dynamic micro-simulation model (MOSART). The results indicate the reform will simulate labour supply and improve public budget and also lead to an increase in inequality in received pension benefit.

Also, Onwumbiko (2015) in his article titled, "Civil/public Service Day and Harmonization of Pensions Payment", appealed to Governor Obiano of Anambra State to extend his God-fearing disposition to harmonize the pensions of retirees in the state. Furthermore, labour leaders should assist in pressurizing the governor to harmonize the yawning gap in the earnings of pensioners. For instance, a GL15 Officer who retired in April 2011 receive 59,000 naira as pensions, while GL15 Officer who retired in the same year, when the extant



minimum wage was signed into law, receive 80,000 naira and above as pensions. Again there are permanent secretaries in Anambra State who receive 30,000 naira as pensions while their counterparts in the same state receive over 120,000 naira as pensions. He emphasized that the governor should not hesitate to give pensioners their entitlements to enable them live a meaningful life.

### **2.2.3 Pre-retirement Workshops on Planning for Retirement and Socio-psychological Needs of Retirees.**

Petters, Okon & Opoko (2008) carried out a survey study on Cross River State of Nigeria on pre-retirement preparation and gender factors in workers retirement confidence. The sample for the study consisted of 297 randomly selected civil/public servants, 138 males and 159 females. Three research questions and one null hypothesis were formulated. Questionnaire was used for data collection while mean and t-test were used for data analysis. The respondents were those who have less than 2years to retire. Their findings indicate that those who had prepared for retirement beforehand had a higher confidence than those who did not prepare for it. Thus they concluded that retirement for workers who fail to plan ahead was a shock, anxiety & depression but for those who planned for retirement, it was a time of happiness and fulfillment they recommended, pre-retirement preparation as an antidote to stress influenced conditions which include but not limited to depression, diabetes hair loss, heart disease, hyperthyroidism, hypertension. Besides, Pre retirement workshop exposes one to retirement information needed to retire with confidence.

Subsequently, Lai, Tan, and Chung (2008) carried out a study in China on Examination of Quality of Life in Retirement. A sample size of 173 participants was randomly drawn out of Chinese retirees. A questionnaire titled quality of life was used for data collection while

vertical regression was used for data Analysis. Findings of the study show that health and emotional problems were among the challenges of retirees.

Uzoekwe (2012) cited Ore (1992), who carried out a study in university of Nigeria Nsukka on coping strategy of senior staff retirees in the university. He conducted the study with a sample of 200 drawn randomly structured questionnaires, oral interview personnel observation were used for the data collection. Mean, percentages, and standard deviations were used in the analysis of data. Findings indicate that many retirees on retirement suffer emotional & health problems.

Inaja and Chima (2013) conducted a study, on “Perception and Attitude towards Pre-retirement Counselling among Nigerian Civil/public Servants. Purposive Sampling Technique was used to select a representative sample of 1200 Civil/public Servants in Cross River State, Nigeria. Data was collected using a self- structured questionnaire and the analysis of the data were carried out using a one- way ANOVA tested at 0.05 alpha levels. Results of the study indicated that Civil/public Servants Perception of retirement significantly influence their attitude towards Pre- retirement counseling with respect to income and expenditure management, health related issues, management of loneliness and change in physical environment. Those workers in well-organized sectors look forward with joy to the day they will retire. This is because they are sure of receiving their retirement benefits without delays. Workers in the sectors where retirement benefits are hardly paid perceive retirement as leaving regular employment for death.

That failure of public servants to avail themselves of pre-retirement counseling prior to their retirement had often resulted to hardship in retirement. Such hardship as: Poor feeding, financial insufficiency, inability to pay sustainable bill to include others. Furthermore, they observed that people who enter retirement without personal plans or pre-retirement counseling

have negative feelings about retirement. Among other things, the study recommended pre-retirement seminars and workshop should be organized for civil/public servants on a regular basis to prepare them for life in retirement.

Furthermore, Albert (2006) from University of South Florida, conducted a three part study on the relationship between retirement planning & health. The aim was to find out if there is a health implication of retirement planning. The Sample comprised 12,652 respondents in 7,000 house hold; Data for the Analysis were drawn from the first wave (1992) of the Health and Retirement Study (HRS). Panel survey was employed. Data collected were analyzed using means, percentage & hierarchical logistic regression. The findings among others revealed that formal planning for retirement was positively associated with self rated health over time. That is, individuals who plan either formally or informally for retirement were more likely to have health insurance; access to extra individual factors such as; Medicare, rehabilitation care, or other assistive devise that can influence substantially health outcome, that in retirement emotional health can influence physical health, retirement planning is beneficial to emotional health, or psychological wellbeing.

Moreover, Ettem (2011) in his study on Teacher Retirement Preferences and Behavior at Vanderbilt University, introduced three main problems with existing teacher retirement plan. Data for the study was drawn from the school and staffing survey (SASS) and the teacher follow up survey (TFS). Data collected were analyzed using chi square. Findings from (SASS) and (TFS) indicated that teachers were highly responsive to retirement incentives. 76% of teachers who are newly eligible for regular retirements chose to retire while 54 percent of teachers in their first year of eligibility for early retirement took the option. Sequel to this, they recommended that further research should explore longitudinal data on teacher retirement as well as a more detailed State record.

Again, Bailey, Turner, & Scott (2010) carried out a study on Factors influencing Attitude Toward Retirement and Retirement Planning Among Midlife University Employees, The study examined the influence of gender, age, marital status, occupational status, educational attainment, income, perceived health, number of children, age of children and number of dependent children on retirement planning behaviors and attitude toward retirement among 40 to 65 –year –old university employees (N=2,760). The Study used Regressions analysis to determine the demographic variables that differentiated between individuals on four planning scales (financial, home equity, employment and location) and in their attitudes toward retirement. They found out that there was a significant relationship between financial planning and total family income. The discussion concludes with policy implication related to assisting midlife individuals in preparation for retirement.

Also, Yuh, and Peh (2012) in their study on the factors influencing retirement planning of working individuals in Kota Kinabalu Malaysia examined the factors which will influence the retirement planning behavior of Malaysians. A sample of 137 working individuals in Kota Kinabalu in the age group of 26 was used. Questionnaires were employed as the instrument for data collection while Life cycle theory and role theory served as the study's theoretical frame work. Finding of the study revealed that there was significant relationship between retirement planning behavior and several variables which included social effect, peer effects, income, financial education, health Status etc. It therefore recommended, among other things, that, working individuals should start early enough to plan for retirement to enable them have strong financial resources when they retire.

Hassan and Shari (2007) conducted a research on financial preparation for Retirement. The study which was carried out in the University of New Orleans examined effect of various social, demographic, and economic variables on retirement preparations. Data was generated from the survey of customer finances, profit analysis indicate that respondents income and

job tenure have significant positive effect on predicting employer sponsored pension plan eligibility. Major findings: Race, health & individual savings habit do not appear to have significant effect on the decision to contribute to employer sponsored pension plan.

Another study was carried out by Adetunde, Imhonopi, and George (2016), on the transitional experience and adjustments of retired public servants in Kwara and Lagos. The study used secondary data to explore the actual actions taken by retirees at this transitional phase for proper adjustment to post retirement phase using Activity theory, Multiple Modes of Livelihood and conservation of Resources perspectives. It revealed that the transitional phase calls for adjustments that are crucial for living a happy and fulfilling post retirement life. It therefore concluded that due to Nigerian economic instability and irregularity in pension payment, several retirees seek out for alternative means of income to augment their merge pension. Such activities deal with boredom and serve as survival strategies in the mist of economic crises.

Mutran and Reitze (2004) in their study followed set of older workers from Raleigh-Durham-Chapel Hill North Carolina Metropolitan area, from Pre-retirement to 24months Post retirement in order to explore stages in retirement and impact of social, psychological, social, background, gender on retirement adjustments. Atchieys model of retirement adjustment (1976) was used to anchor the study. Result of data Analysis revealed the factors that influence retirement adjustment as:

1. Pre retirement self esteem, and friend identity meanings as well as pension eligibility etc.
2. Retirement planning and voluntary retirement increased positive attitudes towards retirement latter than earlier in the first two years of retirement.

3. Poor health decreases positive attitudes towards retirement rather than earlier in the first two years of retirement
4. There were only limited gender effects.

Furthermore, Harold, & Rudolph (1999) conducted a research titled “Does Retirement Planning affect the level of Retirement Satisfaction?” The paper analyses the relationship between retirement planning and retirement Satisfaction. Research question were as follows Do individuals think about and plan for retirement; do they utilize financial planning services Are those who plan for retirement more satisfied than those who do not plan for it. Data was collected from 1,781 retired individuals from Health and retirement Studies (HRS) and was analyzed using ordered probit model. The result indicated that attending planning meetings and thinking about retirement have a significant positive impact on satisfaction even when income, marital Status and health are included as explanatory variables.

More so, Shultz, Morton, and Weckerie (1998) conducted a study on the influence of push (e.g. poor health) and pull (e.g. leisure interests) factors on voluntary and involuntary early Retirement Decision and Adjustment. According to them, Nine hundred and ninety two early retirees from wave one data (collected 1992) of the health and Retirement Study (HRS) were examined on both factors as well as on their post retirement adjustment. Results from discriminate function Analysis indicate that both push and pull factors are important differentiators when taking decision to retire. After retirement the push factors became more Salient differentiators. And those who perceive their retirement to be voluntary had higher life Satisfaction Scores and rated themselves as healthier (mentally & physically) than those who perceived their retirement as involuntary.

Further, Borsch- Supan and winter (2005) employed a multi-economic simulation model to show the relationship among aging, pension reform and Capital flows. The result of the

simulation indicates that Capital flows from fast aging region to the rest of the world will initially be substandard, but the trend is reversed dissimulated savings.

Similarly, Garba and Mamman (2014) evaluated Retirement Challenges and sustainable development in Nigeria. The aim of the study was to give an overview of the challenges faced by retirees in Nigeria. They employed secondary source of data and observation in the data collection. Sequel to the findings of the study, they recommend planning for retirement to embrace; estimating ones source of income, developing friendship, establishing business in own area of specialization.

Subsequently, Asonibare and Onyie (2008) in their work on Retirement and Retirement Counseling Issues and Challenges in university of Ilorin, addressed the concept of retirement and retirement counseling. They studied workers in both public and private sectors and their observation indicated that the perception people have of retirement is a function of their understanding of what it connotes. They therefore recommended that counseling services should be provided across pre- retirement and post- retirement stages. At the pre- retirement stage workers should be exposed to vital information that enhances happy post retirement life while at the post retirement stage professional counselors should organize for retirees' workshops, seminars, sensitization symposium etc. Such information gathered there, they said will assist retirees to explore career alternatives and develop leisure Interest. Furthermore, they found out that issues in the society such as; long life expectancies, decreasing retirement benefit, rising health care costs, increasing job insecurity to include others, have made planning for retirement more important than ever. Therefore, they advice public servants to start early to plan for their retirement not minding, the handsome package which their establishment might offer as pension as the package may not be enough to maintain life style in retirement. They recommended that the following questions guide one while planning for retirement

1. At what age do I plan for retirement?
2. Will I find a part-time work or not work on retirement?
3. How long do I think my savings and benefits will last?
4. How much money will I use to support my family?
5. What type of life style do I have to live after retirement?
6. Where will I leave when I retire?
7. What provisions do I need to take care of my health needs during retirement.

More so Maji (2014) in his study cited (Ogunlesi 1985) said that for a retiree to enjoy his post retirement life, he has to device means of managing the challenges inherent in retirement.

Sequel to the above saying, he listed the retirement planning programme to include:

1. A home into which to retire: The public servants who do not have a house of their own in their work station should decide outright whether to remain in the present accommodation, change residence within the same location or move back to their village.
2. Retirement financial plan: This is also very necessary as the retiree pension is smaller than the salaries they earn in service. For financial planning; answers to some of the following questions will serve as a guide to the plan (below). The questions are;
  - i. How do I finance the retirement life?
    - What is the flow of retirement plan, lump sum or piecemeal?
    - What is the size of dependent relatives to cater for in retirement?
    - Do I need to readjust my pattern of consumption to affect the expenses?
    - What is the size of assessment retirement fund?
    - How regular is the assessment fund?
  - ii. How will the gap between desire and available fund in retirement be bridged?



- iii. Open a retirement savings Account. According to him, every employee should as a matter of necessity open RSA account early while in service, operate it, buy shares in well-known trading companies and invest in landed properties if possible. The above savings will serve as a base on which a pensioner starts a business on retirement.
- iv. Invest in small sideline business: This entails running small business while one is still in employment or service. Such businesses as trading, home service deliveries establishment a schools, grass cutter business, among others. Proceeds from the sideline business can go a long way to making life in retirement comfortable.
- v. Establish Business in Own Area of Specialization: Starting a business where the retiree's skill is greater is recommended in retirement. The choice of business should be in the area which the retiree has depth knowledge and familiar with the legal requirements needed, in setting up such business. Such areas to include: Running consultancy services or business undertaking in the person's area of specialization, writing, Gardening, farming; coaching as in sports, drama, contract job and keeping poultry, piggery, fishery, etc.

Furthermore, his interactions with the retirees revealed the following tips, as being vital to the management of post retirement years. The tips are:

1. Develop a dietary eating plan that emphasizes, eating more fruits, fresh vegetables, fishes, low fatty foods, less intake of red meat, Sweet, salt, much fatty foods, sugared beverages, processed or refined food products.
2. Post- retirement task should not be elaborate especially at older age 65years+, as it can adversely affect one's health.
3. Engage often in low impact exercise like working, jogging, running, playing table tennis, cycling and the likes. The above exercises have been identified as being good for management of hypertension and some other old age illnesses.

4. Visit your doctor for regular checking of blood pressure. Note some hospitals and healthcare centers do this free of charge.
5. Medical kits like blood pressure monitor and sugar level kit should be bought and used, by the retiree to check his health status.
6. Drink plenty of water especially, when doing activities that entails sweating.
7. Make out time to rest and sleep especially when getting exhausted
8. Participate in self-care programme that promotes personal and environmental cleanliness as this is another form of exercise.

In another development, Maji (2014) cited Eyibe and Eyibe (2000), observed that planning ahead for retirement will enable the retiree pursue the realities of retirement from the onset. According to him the mind to plan is enough social security for life in retirement. He cited, Mallum and Kolawole (2004) said, that adequate planning for retirement eliminates frustration and anxiety that is common among retirees. Subsequently, he listed the following as, problems that emanate from unplanned retirement:

- ii. State of boredom
- iii. Distress
- iv. Feeling of dissatisfaction
- v. A condition of financial anxiety resulting in inability of pensioners to pay their infrastructural bills.
- vi. Loss of contact or social relations with colleagues
- vii. Feeling of dissatisfaction and unfulfilled life
- viii. Psychosomatic and phobic reaction. Equally Agada (2006), uphold that retirement planning ensures a smooth landing for retirees.

For us, effective and functional retirement plan could provide and enhance in retirement the following:

1. Good health
2. Financial sufficiency
3. Minimize stress caused by worries
4. Check excessive boredom as a result of idleness.
5. Provide new friends that will make life more meaningful

The implication is that pre- retirement counseling workshop on planning for retirement is of a great benefit to employees, because it makes them accept the realities of retirement and enable them attend self satisfying life in retirement. Hence the place of pre-retirement counseling workshops on planning for retirement for the pre- retirees cannot be over emphasized.

According to Kohi and Meyer (1986) as cited in Ogbebor (2011), pre-retirement period is a time of psychological decline, a period of mild disease, a period of decline in productivity to include others. Therefore, they said, that pre- retirees should be assisted at this phase, especially in planning for retirement. Furthermore, they suggested that pre- retirement programme should include:

- counseling to remain active in retirement
- Counseling for good health habits
- Counseling for managing contacts with friends and relations.

Subsequently, Inaja and Chima (2013) cited Grangard (2002), said, that only few workers who planned for retirement look forward with zeal and enthusiasm to retirement, while many dread it. He observed that many who dread retirement do so because they failed to plan for it.

.Furthermore, they noticed that lack of pre-retirement counseling prior to retirement is the major cause of hardship encountered, by retirees. Such hardship includes:

- Financial insufficiency, poor feeding and inability to pay sustainable bills.(electricity, water bills to include others)

In line with the above, Madu (2014) in his write up on effect of retirement on retirees advocates pre-retirement counseling to would- be retirees, so as to help them live successful life on retirement. He pointed out that pre-retirement counseling will help potential retirees to: choose an alternative vocation, remove burden, develop self-concept, and develop leisure activities and hobbies on retirement,

Emphasizing on the earlier, the better as far as retirement planning is concerned; he narrated a story of a man called “Jerry McMahan, who retired before his 51<sup>st</sup> birthday. In his words, “Jerry McMahan, reported, *“What enabled me to retire early were both my pension plan and the performance of my personal portfolio”*. He was a division controller and a director of financial analysis. At 37, he applied his planning skill to his personal retirement goal. He set out a strategy to acquire a certain sum of money in 20 years to fund his retirement. Fortunately for him he hit the target 5 years earlier. Consequently he enrolled, passed exams and got a certificate in financial planner designation. So as a professional, he is always busy offering his expertise to people that have problems with their business, making real money. Hence, Jerry McMahan is a successful retired employee of Rockwell as a result of early planning for retirement.

Furthermore, in appreciation of pre-retirement seminar organized for Lagos State government retirees, a retiree, who pleaded anonymous said that the workshop prepared retirees for the challenges ahead and in her own case, the money she realized from the kerosene business she opted for and invested in, added to her comfort in retirement.

In addition, Ogbemor (2011), cited Palmore (1984) said, that pre-retirement worries have declined to about 15% in developed countries. Coughin (2008), listed some of the proactive steps to minimize the worries and the problems of retired and pre-retirees thus:

- Change of long-term planning and life style habit and behavior
- Turn-nonproductive worries into productive ones
- Saving for retirement while still working
- Disability savings and long-term care insurance
- Investing early in the place of work like co-operative savings to include others.

Similarly, Ogile and Suleiman (2007) in their study identified involvement in age and longevity planning as a proactive step to reducing retirement problems. Nweke (2010) upheld a popular saying that he who failed to plan, planned to fail. Thereby, he referenced Onigbo (2004) who said that lack of planning by many retirees has resulted to their financial insecurity and embarrassment, during their retirement periods

#### **2.2.4 Verification of Pensioners and Retirees Health Conditions**

Odoh, Igbeka, and Ani (2011) investigated public sector pension reform in Nigeria: A historical perspective: The paper unveiled the root of the crises which made reform inevitable. It also x-rayed the feature of the 2004 pension reform and highlighted their strength and weaknesses. And it recommended among other things that the current system should incorporate safety net that takes care of short falls in investment expectations as it will help to remedy the obvious fault line – Delays in payment of pensions and the consequent frequent arduous verification of pensioners. Again, they pointed out that funding modality was a major factor responsible for the crisis in the public sector pension Scheme. This is because most times the amount released may fall short of the actual appropriation for pension

payment. More so, both the way records of pensioners are kept and the Procedure for payment of pensions create problems in public sectors. For instance, they cited Uwujaren, (2004) mentioned that in some establishment accurate record of pensioners do not exist with the result that pension costs are inflated. The above claim they said was made obvious in the verification exercise of military pension account which led to the discovery of 23,000 fake pensioners in the Army.

Osuyi, (2011) reported, his observation at the verification venue in the Federal secretariat Asaba thus “most of the retirees were brought to the venue by their children. Pensioners were crammed under the few canopies provided, while several others who failed to get a place in the canopy sat under the sun unattended to”. In line with this, Oluwaseyi (2015) in his write up on “Osun pensioners reject bi monthly verification exercise”, narrated that pensioners in Osun State rejected the proposed bi monthly verification exercise for pensioners by the state government, saying that no fewer than 50 persons had died during such exercise in the past. Sequel to the above, Odefisoyo (2015), chairman of pensions Ife-Ijesa senatorial zone of the state cautioned the state government on making policies that will have adverse effect on the health of people.

In addition, Zaggi (2015), Authority breaking news on “Tear, pains as pensioners narrate their ordeal” posits that some pensioners in Nigeria are actually passing through excruciating pains, humiliation, deprivation and lack. Findings by the same Authority revealed that pensioners all over the country have one sad tale or the other to tell. In one of their meetings in Abuja, (which was to protest and draw the attention of the government and well-meaning Nigerians on the sufferings pensioners are passing through) most of the people who were there, were seen cleaning the tears from their eyes when the pensioners were narrating their ordeals, he said.

Still on pensioners' ordeal, a pensioner Cordelia Anakwe from Anambra State narrated hers and I quote. *"I served in Abia and Anambra States. I served in Abia for 13years as a classroom teacher partly in primary school and also in secondary school. On transfer of my husband from Abia State to Anambra State, I was transferred to join him. I followed all the civil/publicservice procedures before the transfer and submitted all my papers as demanded"*. According to her, the authority given to her by the Anambra State Government to enable her collect her part of her pensions of 13years when she retired had not been honored despite her several visits to Abia State pension office. She lamented that she borrowed money to transport her and lodged in hotels for days so that she can stay and follow up the officers in charge of pensions, but all these efforts yielded no result.

### **2.3 Gap in Literature**

Summary of the review of the related literature on pension scheme management in Nigeria as viewed by the named authors are:

On perception and attitudes towards pre-retirement counseling among Nigerian Civil/Public Servants, Inaja and Chima, (2013) conducted their work at University of Calabar. In their work, they recommended that pre-retirement seminars should be organized for civil/public servants to prepare them for retirement. But they failed to explain how neglect of this important event should affect this group of people on retirement. In the same vein, study conducted by Maji (2014), on Managing Post-Retirement Conditions at Ankpa, Kogi State Nigeria, revealed that non-payment of pensions and gratuity, in addition to lack of planning for retirement contribute to hardship in retirement. However the study failed to address the health implications of the act.

Similarly, Odoh, Igbeka, and Ani, (2011) in their study on a public sector pension reform in Nigeria: A Historical perspective highlighted the strengths and weaknesses of the 2004 Pension Reform Act, but failed to mention how the weakness and Strength affect the living condition of retirees in Anambra State.

Furthermore, another study carried out by Nweke, (2010) on assessment of pension scheme reform agenda of Olusegun Obasanjo administration 2004, used Federal Ministry of Interior, Anambra State as a case study. The study concentrated on rate of contribution of both the employer and employee to the retirement savings account, and recommended that the employers rate of contribution should be increased from 7 ½ % to 10% and employees rate should be reduced from 7 ½ % to 5%. Although the work was conducted in Anambra State, it failed to address the welfare of retirees in the state as regards the management of the scheme. Besides, none of the summary of the extant Literatures reviewed, was on Pension Scheme Management and welfare of retirees in Nigeria, not to talk of retirees of Anambra State civil/public service. Hence, the gaps necessitated the study.

## **2.4 Theoretical Framework**

In social sciences and management sciences, theories are used as a road map to investigate a social phenomenon. Based on this, the study is anchored on activity theory. Activity theory was developed by Havighurst in 1961. The concept proposed that continuing activities from middle age promotes well-being and satisfaction in aging. According to Havighurst, older adults who are actively involved in a variety of activities and who establish new roles and relationship are more likely to age gracefully and with a sense of satisfaction. Thus, he asserts that those who aged joyfully and successfully cultivated substitutes for former societal roles that they had relinquished.



Equally, Loue and Sajaovic (2008) the proponents of Activity Theory, concur that successful aging occurs when an older adult stays active and maintains interactions. Similarly, Neugaten (1964) as cited by Weiland (2009), asserts that satisfaction in old age depends on maintenance of personal relationships and endeavors while, Ekerdt (1986) is of the opinion that activity enables older adults adjust to retirement. Again, Bell (1975) views activity in retirement as being good because it delayed mental and physical deterioration. Another scholar of the theory, Burgess (1960) opined that it is best for elderly individuals to replace boredom with activities to maintain healthy living that gives satisfaction.

Therefore, public servants who had active social life and continue to do so in retirement would likely have a more beneficial and fulfilling post retirement life. This is because they are more equipped to solve most of their financial problems. Hence, the need to explore the pension scheme management in Anambra State and the welfare of retirees using Activity Theory.

### **The Tenets of Activity Theory**

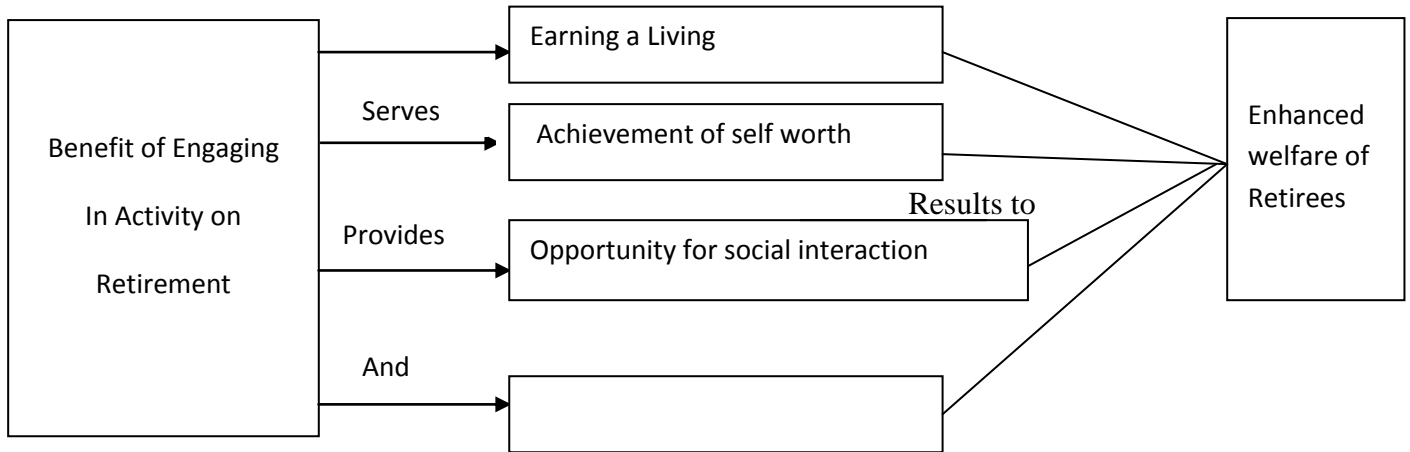
- Activity Theory demonstrates that continuing activities from middle age promotes well-being and satisfaction in aging.
- Retirees who aged successfully cultivated substitutes for former societal roles that they had relinquished.
- Successful aging occurs when an older adult stays active and maintains interactions.
- Activity enables older adults adjust to retirement.

(Havighurst 1961, Loue and Sajaovic 2008, Ekerdt 1986).

## **Relevance and Applicability of the Theory to the Study**

The relevance of activity theory to the study is that it offers enough provisions in explaining how issues in retirement as in delays in payment of pension benefits, non-increment of pension etc. can be contained to enable retirees have a fulfilled life. It gives a better comprehension of how older adults (retirees), who cultivated substitutes for former societal roles that they had relinquished, age with a sense of satisfaction. Besides it creates a better understanding of how staying active and maintaining interactions in retirement promote well being and satisfaction in aging; projecting that activity in retirement is good as it delays mental and physical deterioration, thereby enhancing the average wealth and health of the retirees. In other words older adults who had social active life and continue to do so in retirement are better equipped to solve most of their domestic needs as well as health problems. Clearly, the beliefs and pronouncements of the scholars of activity theory are in agreement with the concept of welfare, which is synonymous with good health, happiness, good fortune and general wellbeing of body and mind. The implication is that Activity Theory is very apt for the study: Pension Scheme Management and Retirees Welfare in Anambra State.

Applying the theory to the study, we deduce that work (activity) has many meanings beyond that of earning a living and that work can serve as a means of achievement of self worth, source of opportunity for social interaction, as well as an outlet for creative expression, the application is diagrammatically shown in fig. 2.3.



**Fig. 2.3 Diagrammatic representation of benefits of Activity Theory**

**Sources: Researcher view 2016.**

Thus, the popular saying, there is dignity in labour holds. Devin (2015) concurs with the above statement- that people, who remain active and engaged, tend to be happier, healthier and more in touch with what is going on around them.

In summary, engaging in non- stressful activities on retirement is generally beneficial in averting psychological distress, improving ones health as well as creating little wealth that can add to pensions or assist the retirees in meeting their needs whenever there is delay in payment of pensions and non-increment of pension benefits.

## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

The chapter explained the steps the researcher adopted in conducting the research, as well as the measure taken in testing the research hypotheses. The chapter contained the following sub heading:

3.1 Research Design

3.2 Area of study

3.3 Sources of Data

3.4 Population of Study

3.5 Sample size Determination

3.6 Sampling Technique

3.7 Method of Data collection

3.8 Validity of the research Instrument.

3.9 Reliability of the research Instrument.

3.10 Method of Data Analysis

#### **3.1 Research Design**

Survey research design was employed for the study. This is because surveys are known to be useful in describing the characteristics of large population. Besides, the anonymity of surveys allows the respondents to give more candid and valid responses to the item statements in the questionnaire. Hence the researcher deemed it adequate for the study which had a large population and required valid responses.

### **3.2 Area of Study**

The Study is conducted in Anambra State. The origin of the name is derived from the Anambra River (Omambala) which is a tributary of the famous River Niger. Anambra State is one of the 36 states in Nigeria created on 27<sup>th</sup> August, 1991. It is located in the South-east geopolitical zone. The capital and seat of government is Awka. The State's theme is 'light of the Nation'. The State's demonym is Anambrarian. Onitsha, Nnewi and Ekwulobia are the state's biggest commercial and industrial cities. The state's boundaries are formed by Delta State to the west, Imo State and Rivers State to the South, Enugu State to the east and Kogi State to the north.

The indigenous ethnic groups in Anambra State are the Igbo (98% of Population) and a small Population of Igala (2% of the Population) who live mainly in the north- western part of the State. The total Population of the State as at the 2006 census is 4,055,048 with a Population density of 840/km<sup>2</sup> (2,200/sqm). The state consists of three senatorial zones; Anambra Central, Anambra North, Anambra South and twenty one local Government Areas. The local governments and their head quarters are presented in table 3.1.

**Table 3.1: Anambra State Local Government Areas with their Head Quarters**

<b>Local Governments</b>	<b>Head Quarters</b>
1. Aguata	Aguata
2. Awka North	Achalla
3. Awka South	Awka
4. Anambra East	Otuocha
5. Anambra West	Nzam
6. Anaocha	Neni
7. Ayamelum	Anaku
8. Dunukofia	Ukpo
9. Ekwusigo	Ozubulu
10. Idemili North	Ogidi
11. Idemili South	Ojoto
12. Ihiala	Ihiala
13. Njikoka	Abagana
14. Nnewi North	Nnewi
15. Nnewi South	Ukpor
16. Ogbaru	Ogbaru
17. Onitsha North	Onitsha
18. Onitsha South	Fegge
19. Orumba North	Ajali
20. Orumba South	Umuze
21. Oyi	Nteje

More so, Anambra State is rich in natural gas, crude oil, bauxite, ceramic and has an almost 100 percent arable soil.

Cultural and re-creational centre in the State include;

- Agulu Crocodile Lake located at Agulu.
- Ogbunike caves, listed by UNESCO as a world Heritage site

- Igbo ukwu museum which is of high value and historical relevance to Igbo's because of its bronze artifacts.
- UZU- Oka: Awka is historically known for the great metal foundry, Uzu Craftsmanship.

Educationally, Anambra State is a centre of excellence. Prominent institutions in the State include:

- Nnamdi Azikiwe University Awka (UNIZIK) with the following affiliates:  
College of medicine situated at Nnewi, Teaching Hospital with facilities also at Umunya and ukpo. Faculty of pharmaceutical Sciences at Agulu, School of Preliminary Studies at Mbaukwu.
- Chukwuemeka Odimegwu Ojukwu University with two campuses, at Uli and Igbariam
- Federal Polytechnic, Oko and other higher institution as Nwafor-Orizu University of Education (Nwafor Orizu College of Education), Nsugbe.

Private universities include: The Tansian University Umunya, Madonna University, Okija and Paul University Awka. And numerous primary and secondary schools both public and private.

### **3.3 Sources of Data**

Both primary and secondary sources of data were employed. The primary data is data observed or collected from first-hand experience. The researcher made use of both questionnaire and interview as the primary instrument for data collection. The questionnaire was divided into two sections: the first section, Part A, addresses issues on the personal data of the respondents such as: gender, age, ministry retired etc, while Part B of the questionnaire

consists of 20 item statements made up of a and b. Item statements 'a' elicit data for responses on pension scheme management while item statements 'b' elicit data for responses on retirees' welfare. Part B was divided into four clusters A1-A4 in line with the objectives. Each cluster contained statements which elicit data for the stated objective. For instance, cluster A1 which is made up of item statements 1-6, elicits data for specific objective one (delays in payment of pensions and retirees' provision of household needs). Cluster A2 which is made up of item statements 7-11 elicits data for specific objective two (Non-regular increment of pensions and retirees' health/hospital bills). Also, Cluster A3 made up of item statements 12-16, elicits data for specific objective three. (Pre-retirement workshop on planning for retirement in meeting the socio-psychological needs of retirees), and Cluster A4 made up of item statements 17-20, elicits data for specific objective four (Verification of pensioners and retirees' health conditions). Again, Likert scale questionnaire comprising of 5 responses of ratings were developed under Strongly Agree (SA) 5 points, Agree (A) 4 points, Undecided (U) 3 points, Disagree (D) 2 points, and Strongly Disagree (SD) 1 point. (See appendix A part B).

Complementarily, structured interview which entailed face to face discussions were held with some of the government functionaries (directors) in the state pension management board.

The secondary data used for the study was collected from periodicals/journals, government gazettes, working circulars in public service, conference papers, internet materials and books written by different authors in the related field.

### **3.4 Population of the Study**

The population of the study included pensioners in all the 18 sub- treasuries in the State Pension Management Board of Anambra State totaling 10,886 (computer unit Anambra State 2015). The sub-treasuries, locations and the total number of retirees in each are as shown in table 3.2



**Table (3.2): Number of retirees in the Sub treasuries:**

S/N	Sub-treasuries	Locations (Local Govt.)	Total number of Retirees
1	Abagana	Njikoka	1,033
2	Achalla	Awka North	72
3	Aguata	Aguata	794
4	Ajalli	Orumba North	239
5	Awka	Awka South	3000
6	Fegge	Onitsha South	177
7	Neni	Anaocha	544
8	Nnewi	Nnewi North	734
9	Nteje	Oyi	391
10	Ogbaru	Ogbaru	206
11	Ogidi	Idemili north	858
12	Ojoto	Idemili South	301
13	Onitsha	Onitsha North	1214
14	Otuocha	Anambra East	274
15	Ozubulu	Ekwusigo	135
16	Ihiala	Ihiala	586
17	Ukpo	Dunukofia	125
18	Umunze	Orumba South	203
	Total	Population	10,886

Source: Record computer unit Anambra State (2015)

### 3.5 Sample Size Determination

The study population is relatively large, so it becomes imperative that a manageable population should be used for the study. Hence, there is the need for the determination of manageable sample size. In view of this the researcher adopted Taro Yamane Formula in determination of the sample size. The total number of retirees in the eighteen sub- treasuries in Anambra State is 10,886 (Anambra state computer records (2015)).

The researcher used Taro Yamane formula to determine the sample size (n)

$$n = \frac{N}{1+N(e^2)}$$

$$N = \text{population} = 10886$$

$$e = \text{Error estimation} = 0.05$$

n = Sample size

Using Taro Yamane formula

$$n = \frac{N}{1+N(e^2)}$$

$$n = \frac{10886}{1+10886(0.05)^2}$$

$$= \frac{10886}{1 + 0.0025(10886)} = 10886/1+27.215$$

$$= 385.8$$

Hence, the sample size for the study is 386

### **3.6 Sampling Technique**

Subsequently, the researcher employed proportional argument formula otherwise known as proportional function equation in determining the number of the retirees to be randomly selected in each of the eighteen sub- treasuries in the State pension Management board in Anambra state, 2004-2014.

The sub treasuries, their locations and total number of retirees respectively are re-represented in table 3.3

**Table (3.3): Number of retirees in the Sub Treasuries:**

S/N	Sub-treasuries	Locations (Local Govt.)	Total number of Retirees
1	Abagana	Njikoka	1,033
2	Achalla	Awka North	72
3	Aguata	Aguata	794
4	Ajalli	Orumba North	239
5	Awka	Awka South	3000
6	Fegge	Onitsha South	177
7	Neni	Anaocha	544
8	Nnewi	Nnewi North	734
9	Nteje	Oyi	391
10	Ogbaru	Ogbaru	206
11	Ogidi	Idemili north	858
12	Ojoto	Idemili South	301
13	Onitsha	Onitsha North	1214
14	Otuocha	Anambra East	274
15	Ozubulu	Ekwusigo	135
16	Ihiala	Ihiala	586
17	Ukpo	Dunukofia	125
18	Umunze	Orumba South	203
	<b>Total</b>	<b>Population</b>	<b>10,886</b>

Using Proportional relationship formula, Output = constant x Input

Where Output is the dependent variable represented by Y, while the Input is the independent variable represented by X and the constant represented by K

So, output = constant x input

$$Y = K X$$

$$K = Y/X$$

= Determined sample size/ Total no of retirees in the sub-treasuries

$$= 386/10886$$

$$K = 0.035$$

In Awka sub treasury, 105 retirees were proportionally determined and randomly selected out of the 3000 retirees

In Abagana sub treasury, 37 retirees were proportionally determined and randomly selected out of the 1033 retirees

In Achalla sub treasury, 3 retirees were proportionally determined and randomly selected out of the 72

In Aguata sub- treasury, 28 retirees were proportionally determined and randomly selected out of the 794

In Ajali sub- treasury, 9 retirees were proportionally determined and randomly selected out of the 239

In Fegge sub- treasury, 7 retirees were proportionally determined and randomly selected out of the 177

In Neni sub- treasury, 20 retirees were proportionally determined and randomly selected out of the 544

In Nnewi sub- treasury, 26 retirees were proportionally determined and randomly selected out of the 734

In Nteje sub- treasury, 14 retirees were proportionally determined and randomly selected out of the 391

In Ogbaru sub- treasury, 8 retirees were proportionally determined and randomly selected out of the 206

In Ogidi sub- treasury, 31 retirees were proportionally determined and randomly selected out of the 858

In Ojoto sub- treasury, 11 retirees were proportionally determined and randomly selected out of the 301

In Onitsha sub- treasury, 43 retirees were proportionally determined and randomly selected out of the 1214

In Otuocha sub- treasury, 10 retirees were proportionally determined and randomly selected out of the 274

In Ozubulu sub- treasury, 5 retirees were proportionally determined and randomly selected out of the 135

In Ihiala sub- treasury, 21 retirees were proportionally determined and randomly selected out of the 586

In Ukpoko sub- treasury, 5 retirees were proportionally determined and randomly selected out of the 125

In Umunze sub- treasury, 7 retirees were proportionally determined and randomly selected out of the 203.

### **3.7 Method of Data Collection**

This stage is very sensitive and should be handled with care, bearing in mind that collection of pertinent data will enable the researcher arrive at the solution to the problem of the study. For this study, the researcher used personal interviews and questionnaires and she adopted direct approach in the administration of the questionnaire. The questionnaire is made up of two sections: the first section (Part A), adheres to personal data of the respondents such as gender, age, educational qualification, ministry retired, grade level on retirement and pension received as at date.

The other section, (Part B) consists of core survey statements. It is expected that the ratings by the respondents will assist in answering the research questions as well as in testing the stated hypotheses. Letter of consent with the protocol of the researcher was attached to each of the questionnaires (See Appendix A). Copies of the questionnaire were distributed to the respondents at the retirees meeting venues and verification centers. The researcher used two

research assistants, who were knowledgeable and competent in collecting the data at each venue. The copies of the questionnaire were given to those who were present and willing to participate in the study. Subsequently, face to face interviews on issues in retirees' pension benefits were held with some of the directors in the state pension management board.

### **3.8 Validity of the Research Instrument**

The researcher employed both face and content validity in assessing the validity of the instrument. This is to enable her find out whether the instrument supported what was intended. Besides, if wrong instrument is used to measure a given concept, the data collected is considered misleading, irrelevant and invalid.

**Face Validity:** In face validation, the appropriateness of the measuring instrument is judged at the face value. The valuator goes through the questionnaire thoroughly to judge whether it covers the research topic or whether it includes items that are beyond the study. To achieve face validity the researcher sends the instruments to valuers indicating the type of validation needed. They were asked to find out whether the instrument contains appropriate items that measure up with the study and to remove completely, items that will confuse the respondents or any one that has something to do with the instruments. Consequently, four higher executive officers in the Anambra State pension management boards were used in the validation as they are conversant with pension matters and terminologies involved therein.

**Content Validity:** In addition the researcher used content validity for the same study. Here the researcher employed specialists in Public Administration to do the validation. The specialists were got from department of public administration and department of education Nnamdi Azikiwe University Awka. The valuers were provided with the questionnaire, research questions and hypotheses. They were required to check and judge whether the instruments reflect all aspects of the subject under study and whether it meets the acceptable

standard. They all affirmed that the questionnaire is valid. Thus, the researcher only effected the few corrections they pointed out.

### **3.9 Reliability of the Research Instrument**

Reliability of the instrument was determined using test- re-test method of testing reliability. The sample study involved a group of forty retirees drawn from state pension management board. Copies of the questionnaire were administered to the group on two different occasions (two weeks interval) and their paired responses were correlated. The reliability coefficient was determined using Spearman's Correlation coefficient (Rs). The calculation was done in respect to the questionnaire item statement clusters, A1-A4. A1 comprised of six item statements, A2, five item statements, A3, five item statements, A4, four item statements. The coefficient values for the instruments in respect to clusters: A1, A2, A3, A4 were 0.83, 0.6, 0.7, and 0.6 respectively and these values which were above the acceptable value 0.5, were considered acceptable for the study by the researcher. (See Appendix B)

### **3.10 Method of Data Analysis**

Data collected were analyzed using mean scores and percentages. Questionnaire was divided into four clusters A1-A4 in line with the objectives. Each cluster contained item statements which elicit data for the stated objective. Any item statement in the four clusters A1-A4 with mean scores of 3.0 and above was taken to be in agreement with the item statement, while mean scores below 3.0 disagreed with the item statement. Statistically weighted mean were used in answering the research questions while Simple Regression analysis was employed to ascertain the degree of the relation.

In addressing research question one using simple regression, basic household need of retirees (BHLDN) is a function of delay in payment of pension benefit. This implies that:  $BHLDN = F(\text{delay in payment of pension benefit (Delay P)})$

$$\text{BHLDN} = \alpha + \beta \text{ Delay in pension benefit} + e$$

Where BHLDN = Mean responses to questions on basic household need and

Delay P = Mean responses to questions on delay in payment of pension benefit

$\alpha$  and  $\beta$  are parameters to be estimated while  $e$  is the error limit.

To address research question two using simple regression health/hospital bills (HHB) is a function of non regular increment of pensions (NRIP)

$$\text{HHB} = \alpha + \beta \text{ NRIP} + e$$

Where HHB = Mean responses to questions on health/hospital bills and

NRIP = Mean responses to questions on non regular increment of pensions

$\alpha$  and  $\beta$  are parameters to be estimated while  $e$  is the error limit.

For the test of the hypotheses the researcher used Pearson Product Moment Correlation coefficient (PPMCC)

PPMCC is a measure of linear correlations between two variables X and Y giving a value between +1 and -1 inclusive. According to Quinnipac University department, crude estimates for interpreting strength and weaknesses of correlation using (PPMCC) are as follows:

+ .70 or higher	Very strong positive relationship
+ .4 to .69	Strong positive relationship
+ .30 to + .39	Moderate positive relationship
+ .20 to + .29	Weak positive relationship
+ .1 to + .19	No or negligible relationship
0	No relationship
- .1 to - .19	No or negligible relationship
- .20 to - .29	Weak negative relationship
- .30 to - .39	Moderate negative relationship
- .4 to - .69	Strong negative relationship
- .70 or higher	Very strong negative relationship



## **CHAPTER FOUR**

### **DATA PRESENTATION AND ANALYSIS**

The chapter presents and analyses the results of the data generated during the research investigation. The information gathered enabled the researcher to answer the research questions and to test the hypotheses stated in chapter one of the work. Part A of the questionnaire presents the demographic data of the respondents while Part B presents the results derived from the main survey questions (See Appendix A).

#### **4.1 Data Presentation**

Tabular mode of data presentation was employed. Data were generated from responses of the retirees in the State pension scheme management Board in Anambra State. (2004-2014). Of the 386 copies of the questionnaire administered, 360 copies were recovered and were correctly filled, showing a response rate of 93.3%. The response rate of 93.3% was considered reasonable for the study.

The demographic data of the respondents obtained from Part A of the questionnaire were presented in tables 4.1a and 4.1b. The data was viewed in terms of gender, age, educational qualification, last place of work and pension received as at date. Explanations and discussions are given below the table.

**Table 4.1a: Demographic Information of Respondents (gender, age, educational qualification, last place of work)**

<b>Gender</b>	<b>Choices</b>	<b>N (population)</b>	<b>Percentage</b>
<b>Gender</b>	<b>Male</b>	<b>204</b>	<b>57</b>
	<b>Female</b>	<b>156</b>	<b>43</b>
	<b>Total</b>	<b>360</b>	<b>100</b>
<b>Age (years)</b>	<b>Less than 50 years</b>	<b>-</b>	<b>-</b>
	<b>51-60</b>	<b>159</b>	<b>44</b>
	<b>61-70</b>	<b>183</b>	<b>51</b>
	<b>71 and above</b>	<b>18</b>	<b>5</b>
	<b>Total</b>	<b>360</b>	<b>100</b>
<b>Minimum Educational Qualification</b>	<b>FSLC</b>	<b>-</b>	<b>-</b>
	<b>Q/L(WASC/NECO)</b>	<b>-</b>	<b>-</b>
	<b>Diploma</b>	<b>35</b>	<b>10</b>
	<b>Bachelors Degree and above</b>	<b>325</b>	<b>90</b>
	<b>Total</b>	<b>360</b>	<b>100</b>
<b>Last place of work</b>	<b>School System</b>	<b>303</b>	<b>84</b>
	<b>Ministry and others</b>	<b>57</b>	<b>16</b>
	<b>Total</b>	<b>360</b>	<b>100</b>

**Source: Field Survey 2015**

**Table 4.1b: Demographic Information of Respondents (Pension received as at date)**

	GL 16		GL 15		GL 14		GL 13		GL. 12		GL. 10		GL. 09		GL. 08		GL 07		GL 05		
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
Under 10,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	80
Under 20,000	-	-	-	-	-	-	4	18	8	29	-	-	-	-	3	20	-	-	-	-	
Under 30,000	-	-	-	-	4	11	-	-	4	14	8	40	1	64	7	47	3	30	1	20	
Under 40,000	3	3	58	31	6	16	8	36	9	32	-	-	-	-	5	33	7	70	-	-	
Under 50,000	-	-	-	-	1	49	7	32	-	-	1	60	9	36	-	-	-	-	-	-	
Under 60,000	-	-	75	40	-	-	3	14	7	25	-	-	-	-	-	-	-	-	-	-	
Under 70,000	2	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Under 80,000	-	-	55	29	9	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Under 90,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
90,000 and above	5	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>10</b>	<b>100</b>	<b>188</b>	<b>100</b>	<b>37</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>28</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>25</b>	<b>100</b>	<b>15</b>	<b>100</b>	<b>10</b>	<b>100</b>	<b>50</b>	<b>100</b>	

Source: Field survey 2015

## **Gender of Respondents**

Percentage analysis of the respondents by gender shows that 57% of the respondents representing a population of 204 are males while 43 % of the respondents representing a population of 156 are females. Based on the figure, the dominant gender among the respondents is male. This shows that mostly males are disposed at this stage of life to participate in research studies of this type. And being dominated by male indicates the issues in pensions as in the delay in payment of pension benefit, non-increment in pension benefit, is likely to have more serious effect on them. And since they do not have enough resources/strength to pursue their right, they demonstrate their annoyance by supporting studies on retiree's issues.

## **Age of Respondents**

Information on Table 4.1 revealed that none of the respondents is within the age group less than 50 years. 159 respondents representing 44% of the population are between the age group (51-60). This indicates that 183 respondents representing 51% are between the age group (61-70). While 18 respondents, representing 5% are between the age group (70 years and above). The majority of respondents between the age group (51-60) are still active and capable of taking other jobs considering their age mates in tertiary institutions in the country. The implication is that pre-retirement workshops on planning for retirement which the study emphasized should be given serious attention by the pension's scheme administration. Furthermore, majority of the respondents who are between the age group (61-70) considering the stipulated age of retirement in tertiary institutions in the country are also still in service.

### **Minimum Educational Qualification**

None of the respondents indicated a minimum of first school certificate or a senior secondary certificate, 35 respondents representing 10% hold diploma certificate while 90% representing 325 respondents are holders of Bachelors Degree and above. The implication of this to the study is that the respondents are educated and matured enough to discuss issues on implementation of pensions by the Pension Scheme Management as it affects welfare of retirees in Anambra State. Hence, they can respond adequately to the questions on the questionnaire.

### **Last Place of Work**

Statistical return on respondents' last place of work indicated that 303 respondents representing 84% worked in the school system while 57 representing 16 % worked in other state government establishments. The implication is that majority of the respondents must have contributed to the upbringing of some of the managers of the pension scheme, so management of pension scheme exposing them to inclement weather; not providing retirees with enough shelter and chairs during verification is likely to affect retirees not only physically but also psychologically.

### **Data on Pension Received in Naira as at Date was Present in Table 4b**

The study captured data on grade level 5 and grade levels 7-16. The data captured were analysed according to the grade levels, thus:

Data collected from 10 Pensioners on grade level 16 on pensions received in Naira as at date, showed that 3 representing 30% of the respondents receive below 40,000 naira as pensions, 2 representing 20% of the respondents receive below 70,000 naira as pensions, 5 representing 50% of the respondents receive above 90,000 naira as pensions.

Data collected from 188 Pensioners on grade level 15, on pensions received in Naira as at date, showed that 58 representing 31% of the respondents receive below 40,000 naira as pensions, 75 representing 40% of the respondents receive below 60,000 naira as pensions, 55 representing 29% of the respondents receive below 80,000 naira as pensions.

For pensioners on grade level 14 data collected from 37 of them indicated that 4 representing 11% of the respondents receive below 30,000 naira as pensions, 6 representing 16% of the respondents receive below 40,000 naira as pensions, 18 representing 49% of the respondents receive below 50,000 naira as pensions and 9 representing 24% of the respondents receive below 80,000 naira as pensions.

Again, Data collected from 22 Pensioners on grade level 13 on pensions received in Naira as at date, showed that 4 representing 18% of the respondents receive below 20,000 naira as pensions, 8 representing 36% of the respondents receive below 40,000 naira as pensions, 7 representing 32% of the respondents receive below 50,000 naira as pensions and 3 representing 14% receive below 60,000 naira as pension.

Also, Data collected from 28 Pensioners on grade level 12 on pensions received in Naira as at date, indicated that 8 representing 29% of the respondents receive below 20,000 naira as pensions, 4 representing 14% of the respondents receive below 30,000 naira as pensions, 9 representing 32% of the respondents receive below 40,000 naira as pensions and 7 representing 25% receive below 60,000 naira as pension.

And Data collected from 20 Pensioners on grade level 10 on pensions received in Naira as at date, showed that 8 representing 40% of the respondents receive below 30,000 naira as pensions, 12 representing 60% of the respondents receive below 50,000 naira as pensions,

More so, Data collected from 25 Pensioners on grade level 09 on pensions received in Naira as at date, explained that 16 representing 64% of the respondents receive below 30,000 naira as pensions, while 9 representing 36% of the respondents receive below 50,000 naira as pensions.

For, Pensioners on grade level 08, out of 15 respondents 3 representing 20% of the respondents receive below 20,000 naira as pensions, 7 representing 47% of the respondents receive below 30,000 naira as pensions and 5 representing 33% receive below 40,000 naira as pensions

Furthermore, out of 10 respondents on grade level 07, 3 representing 30% of the respondents receive below 30,000 naira as pensions and 7 representing 70% receive below 40,000 naira as pensions.

And Data collected from 5 Pensioners on grade level 05 on pensions received in Naira as at date, showed that 4 representing 80% of the respondents receive below 10,000 naira as pensions, while 1 representing 20% of the respondents receive below 30,000 naira as pensions.

The finding is that at date in Anambra state, pensions received by the pensioners on the same grade level, differs significantly. This is in line with: the information from the state pension board and sub treasuries which showed that pensions were last reviewed in Anambra State in the year 2003 by Governor Ngige's administration (PEN/AS/ACCTS/3/T.4/73 and PEN/AS/ACCTS/3/T.4/74), Appendix D and Onwumbiko (2015) who appealed to Governor Obiano of Anambra State to extend his God-fearing disposition to harmonize the pensions of retirees in the state, calling on labour leaders to assist in pressurizing the governor to harmonize the yawning gap in the earnings of pensioners to enable them live a meaningful life.

The implication of this to the study is that the value of pension in Anambra State has been eroded. So non- regular reviews /non -regular increments in pensions by the management of pension scheme in Anambra State are likely to affect retirees’ welfare adversely in the payment of their health/ hospital bills.

#### 4.2 Data Analysis

Data obtained from Part B of the questionnaire were analysed in line with the research questions, hypotheses and on variables of subject of investigation.

##### Research Question One

To what extent has delay in payment of pension benefits by the Management of Pension Scheme affected retirees’ provision of basic house hold needs?

The data obtained in respect of research question one were analyzed and the result presented accordingly in tables 4.2 and 4.3

**Table 4.2** Presents responses on the pension scheme management delay in payment of pension benefits while table 4.3 presents responses on retirees’ provision of basic household needs.

**Table 4.2: Responses on the pension scheme management delay in payment of pension benefits**

S/N	Item Stmts	N	Sum	Mean	Std. Deviation
1a	My retirement benefits were paid immediately I retired.	360	1284.00	3.5667	1.46681
2a	I collected my gratuity under three months of retirement.	360	1139.00	3.1639	1.49029
3a	My pensions are paid regularly.	360	1127.00	3.1306	1.56997
4a	Management of pensions paid my benefits early enough	360	1284.00	3.5667	1.39278
5a	I had an appreciable savings on retirement.	360	1325.00	3.6806	1.44371
6a	Payment of my pension benefits was not so much delayed.	360	1241.00	3.4472	1.44249
<b>Grand mean</b>				3.426	

**Source: Field survey 2015**



Table 4.2 above revealed that every item under pension scheme management delay in payment of pension benefits scored, 3.0 and above which was regarded as acceptable mean score level, specifically, whether I was paid retirement benefit when I retired, prompt payment of retirement benefit, collection of retirement benefit, regular payment of my pension, early payment of my retirement benefits, having savings on retirement, non delay of pension benefits had mean ratings of 3.5667, 3.1639, 3.1306, 3.5667,3.6806, 3.4472 respectively.

**Table 4.3: Responses on retirees’ provision of basic household needs**

S/N	Item	N	Sum	Mean	Std. Deviation
1b	The prompt payment of pension benefits results to my ability to provide the family, the care they deserve.	360	1167.00	3.2417	1.17064
2b	Late collection of pension benefits reduces my provision of adequate feeding for the family.	360	1065.00	2.9583	1.24491
3b	I can provide quality clothing for my family	360	1037.00	2.8806	1.35575
4b	I can comfortably pay my children’s school fees.	360	1153.00	3.2028	1.22440
5b	I had adequate fund to start a new business	360	1202.00	3.3389	1.13522
6b	I had no reasons to go a begging on retirement	360	1109.00	3.0806	1.04317
<b>Grand mean</b>				3.1172	

**Source: Field survey 2015**

Table 4.3 revealed that four out of the six items under Retirees’ Provision of Basic Household Needs scored 3.0 and above which was regarded as acceptable mean score level, however whether I was paid retirement benefit when I retired, prompt payment of retirement benefit, collection of retirement benefit, regular payment of my pension, early payment of my

retirement benefits, having savings on retirement, non delay of pension benefits had mean ratings of 3.2417, 2.9583, 2.8806, 3.2028, 3.3389, 3.0806 respectively.

Moreover, the extent delay in payment of pension benefits by the management of pension scheme affect retirees' provision of basic house hold needs was explained using Simple Regression Analysis as shown in tables 4.3a and 4.3b

**Tables 4.3a: Regression Estimate (the extent delay in payment of pension benefits by the management of pension scheme affect retirees' provision of basic household needs)**

Model	Coefficient Estimate	F-Value	Significance
(CONSTANT)	1.509	431.105	000
<b>R</b>	.739		
<b>R<sup>2</sup></b>	.546		
<b>Adj R<sup>2</sup></b>	.545		
<b>Std error</b>	.50965		
<b>F</b>	431.105		

- a. Predictors: (Constant), delay in payment of pension benefit  
 b. Dependent Variable: basic household needs

**Table 4.3b**

**Regression Estimate Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.739 <sup>a</sup>	.546	.545	.50965	.050

- a. Predictors: (Constant), delay in payment of pension benefit  
 b. Dependent Variable: basic household needs

The extent the delays in payment of pension benefits affected retirees provision of basic household needs, was determined using regression analysis as shown on Tables 4.3a and 4.3b Coefficient of determination  $R^2$  in table 4.3a and 4.3b showed a value of 0.546 which is 54.6%. This implies that delay in pension benefits explained 54.6 % change in retirees' provision of basic household needs.

### Research Question Two

To what extent has non regular increment of pensions by the Management of Pension Scheme affected health/hospital bills of retirees'?

The data obtained in respect of research Question two were analysis and the result presented accordingly in table 4.4 and table 4.5

Table 4.4 Presents responses on non- regular increment of pensions by the management of pension scheme, while table 4.5 presents the responses on health/hospital bills of retirees'.

**Table 4.4: Responses on Non- regular Increment of Pensions by the Management of Pension Scheme**

S/N	Item	N	Sum	Mean	Std. Deviation
7a	Our Pensions are increased whenever there is increase in worker's Salary.	360	1140.00	3.1667	1.48155
8a	Management of pension scheme provides medical services to us.	360	921.00	2.5583	1.35874
9a	I deposited part of my pension benefits in the bank.	360	1269.00	3.5250	1.35360
10a	Management of pension scheme often increase retirees pensions	360	900.00	2.5000	1.34971
11a	The value of my pensions allows me to take care of others	360	980.00	2.7222	1.41837
<b>Grand mean</b>				2.8944	

**Source: Field survey 2015**

Table 4.4 above revealed that two out of the five items under non- regular increment of pensions by the management of pension scheme scored 3.0 and above. Specifically, Our Pensions are increased whenever there is increase in worker’s Salary, Management of pension scheme provides medical services to us, I deposited part of my pension benefits in the bank, Management of pension scheme often increase retirees pensions, The value of my pensions allows me to take care of others had respectively, mean ratings of 3.1667,2.5583, 3.5250, 2.5000, 2.7222.

**Table 4.5: Responses on Health/Hospital Bills of Retirees’.**

S/N	Item	N	Sum	Mean	Std. Deviation
7b	There is a general increase in prices of goods and services.	360	1134.00	3.1500	1.26436
8b	Hospital bills of retirees are paid by the retirees	360	976.00	2.7111	1.23093
9b	The real value of my deposited pension benefits is reduced by inflation.	360	1232.00	3.4222	1.24876
10b	Inflation overtime erodes the value of my pensions.	360	915.00	2.5417	1.17941
11b	I have dependent relatives	360	988.00	2.7444	1.41272
<b>Grand mean</b>				2.9139	

**Source: Field survey 2015**

Table 4.5 above revealed that two out of the five items under health/hospital bills of retirees’ scored 3.0 and above. Specifically, there is a general increase in prices of goods and services, Hospital bills of retirees are paid by the retirees, the real value of my deposited pension benefits is reduced by inflation, Inflation overtime erodes the value of my pension , I have dependent relatives, had mean ratings of 3.1500, 2.7111, 3.4222, 2.5417, 2.7444.respectively.

The extent non-regular increment in pension by the management of pension scheme affect retirees' health/hospital bill was explained using Simple Regression Analysis as shown in tables 4.5a and 4.5b.

**Tables 4.5a Regression Estimate (The extent non-regular increment in pension by the management of pension scheme affect retirees' health/hospital bill)**

Model	Coefficient Estimate	F-Value	Significance
(CONSTANT)	2.474	24.913	.000
<b>R</b>	.255		
<b>R<sup>2</sup></b>	.065		
<b>Adj R<sup>2</sup></b>	.062		
<b>Std error of the estimate</b>	.31738		
<b>F</b>	24.913		

a. Predictors: (Constant), non-regular increment in pension

b. Dependent Variable: health/hospital bill

**Table 4.5b. Regression Estimate Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.255 <sup>a</sup>	.065	.062	.31738	.100

a. Predictors: (Constant), non-regular increment in pension

b. Dependent Variable: health/hospital bill

Coefficient of determination  $R^2$  in table 4.5a showed a value of .065 which is 6.5%. This implies that only 6.5%. Change in health/hospital bill was explained by the non-regular increment in pension.

### Research Question Three.

Do pre-retirement workshops on planning for retirement by the Management of Pensions Scheme affect socio-psychological needs of retirees?

The data obtained in respect of research question three were analyzed and the results presented in tables 4.6 and table 4.7

Table 4.6 present Responses on pre-retirement workshops on planning for retirement while table 4.7 presents responses on socio- psychological needs of retirees.

**Table 4.6: Responses on pre-retirement workshops on planning for retirement**

S/N	Item	N	Sum	Mean	Std. Deviation
12a	Management of pension scheme in Anambra state organized severally pre-retirement workshops prior to our retirement.	360	1051.00	2.9194	1.32961
13a	Management of pension scheme organized pre-retirement workshops on how to manage lean pensions.	360	1088.00	3.0222	1.41207
14a	Management of pension scheme prepared me for seeking alternative means of augmenting my lean pensions.	360	1029.00	2.8583	1.31604
15a	Management of pension scheme organizes festive parties and seminars for us in our sub-treasuries.	360	920.00	2.5556	1.25883
16a	Management of pension scheme provides recreational centers in the various communities in the sub- treasuries.	360	1000.00	2.7778	1.26911
<b>Grand mean</b>				2.8267	

**Source: Field survey 2015**

Table 4.6 above revealed that one out of the five items under Pre-retirement workshop on planning for retirement scored 3.0 and above which was regarded as acceptable mean score

level. Specifically, Management of pension scheme in Anambra state organized severally pre-retirement workshops prior to our retirement, Management of pension scheme organized pre-retirement workshops on how to manage lean pensions, Management of pension scheme prepared me for seeking alternative means of augmenting my lean pensions, Management of pension scheme organizes festive parties and seminars for us in our sub-treasuries, Management of pension scheme provides recreational centers in the various communities in the sub- treasuries, had respectively the following mean; ratings 2.9194, 3.0222, 2.8583, 2.5556, 2.7778.

**Table 4.7: Responses on Socio-psychological needs of retirees**

S/N	Item	N	Sum	Mean	Std. Deviation
12b	I attended more than three pre-retirement workshops on planning for retirement before I retired.	360	1051.00	2.8972	1.32961
13b	Management of pension scheme organized pre-retirement workshops on how to manage lean pensions.	360	1088.00	2.7917	1.41207
14b	I have alternative means of augmenting my lean pensions	360	1029.00	2.5889	1.31604
15b	Festive parties and seminars organized by the management of pension scheme prepared me on how to combat loneliness and depression associated with retirement.	360	920.00	2.5722	1.25883
16b	Interactions with colleagues and participation in recreational activities in the center, would make me abreast with current event	360	1000.00	2.8250	1.26911
<b>Grand Mean</b>				<b>2.735</b>	

**Source: Field survey 2015**

Table 4.7 above revealed that all the items under socio-psychological needs of retirees scored below 3.0. Specifically, I attended more than three pre-retirement workshops on planning for retirement before I retired, Pre-retirement workshops on how to manage lean pensions prepared me on how to manage my lean pensions, I have alternative means of augmenting my

lean pensions, Festive parties and seminars organized by the management of pension scheme prepared me on how to combat loneliness and depression associated with retirement, Interactions with colleagues and participation in recreational activities in the center, would make me abreast with current event had the following mean ratings 2.8972, 2.7917, 2.5889, 2.5722, 2.8250 respectively.

#### **Research Question Four**

Does pension scheme administration's verification affect retirees' health conditions?

The data obtained in respect of research question four were analysed and the results presented according in table 4.8 and table 4.9

Table 4.8 presents responses on Pension administration's verification of pensioners while table 4.9 presents responses on retirees' health conditions.

**Table 4.8: Responses on Pension administration's verification of pensioners**

<b>S/N</b>	<b>Item</b>	<b>N</b>	<b>Sum</b>	<b>Mean</b>	<b>Std. Deviation</b>
17a	During verification exercise enough chairs and shelter are provided for the retirees.	360	1028.00	2.8556	1.36254
18a	Observably, pension personnel are inadequate in some pension verification centers.	360	1193.00	3.3139	1.36768
19a	The pension administration provides free health care services for pensioners in the verification centre.	360	895.00	2.4861	1.33928
20a	Very sick pensioners were always exempted from pension verification exercise.	360	1003.00	2.7861	1.10018
<b>Grand Mean</b>				<b>2.8604</b>	

**Source: Field survey 2015**



Table 4.8 above revealed that one out of the four items under Pension administration's verification of pensioners scored above 3.0. Specifically, during verification exercise enough chairs and shelter are provided for the retirees, observably, pension personnel are in- adequate in some pension verification centers. The pension administration provides free health care services for pensioners in the verification centre; Very sick pensioners were always exempted from pension verification exercise. The above item statements have mean ratings of 2.8556, 3.3139, 2.4861, and 2.7861 respectively.

**Table 4.9 Responses on retirees' health conditions**

S/N	Item	N	Sum	Mean	Std. Deviation
17b	Aimless movement and standing for a long time during pension verification had caused ill health to me	360	1009.00	2.8028	1.27434
18b	Inadequate pension personnel during pension Verification had severally subjected us to undue stress.	360	1216.00	3.3778	1.25188
19b	The medical personnel takes care of our health needs at the centre	360	926.00	2.5722	1.39450
20b	I have witnessed a pensioner slumped at the pensions verification centre.	360	983.00	2.7306	1.39923
<b>Grand Mean</b>				<b>2.8709</b>	

**Source: Field survey 2015**

Table 4.9 above revealed that one out of the four items under retirees' health conditions scored above 3.0. Specifically, Aimless movement and standing for a long time during pension verification had caused ill health to me. Inadequate pension personnel during pension Verification had severally subjected us to undue stress., The medical personnel takes care of our health needs at the centre I have witnessed a pensioner slumped at the pensions

verification centre. The above item statements have mean ratings of 2.8028, 3.3778, 2.5722, and 2.7306 respectively.

In addition, the grand mean, aspect of pension scheme management items (q1a-20a) as well as that for the aspect of retirees' welfare items (q1b-20b) were calculated and presented in tables 4.10 and table 4.11 respectively. Overall results indicated acceptable mean of 3.0 and above for aspect of pension scheme management (3.3653) and for aspect of retirees' welfare mean of 2.921535 which is below 3.0 was got. The results were presented in tables 4.10 and table 4.11

**Table 4.10: Descriptive Statistics: Overall responses on Aspect of pension scheme management**

S/N	Item stmts/quest.(q)	N	Sum	Mean	Std. Deviation
1a	My retirement benefits were paid immediately I retired.	360	1284.00	3.5667	1.46681
2a	I collected my gratuity under three months of retirement.	360	1139.00	3.1639	1.49029
3a	My pensions are paid regularly.	360	1127.00	3.1306	1.56997
4 a	Management of pensions paid my benefits early enough	360	1284.00	3.5667	1.39278
5a	I had an appreciable savings on retirement.	360	1325.00	3.6806	1.44371
6a	Payment of my pension benefits was not so much delayed.	360	1241.00	3.4472	1.44249
7a	Our Pensions are increased whenever there is increase in worker's Salary.	360	1140.00	3.1667	1.48155
8a	Management of pension scheme provides medical services to us.	360	921.00	2.5583	1.35874
9a	I deposited part of my pension benefits in the bank.	360	1269.00	3.5250	1.35360
10a	Management of pension scheme often increase retirees pensions	360	900.00	2.5000	1.34971
11a	The value of my pensions allows me to take care of others	360	980.00	2.7222	1.41837
12a	Management of pension scheme in Anambra state organized severally pre-retirement workshops prior to our retirement.	360	1051.00	2.9194	1.32961
13a	Management of pension scheme organized pre-retirement workshops on how to manage lean pensions.	360	1088.00	3.0222	1.41207
14a	Management of pension scheme prepared me for seeking alternative means of augmenting my lean pensions.	360	1029.00	2.8583	1.31604
15a	Management of pension scheme organizes festive parties and seminars for us in our sub-treasuries.	360	920.00	2.5556	1.25883
16a	Management of pension scheme provides recreational centers in the various communities in the sub- treasuries.	360	1000.00	2.7778	1.26911
17a	During verification exercise enough chairs and shelter are provided for the retirees.	360	1028.00	2.8556	1.36254
18a	Observably, pension personnel are in- adequate in some pension verification centers.	360	1193.00	3.3139	1.36768
19a	The pension administration provides free health care services for pensioners in the verification centre.	360	895.00	2.4861	1.33928
20a	Very sick pensioners were always exempted from pension verification exercise.	360	1003.00	2.7861	1.10018
<b>Grand Mean</b>			<b>3.3653</b>	<b>1.376168</b>	

**Source: Field survey 2015**

**Table 4.11: Descriptive Statistics: Overall responses on Aspect of Retirees Welfare**

S/N	Item stmts/quest.(q)	N	Sum	Mean	Std. Deviation
1b	The prompt payment of pension benefits results to my ability to provide the family, the care they deserve.	360	1167.00	3.2417	1.17064
2b	Late collection of pension benefits reduces my provision of adequate feeding for the family.	360	1065.00	2.9583	1.24491
3b	I can provide quality clothing for my family	360	1037.00	2.8806	1.35575
4b	I can comfortably pay my children's school fees.	360	1153.00	3.2028	1.22440
5b	I had adequate fund to start a new business	360	1202.00	3.3389	1.13522
6b	I had no reasons to go a begging on retirement	360	1109.00	3.0806	1.04317
7b	There is a general increase in prices of goods and services.	360	1134.00	3.1500	1.26436
8b	Hospital bills of retirees are paid by the retirees	360	976.00	2.7111	1.23093
9b	The real value of my deposited pension benefits is reduced by inflation.	360	1232.00	3.4222	1.24876
10b	Inflation overtime erodes the value of my pensions.	360	915.00	2.5417	1.17941
11b	I have dependent relatives	360	988.00	2.7444	1.41272
12b	I attended more than three pre-retirement workshops on planning for retirement before I retired.	360	1043.00	2.8972	1.42910
13b	Management of pension scheme organized pre-retirement workshops on how to manage lean pensions.	360	1005.00	2.7917	1.42928
14b	I have alternative means of augmenting my lean pensions	360	932.00	2.5889	1.42124
15b	Festive parties and seminars organized by the management of pension scheme prepared me on how to combat loneliness and depression associated with retirement.	360	926.00	2.5722	1.33323
16b	Interactions with colleagues and participation in recreational activities in the center, would make me abreast with current event	360	1017.00	2.8250	1.26884
17b	Aimless movement and standing for a long time during pension verification had caused ill health to me	360	1009.00	2.8028	1.27434
18b	Inadequate pension personnel during pension Verification had severally subjected us to undue stress.	360	1216.00	3.3778	1.25188
19b	The medical personnel takes care of our health needs at the centre	360	926.00	2.5722	1.39450
20b	I have witnessed a pensioner slumped at the pensions verification centre.	360	983.00	2.7306	1.39923
<b>Grand Mean</b>				<b>2.9215</b>	

**Source: Field Survey 2015.**

According to Tables 4.10 and table 4.11, Grand mean response of pension scheme management among the respondent of the study was found to be high (Grand mean= 3.3653) while that of the Retirees Welfare was found to be lower with the grand mean response of 2.921535. The grand mean values of these two variables (Independent and dependent variables) did not differ significantly. This shows that some factors of pension scheme management considerably overlap those of Retirees Welfare in Anambra State.

To study the relationship between pension scheme management and Retirees Welfare in Anambra State, Pearson Product Moment Correlation Coefficient was employed and the results were presented in the tables 4.12 - 4.15. Tables 4.12 addressed hypothesis one, table 4.13 addressed hypothesis two, table 4.14 addressed hypothesis three and table 4.15 addressed hypothesis four.

Notably, item statements (q1- q6) elicit data for hypothesis one, item statements (q7- q11) elicit data for hypothesis two, item statements (q12- q16) elicit data for hypothesis three and item statements (q17- q20) elicit data for hypothesis four.

### **Test of the Hypotheses**

The null hypotheses that guided the study were tested using Pearson Product Moment Correlation Coefficient (PPMCC)  $r$ , at 0.01 level of significance.

**Hypothesis one:** Delay in payment of pension benefits by the management of pension scheme does not affect retirees' provision of basic house hold needs. Data obtained in respect of the above hypothesis were analyzed and the PPMCC values presented in table 4.12

**Table 4.12: PPMCC values for hypothesis one (delay in payment of pension benefit and provision of basic household needs)**

		<b>Correlations</b>	
		Delay in payment of pension benefit	Provision of basic household needs
delay in payment of pension benefit	Pearson Correlation	1	.739**
	Sig. (2-tailed)		.000
	N	360	360
provision of basic household needs	Pearson Correlation	.739**	1
	Sig. (2-tailed)	.000	
	N	360	360

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source: field survey 2015

Results as indicated in table 4.12 showed that there exists a strong positive relationship between delay in payment of pension benefit and retirees provision of basic household needs. Since P-value .000 < 0.01, we reject null and conclude that Delay in Payment of Pension benefits affect retirees provision of basic household needs in Anambra State.

Decision Rule: PPMCC returns a value of -1 and +1 the closer the r value to -1 or +1 the stronger the correlation negatively or positively respectively and zero value means no correlation. The PPMCC (.739) shows that there exists a significant positive relationship between delay in payment of pension benefits by the management of pension scheme and retirees' provision of basic house hold needs. Hence the null hypothesis was rejected and the alternative accepted. Thus delays in payment of pension benefits by the management of pension scheme affect retirees' provision of basic house hold needs in Anambra State. .

### **Hypothesis Two**

Non- regular increment of pensions by the management of Pension Scheme does not affect health/hospital bills of retirees' Data obtained as regards the above hypothesis were analyzed and PPMCC values presented in table 4.13

**Table 4.13: PPMCC values for hypothesis Two (non-regular increment in pension and health/ hospital bills of retirees)**

		<b>Correlations</b>	
		Non-regular increment in pension	Health/hospit al bill
Non-regular increment in pension	Pearson Correlation	1	.255**
	Sig. (2-tailed)		.000
	N	360	360
Health/hospital bill	Pearson Correlation	.255**	1
	Sig. (2-tailed)	.000	
	N	360	360

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source: Field survey 2015

Results as indicated in table 4.13 showed that there exists a positive relationship between non-regular increment in pension and health/hospital bills of retirees. Since its P-value  $.000 < 0.01$ , we reject null and conclude that non-regular increment in pension affects health/ hospital bills of retirees

**Decision Rule:** PPMCC returns a value of -1 and +1 the closer the r value to -1 or +1 the stronger the correlation negatively or positively respectively and zero value means no correlation. The PPMCC (.255) shows that there exist a positive relationship between Non-regular increment of pensions by the management of Pension Scheme and health/hospital bills of retirees’ Hence the null hypothesis was rejected and the alternative accepted. Thus Non-regular increment of pensions by the management of Pension Scheme in Anambra State affects health/hospital bills of retirees’.

### **Hypothesis Three**

Pre-retirement workshops on planning for retirement by the Management of Pensions scheme do not affect socio- psychological needs of retirees. Data retrieved from the questions that addressed the above hypothesis were analysed and PPMCC values presented in tables 4.14.

**Table 4.14: PPMCC values for hypothesis three (pre-retirement workshop and socio psychological needs of retirees)**

		<b>Correlations</b>	
		Pre-retirement workshop	Socio psychological need
pre-retirement workshop	Pearson Correlation	1	.239**
	Sig. (2-tailed)		.000
	N	360	360
socio psychological need	Pearson Correlation	.239**	1
	Sig. (2-tailed)	.000	
	N	360	360

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source: field survey 2015

Results as indicated in table 4.14 showed that there exists a positive relationship between pre-retirement workshop and socio psychological needs of retirees. Since its P-value  $.000 < 0.01$ , we reject null and conclude that pre-retirement workshop on planning for retirement affect socio psychological needs of retirees.

Decision Rule: PPMCC returns a value of -1 and +1. The closer the r value to -1 or +1 the stronger the correlation negatively or positively respectively and zero value means no correlation. Therefore PPMCC (.239) shows that there exists a positive relationship between Pre-retirement workshops on planning for retirement by the Management of Pensions scheme and socio- psychological needs of retirees. Hence the null hypothesis was rejected and the alternative accepted. Therefore, Pre-retirement workshops on planning for retirement by the Management of Pensions scheme affect positively socio- psychological needs of retirees.

#### **Hypothesis Four**

Pension administration’s verification of pensioners does not affect retirees’ health conditions. Data retrieved from the questions that addressed the above hypothesis were analysed and PPMCC values presented in tables 4.15.

**Table 4.15: PPMCC values for hypothesis four (Pen .verification and Health condition of retirees)**

		<b>Correlations</b>	
		Penverif	Health Condition
Pen .verification	Pearson Correlation	1	.407**
	Sig. (2-tailed)		.000
	N	360	360
Health condition	Pearson Correlation	.407**	1
	Sig. (2-tailed)	.000	
	N	360	360

\*\* . Correlation is significant at the 0.01 level (2-tailed).  
Source: field survey 2015

Results in table 4.15 indicated that there exist a strong positive relationship between Pension verification and Health conditions of retirees. Since its P-value  $.000 < 0.01$ , we reject null and conclude that Pension verification affects Health conditions of retirees.

**Decision Rule:** PPMCC returns a value of -1 and +1. The closer the r value to -1 or +1 the stronger the correlation negatively or positively respectively and zero value means no correlation. Therefore PPMCC (.407) shows that there exists a strong positive relationship between Pension administration’s verification of pensioners and retirees’ health conditions in Anambra State. Hence the null hypothesis was rejected and the alternative accepted. The implication is that Pension administration’s verification of pensioners affects retirees’ health conditions.

**4.2b Summary of oral interview on issues in retirees pension benefits**, as in; delays in payment of pension benefits, non regular increment on pensions, pre-retirement workshops on planning for retirement and pension scheme administration’s verification of pensioners. The researcher conducted oral interview with six directors in the different sub treasuries in the state pension management board on issues in retiree’s pension benefits.

All the interviewees who were government officials pleaded anonymity.



**On delays in payment of pension benefits:** All the officials said that retirees are paid their gratuity at most 6 months after retirement. That delaying gratuity for over 6 months could be either because the retiree in question did not fill his retirement documents properly or has embezzled government fund. Pension, they said, is paid monthly to retirees in the state pension management board.

**Non-regular increment on pensions:** All the officials admitted that pensions are hardly reviewed in the state saying that pensions were last reviewed in 2003 by Governor Dr Chris Ngiges administration. Emphatically, one of them pointed out that increase in pensions approved by the National Salaries and Wages Commission since 2003 have not been effected in the state till date.

**Pre-retirement workshops on planning for retirement:** Majority of the officials interviewed, asserted that Pre-retirement workshops on planning for retirement are not often organized for either the pre retirees' or the retirees.

**Pension scheme administration's verification:** Three out of the six pension directors interviewed admitted that pension verification venues are usually congested and not conducive. They attributed these to insufficient/ inexperienced pension staff for verification. On whether certified sick pensioners are exempted from verification or their verification done in their respective houses, all the interviewees said that to the best of their knowledge neither of the two is done.

### **4.3 Discussion of Findings**

The study revealed that Anambra State retirees from 2004 to 2014 experienced delays in the payment of their retirement benefits. This is made manifest in form of late collection of gratuity, non-regular payment of pension, among others. These anomalies affect the retirees in the area of providing the family with the care they deserve in other words; reduces the

provision of adequate feeding for the family, provision of quality clothing, payment of children's school fees as well as having enough fund to start a new business. Besides, analysis of respondents rating on delay in the payment of their retirement benefits by the management of pension scheme as it affects retirees' welfare returned a grand mean of 3.426 and 3.1172 respectively. It then suggests that delay in the payment of retirement benefits by the management of pension scheme affects retirees' welfare in the provision of basic household needs. Also, the coefficient of determination using regression analysis showed that delay in the payment of pension benefits by the management of pension scheme explained 54.6% change in retirees' provision of basic household needs. The above findings appear to agree with Sadat 2012 assertion who likened delays in implementation of pension benefits in Nigeria to poor pension administration. Equally, Ogbemor (2011) findings revealed that retirees have worries as to whether their benefits will be paid or paid on time and Maji (2011) who cited Dange (1996), observed that hardship brought about by delays in pension and gratuity had resulted to great fear of retirement by many workers. Furthermore, when the relationship between delay in payment of pension benefits by the management of pension scheme and retirees' provision of basic household needs was examined using PPMCC at 1% significance level, as in hypothesis one, the result returned a value of 0.739 at 0.01 level of significance. We reject null hypothesis and accept the alternative which says that delay in payment of pension benefits by the management of pension scheme affect retirees' provision of basic household needs. Undoubtedly, the finding is compatible with the views of Anyanwu (2008), Fapohunda (2013), Maji (2014) who maintained that delay in the payment of pension benefit together with fear of financial instability on retirement had been the major reason why workers falsify their employment records to postpone their retirement dates. The implication is that the output of these supposedly younger employees must fall below expectation because as a worker becomes older, his Marginal Physical Productivity of Labour (MPPL)

will decline. And, retaining a worker at this age, will amount to running the said organization at a loss.

On the examination of the extent to which non-regular increment of pensions by the Management of Pension Scheme affects health/hospital bills of retirees' average, ratings of respondents' on the items indicated that inflation over time erodes the value of their pensions. However, the grand mean ratings of 2.8944 was obtained on responses on non-regular increment of pensions by the Management of Pension Scheme while the grand mean ratings of 2.9139 was obtained on the responses on health/hospital bills of retirees. Actually, the grand means above do not meet up with our acceptable mean of 3.0, but they are appreciable enough as to be disregarded. Besides, our findings on the extent to which non-regular increment of pensions by the Management of Pension Scheme affected health/hospital bills of retirees' returned a value of 6.5% which is also significant. Moreover, hypothesis number two, on the effect of non-regular increment of pensions by the Management of Pension Scheme on health/hospital bills of retirees was tested using PPMCC at 1% significant level. The result returned a value of 0.255 at 0.01 level of significance. Following the decision rule, we rejected null hypothesis and accepted the alternative which said, non-regular increment of pensions by the Management of Pension Scheme affect health/hospital bills of retirees. The implication of this is that the well-being of the retirees will not be enhanced and this will adversely affect their happiness and health. Thus, non-regular increments of pensions and its constant consumption by inflation could result to retirees' inability to attend to their basic house hold needs as; upkeep of the family and payment of medical bills. Certainly, the findings above were in line with Onwubiko (2015) who observed that there is a yawning gap in the earning of pensioners on the same grade level and the same step in Anambra state. Obanye (2015) chairman Association of Retired Civil/Public Servants in their letter to Governor Obiano of Anambra State on "non-implementation of approved pension increases"

requested that the following pension increases be implemented in the pensions in the state: Approved 6% and 15% by National Salaries Income and Wages Commission with effect from 2003 and 2007 respectively.

Twelve months pension arrears resulting from 142% pension increases granted to the pensioners who retired before May 2000 owed by the Mbadinuju administration, 33% upward review of pensions (with effect from July 2010) by National Salaries Income and Wages Commission (2014). 15% (2015) salary increases in the state pensions not reviewed.

In addition, analysis of respondents rating on pre-retirement workshops on planning for retirement by the Management of Pensions Scheme and socio-psychological needs of retirees returned a grand mean of 2.8267 and 2.735 respectively. Observably, the grand means above do not meet up with our acceptable mean of 3.0 and above, but to us they are appreciable enough. The values not differing much suggests that there is an overlap between pre-retirement workshops on planning for retirement by the Management of Pensions Scheme and socio- psychological needs of retirees. Besides, results of null hypothesis three, using PPMCC gave a value of 0.239 at 0.01 level of significance which is a positive relation. Following our decision rule we rejected null hypothesis and accepted the alternative which said that pre-retirement workshops on planning for retirement by the Management of Pensions Scheme affect socio- psychological needs of retirees. The implication is that any efforts made in assisting pre-retirees plan for retirement will go a long way to equip them to have a fulfilled life in retirement. The findings of the work corroborate those of; Peters Okon & Opoko (2008) which indicated that those who prepared ahead for retirement will not have shock, anxiety and depression associated with the period. Inaja and Chima (2013) who found out that people who enter retirement without planning have negative feelings about retirement. Adetunde, Imhonopi and George (2016) who found out that activities deal with boredom and serve as survival strategies in the midst of economic crises, Uzoekwe (2012)

who cited Omolu(2004) and Jone (2005) asserted that making elderly people feel that they can still play important role in the community increase their self worth.

Furthermore, analysis of respondents rating on pension administration's verification of pensioners' and retirees' health conditions showed a grand mean of 2.8604 and 2.8709 respectively, which are lower than our acceptable mean of 3.0 and above. The closeness of the two grand means show an overlap in the two variables. Results of null hypothesis four, pension administration's verification of pensioners does not affect retirees' health conditions indicated PPMCC (r) value of .407 at 0.01 level of significant. Following our decision rule, we reject null hypothesis and accept the alternative which says that pension administration's verification of pensioners affect retirees' health conditions. The value indicated a strong positive relationship. This is in line with Dabo (2015) who stated that pensioners were complaining that their colleagues were dying because of the stress they were subjected to during verification, Aniето (2015) and Odoh (2011) who have revealed that some pensioners have died standing in the queue waiting for verification and Osuyi, (2011) who reported his observation at the verification venue in the Federal Secretariat Asaba thus, *"most of the retirees were brought to the venue by their children. Pensioners were crammed under the few canopies provided, while several others who failed to get a place in the canopy sat under the sun, unattended"*. This implies that if the government's attention is not drawn to the suffering these weak and health impaired retirees encounter during verification, the nation may lose most of these cherished citizens.

## CHAPTER FIVE

### SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

The study sought to ascertain the nature of relationship between implementation of pensions by the Pension Scheme Management and the welfare of retirees in Anambra State, 2004-2014.

#### 5.1 Summary of Findings

The study established the following:

1. Delay in the payment of retirement benefits by the management of pension scheme from 2004 to 2014 affects retirees' welfare in the provision of basic household needs. This is because respondents ratings on delay in the payment of their retirement benefits by the management of pension scheme as it affects retirees' provision of basic household needs returned a grand mean of 3.426 and 3.1172 respectively and these are greater than our acceptable mean of 3.0 and above; delay in the payment of pension benefits by the management of pension scheme explained 54.6% change in retirees' provision of basic household needs; PPMCC of 0.739 at 0.01 level of significance obtained, indicated that there exists a very strong positive relationship between delay in payment of their pension benefits and retirees' provision of basic household needs.
2. That there exists a weak positive relationship between non-regular increment of pensions by the Management of Pension Scheme and health/hospital bills of retirees. This is because PPMCC of 0.255 at 0.01 level of significance indicated that there is a weak positive relationship. Grand mean ratings of 2.8944 was obtained on responses on non-regular increment of pensions by the Management of Pension Scheme while the grand mean ratings of 2.9139 was obtained on the responses on health/hospital bills of retirees. Actually, the grand means above do not meet up with our acceptable mean of 3.0 and

above but they are appreciable enough as to be disregarded. Non-regular increment of pensions by the Management of Pension Scheme explained 6.5% change on health/hospital bills of retirees.

3. Respondents rating on pre-retirement workshops on planning for retirement by the Management of Pensions Scheme and socio-psychological needs of retirees returned a grand mean of 2.8267 and 2.735 respectively. Observably, the grand means above do not meet up with our acceptable mean of 3.0 and above, but to us they are relevant as the closeness of the values suggested that there is an overlap between pre-retirement workshops on planning for retirement by the Management of Pensions Scheme and socio-psychological needs of retirees. PPMCC at 0.01 level of significance gave a value of 0.239 which indicated that there is a weak positive relationship between the two variables under investigation.
4. Respondents ratings on pension administration's verification of pensioners' and retirees' health conditions showed a grand mean of 2.8604 and 2.8709 respectively, which are lower than our acceptable mean of 3.0 and above. Again, the closeness of the two grand means suggest an overlap in the two variables. Using PPMCC ( $r$ ), a value of .407 at 0.01 level of significant was obtained, showing a strong positive relationship between the two variables under investigation. It was therefore concluded that the Management of Pension Scheme verification of pensioners in Anambra state, 2004-2014 has positive and significant relationship with retirees' health conditions.

## **5.2 Conclusion**

Sequel to the above findings, we conclude that Pension Scheme Management actions in the areas of delay in payment of pension benefits affect to a great extent retirees' provision of basic household needs. And non-regular increment of pensions had little effect on health/

hospital bills of retirees. Pre-retirement workshops on planning for retirement affect in different ways the socio-psychological needs of retirees and lapses in Pension Administration's verification of pensioners affect adversely health conditions of retirees. The deduction was that retirees needed to be sensitized on how to manage their lean and meager resources should there be delays in payment of pension benefit or general increase in prices of goods and services, the type of food to take and the exercises to engage in to keep physically fit, how to engage in small businesses which can augment their lean pensions, encouraged to maintain their social affiliations as well as making sure they attend social functions when disposed, among others. By so doing, the worries, loneliness, and depression associated with retirement will be drastically reduced. And so, retirement becomes a thing of joy and retirees enjoy a happy and fulfilled life at the end of their service.

### **5.3 Recommendations**

The following recommendations have been made based on the findings of the study:

1. Compulsory pre-retirement leave should be given to workers four months to their retirement date. During this period, prospective retirees should be educated on how to fill the retirement documents, a trained pension official should assist them in case of any difficulty and more pension staff should be engaged in processing the retirement benefits. With this arrangement, the issue of delays in payment of pension benefits and its adverse effect on retirees' provision of basic household needs will be solved.
2. The Management of Pension Scheme should endeavor to increase pensions in line with the salaries of workers or after every five years as stipulated in the Nigerian constitution. This becomes necessary in view of the fact that inflation often erodes the value of pensions. As a result, the implementation of the dictates of the constitution will address the financial problems of retirees, as in the payment of their health and hospital bills.



3. Pre-retirement workshops on planning for retirement should be organized frequently for prospective retirees as these will adequately enable them meet their socio-psychological needs on retirement. The programme should incorporate: talks on how to remain active in retirement bearing in mind that this can create wealth, lectures on good health habits, here; medical personnel may be invited, counseling on being connected with friends and relations socially. The workshops if well attended and taken seriously, will prepare the pre-retirees on how to combat the anxiety, shock, loneliness and excessive boredom characterized by idleness.
4. The Management of Pensions Scheme should organize verification of pensioners properly. This they will do by considering the number of staff to conduct the exercise and spread out the verification date to contain it, in other to avoid undue stress usually brought about by in-adequate pension staff. This is because; the stress will affect adversely retirees' health conditions. More so, the verification of certified sick pensioners should be done in their houses in other to avoid more serious health issues. In other words, retirees should be treated with respect, having served their fatherland meritoriously and when this is done, they will be happy remembering the good old days and the upcoming retirees will be envisaging retirement with enthusiasm.

It is anticipated that when the above recommendations are given adequate attention and implemented, retirees' issues associated with the management of pension schemes in Anambra State would be checked, thereby enhancing the welfare of retirees. Hence, the motto of retirees, "rest is sweet after labour" would be actualized.

#### **5.4 Contributions to Knowledge**

The study has contributed to knowledge by adding to the existing literatures on retirement and pensions. In the related field, the study will provide future researchers with more authors to cite as reference and more studies to consult during the review of the literature. In particular, it has x-rayed the issues in the implementation of pension benefits in Anambra state which affects retiree's welfare. Furthermore, the work when published will enable the retirees' and the masses access some of the activities that will keep them physically and mentally fit as well as adding to their source of income on retirement. And prior to this study, no work was found recorded on Pension Scheme Management and Welfare of Retirees in Nigeria not to talk of in Anambra State.

#### **5.5 Suggestions for Further Studies**

The study covered only nambra state out of the thirty six states in Nigeria. Hence, there is need to extend it to other states in the country.

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## **APPENDIX A**

Department of public Administration,  
Faculty of Management Sciences,  
Nnamdi Azikwe University,  
Awka.  
Date: 17/09/15

### **Questionnaire for Pensioners'**

Dear respondents, I am a post graduate student, in the department of Public Administration Nnamdi Azikiwe University, Awka. Currently, I am conducting a research on Pension Scheme Management and Condition Welfare of Retirees in Anambra State.

Please kindly complete this questionnaire to enable me collect the relevant data for the study.

Your responses will be treated with utmost confidence.

Yours faithfully,

Okoye Josephine Njideka

(Researcher)

**Questionnaire for Pensioners (Pension Scheme Management and Retirees' Welfare in  
Anambra State (2004-2014)**

**PART A:** Background information of respondent

Tick (✓) as appropriate

- 1 Gender: Male ( ) Female ( )
- 2 Age : Less than 51 years ( ) 51-60 years ( ) 61-70 years ( ) 71 years and above ( )
- 3 Educational Qualification: FSLC ( ) WASC/GCE/NECO ( ) Diploma ( ) Bachelors Degree and above( )
- 4 Ministry Retired ( i.e. last place of work) specify-----
- 5 Grade Level on retirement.
- 6 Pension received as at date: Under 10,000naira( ), Under 20,000naira( ), Under 30,000naira( ), Under 40,000naira( ), under 50,000naira( ), under 60,000naira( ), under 70,000naira ( ), under 80,000naira( ), Under 90,000naira( ), 90,000naira and above( ),

## PART B

Please tick ( ✓ ) as appropriate Strongly Agree (SA) 5 points, Agree (A) 4 points, Undecided (U) 3 points, Disagree (D) 2 points, and Strongly Disagree (SD) 1 point.

**Item Statement 1-6 elicits data for specific objective one (delays in payment of pensions and retirees provision of house hold needs**

S/N	ITEM STATEMENTS	SA	A	U	D	SD
	<b>State the level of your agreement on the following:</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1a	My retirement benefits were paid immediately I retired.					
B	The prompt payment of pension benefits results to my ability to provide the family, the care they deserve.					
2a	I collected my gratuity under three months of retirement.					
B	Late collection of pension benefits reduces my provision of adequate feeding for the family.					
3a	My pensions are paid regularly.					
B	I can provide quality clothing for my family					
4a	Management of pensions paid my benefits early enough.					
B	I can comfortably pay my children's school fees.					
5a	I had an appreciable savings on retirement.					
B	I had adequate fund to start a new business					
6a	Payment of my pension benefits was not so much delayed.					
B	I had no reasons to go a begging on retirement					



**Item Statement 7-11 Elicits data for specific objective two (Non-regular increment of pensions and retirees health/hospital bills).**

<b>S/N</b>	<b>ITEM STATEMENTS</b>	<b>SA</b>	<b>A</b>	<b>U</b>	<b>D</b>	<b>SD</b>
	<b>State the level of your agreement on the following:</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
7.a	Our Pensions are increased whenever there is increase in worker's Salary.					
B	There is a general increase in prices of goods and services.					
8a	Management of pension scheme provides medical services to us.					
B	Hospital bills of retirees are paid by the retirees					
9a	I deposited part of my pension benefits in the bank.					
B	The real value of my deposited pension benefits is reduced by inflation					
10a	Management of pension scheme often increase retirees pensions					
B	Inflation overtime erodes the value of my pensions					
11a	The value of my pensions allows me to take care of others.					
B	I have dependent relatives					

**Item Statement 12-16 elicits data for specific objective three. (Pre-retirement workshop on planning for retirement in meeting the Socio-psychological needs of retirees).**

S/N	ITEM STATEMENTS	SA	A	U	D	SD
	State the level of your agreement on the following:	5	4	3	2	1
12a	Management of pension scheme in Anambra state organized severally pre-retirement workshops prior to our retirement.					
B	I attended more than three pre-retirement workshops on planning for retirement before I retired.					
13a	Management of pension scheme organized pre-retirement workshops on how to manage lean pensions.					
B	Pre-retirement workshops on how to manage lean pensions prepared me on how to manage my lean pensions.					
14a	Management of pension scheme prepared me for seeking alternative means of augmenting my lean pensions.					
B	I have alternative means of augmenting my lean pensions					
15a	Management of pension scheme organizes festive parties and seminars for us in our sub-treasuries.					
B	Festive parties and seminars organized by the management of pension scheme prepared me on how to combat loneliness and depression associated with retirement.					
16a	Management of pension scheme provides recreational centers in the various communities in the sub- treasuries.					
B	Interactions with colleagues and participation in recreational activities in the center, would make me abreast with current event					

**Item Statement 17-20 elicits data for specific objective four (Verification of pensioners and retirees' health conditions**

<b>S/N</b>	<b>ITEM STATEMENTS</b>	<b>SA</b>	<b>A</b>	<b>U</b>	<b>D</b>	<b>SD</b>
	<b>State the level of your agreement on the following:</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
17a	During verification exercise enough chairs and shelter are provided for the retirees.					
B	Aimless movement and standing for a long time during pension verification had caused ill health to me					
18a	Observably, pension personnel are in- adequate in some pension verification centers.					
B	Inadequate pension personnel during pension Verification had severally subjected us to undue stress.					
19a	The pension administration provides free health care services for pensioners in the verification centre.					
B	The medical personnel takes care of our health needs at the centre					
20a	Very sick pensioners were always exempted from pension verification exercise.					
B	I have witnessed a pensioner slumped at the pensions verification centre.					

## APPENDIX B

**Calculation of the Reliability (t –retest method) of the research instrument using Spearman’s Correlation Coefficient. (for clusters A1-A4)**

**Cluster A1: Delays in payment of pension benefits.**

S/N	1 <sup>st</sup> Administration Agreed	2nd Administration Agreed	Deviation (d)	Deviation Squared (d <sup>2</sup> )	Sum of deviation squared
1	38	36	2	4	6
2	33	33	0	0	
3	38	37	1	1	
4	38	38	0	0	
5	15	14	1	1	
6	37	37	0	0	

Source: field survey 2016

The Spearman’s rank correlation coefficient is giving by the formular;

$$R_s = 1 - \frac{6 - \sum_{i=1}^n d^2}{n(n^2 - 1)}$$

Note  $R_s$  falls b/w – 1 and +1. +1 indicates perfect positive correlation, -1 indicates perfect negative correlation. The closer  $R$  falls to +1 or -1 the greater the co-relation b/w x and y and the nearer  $R_s$  is to zero the less the co-relation b/w x and y. However value above 0.6 indicates high reliability

For cluster A1  $n = 6$ .

$$R_s = 1 - \frac{6 \sum_{i=1}^n d^2}{n(n^2 - 1)}$$

$$= 1 - \frac{6 \sum_{i=1}^n d^2}{n(n^2 - 1)}$$

$$1 - \frac{6(6)}{6(36 - 1)} = 1 - \frac{36}{210}$$

$$= 1 - 0.1714$$

$$0.83$$

**Cluster A2: non-regular increment of pensions**

S/N	1 <sup>st</sup> Administration Agreed	2nd Administration Agreed	Deviation (d)	Deviation Squared ( d2)	Sum of Deviation Squared
7	38	38	0	0	8
8	0	0	0	0	
9	36	34	2	4	
10	0	0	0	0	
11	37	35	2	4	

Source: field survey 2015

For cluster A2 n = 5

$$R_s R_s = 1 - \frac{6(8)}{5(25-1)}$$

$$1 - \frac{48}{120}$$

$$= 1 - 0.4$$

$$= 0.6$$

**Cluster A3: pre-retirement workshops on planning for retirement**

S/N	1 <sup>st</sup> Administration Agreed	2nd Administration Agreed	Deviation (d)	Deviation Squared( d2)	Sum of Deviation Squared
12	11	13	2	4	6
13	0	0	0	0	
14	5	4	1	1	
15	0	0	0	0	
16	0	1	-1	1	

Source: field survey 2015

For cluster A3 n =5.

$$R_s = 1 - \frac{6 \sum_{i=1}^n d^2}{n(n^2-1)}$$

$$= 1 - \frac{6 \sum_{i=1}^n d^2}{n(n^2-1)}$$

$$1 - \frac{6(6)}{5(25-1)}$$

$$1 - \frac{36}{120}$$

$$= 1 - 0.3$$

$$0.7$$

**Cluster A4: Pensions scheme administrations and verification of pensioners**

S/N	1 <sup>st</sup> Administration Agreed	2nd Administration Agreed	Deviation (d)	Deviation Squared( d <sup>2</sup> )	Sum of Deviation Squared
17	0	0	0	0	4
18	0	0	0	0	
19	0	0	0	0	
20	30	28	2	4	

Source: field survey 2015

For cluster A4 n =4.

$$R_s = 1 - \frac{6 \sum_{i=1}^n d^2}{n(n^2-1)}$$

$$= 1 - \frac{6 \sum_{i=1}^n d^2}{n(n^2-1)}$$

$$1 - \frac{6(4)}{4(16-1)}$$

$$1 - \frac{24}{60}$$

$$1 - 0.4$$

$$0.6$$

From the calculations the coefficient values of the instrument were: 0.83, 0.6, 0.7 and 0.6 for item clusters A1, A2, A3 and A4 respectively and these values in line with the Spearman's correlation coefficient decision rule(as above) were considered reliable. Hence, instrument is deemed reliable and therefore accepted for the study.

**APPENDIX C**

**Frequencies**

**Frequency Table**

**q1a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	57	15.8	15.8	15.8
2.00	43	11.9	11.9	27.8
3.00	27	7.5	7.5	35.3
4.00	105	29.2	29.2	64.4
5.00	128	35.6	35.6	100.0
Total	360	100.0	100.0	

**q1b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	43	11.9	11.9	11.9
2.00	57	15.8	15.8	27.8
3.00	57	15.8	15.8	43.6
4.00	176	48.9	48.9	92.5
5.00	27	7.5	7.5	100.0
Total	360	100.0	100.0	

**q2a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	69	19.2	19.2	19.2
2.00	73	20.3	20.3	39.4
3.00	42	11.7	11.7	51.1
4.00	82	22.8	22.8	73.9
5.00	94	26.1	26.1	100.0
Total	360	100.0	100.0	

**q2b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	54	15.0	15.0	15.0
2.00	88	24.4	24.4	39.4
3.00	73	20.3	20.3	59.7
4.00	109	30.3	30.3	90.0
5.00	36	10.0	10.0	100.0
Total	360	100.0	100.0	



**q3a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	81	22.5	22.5	22.5
2.00	73	20.3	20.3	42.8
3.00	30	8.3	8.3	51.1
4.00	70	19.4	19.4	70.6
5.00	106	29.4	29.4	100.0
Total	360	100.0	100.0	

**q3b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	82	22.8	22.8	22.8
2.00	72	20.0	20.0	42.8
3.00	49	13.6	13.6	56.4
4.00	121	33.6	33.6	90.0
5.00	36	10.0	10.0	100.0
Total	360	100.0	100.0	

**q4a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	42	11.7	11.7	11.7
2.00	54	15.0	15.0	26.7
3.00	46	12.8	12.8	39.4
4.00	94	26.1	26.1	65.6
5.00	124	34.4	34.4	100.0
Total	360	100.0	100.0	

**q4b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	54	15.0	15.0	15.0
2.00	42	11.7	11.7	26.7
3.00	77	21.4	21.4	48.1
4.00	151	41.9	41.9	90.0
5.00	36	10.0	10.0	100.0
Total	360	100.0	100.0	

**q5a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	46	12.8	12.8	12.8
2.00	49	13.6	13.6	26.4
3.00	27	7.5	7.5	33.9
4.00	90	25.0	25.0	58.9
5.00	148	41.1	41.1	100.0
Total	360	100.0	100.0	

**q5b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	30	8.3	8.3	8.3
2.00	65	18.1	18.1	26.4
3.00	54	15.0	15.0	41.4
4.00	175	48.6	48.6	90.0
5.00	36	10.0	10.0	100.0
Total	360	100.0	100.0	

**q6a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	46	12.8	12.8	12.8
2.00	70	19.4	19.4	32.2
3.00	42	11.7	11.7	43.9
4.00	81	22.5	22.5	66.4
5.00	121	33.6	33.6	100.0
Total	360	100.0	100.0	

**q6b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	27	7.5	7.5	7.5
2.00	89	24.7	24.7	32.2
3.00	84	23.3	23.3	55.6
4.00	148	41.1	41.1	96.7
5.00	12	3.3	3.3	100.0
Total	360	100.0	100.0	

**q7a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	74	20.6	20.6	20.6
2.00	57	15.8	15.8	36.4
3.00	54	15.0	15.0	51.4
4.00	85	23.6	23.6	75.0
5.00	90	25.0	25.0	100.0
Total	360	100.0	100.0	

**q7b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	38	10.6	10.6	10.6
2.00	94	26.1	26.1	36.7
3.00	60	16.7	16.7	53.3
4.00	112	31.1	31.1	84.4
5.00	56	15.6	15.6	100.0
Total	360	100.0	100.0	

**q8a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	94	26.1	26.1	26.1
2.00	114	31.7	31.7	57.8
3.00	59	16.4	16.4	74.2
4.00	43	11.9	11.9	86.1
5.00	50	13.9	13.9	100.0
Total	360	100.0	100.0	

**q8b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	63	17.5	17.5	17.5
2.00	117	32.5	32.5	50.0
3.00	74	20.6	20.6	70.6
4.00	73	20.3	20.3	90.8
5.00	33	9.2	9.2	100.0
Total	360	100.0	100.0	

**q9a**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	35	9.7	9.7	9.7
	2.00	63	17.5	17.5	27.2
	3.00	56	15.6	15.6	42.8
	4.00	90	25.0	25.0	67.8
	5.00	116	32.2	32.2	100.0
	Total	360	100.0	100.0	

**q9b**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	33	9.2	9.2	9.2
	2.00	65	18.1	18.1	27.2
	3.00	51	14.2	14.2	41.4
	4.00	139	38.6	38.6	80.0
	5.00	72	20.0	20.0	100.0
	Total	360	100.0	100.0	

**q10a**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	100	27.8	27.8	27.8
	2.00	120	33.3	33.3	61.1
	3.00	42	11.7	11.7	72.8
	4.00	56	15.6	15.6	88.3
	5.00	42	11.7	11.7	100.0
	Total	360	100.0	100.0	

**q10b**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	69	19.2	19.2	19.2
	2.00	137	38.1	38.1	57.2
	3.00	70	19.4	19.4	76.7
	4.00	58	16.1	16.1	92.8
	5.00	26	7.2	7.2	100.0
	Total	360	100.0	100.0	

**q11a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	80	22.2	22.2	22.2
2.00	120	33.3	33.3	55.6
3.00	45	12.5	12.5	68.1
4.00	50	13.9	13.9	81.9
5.00	65	18.1	18.1	100.0
Total	360	100.0	100.0	

**q11b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	79	21.9	21.9	21.9
2.00	118	32.8	32.8	54.7
3.00	40	11.1	11.1	65.8
4.00	62	17.2	17.2	83.1
5.00	61	16.9	16.9	100.0
Total	360	100.0	100.0	

**q12a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	53	14.7	14.7	14.7
2.00	115	31.9	31.9	46.7
3.00	59	16.4	16.4	63.1
4.00	74	20.6	20.6	83.6
5.00	59	16.4	16.4	100.0
Total	360	100.0	100.0	

**q12b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	79	21.9	21.9	21.9
2.00	87	24.2	24.2	46.1
3.00	49	13.6	13.6	59.7
4.00	82	22.8	22.8	82.5
5.00	63	17.5	17.5	100.0
Total	360	100.0	100.0	

**q13a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	60	16.7	16.7	16.7
2.00	98	27.2	27.2	43.9
3.00	52	14.4	14.4	58.3
4.00	74	20.6	20.6	78.9
5.00	76	21.1	21.1	100.0
Total	360	100.0	100.0	

**q13b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	82	22.8	22.8	22.8
2.00	102	28.3	28.3	51.1
3.00	49	13.6	13.6	64.7
4.00	63	17.5	17.5	82.2
5.00	64	17.8	17.8	100.0
Total	360	100.0	100.0	

**q14a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	60	16.7	16.7	16.7
2.00	108	30.0	30.0	46.7
3.00	67	18.6	18.6	65.3
4.00	73	20.3	20.3	85.6
5.00	52	14.4	14.4	100.0
Total	360	100.0	100.0	

**q14b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	100	27.8	27.8	27.8
2.00	110	30.6	30.6	58.3
3.00	45	12.5	12.5	70.8
4.00	48	13.3	13.3	84.2
5.00	57	15.8	15.8	100.0
Total	360	100.0	100.0	

**q15a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	80	22.2	22.2	22.2
2.00	130	36.1	36.1	58.3
3.00	50	13.9	13.9	72.2
4.00	70	19.4	19.4	91.7
5.00	30	8.3	8.3	100.0
Total	360	100.0	100.0	

**q15b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	91	25.3	25.3	25.3
2.00	116	32.2	32.2	57.5
3.00	49	13.6	13.6	71.1
4.00	64	17.8	17.8	88.9
5.00	40	11.1	11.1	100.0
Total	360	100.0	100.0	

**q16a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	60	16.7	16.7	16.7
2.00	118	32.8	32.8	49.4
3.00	64	17.8	17.8	67.2
4.00	78	21.7	21.7	88.9
5.00	40	11.1	11.1	100.0
Total	360	100.0	100.0	

**q16b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	57	15.8	15.8	15.8
2.00	111	30.8	30.8	46.7
3.00	74	20.6	20.6	67.2
4.00	74	20.6	20.6	87.8
5.00	44	12.2	12.2	100.0
Total	360	100.0	100.0	

**q17a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	66	18.3	18.3	18.3
2.00	106	29.4	29.4	47.8
3.00	61	16.9	16.9	64.7
4.00	68	18.9	18.9	83.6
5.00	59	16.4	16.4	100.0
Total	360	100.0	100.0	

**q17b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	61	16.9	16.9	16.9
2.00	109	30.3	30.3	47.2
3.00	72	20.0	20.0	67.2
4.00	76	21.1	21.1	88.3
5.00	42	11.7	11.7	100.0
Total	360	100.0	100.0	

**q18a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	52	14.4	14.4	14.4
2.00	56	15.6	15.6	30.0
3.00	64	17.8	17.8	47.8
4.00	103	28.6	28.6	76.4
5.00	85	23.6	23.6	100.0
Total	360	100.0	100.0	

**q18b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	28	7.8	7.8	7.8
2.00	76	21.1	21.1	28.9
3.00	67	18.6	18.6	47.5
4.00	110	30.6	30.6	78.1
5.00	79	21.9	21.9	100.0
Total	360	100.0	100.0	



**q19a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	105	29.2	29.2	29.2
2.00	107	29.7	29.7	58.9
3.00	56	15.6	15.6	74.4
4.00	52	14.4	14.4	88.9
5.00	40	11.1	11.1	100.0
Total	360	100.0	100.0	

**q19b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	105	29.2	29.2	29.2
2.00	99	27.5	27.5	56.7
3.00	46	12.8	12.8	69.4
4.00	65	18.1	18.1	87.5
5.00	45	12.5	12.5	100.0
Total	360	100.0	100.0	

**q20a**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	35	9.7	9.7	9.7
2.00	135	37.5	37.5	47.2
3.00	86	23.9	23.9	71.1
4.00	80	22.2	22.2	93.3
5.00	24	6.7	6.7	100.0
Total	360	100.0	100.0	

**q20b**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	82	22.8	22.8	22.8
2.00	107	29.7	29.7	52.5
3.00	57	15.8	15.8	68.3
4.00	54	15.0	15.0	83.3
5.00	60	16.7	16.7	100.0
Total	360	100.0	100.0	

**Descriptive Statistics: Overall responses on Aspect of pension scheme management**

S/N	Item stmts/quest.(q)	N	Sum	Mean	Std. Deviation
1a	My retirement benefits were paid immediately I retired.	360	1284.00	3.5667	1.46681
2a	I collected my gratuity under three months of retirement.	360	1139.00	3.1639	1.49029
3a	My pensions are paid regularly.	360	1127.00	3.1306	1.56997
4 a	Management of pensions paid my benefits early enough	360	1284.00	3.5667	1.39278
5a	I had an appreciable savings on retirement.	360	1325.00	3.6806	1.44371
6a	Payment of my pension benefits was not so much delayed.	360	1241.00	3.4472	1.44249
7a	Our Pensions are increased whenever there is increase in worker's Salary.	360	1140.00	3.1667	1.48155
8a	Management of pension scheme provides medical services to us.	360	921.00	2.5583	1.35874
9a	I deposited part of my pension benefits in the bank.	360	1269.00	3.5250	1.35360
10a	Management of pension scheme often increase retirees pensions	360	900.00	2.5000	1.34971
11a	The value of my pensions allows me to take care of others	360	980.00	2.7222	1.41837
12a	Management of pension scheme in Anambra state organized severally pre-retirement workshops prior to our retirement.	360	1051.00	2.9194	1.32961
13a	Management of pension scheme organized pre-retirement workshops on how to manage lean pensions.	360	1088.00	3.0222	1.41207
14a	Management of pension scheme prepared me for seeking alternative means of augmenting my lean pensions.	360	1029.00	2.8583	1.31604
15a	Management of pension scheme organizes festive parties and seminars for us in our sub-treasuries.	360	920.00	2.5556	1.25883
16a	Management of pension scheme provides recreational centers in the various communities in the sub-treasuries.	360	1000.00	2.7778	1.26911
17a	During verification exercise enough chairs and shelter are provided for the retirees.	360	1028.00	2.8556	1.36254
18a	Observably, pension personnel are in- adequate in some pension verification centers.	360	1193.00	3.3139	1.36768
19a	The pension administration provides free health care services for pensioners in the verification centre.	360	895.00	2.4861	1.33928
20a	Very sick pensioners were always exempted from pension verification exercise.	360	1003.00	2.7861	1.10018
Grand Mean			3.3653	1.376168	

### Descriptive Statistics: Overall responses on Aspect of Retirees Welfare

S/N	Item stmts/quest.(q)	N	Sum	Mean	Std. Deviation
1b	The prompt payment of pension benefits results to my ability to provide the family, the care they deserve.	360	1167.00	3.2417	1.17064
2b	Late collection of pension benefits reduces my provision of adequate feeding for the family.	360	1065.00	2.9583	1.24491
3b	I can provide quality clothing for my family	360	1037.00	2.8806	1.35575
4b	I can comfortably pay my children's school fees.	360	1153.00	3.2028	1.22440
5b	I had adequate fund to start a new business	360	1202.00	3.3389	1.13522
6b	I had no reasons to go a begging on retirement	360	1109.00	3.0806	1.04317
7b	There is a general increase in prices of goods and services.	360	1134.00	3.1500	1.26436
8b	Hospital bills of retirees are paid by the retirees	360	976.00	2.7111	1.23093
9b	The real value of my deposited pension benefits is reduced by inflation.	360	1232.00	3.4222	1.24876
10b	Inflation overtime erodes the value of my pensions.	360	915.00	2.5417	1.17941
11b	I have dependent relatives	360	988.00	2.7444	1.41272
12b	I attended more than three pre-retirement workshops on planning for retirement before I retired.	360	1043.00	2.8972	1.42910
13b	Management of pension scheme organized pre-retirement workshops on how to manage lean pensions.	360	1005.00	2.7917	1.42928
14b	I have alternative means of augmenting my lean pensions	360	932.00	2.5889	1.42124
15b	Festive parties and seminars organized by the management of pension scheme prepared me on how to combat loneliness and depression associated with retirement.	360	926.00	2.5722	1.33323
16b	Interactions with colleagues and participation in recreational activities in the center, would make me abreast with current event	360	1017.00	2.8250	1.26884
17b	Aimless movement and standing for a long time during pension verification had caused ill health to me	360	1009.00	2.8028	1.27434
18b	Inadequate pension personnel during pension Verification had severally subjected us to undue stress.	360	1216.00	3.3778	1.25188
19b	The medical personnel takes care of our health needs at the centre	360	926.00	2.5722	1.39450
20b	I have witnessed a pensioner slumped at the pensions verification centre.	360	983.00	2.7306	1.39923
Grand mean				2.9215	

Source: Field survey 2015.

**Regression (research question one)**

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.739 <sup>a</sup>	.546	.545	.50965	.546	431.105	1	358	.000	.050

a. Predictors: (Constant), delay in payment of pension benefit

b. Dependent Variable: basic household needs

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	111.976	1	111.976	431.105	.000 <sup>b</sup>
	Residual	92.987	358	.260		
	Total	204.963	359			

a. Dependent Variable: basic household needs

b. Predictors: (Constant), delay in payment of pension benefit

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.509	.083		18.170	.000
	delay in payment of pension benefit	.476	.023	.739	20.763	.000

a. Dependent Variable: basic household needs

**Regression (research question two)**

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.255 <sup>a</sup>	.065	.062	.31738	.100

a. Predictors: (Constant), non-regular increment in pension

b. Dependent Variable: health/hospital bill

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.510	1	2.510	24.913	.000 <sup>b</sup>
	Residual	36.061	358	.101		
	Total	38.571	359			

a. Dependent Variable: health/hospital bill

b. Predictors: (Constant), non-regular increment in pension

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.474	.090		27.582	.000
	non-regular increment in pension	.152	.030	.255	4.991	.000

a. Dependent Variable: health/hospital bill