

INVESTIGATING FACTORS INFLUENCING CIVIL SERVICE EMPLOYEE DECISION TOWARD THE "OPTIONAL" RETIREMENT SCHEME

OVERVIEW

The optional retirement scheme was an extraordinary measure dedicated to the public sector that took place in a specific context upon the government's initiative. This study aims to establish an explanatory model and develop an in-depth understanding of the factors' interaction in the eligible public servant decision to accept or reject the opportunity offered by the scheme.

PROBLEM

Retirement decision making is a multidimensional process with many factors influencing the final result. In the optional scheme offered for public servants in Bahrain, additional factors and circumstances influenced the decision e.g., the limited time frame to decide, uncertainty if the offer will come back again, the employee has no advance preparatory plan to retire, the availability /lack of information on the scheme makes it difficult to assess whether it is an opportunity or a threat, the scheme was an opportunity for incompetent or unsatisfied staff to leave, and risk of implementing the pension system's reform.

METHODOLOGY

To benefit from the triangulation feature a mixed-method approach (combined qualitative with quantitative) is used in collecting and analyzing data. The Thesis Methodology Map is shown in Figure-1. Time orientation: Sequential: Phase-1 than Phase-2, & Concurrent: Within phase-2. The Sample Size is 628 (Two focus groups {n=14}, 20 interviews and 594 respondents to questionnaire).

FINDINGS

The Main Research Question aims to determine and finalize the factors involved in influencing the optional retirement decision. Then to establish an explanatory model to reflect the author's perception in conceptualizing the decision process (Figure 2).

Sub Research Questions aim is to develop an in-depth understanding and a complete picture of the factors' interaction in the eligible public servant decision. Figure-3 & 4

The three main factors that accounted for a significant part in influencing the retirement decision making for the total sample are (1) the financial commitments of the employee, (2) financial incentives of the scheme, and (3) factors related to their current profession (job stress, satisfaction, and characteristics).

RECOMMENDATIONS

The optional scheme could be more successful if it were well designed to overcome the structural problems (The incentives were not sufficient, there was a lack of communication, and the time allocated to the applicants was short).

Designing public servant awareness program/courses about retirement planning to enhance their perceptions of what is ahead of them during retirement decision making and after leaving the workplace.

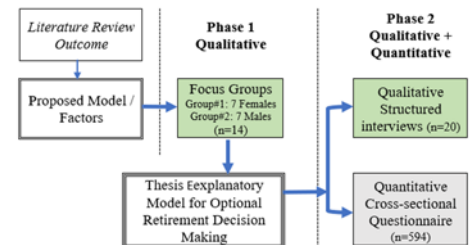
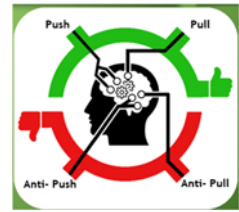


Figure-1: Research Methodology Map

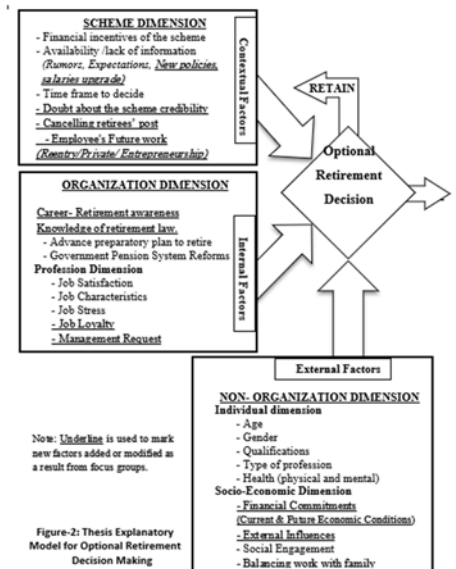


Figure-2: Thesis Explanatory Model for Optional Retirement Decision Making

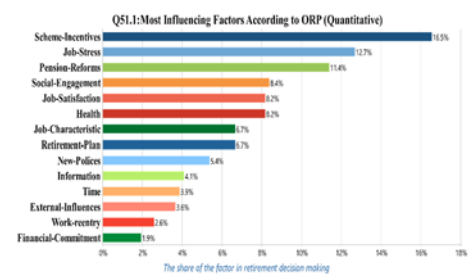


Figure-3 ORP: Optionally Retired Person(s)

