

ACHIEVEMENT MOTIVATION AMONG RETIRED PERSONS IN RELATION TO THEIR PREVIOUS JOB

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Abstract - *The present study mainly focused on exploring achievement motivation in retired persons relation to previous job. The main objective of the study was to find out the difference in achievement motivation of male and female retired persons belonging to class A,B and C. In this study the researcher took 150 retired persons belonging to Class A,B and C as the sample. Concluding report of the study revealed that A class employees have higher achievement motivation than C class employees, When a person holds a particular designation and performs important duties related to his job profile then it helps in enhancing as well as sustaining a particular level of achievement motivation but after the retirement some people start feeling worthless as the previous responsibilities and status which they used to enjoy comes to an end. All this results into lowering down the level of achievement motivation especially in case of retired persons. One of the main problems which people witness is that just after retirement the level achievement motivation lower downs. But again, this achievement motivation also differs among people as per the type of job from which they have retired.*

Keywords: *Achievement Motivation, Retired Persons, Class A, B and C Employees*

1 INTRODUCTION

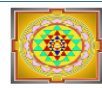
There are different characteristics that make us human beings. People just assume that all human beings are people. This is a huge philosophical issue. It is the assumption that the concept of human nature consists of a set of inherent distinguishing characteristics, including ways of thinking, feeling, and acting.

Human nature is the common quality of all human beings. People behave according to certain principles of human nature. The existence of society depends upon the interaction and networking of individuals. Every society has different segments based on age, gender, education, socio-economic background, and many other factors. It is also a well-known fact that society is run by leading members of the experienced class. Usually, this class consists of some senior citizens. In the context of working class, many times these people fall in the category of retired persons. This section of society have its own kind of problems, more over nowadays, most people live a very hectic life. The modern life style, priorities, need for luxury and enjoyment and often lack of values poses many problems before this section of society. In these kinds of circumstances some strive for great wealth, name and fame while the majority, perhaps, are just trying to earn their bread, trying to live the best possible life. There are many unfortunate people whose condition is so miserable that they cannot think beyond having too meals per day.

There are different ways in which these people deal with their isolation and feeling of emptiness. Those having aspiration for something in their youth may try to get involved in activities through which their spiritual thirst can be quenched and aspirant will gain true joy and fulfillment. Some try to use their knowledge and experience in activity benefiting society at large, without seeking any type of personal gain. Such selfless work certainly gives them inner joy and fulfillment. Those who are well-to do, having adequate finances and shelter and good health, have the freedom to live their life their own way, and many try to find joy and peace by engaging themselves in activities of their choice, like socializing with their friend or spending occasional quality time in solitude. Such people will also find inner joy and fulfillment, by creating new things, painting, music, dancing, and other art-related activities and find joy and fulfillment in those things.

When a person holds a particular designation in a job and performs important duties related to his job profile then it helps into the enhancing as well as sustaining a particular level of achievement motivation but after retirement, some people start feeling worthless as the previous responsibilities and status which they used to enjoy comes to end. All this results in lowering the level of achievement motivation, especially in the case of retired persons. Lowering the level of achievement motivation especially in the case of retired persons, an idea supported by the University of Central Oklahoma (1998) explored that teachers are lowered in intrinsic achievement motivation than those in other occupations; second, it was found that job status influence intrinsic achievement motivation, it was found that Teachers are lower in intrinsic achievement motivation than those in other occupations second that job type, job status, influence intrinsic achievement motivation.

Achievement motivation forms to be the basis for a good life. People who are oriented towards achievement, in general, enjoy life and feel in control. Being motivated keeps people dynamic and gives them self-respect. It is generally seen that achievement-motivated people evidenced a significantly higher rate of advancement in their life as compared to others. Achievement motivation is based on reaching success and achieving all of their aspirations in life. Achievement goals can affect the way a person performs a task and represent a desire to show competence (Harackiewicz, Barron, Carter, Lehto, & Elliot, 1997) Achievement goals have been examined in terms of two major types, namely mastery and performance goals. Caldwell, Herold, and Fedor (2004) found that, particularly, mastery goals become more prevalent among retired persons. With an increase in age, achievement motivation may shift from a more extrinsic, competitive pattern of



achievement to a more intrinsic mastery-related pattern. In general, older people are characterized by Conservatism, cautiousness, and affiliation rather than by competition, and may become more focused on short-term than long-term goals.

Stephan and Yannick(2010) found that motivational forces lead retired individuals to engage in post-retirement activities and that could be related to satisfaction with retirement. The Global Motivation Scale and measures of satisfaction with retirement were administered to 150 active retired individuals engaged in organized post-retirement activities in a University-based organization. Results revealed that these individuals were mainly characterized by higher levels of intrinsic motivation for knowledge, stimulation and accomplishment, rather than extrinsic dimensions. Regression analysis further demonstrated that intrinsic motivation for both accomplishment and stimulation was positively related to satisfaction with retirement.

There is a lack of uniformity among people regarding their views about the level of achievement motivation found in people who have retired from different levels of designation. One of the main problems which people witness is that just after retirement the level of achievement motivation lower down. So the investigator developed a curiosity to see whether achievement motivation is related to the previous job or not.

3 OBJECTIVES

1. To study achievement motivation of male and female retired persons.
2. To find out the difference in achievement motivation of male and female retired persons belonging to class A, class B and Class C.

4 HYPOTHESES

1. There exists no significant difference in achievement motivation of male and female retired persons belonging to class A.
2. There exists no significant difference in achievement motivation of male and female retired persons belonging to class B.
3. There exists no significant difference in achievement motivation of male and female retired persons belonging to class C
4. There exists no significant difference in achievement motivation of male and female retired persons belonging to class A and class B.
5. There exists no significant difference in achievement motivation of male and female retired persons belonging to class B and class C.
6. There exists no significant difference in achievement motivation of male and female retired persons belonging to class A and class C.

5 DELIMITATION OF THE STUDY

In the present study data was collected from 150 retired persons of Jaipur city only.

6 RESEARCH METHOD

In the present study, the investigator resolved to select the descriptive method to collect the relevant information for research purposes. Descriptive research studies are designed to obtain precise and pertinent information concerning the current status of the phenomena and to draw valid conclusions from the facts discovered.

7 SAMPLING

In the present study, 150 subjects were selected as a sample. The subjects on the basis of their previous job were categorized mainly into three classes, namely A-class employees, B-class employees, and C-class employees. Higher level Administrative officers and teachers were taken under A class employees, clerical staff was taken under B class employees and peon and helpers were taken under C class employees. For the present study, 150 subjects were selected belonging to Jaipur by adopting the Stratified Random Sampling technique. The three classes namely class A,B and C were divided under two heads i.e male and female. In each group, data was collected from 25 female retired persons and 25 male retired persons only.

8 TOOLS

1. Achievement Motivation Scale (non-standardized)

9 RESULT AND DISCUSSION On the basis of the results hypotheses were tested and the following conclusions were drawn.

Hypothesis 1 : There exists no significant difference in Achievement Motivation of Male and Female Retired Persons belonging to Class A.

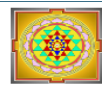
Table 1.1 Results Showing Mean, SD and t-value of Achievement Motivation of Male and Female Retired Person in Class A

Gender	N	M	SD	t-value	Remark
Male	25	23.28	2.35		
Female	25	20.04	3.0	4.21	Significant**

** significant at 0.01 level

Interpretation

It is evident from the above-mentioned table that the mean score for achievement motivation of male and female retired persons belonging to class A found to be 23.28 and 20.04 respectively. The calculated t-value for the achievement motivation of male and female retired persons belonging to class A came out as 4.21 whereas the tabulated value is 2.68 at 0.01 levels of significance respectively. As the calculated value is greater than the table value, hence the hypothesis i.e. there exists no significant difference in Achievement Motivation of male and female retired persons belonging to class A is not accepted. From the mean value, it



is clearly evident that males have higher achievement motivation than females. The researcher is of the view that such changes may be because of the influence of our traditional social system where women lack in terms of opportunities offered to them for their future growth.

Hypothesis 2: There exists no significant difference in Achievement Motivation of Male and Female Retired Persons Belonging to Class B.

Table 1.2 Result Results showing Mean, SD and t-value of Achievement Motivation of Male and Female Retired person in class B

Gender	N	M	SD	t-value	Remark
Male	25	23.12	2.17		
Female	25	21.58	2.44	2.31	Insignificant

Interpretation

It is evident from the above-mentioned table that the mean score for achievement motivation of male and female retired persons belonging to class B was found to be 23.16 and 21.72 respectively. The calculated t-value for the achievement motivation of male and female retired persons belonging to class B came out as 0.65 whereas the tabulated value is 2.68 at 0.01 levels of significance. As the calculated value is smaller than the table value, hence the hypothesis i.e. there exists no significant difference in Achievement Motivation of male and female retired persons belonging to class A is accepted.

Hypothesis 3: There exists no significant difference in achievement motivation of male and female retired persons belonging to class C.

Table 1.3 Result Results showing Mean, SD and t-value of Achievement Motivation of Male and Female

Class	N	M	S.D	t-value	Remarks
B	50	22.44	2.40		Significant**
C	50	19.88	3.21	4.51	

Retired Person in Class C

Gender	N	M	SD	t-value	Remark
Male	25	23.16	2.17		
Female	25	21.72	2.44	2.20	Insignificant

Interpretation

It is evident from the above-mentioned table that the mean score for achievement motivation among male and female retired persons belonging to class C was found out to be 23.16 and 21.72 respectively. The calculated t-value for the

achievement motivation of male and female retired persons belonging to class C came out as 2.20 whereas the tabulated value is 2.68 at 0.01 levels of significance respectively. As the calculated value is smaller than the table value, hence the hypothesis i.e. there exists no significant difference in Achievement Motivation of male and female retired persons belonging to class C is accepted.

Class	N	M	S.D	t-value	Remarks
A	50	21.66	3.14		
B	50	22.44	2.40	1.39	Insignificant

Hypothesis 4: There exists no significant difference in achievement motivation of retired persons belonging to class A and class B.

Table 1.4 Result Results showing Mean, SD and t-value of Achievement Motivation of Retired Persons belonging to Class (A) and (B)

Interpretation

It is evident from the above-mentioned table that the mean score for achievement motivation of retired persons belonging to class A and class B was found to be 21.66 and 22.44 respectively. The calculated t-value for the achievement motivation of retired persons belonging to class A and class B came out as 1.39 whereas the tabulated value is 2.63 at 0.01 levels of significance respectively. As the calculated value is smaller than the table value, hence the hypothesis i.e. there exists no significant difference in achievement motivation of retired persons belonging to class A and class B is accepted.

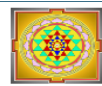
Hypothesis 5 : There exists no significant difference in Achievement Motivation of retired persons belonging to class B and class C.

Table 1.5 Result Results showing Mean, SD and t-value of Achievement Motivation of Retired Persons belonging to Class (B)and (C)

** significant at 0.01 level

Interpretation

It is evident from the above-mentioned table that the mean score for achievement motivation of retired persons belonging to class B and class C was found to be 22.44 and 19.88 respectively. The calculated t-value for the achievement motivation of retired persons belonging to class B and class C came out as 4.51 whereas the tabulated value is 2.63 at 0.01 levels of significance respectively. As the calculated value is greater than the table value, hence the hypothesis i.e. there exists no significant difference in achievement motivation of retired persons belonging to class



B and class C is not accepted. This show that there exists a significant difference in achievement motivation of retired persons belonging to class B and class C. Class B employees have higher achievement motivation.

Hypothesis 6 : There exists no significant difference in Achievement Motivation of retired persons belonging to class A and class C.

Table 1.6 Showing Mean, SD and t-value of Achievement Motivation of Retired Persons belonging to Class (A) and (C)

Class	N	M	SD	t-value	Remarks
A	50	21.66	3.14		
C	50	19.88	3.21	2.79	Significant**

** significant at 0.01 level

Interpretation

It is evident from the above-mentioned table that the mean score for achievement motivation of retired persons belonging to class A and class C was found to be 21.66 and 19.88 respectively. The calculated t-value for the achievement motivation of retired persons belonging to class A and class B came out as 2.79 whereas the tabulated value is 2.63 at 0.01 levels of significance respectively. As calculated value is greater than table value, hence the hypothesis i.e. there exists no significant difference in achievement motivation of retired persons belonging to class A and class C is not accepted. As per the mean score of achievement motivation, class A employees have higher level of achievement motivation as compared to class C employees.

10 CONCLUSIONS

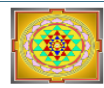
On the basis of analysis and interpretation of data, following conclusions can be drawn.

1. There exists a significant difference in achievement motivation of male and female retired persons. Class A males exhibited higher level of achievement motivation in comparison to females.
2. There exists no significant difference in achievement motivation of male and female retired persons belonging to class B.
3. There exists no significant difference in achievement motivation of male and female retired persons belonging to class C.
4. There exists no significant difference in achievement motivation of male and female retired persons belonging to class A and class B.
5. There exists a significant difference in achievement motivation of male and female retired persons belonging to class B and class C.

6. There exists no significant difference in achievement motivation of male and female retired persons belonging to class A and class C.

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