



# **A STUDY TO KNOW THE PERCEIVED ENJOYMENT FACTORS IN THE VOLUNTARY RETIREMENT LIFE WITH REFERENCE TO BSNL**

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## **Abstract**

**The main aim of the study is to know the factors which the employees feel that as the enjoyment during the retirement. The objectives identified are to find out perceived enjoyment of life after VRS. The study was conducted in four metropolitan cities in the Tamil Nadu BSNL Circle Using a simple random sampling technique with all employees has an equal opportunity of being chosen 410 employees were identified for the study. This study is Descriptive in nature because nothing is manipulated. The study delineated that control over own life and the last rank was achieved towards Time for activities by the BSNL employees towards perceived enjoyment after VRS.**

**Key Words: Enjoyment, retirement, Control, freedom**

## **1. INTRODUCTION**

The country which is full of wealth among the world is “India”. India is a large country surrounded by huge preliminary resources for survival. It is the only large country with large population satisfying the category of all age group of populations. The only country having large population thus leading to many problems. One of the biggest problems of India is unemployment. It demands an immediate solution that is threatening the peace, prosperity and stability of free India. In order to solve unemployment problems and to maintain peace, prosperity and stability of free India, Voluntary Retirement Schemes are being implemented across all sectors in India. The employees of banks and public sectors undertakings have been given the option to retire with handsome benefits. It is also known

as “Golden Handshake”. The public sector banks took the lead followed by public sectors enterprises like BHEL, BSNL, etc.

## **2. STATEMENT OF THE PROBLEM:**

perceived enjoyment factors (Fiske & Chiriboga 1990) after retirement (time for activities, more time with friends and families, freedom to pursue own interest, control over own life, No boss no stress, more time to think and relax, spend time for the self) are main determinants considered for voluntary retirement schemes among BSNL employees in TamilNadu Circle. However, the level of satisfaction acquired after voluntary retirement schemes was also perceived by the respondents. Hence, it becomes significant to understand the dimensions which have influenced the employees working in BSNL who had spent their monotonous job activities would like to retire before the period of maturity and in fact, whether they will realize benefits from the Government through retirement settlement fund and the pension for the employees who perceive to retire as per norms stipulated for retirement.

## **3. OBJECTIVE OF THE STUDY**

To find out the perceived enjoyment after Voluntary Retirement Scheme.

## **4. LITERATURE REVIEW**

Maintaining life satisfaction during retirement is associated with replacing rewards gained from work activities with rewarding leisure activities so that the retiree maintains a stable ratio of reinforcements from pre-to-post retirement (Friedman & Or bach 1974; Howard 1982). Thus, to assess the potential for long-term adaptation, a section was included in the questionnaire that asked respondents to judge sources of enjoyment in retirement.

Additionally, because leisure and activities are important ways to counteract the stress of boredom (Fiske & Chiriboga 1990), the final section of the questionnaire asks about current leisure and physical activities. In this study, (Martha Ozawa & Yat-sang Lum 1996) some of the personal observations-some ingredients-will make the retirees believe in the influence of a happy retirement. They will be married to someone they really will have fun being with, It's better if both of them are in good health, have enough resources so it is not necessary to reduce dramatically their lifestyle when the regular monthly check-up is no more.

### 5. RESEARCH DESIGN

This study is Descriptive in nature because nothing is manipulated. The study employed a structured questionnaire with 5 point Likert scale. After finalizing the items in the questionnaire, a pilot study was conducted to refine the statements of the questionnaire to ensure clarity. Face to face interviews were scheduled with the respondents during their leisure time and after working hours to collect the data. The collected data were subjected to Cronbach reliability test and the results showed that all the factors are highly reliable and is greater than recommended level. The data were quantified, categorized, tabulated and analyzed with statistical techniques to meet the objectives of the study.

### 6. ANALYSIS AND INTREPRETATION

The rating of the dimensions of the Perceived Enjoyment after VRS and its weights are defined as follows: 1-Strongly Agree, 2-Agree, 3-Neutral, 4 -Disagree, 5- Strongly Disagree.

#### Perceived Enjoyment after VRS

Perceived Enjoyment	Weighted Mean
Time for activities	3.602
More time with friends and family	3.683
Freedom to pursue own interest	3.888
Control over own life	4.085
No boss, no stress	3.773
More time to think and relax	3.741
Spend time for the self	3.849

It is inferred from Table 4.16 that the highest rank was achieved by control over own life (M=4.085), followed by Freedom to pursue own interest (M=3.888), and finally, the last rank was Time for activities (M=3.602).

### 7. SUGGESTIONS

The perceived enjoyment factor is the situation where the financial and health situations of the employees who are sound and safe have nothing to do with their job factor. It is recommended as aforesaid, these respondents shall be relieved from their duty without any further benefits and shall fill-in the positions considering the economic status of the incumbent and help the nation to overcome unemployment.

### 8. CONCLUSIONS

The study concludes that there is significant relationship between Health factor and enjoyment factor which reveals that if the respondents who are maintaining good health are expected to enjoy their life post retirement / after VRS and the result shows significant association between the two variables, while there is significant relationship between Major factors and Life satisfaction factor which predicts that if the respondents do not have any major problems in their life they may lead a happy and achieve life satisfaction after VRS.

### 9. REFERENCES

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