

# **Retirement Confidence and Preparedness: A Study among Working Adults in a Northern State in Malaysia**

**Arunagiri Shanmugam, Faudziah Zainal Abidin**

Universiti Utara Malaysia

06010 UUM Sintok, Kedah Darul Aman

arunagiri15@gmail.com; faud@uum.edu.my

## **ABSTRACT**

Planning for retirement is very important for an individual because it will secure the human needs financially during the post-retirement period. However, planning for retirement is an option of personal choice. It requires a conscious decision on the individual to allocate or put aside income to allow for financial security upon retirement. Previous literature on retirement planning has shown that across countries around the world, individuals have little or no planning for their retirement. Furthermore, in Malaysia, independent surveys show that a majority of Malaysians are not prepared for retirement. Therefore, this study attempts to examine the relationship between retirement confidence and preparedness, and the factors affecting retirement confidence and preparedness. A total of 150 working individuals between the ages of 21 to 55 participated in this study. The objectives of this study are to investigate the scenario of preparedness and confidence toward their retirement and to examine the relationship between attitude towards retirement, goal clarity and financial literacy and retirement preparedness and confidence. Results showed that goal clarity is significant in the prediction of working individuals' retirement confidence and preparedness. The results of this study have implications for working individuals to make early planning for retirement to enable them to have a strong financial base after retirement. Hence they will be more confident and prepared to face the reality of life during retirement.

**KEYWORDS:** retirement confidence, attitude toward retirement, goal clarity, financial literacy

## **1. INTRODUCTION**

All of us desire to live comfortably upon retirement without having to compromise on the standard of living in which we were used to. It is clear that retirement planning is not a compulsory but rather an option of personal choice on financial preparation and management partly based on how an individual strategize his or her income for saving, investments and spending (Tuan et al., 2011). According to Joo and Grable (2005), not everyone is financially prepared for post-working or retirement life because of either limited savings or lack of assets to generate income. Based on the Retirement Confidence Survey (Helman, VanDerhai & Copeland, 2007), only 66% of working citizens-planned to save for their retirement but the amount would be insufficient in most cases. In addition, the AXA Retirement Scope 2008 clearly stated that the retirement income for Malaysians citizens is insufficient. In general, cumulative savings amount should be sufficient to meet the financial obligations, at least, the same level of pre-retirement needs. Therefore, retirement financial planning has to be given serious consideration by all parties involved to provide financial protection to retirees.

A global retirement study across 26 countries in Europe, the United States and Asia, showed that the percentage of the Malaysian working population who have started preparing for their retirement has declined from 48% in 2007 to 38% in 2010. Meanwhile, 46% of Malaysians

surveyed said that they would start to prepare for retirement when they reach the age of 50. The findings also confirm the general perception that only 14% of Malaysian working citizens know exactly how much their retirement income should be, providing evidence that many Malaysians lack of awareness on retirement financial planning.

Malaysians are increasingly vulnerable to being financially unprepared and not confident for retirement because of their longer life span against early retirement age. A study entitled *Balancing Tradition and Modernity: The Future of Retirement in East Asia*, which tracked retirement behaviours and expectations across six East Asian countries (China, Hong Kong, Singapore, South Korea, Taiwan and Malaysia) was conducted in July 2012. Based on the study, Malaysia indicated that there is less than 20% whereby, upon retirement the individuals able to balance up their life. Furthermore, the Malaysian Trade Union Congress (MTUC) president reported that workers from the lowest salary group were possibly the ones who lacked financial strength to face the retirement (The Star, 25 August 2012). The younger generation of working individuals today thinks that retirement planning is a burden for them because it involves long-term planning. According to Life Insurance Association of Malaysia (LIAM), those people in 20's think that they are too young to think about retirement, while in 30's and 40's tend to believe they are prepared because they have their Employee Provident Fund (EPF) savings. Meanwhile the reality at 55 is that most people cannot afford to retire, since they prepared late for retirement (Habib, 2007).

Financial planning has always been one of the high priority issues for both private and public policy makers. Among efforts taken were marketing strategies directed at cultivating savings habits and planning for post-working life. In line to this, financial service and consulting firms have made advertisements through printed and electronic media to capture the public attention towards the importance of planning for better financial security in the old age.

Previous studies showed that planning for retirement have a positive impact on a retiree's life satisfaction and adjustment to retirement. Knowledge and understanding of issues central to financial planning could positively affect an individual's successful transition into retirement. Hence this study has two research objectives as follows:

- (1) To investigate the scenario of retirement preparedness and confidence among working adults.
- (2) To examine the relationship between attitude towards retirement, goal clarity and financial literacy and retirement preparedness and confidence.

## **2. LITERATURE REVIEW**

### *2.1 Attitude towards retirement*

Attitude refers to an individual's positive or a negative evaluative effect about performing a particular behavior. Attitude reflects the individual's feelings of favorableness or un-favorableness towards performing a behavior. In terms of retirement preparedness and confidence, attitude has been identified as one of the important variable which determines the financial situation of the individual during old age. David and Scott (2010) revealed that attitude of an individual will create interest to develop a financial plan for retirement. According to Lim (2003), the attitude of senior workers towards retirement planning was uncertain which indicated that they are not prepared to face retirement life.

However, Glamser (1981) and McPherson (1991) noted that, generally, individuals have favorable attitude toward retirement. This situation is very much associated with high level of income, health, education and high degree of support from family. Lusardi (1999) found that an individual's attitude toward retirement is dependent on his financial situation. In addition, Moorthy's study (2012), showed that attitude is a significant factor which influences

retirement planning behavior. In another study, Lai (2009) indicated female academics from public universities in Malaysia had more positive attitudes towards retirement as compared to their male counterpart.

## 2.2 *Goal Clarity of retirement*

Hershey, Jacobs-Lawson and Neukam (2002) observed age-related reductions in the number of retirement goals, as well as age differences in the concreteness of specific retirement goal. Besides that, in further investigation, Neukam and Hershey (2003) found that financial goals are significantly related to retirement savings contributions. Furthermore, Jacobs-Lawson (2003) found that retirement goal clarity covaried with age in adulthood and is related to the perceived importance of the characteristics of retirement savings. Clear and specific goals not only enhance functioning and provide a yardstick against which individuals analyze their achievements but they also provide guidance for the future.

According to Stawski, Hershey and Jacobs-Lawson (2007) found that retirement goal clarity is a significant factor which influences an individual's tendency to save for retirement. The study also showed that income and age were important elements with income accounting for roughly half of the explained variance in savings contributions. In another study by Hershey and Jacobs-Lawson (2009), factor analytic work revealed support for a two-factor model that distinguished self-oriented retirement goals from goals involving others. Path analyses revealed that goal expectancy was well predicted on the basis of goals set. These studies showed that goal clarity plays an important role in the retirement planning process, and clearer retirement goals are associated with a more active pattern of retirement planning behaviors. Goals help to structure perceptions of the retirement experience and allow individuals to form expectations about future resource needs. It also helps individuals to increase both actual savings as well as the intention to save.

## 2.3 *Financial knowledge and literacy*

Financial literacy can be defined as having the knowledge, skills and confidence to make responsible financial decisions. From the perspective of traditional economic theory, a hypothetical decision-maker plans consumption and savings to maximize his or her expected lifetime utility which is subjected to a budget constraint. In making these decisions, rational individuals will need to consider all matters of their personal circumstances and make choices which will be optimal for them. However, people often put aside choices that lie in their own best interest for broadly defined reasons. First of all, they may lack the financial skills and information to understand the need for a plan or to correctly formulate the right plan.

Financial planning and being prepared for retirement are two interrelated issues. Previous research addressing financial planning often includes retirement intention because savings made in the early life-cycle turns to be the resources for later, retirement years (Tuan et al., 2011). Education and financial literacy is an important factor of financial retirement planning. The shift from defined benefit to defined contribution retirement plans means that individuals have to decide how much they need to save for retirement, how to invest their savings, and during the post-retirement period, how to allocate their portfolios and draw down their savings and income. Tan and Folk (2011) showed a distinct pattern of higher savings among higher education groups. In addition, Bernheim and Scholz (1993), and Hubbard et al. (1994) showed that there were wide disparities in wealth holding across different education groups.

Research on educational effects on financial literacy and understanding of employee benefits is generally supportive, but mixed. According to Edmiston and Gillett-Fisher (2006), there are two central themes with regards to financial knowledge: (i) "good financial behaviors are positively associated with higher levels of financial knowledge", and (ii) "financial knowledge and behavior are positively influenced by exposure to financial education. In other

words, an individual will be able to practice good financial behavior if he or she has been given that knowledge. A study conducted by the Institute for Socio-Financial Studies (Vitt, 2000) indicated that educational approaches for employees increased their satisfaction and thus they were able to avoid financial problems. Furthermore, research also documented a positive relationship between participation in financial literacy programs and retirement preparedness (Bernheim and Garrett, 2003).

If financial illiteracy leads to poor or no planning, it may also affect wealth accumulation. Lusardi (2003) showed that households whose head has low education were less likely to plan which may explain why they accumulate little wealth or why they do not invest in high return assets. Furthermore, Lusardi and Mitchell (2006) explained that those who were financially literate when young were more likely to plan for retirement, showing that literacy affects planning and not the other way around. Moreover, planners are more likely to experience a satisfying retirement, perhaps because they have higher financial resources to rely on after they stop working. Thus, based on this complexity, individuals without sufficient financial literacy may make choices that are not in their best interest over the long term.

#### *2.4 Retirement Preparedness and Confidence*

Retirement refers to the withdrawal of oneself from the office, service, or business, which subsequently leads to a less structured lifestyle with ample leisure time. Generally, the workers, especially civil servants, understand that their income will be diminished when they age, mainly due to physical inability, and they most likely have no clue about the source of income in future once they are away from the workplace. Besides the lost of regular income coupled with inflation during the golden years is apparently a hard time for senior citizens especially with longer life expectancy. A proper plan thus is called for to provide better financial security.

However, planning for retirement is an option of personal choice. It requires a conscious decision on the individual to allocate or put aside income to allow for financial security upon retirement. However, unfortunately not everyone is ready to plan because they have either limited savings or they do not have enough assets to generate income (Joo and Grable, 2005). Numerous literature on retirement planning have shown that across countries around the world, individuals have little or no planning for their retirement. Furthermore, in Malaysia, independent surveys show that a “majority of Malaysians are not only ill-prepared for retirement, but are also unconcerned about financial security in their lifetime”. Sixty percent of the respondents interviewed were found to be ignorant of how much they would need to save for their retirement (AFFIN Life Insurance retirement Scope Report, 2010; AXA Retirement Scope, 2008; Prudential Assurance Malaysia Bhd., 2007).

Yuh, Montalto, & Hanna (1998), noted that an individual or a household is considered to be prepared for retirement when accumulated savings are generating income at least equal to a given pre-retirement level of consumption. This is supported by (Joo & Powel, 2002), whereby individuals who are actively involved in saving for retirement tend to have a higher level of retirement preparedness and confidence. Guariglia (2001) found that households which felt that the financial situation may deteriorate saved more compared to the one which did not. In addition to this, Power and Hira (2004) found that professional employees are more likely than union members and clerical staff to have started planning for retirement. Yao et al. (2003) found that low-income earners, renters, non-savers, and those without investing experience were most likely to be unprepared for retirement.

Taha and Mat (2003) state that Malaysia, as in other countries, is turning into an ageing society with 6.3% of its population being elderly (over 60 years old) in 2000 and an estimated 9.9% in 2020. People nearing retirement with little savings, especially in the low echelon of society, became financially dependent on their children. Problems were identified as (a) the low public-sector employees' pension payments and the inadequate private-sector employees' EPF savings (Caraher, 2000; Kumar, 1997; Thillainathan, 2004); (b) the gap between rising Malaysian living costs and living standards; (c) Malaysians' life longevity, susceptibility to diseases, rising medication and healthcare costs, as well as unavailability (in certain areas) and medical services privatisation, and (d) the erosion of the extended family system and the emergence of the nuclear family unit (Chan, 1997).

### **3. Research Questions**

Based on the brief literature review, the following hypotheses were developed:

- H<sub>1</sub>: There is a relationship between attitude toward retirement and retirement confidence and preparedness.
- H<sub>2</sub>: There is a relationship between goal clarity and retirement confidence and preparedness.
- H<sub>3</sub>: There is a relationship between financial knowledge and literacy on retirement and preparedness.

### **4. Method**

#### *4.1 Sampling Technique and Participants*

Data was collected using convenience sampling and involved working adults near the workplace of the researcher. The respondents were selected to provide a broad range of work, mainly, from the education, legal, manufacturing, and healthcare sectors. Respondents in the education sector were school teachers and academic staff from a higher learning institution. The remaining respondents included administrative staff from a legal firm, and middle and lower levels administrative staff in manufacturing and a private hospital. A total of 150 survey questionnaires were distributed with 115 (76.7%) of the total survey questionnaires were returned. The survey was conducted in a northern state in Malaysia.

The survey questionnaire consisted of five sections. In section A of the questionnaire, demographic data such as age, gender, ethnicity, marital status, level of education, years of working experience and monthly income were listed. Section A also consisted of several open-ended questions, and a few questions where respondents were required to respond with either a 'yes' or 'no'. In section B to E, the survey questionnaire consisted of items which measured attitudes toward retirement, clarity toward retirement, and financial knowledge and literacy. Each of the items used a five-point Likert Scale ranging from 1 (Strongly disagree) to 5 (Strongly agree).

### **5. Results**

#### *5.1 Respondents' background*

Results showed that a majority of the respondents were male (53%) compared to female (47%). Based on Table 1, a majority (51.3%) of the respondents were in the age group (25 – 39 years old). In terms of marital status of the respondents, 72.2% were married, 24.3% were single and 3.5% were divorced. From the ethnicity perspective, 44.3% were Malays; 26.1% were Chinese and 29.6% Indian. The education background of the respondents involved in the survey indicated that 61.7% were 14.8% were postgraduates,

61.7% were Bachelor's degree holders, 7% were diploma holders, 14.8% had secondary education, while the remaining respondents had primary education.

**Table 1: Respondents' demographic background (n = 115)**

Demographic Variables	Categories	Frequency	Percentage (%)
Gender	Male	61	53.0
	Female	54	47.0
Age	Below 25 years old	8	7.0
	25-39 years old	59	51.3
	40-55 years old	48	41.7
Marital Status	Single	28	24.3
	Married	83	72.2
	Divorced	4	3.5
Ethnicity	Malays	51	44.3
	Chinese	30	26.1
	Indian	34	29.6
Educational Level	Primary	2	1.7
	Secondary	17	14.8
	Diploma	8	7
	Degree	71	61.7
	Postgraduate	17	14.8

### 5.1 Analysis of Results

Based on Table 2, with respect to attitude toward retirement, it is encouraging that the respondents felt that retirement would not make them feel useless (mean = 2.38). They were not looking forward to retirement (mean = 3.01) and they felt that retirement would enable them to pursue their unfulfilled dreams (mean = 3.19). Most of them worried about their life after retirement (mean = 3.22).

From the aspect of goal clarity, results showed that respondents think a great deal about quality of life in retirement (mean = 3.59). This was supported with respondents setting specific goals on the amount needed to be saved for retirement (mean = 3.27). Most of the respondents also had clear vision of their retirement life and this was supported when they discussed their plans with their spouse, friends or financial consultant (mean = 3.22). The minimum mean rating was 3.15 received by 'setting clear goals for gaining information about retirement'.

In terms of financial knowledge and literacy, most of the respondents were aware that the value of money will depreciate over time (mean = 4.13). Next, the respondents agreed that, Employee Provident Fund (EPF) or pension scheme would be the only source of income (mean = 3.77). The mean for level of awareness of respondents in computing inflation and reducing of investment risk through participating in different investment schemes were 2.92 and 3.10 respectively. This indicated that not all the respondents were knowledgeable in aspects of financial literacy.

With respect of retirement confidence and preparedness, most of the respondents were concerned about state of their financial preparation for retirement with a mean of 3.69. In accordance to this, the respondents were not confident that they able to work out the expected income and expenditure in retirement (mean = 3.54). Furthermore, it also showed that most of the respondents were not confident of having enough money to live comfortably (mean = 2.60) and for medical expenses during their retirement (mean = 2.58).

**Table 2: Descriptive Analysis for All variables**

Variable	Mean	Standard Deviation
<b>Attitude Toward Retirement</b>		
B1. Retirement enables me to pursue my unfulfilled dreams	3.19	1.075
B2. I look forward to retirement	3.01	1.128
B3. I am worried about my life after retirement	3.22	1.362
B4. Retirement makes me feel useless	2.38	1.128
<b>Goal Clarity</b>		
C1. I set specific goals for how much I will need to save for retirement.	3.27	1.020
C2. I think a great deal about quality of life in retirement.	3.59	0.887
C3. I have a clear vision of how life will be in retirement.	3.22	0.953
C4. I set clear goals for gaining information about retirement.	3.15	0.891
C5. I discussed retirement plans with my spouse, friend or financial consultant.	3.22	1.066
<b>Financial Knowledge and Literacy</b>		
D1. I am aware that the value of money will depreciate over time	4.13	0.987
D2. Employee Provident Fund (EPF) or Public Pension scheme is the only source of income during my retirement.	3.77	1.124
D3. I am aware of other investment alternatives (stocks, properties, etc).	3.50	1.021
D4. I don't know how the inflation rate is calculated.	3.36	0.966
D5. I understand the process of compound interest.	2.92	1.299
D6. I am aware the participating in many different investments reduces my investment risk.	3.10	1.003
D7. I am not aware of my retirement benefits offered by my company/ government.	3.26	1.093
D8. I cannot clearly distinguish between retirement fund and other fund(s) (child education fund, medical fund etc)	3.27	0.967

Based on table 3, it shows an R-squared of 0.146. Table 4 shows that the three predictor variables are not all equal to each other and could be used to determine the dependent variable, retirement confidence and preparedness as shown by an F-value of 6.346 and significance level of 0.001 ( $p < 0.05$ ). Table 5 shows that of the three variables, only goal clarity is significant ( $p < 0.05$ ) with a beta of 0.373. However, attitude towards retirement, and financial knowledge and literacy are less significant ( $p > 0.05$ ) with beta of 0.031 and 0.096, respectively. Tests indicate that only goal clarity has a significant relationship to retirement confidence and preparedness. Based on the  $t$  statistic for all the independent variables it has indicated that goal clarity has significant relationship due to strong significant level ( $p < 0.05$ ) with retirement confidence and preparedness. Therefore, hypothesis  $H_1$  and  $H_3$  are rejected, while hypothesis  $H_2$  is accepted.

**Table 3: Results of R square**

R	R-Squared	Adjusted R-Squared	Standard Error of the Estimate
.383 <sup>a</sup>	0.146	0.123	0.46649

**Table 4: ANOVA**

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	4.143	3	1.381	6.346	.001 <sup>a</sup>
Residual	24.155	111	0.218		
Total	28.298	114			

**Table 5: Results of Coefficients**

Model	Standardized Coefficients	<i>t</i>	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
	Beta			Lower Bound	Upper Bound	Tolerance	VIF
(Constant)		4.062	.000	.922	2.678		
Attitude	.031	.345	.731	-.110	.157	.965	1.036
Goal Clarity	.373	4.246	.000	.138	.380	.997	1.003
Financial knowledge and literacy	.096	1.079	.283	-.096	.327	.965	1.036

**Table 6: Overall Results of Hypotheses**

Hypotheses	Results	Sig
H <sub>1</sub> : There is a relationship between attitude toward retirement on retirement preparedness and confidence.	Reject	.731
H <sub>2</sub> : There is a significant relationship between goal clarity and retirement preparedness and confidence.	Accept	.000
H <sub>3</sub> : There is a significant relationship between financial knowledge and literacy and retirement preparedness and confidence.	Reject	.283

## 6. Discussion

Attitude toward retirement was found significant in this study where it was found to have a relationship to retirement planning behavior among working individuals in Malaysia similar to the study by Moorthy (2012). In another study by Lai et al. (2012) where they showed that female academic staff from public universities had more positive attitudes towards retirement. However, in the present study, this variable was not accepted. Comparatively, the other studies were conducted using a larger sample size. This could be the reason that attitude towards retirement is not significant in present study with 150 respondents.

Goal clarity was found significant in the study by Hershey et al (2007). In this study, it was also shown that goal clarity variable was significant. A study by Stawski et al (2007) in North Central Oklahoma indicating goal clarity mediating between age and savings



contributions for retirement. The value of  $R^2 = .20$ . In the present study, this variable revealed significant results which were supported by the previous studies.

A study by Hershey & Mowen (2000), revealed that working adults who know more about financial planning are more likely to have prepared for retirement. From the gender perspectives, a study by Joo & Pauwels (2002) found that employer-provided financial education had a positive effect on retirement confidence. Furthermore, the availability of financial education provided by employers increased both saving in general and saving for retirement (Bernheim & Garnet (2003). However, in the present study, financial literacy does not revealed significant results.

### 6.1 Limitation and recommendation for future research

A major limitation was identified in this study where it was conducted in a city in a northern state in Malaysia with a small sample size. It is recommended that in the future, the study can be replicated for a bigger sample size and can be expanded by introducing other variables to be tested.

## 7. Conclusion

Results from this study showed that different age groups of working adults have different perspectives toward retirement confidence and preparedness. The younger generation of working citizens (25-39 years old) perceived a better understanding of retirement confidence and preparedness compared to the older adults. Therefore, early planning for retirement may bring advantages and benefits to them since they have sufficient time to plan. This also enables them to plan in order to achieve their goal and dreams during their retirement.

Working adult should have a clear goal when they are planning for retirement, which will prepare them to be confident enough and be prepared to face retirement. Nonetheless, any goals or plans made for retirement should be achievable or attainable. Hence they will not lose their direction and are able to follow the scheduled plan properly. Besides that, working citizens should also obtain professional advice when they face problems in preparing their retirement plans.

## REFERENCES

- Bernheim, B. Douglas, Daniel M. Garrett. 2003. "The Effects of Financial Education in the Workplace: Evidence from a Survey of Households." *Journal of Public Economics* 87 (7/8): 1487-1519. (August). 2003. (Available on Science direct).
- Bernheim, B. D. (1992). Is the Baby Boom generation preparing adequately for retirement. New York: Merrill Lynch and Company.
- Chan, A. (1997). An overview of the living arrangements and social support exchanges of older Singaporeans. *Asia-Pacific Population Journal*, 12(4). 1-14.
- Edmiston, K.D., and M.C. Gillett- Fisher, 2006, Financial Education at the workplace: Evidence From A Survey of Federal Reserve Bank Employees, Community Affairs Working paper 06-02:1-22.
- Glamser, F. (1981) Predictors of retirement attitude. *Aging and Work* 4(1), 23 – 29.
- Guariglia, A. (2001). Saving behaviour and earnings uncertainty: Evidence from the British household panel survey. *Journal of Population Economics*, 14, 619-634.
- Green, S.B & Salkind, N.J. (2008). *Using SPSS for Windows and Macintosh: Analyzing and understanding data* (5<sup>th</sup> ed). Upper Saddle River, NJ: Pearson Prentice Hall.

- Habib, S. (2007). *Counting on the nest egg*. Retrieved February 24, 2010, from <http://thestar.com.my/news/story.asp?file=/2007/5/27/nation/17754089&sec=nation>
- Helman, R., VanDerhai, J., & Copeland, C. (2007). *The retirement system in transition: The 2007 retirement confidence survey*. Washington, DC: Employee Benefit Research Institute.
- Hershey, D. A., Jacobs-Lawson, J. M., & Neukam, K. N. (2002). Influences of age and gender on workers' goals for retirement. *International Journal of Aging & Human Development*, 55, 163-179.
- Hershey, D. A. and John C. Mowen. 2000. "Psychological Determinants of Financial Preparedness for Retirement." *The Gerontologist* 40:687-97.
- Hoe Kock Tan and Jee Yoong Folk (2011), "Expected retirement age: A determinant of financial planning preparation in Malaysia", *African Journal of Business Management* Vol. 5(22) pp.9370-9384.
- Jacobs-Lawson, J. M., & Hershey, D. A. (2003). Perceptions of financial stability in retirement: Do Americans really know what to expect? In S. P. Shohov (Ed.), *Advances in Psychology Research* (pp. 123-136). Hauppauge, NY: Nova Science Publishers.
- Joo, S. H., & Grable, J. E. (2005). Employee education and the likelihood of having a retirement savings program. *Financial Counseling and Planning*, 16, 37-49.
- Joo, S., & Pauwels, V. W. (2002). Factor affecting workers' retirement confidence: A gender perspective. *Financial Counseling and Planning*, 13(2), 1-10.
- Krishna Moorthy et al (2012), A Study on Retirement Planning Behaviour among Working Individuals in Malaysia. *International Journal of Academic Research in Economics and Management Sciences*, 1(2).
- Lai, M. M., Lai, M. L., & Lau, S. H. (2009). Managing money and retirement planning: Academics' perspectives. *Pensions: An International Journal*, 14(4), 282-292.
- Lim, V. K. G. (2003) An empirical study of older workers' attitudes towards the retirement experience. *Employee Relations* 25 (4) : 330 – 346 .
- Lusardi, A. (1999). Information, expectations, and savings for retirement. In H. J. Aaron (Ed.), *Behavioral dimensions of retirement* (pp. 81-115). Washington, DC: Brookings Institution Press.
- Lusardi, Annamaria. 2003. "Saving and the Effectiveness of Financial Education," Pension Research Council Working Paper PRC WP 2003-14.
- Lusardi A, Mitchell OS (2006). Financial literacy and planning: Implications for retirement wellbeing. <http://www.dartmouth.edu/~alusardi/Papers/FinancialLiteracy.pdf>.
- McPherson, B. D. (1991) *Aging as a Social Process*. Toronto, ON: Butterworths.
- Neukam, K. A., & Hershey, D. A. (2003). Financial inhibition, financial activation, and saving for retirement. *Financial Services Review*, 12, 19-37.
- Power, M. L., & Hira, T. K. (2004). University-provided retirement planning support and retiree financial satisfaction during retirement: Differences by gender, job classification, and planning behavior. *Risk Management and Insurance Review*, 7(2), 121-149.
- Stawski, R. S., Hershey, D. A., & Jacobs-Lawson, J. M. (2007). Goal clarity and financial planning activities as determinants of retirement savings contributions. *International Journal Aging and Human Development*. 64(1), 13-32.
- Taha, H.M., & Mat, R. (2003). Socio-economic characteristics of the elderly in Malaysia. In 21st Population Census Conference, 19 - 21 November 2003, Kyoto, Japan.

- Thillainathan, R. (2004). Malaysia: Pension and financial market reforms and issues on governance. In Pension in Asia: incentives, compliance and their role in retirement conference, Hitotsubashi University, Tokyo, 1-40.
- Tuan – Hock Ng, Woan-Ying Tay, Nya-Ling Tan and Ying-San Lim (2011), “ Influence of Investment Experience and Demographic Factors on Retirement Planning Intention”, *International Journal of Business and Management*, 6(2).
- Vitt, O.O., 2000, Personal Finance and the Rush to Competence: Financial Literacy Education in the U.S. (Middleburg, VA: Institute for Socio-Financial Studies)
- Yao, R., Hanna, S. D., & Montalto, C. P. (2003). The capital accumulation ratio as an indicator of retirement adequacy. *Financial Counseling and Planning*, 14, 1-12.
- Yuh, Y., Montalto, C. P., & Hanna, S. D. (1998). Are Americans prepared for retirement? *Financial Counseling and Planning*, 9, 1-12.