RELATIONSHIP BETWEEN ACTIVITY AND BEHAVIOR OF SENIOR WORKERS AND READINESS FOR POST-RETIREMENT EMPLOYMENT OF SENIOR WORKERS

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ABSTRACT

This study aims to investigate (1) the difference between personal factors and activities and behaviors of senior workers in pre-retirement (aged between 50-55 years), (2) the difference between personal factors and readiness for post-retirement employment of senior workers, (3) the relationship between activities and behaviors of senior workers and readiness for post-retirement employment of senior workers. This study uses a quantitative research approach (a questionnaire that has a confidence level of .05) on 424 randomly selected senior workers in the auto industry Eastern Economic Corridor (EEC). The study found that differences in personal factors such as age, education and monthly income led to different behavior and activity of senior workers before their retirement with statistical significance of .05. To personal factors and employment readiness after retirement of senior workers, the study found that personal factors such as age, gender, education, monthly income, debt and additional income influenced the post-retirement employment readiness of senior workers with statistical significance of .05. Activities and behaviors of senior workers before retirement and post-retirement employment readiness were correlated. The study found that senior workers' pre-retirement activities and behaviors such as employment status, source of income and desire to continue working after retirement were related to post-retirement employment readiness with a statistical significance of .05.

Introduction

The world today is facing demographic change: the number of elderly people is increasing due to advances in medical technology, and greater efficiency in healthcare. Life expectancy is increasing, in contrast to the declining birth rate. In 2015, the world population was 7,349 billion, of which 901 million were over 60 years old (12%). Thus, it can be said that the world population is aging. In Asia, 59 million people were over 60 years old, which is 9%. The population of three countries is considered aged: Singapore (18%), Thailand (16%) and Vietnam (10%) (Department of Senior Affairs, 2017). The rate at which a country enters the state of aging society depends on the environment, nutrition, medical development and

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economic growth (OECD and World Health Organization, 2020; Poyen, 2019; Dhrif, 2018). The aging society is classified into three levels 1) Aged society: 10% of the population is over 60 years old or 7% over 65 years old, 2) Complete Aged Society: 20% of the population is over 60 years old or 14% over 65 years old, 3) Super Aged Society: 30% of the population is over 60 years old or 7% over 65 years old. In Thailand, the population has been in aged status since 2005. In 2014, 14.9% of Thai population was over 60 years, and it is estimated that in 2028, 23.5% of the Thai population will be over 60 years, thus will be a completely aged society (Phromphakdi, 2013).

Due to increasing number of elderly people and the declining birthrate, there is a labor shortage worldwide (Poyen, 2019). A study by the Thailand Development Research Institute (TDRI) and the Office of Industrial Economics estimates that in 2022, the supply of labor will be 42.5 million , compared to a demand of 48.9 million, with a difference of over 6 million (Panyindee, 2018; Thermpittayapaisit, 2017). This labor shortage will affect domestic production. Both the public and private sectors are forced to adapt to the demographic changes in the 21st century as labor shortages are pervasive (Bryan & Agnieszka, 2018). Some countries are experimenting with the use of automated labor, which is expensive in terms of capital and technology (Thermpittayapaisit, 2017).

Other countries alleviate the labor shortages by extending the retirement age or reemployment after retirement (Poonsawad, Chirinang, Raktham, & Tharawas, 2020; Natheeprasithiporn & Chaichompoo, 2019; Sullivan & Ariss, 2019). There is increased reemployment after retirement, departing from the normal practice of mandatory retirement at age 55 or 60 (Poonsawad et al., 2020; Sullivan & Ariss,

2019). The employer takes into account the past performance, suitability and health of the retired employee (Natheeprasithiporn & Chaichompoo, 2019). In Singapore, the statutory retirement age is 62 years and thereafter, the employer can rehire the retired employee until he or she is 65 years old based on voluntary choice, past performance and health. The employer is entitled to Special Employment Credit (SEC) from the Singapore government at a maximum of 8% of the employee's salary if the employee is above 50 years of age, and 11% for employees who are above 65 years of age. The SEC would be reduced for employees earning over 3,000 Singaporean dollars (Ministry of Labor, 2016). In Thailand, government agencies are developing strategies and plans to deal with the increasing aging of the workforce, such as greater emphasis on post-retirement employment through a pilot program (in collaboration with the Thai Gerontology Research and Development Institute (TGRI) Foundation and 12 establishments) of reemployment in 12 enterprises, founding the establishment of service center for older workers, and a registration center for older workers. There are also training programs for older workers to increase employability and legislative changes to facilitate post-retirement employment (Ministry of Labor, 2017).

Another part that determines the importance of the choice to conduct this research is the area. The Eastern Economic Corridor Project is a strategic plan under Thailand 4.0 for economic development in areas that build on the success of the Eastern Seaboard development project. The main objective is to promote investment, that will improve the country's industry, increase competitiveness and enable the Thai economy to grow in the long term. In the first phase, the area in 3 provinces, namely Chonburi, Rayong and

Chachoengsao, will be upgraded to be an Eastern Special Economic Zone to support systematic and efficient economic development. Incidentally, all three areas are considered as the most important industrial zones in the country. This is done at the Integrated Plans for Special Development in Eastern Region: Infrastructure and utility development plans, implementation plans, and a comprehensive government service plan. It covers the development of infrastructure, industrial business, innovation hub, tourism, building new cities and towns to make Thailand as a hub for aviation, transportation, trade, advanced manufacturing, tourism, innovation, global business and as the metropolis of the future. In the special development zones, three provinces are focusing on improving policies that will help reduce the shortage of skilled workers and that will provide these highly skilled workers. It will be necessary for the automotive and artificial intelligence industries of the future.

To the development of target industries in the aforementioned Eastern Economic Corridor, skilled manpower is needed because skilled workers can effectively work with advanced technology. Most industries, especially the automotive industry, require high skilled workers. Therefore, preparing manpower for the automotive industry labor market is an urgent matter.

So it is a great opportunity for senior workers because they have more alternatives. Nevertheless, studies on senior workers have found that the desire to continue working after retirement depends on personal factors such as health, marital status, income, debt, residence, employment history, primary and secondary source of income, and education (Bender, Hollstein, & Schweppe, 2020; Chuanchom, Chantuk, & Siriwong, 2018; Penpong, 2019). These personal factors act as cofactors on senior workers' pre-retirement activity and behavior, consisting of 1) employment activity and behavior, 2) income source activity and behavior, 3) health activity and behavior (Hurtado & Topa, 2018) and 4) behavior and activity related to the desire to continue working after retirement. These factors influence post-retirement employment readiness (Theerakittikon & Woenthongm, 2020; Eismann, Verbeij, & Henkens, 2019; Yura, Iris, & Lawrence, 2018). Post-retirement readiness can be measured by four aspects: 1) employment potential, 2) social support, 3) self-care, and 4) self-value. This readiness would influence the decision to continue employment after retirement (Poonsawad et al., 2020; Natheeprasithiporn & Chaichompoo, 2019; Sullivan & Ariss, 2019). In light of this background and importance, despite myriad means of preparing for reemployment after retirement, most of these efforts focus on organizational preparation, such as employment patterns and policies, while preparation on the part of senior workers is low (Weerasombat, 2018). Such preparation cannot be done in the short term (Chuanchom et al., 2018). The lack of studies on workforce preparedness remains a problem, especially in the industrial sector where personal factors form a very clear dividing line between groups. Physical labor, skilled labor, clerical labor, and supervisory labor have different levels of retirement readiness. The reason for this readiness must come from the activity and behavior that dictates pre-retirement preparation (Theerakittikon & Woenthongm, 2020; Panyindee, 2018; Eismann et al., 2019; Kesornbua, 2018), therefore it can be used to provide a guideline for retirement preparation for senior industrial workers. Although it is limited to a specific group, the result of this study can be used to prepare for quality retirement or reemployment after retirement for other groups. Business

owners can use the result of this study for human resource planning to deal with labor shortage, prepare their work environment for changing work conditions, increase job satisfaction, productivity and performance. This leads to the study on personal factors, activity and behavior of senior workers related to post-retirement employment. The concept is shown in Figure 1.

Objectives of the Study

1. Examine the difference between personal factors and activity and behavior of senior workers before their retirement.
2. Examine the difference between personal factors and preparation for post-retirement employment of senior workers.
3. Examine the relationship between activity and behavior of pre-retirement workers and post-retirement employment of senior workers.

Conceptual Framework

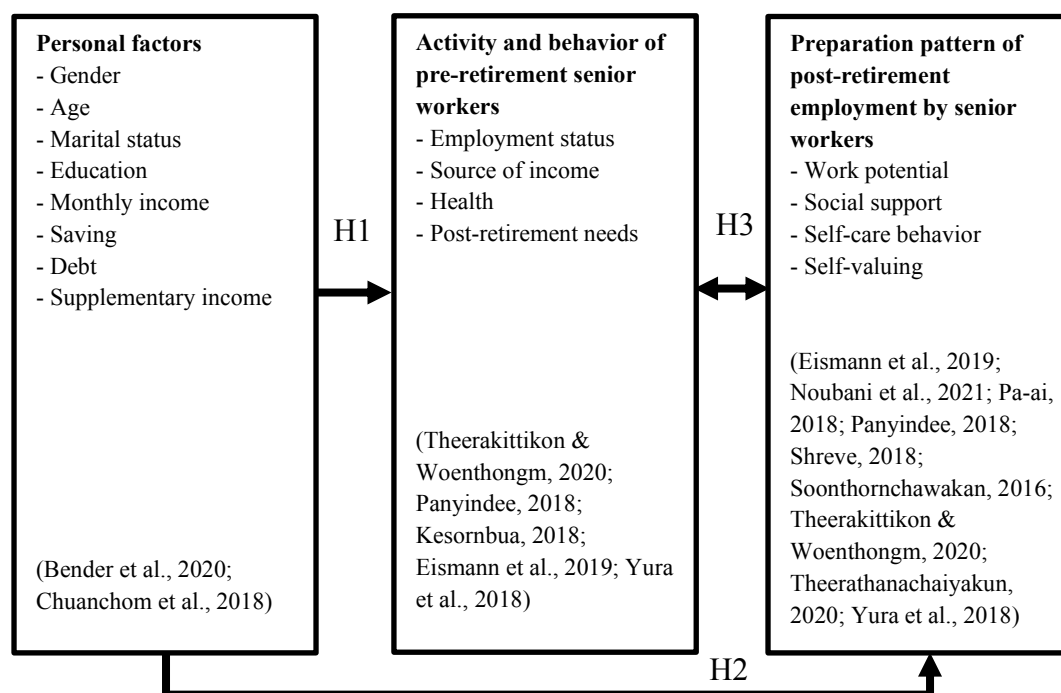| Personal factors		Activity and behavior of pre-retirement senior workers		Preparation pattern of post-retirement employment by senior workers
- Gender - Age - Marital status - Education - Monthly income - Saving - Debt - Supplementary income	**H1**	- Employment status - Source of income - Health - Post-retirement needs	**H3**	- Work potential - Social support - Self-care behavior - Self-valuing (Eismann et al., 2019; Noubani et al., 2021; Pa-ai, 2018; Panyindee, 2018; Shreve, 2018; Soonthornchawakan, 2016; Theerakittikon & Woenthongm, 2020; Theerathanachaiyakun, 2020; Yura et al., 2018)
(Bender et al., 2020; Chuanchom et al., 2018)		(Theerakittikon & Woenthongm, 2020; Panyindee, 2018; Kesornbua, 2018; Eismann et al., 2019; Yura et al., 2018)	**H2**	

Figure 1 Conceptual framework

Hypotheses

1. Different personal factors lead to different activities and behaviors of senior workers in pre-retirement.
2. Different personal factors lead to different post-retirement employment preparation of senior workers.
3. Activity and behavior of senior workers in pre-retirement are related to their preparation for post-retirement employment.

Literature Review

Studies of senior workers' pre-retirement activities and behaviors related to their preparation for post-retirement employment include the following theories, concepts and research.

Personal factors on activity and behavior of pre-retirement senior workers

Studies on senior workers by Bender et al. (2020), Chuanchom et al. (2018), and Penpong (2019) found differences in activity and behavior as well as preparation for retirement, leading to readiness or non-readiness for retirement. Different personal factors led to different activities and behaviors, depending on personal characteristics such as gender, age, marital status, income adequacy, debt, residence, employment history, primary and supplementary income sources, and education of the senior workers.

Activity and behavior of senior workers who are prepared for post-retirement employment

Panyindee (2018) stated that SOC theory, a psychological theory that relates to age-related adjustment and balance of body, mind, society and environment through selection, optimization and compensation, is the source of explanation for employment potential, self-care behavior and readiness for reemployment after retirement. The concept of activity and behavior, based on activity theory developed by Havighursts Kansas City Study in 1968, found that active seniors are generally happier than seniors who are not involved in any activity (Sombutboon, 2019). Seniors (who usually have a family of their own) with good interaction with other people were fitter than those who do not engage in social interaction. Social interaction led seniors to be more satisfied with continuing the activities they were involved in. This theory showed that continued employment after retirement (Panyindee, 2018) was a behavior that would allow seniors to feel worthy, happy, satisfied and successful. Similarly, society would care less about seniors if seniors did not care about themselves.

Senior citizens wanted to be part of society for the rest of their lives (Bruggencate, Katrien, & Janienke, 2018). This theory believed that seniors' happiness comes from their contribution to society. Once they quit a job, they have to find other replacement jobs (Banyongkid, Lake, & Teokul, 2018). Therefore, seniors continued to work and make new relationships and friends to compensate for the loss of their usual roles after retirement. Sometimes, seniors had income and health problems, so they were unable to undertake activities by themselves, and relied on government support. This theory believed that active seniors would be happier and live longer (Natheeprasithiporn & Chaichompoo, 2019). Activity theory is often used to explain senior-related research because it is believed that seniors would continue their activities and good attitudes from middle-aged years with vigor as long as possible, and if they had to retire or stop their usual activities, they would find replacement activities (Wongfan, 2017). The activity level affects the social participation of middle-aged and seniors because they would maintain their activity and attitude, and they would quickly find substitute activities if they were forced to give up their original activities (Novak, 2018).

In this study, pre-retirement activity and behavior of senior workers that affect their preparation for retirement or reemployment have readiness such as 1) readiness activity and behavior related to employment status (Panyindee, 2018), which can be indicated with factors such as attitude towards task, part of effort in the company and part of work improvement, 2) readiness activity and behavior related to source of income (Jantorn & Yansomboon, 2018) consisting of various indicators such as full-time employment, overtime and other supplementary income sources, 3) activity and behavior related to

health, consisting of indicators such as good health, regular exercise and health examination (Hurtado & Topa, 2018), and 4) activity and behavior related to the desire to continue working after retirement (Kesornbua, 2018), which may be indicated by the desire to continue working in the original organization or elsewhere, or to start their own business after retirement. Such factors influence preparation for reemployment (Theerakittikon & Woenthongm, 2020; Eismann et al., 2019; Yura et al., 2018).

Post-retirement reemployment preparation
The theory of reemployment readiness after retirement defines readiness as the performance of the person who is willing to work or perform an action, relying on his readiness of the mind, intelligence and experience to achieve the goal (Noubani et al., 2021). Readiness in reemployment after retirement, in short, means the willingness to continue working after retirement, relying on their readiness of mind, intelligence and experience to achieve the goal (Panyindee, 2018; Shreve, 2018; Theerakittikon & Woenthongm, 2020; Eismann et al., 2019; Yura et al., 2018). It is also noted that most reemployed senior workers are in agriculture, trade, repair (cars, tools, etc.), hotel and manufacturing. Most of the senior workers are in service sector followed by skilled jobs. Reemployed senior workers need an annual health check, exercise, nutrition and knowledge about retirement (Soonthornchawakan, 2016). Factors in senior workers' decision to continue working after retirement are 1) personal factors, as senior workers see that they are still able to work, help others, maintain their own income, and feel bored, 2) economic factors, as many senior workers are in debt without having sufficient savings, stable income, or any income at all, and 3) social factors, as senior workers want to maintain their social status and interaction with others (Theerathanachaiyakun, 2020; Noubani et al., 2021). Similarly, a study by Soonthornchawakan (2016), Boonyasana and Phunnarong (2017), on employment opportunities for senior workers found that many seniors do not have children, do not have enough savings, and therefore are forced to work. The studies found that seniors with no education or less than elementary school have low incomes, and have no savings, thus forcing them to work. Nevertheless, seniors would face challenges in reemployment, including internal factors such as health, e.g. poor eyesight, mental acuity, chronic diseases, or attitude, personality or behavior that cannot easily adapt to the modern world. On the other hand, external factors are the willingness of companies to accept older retired workers, along with the law and government policies that could encourage reemployment through subsidies (Pa-ai, 2018).

Reemployment readiness
Reemployment readiness of senior workers (Panyindee, 2018) can be measured by 1) employment readiness which consists of (1) constant potential development, (2) constant learning about new technologies, (3) communication skills, (4) adaptability, (5) success, 2) social support (Theerathanachaiyakun, 2020) consisting of (1) care and love from family members, (2) acceptance from others, (3) support from others, (4) good relationships with family, community, and society, (5) receiving constant information or knowledge about lifestyle, 3) self-care behaviors (Panyindee, 2018) consisting of (1) good diet, (2) regular exercise, (3) good self-care ability, (4) stress management and (5) adequate sleep, 4) self-value, consisting of (1) self-pride, (2) confidence, (3) hope, (4) self-empowerment, and (5) self-esteem (Panyindee, 2018; Shreve, 2018).

Research Methodology

Population

Workers in the automotive industry in the Eastern Economic Corridor (EEC).

Sample

Senior citizens aged between 50-55 years working in the automotive industry in the Eastern Economic Corridor (EEC).

Sample size

Since the author is uncertain about the exact size of the population, Cochran's formula is used to calculate the sample size (Cochran, 1963). The result of the calculation is 385, but to increase the reliability of SPSS processing and reduce the error due to incompletely filled forms, the author increases the population by 10%, which is 424 sets of survey questionnaires (Meehanpong et al., 2019).

Research tool

The research tools used in this study are questionnaires that contain both closed-ended (with choices for the respondent) and open-ended questions (respondents could answer freely).

Research tool validation

The author validates the research tool by checking 1) content validity which is validated by five experts, the result of calculating the reliability value is 0.985, 2) reliability, which is validated by Cronbach's Alpha coefficient. Then, the revised questionnaire is tried on 30 of the sample group (senior workers aged 50-55 years, employed in automotive industry in Eastern Economic Corridor (EEC)). The experimental data are validated and encoded for processing using SPSS for Windows. The data are processed considering Cronbach's Alpha coefficient. When the value of the questionnaire approaches 1, it is reliable and 0.7 is the minimum acceptable value (Wanichbancha, 2014). The questionnaire of this study has a reliability value of 0.941. The final check is the ethical validation, the author submits the revised questionnaire to the ethics committee of Burapha University for validation before actual use (Human Research Ethics Committee Burapha University, 2019).

Data analysis

After all the information has been collected, the author checks its integrity and validity of the questionnaire. Then the questionnaire is encoded according to a statistical method and processed in a computer program. The result of the computer processing is used to create a statistical analysis table for explanation. The statistics used are 1) Descriptive Analytical Statistics, which is used to explain the data characteristics (Frequency, percentage, arithmetic mean and standard deviation are used) and 2) Inferential Analysis Statistics, which is used to analyze the effect of the independent variables on the dependent variables. Inferential Analysis Statistics uses sample data and analysis methods as follows:

For hypothesis I: Different personal factors lead to different activities and behaviors of senior workers before their retirement, and independent samples t-test and One-way Analysis of Variance: One-way ANOVA are used.

For hypothesis II: Different personal factors lead to different preparation for post-retirement employment of senior workers, and independent samples t-test and One-way Analysis of Variance: One-way ANOVA are used.

For Hypothesis III: Activity and behavior of senior workers before retirement are related to their preparation for employment after retirement, and Pearson's Product Moment Correlation Coefficient is used.

Results

The results of the study "Relationship between activity and behavior of senior

workers and readiness for post-retirement employment of senior workers" shows that difference in personal factors leads to difference in activity and behavior of senior workers before retirement with statistical significance of .05. Difference in personal factors also leads to difference in preparedness for post-retirement employment with statistical significance of .05. Activity and behavior of senior workers before retirement are related to preparation for post-retirement employment of senior workers with statistical significance of .05.

Table 1 Different personal factors lead to different activities and behaviors of pre-retirement senior workers

	Personal factors	Mean	t	Sig.
Activity and behavior of pre-retirement senior workers	Gender	.01451	.372	.942
	Age	.436	2.796	.017*
	Marital status	.218	1.368	.256
	Education	1.526	9.987	.000*
	Monthly income	1.674	11.558	.000*
	Saving	.21029	3.093	.912
	Debt	-.10244	-2.375	.238
	Supplementary income	.20272	5.040	.055

*P < 0.05

From Table 1, the t-test on differences between age, education and monthly income indicated differences in activities and behavior of pre-retirement senior workers with statistical significance (Sig. value .017*, .000*, and.000* respectively).

Table 2 Different personal factors lead to different preparation for post-retirement employment of senior workers

	Personal factors	Mean	t	Sig.
Preparation pattern of post-retirement employment by senior workers	Gender	-.07616	-1.716	.039*
	Age	.436	2.796	.017*
	Marital status	.218	1.368	.256
	Education	1.526	9.987	.000*
	Monthly income	1.674	11.558	.000*
	Saving	.34133	4.353	.621
	Debt	-.23095	-4.202	.000*
	Supplementary income	.14266	2.906	.041*

**P < 0.05

From Table 2, the t-test on differences between age, gender, education, monthly income, debt and supplementary income indicated differences in post-retirement preparation of pre-retirement senior workers with statistical significance (Sig. value .039*, .017*, .000*, .000* and .0410* respectively).

Table 3 Activity and behavior of pre-retirement senior workers that are related with their post-retirement employment preparation

Activity and behavior of pre-retirement senior workers	Pearson correlation	Sig.
Employment status	.465	.000**
Source of income	.074	.127
Health	.635	.000**
Desire to continue working after retirement	.442	.000**

**P < 0.05

From Table 3, Pearson Correlation-based study of relationship between employment status, source of income and desire to continue working after retirement showed relationship with post-retirement employment preparation in senior workers with statistical significance (Sig. value .000*, .000* and .0000* respectively).

Discussion

Various personal factors, including gender, savings, debt, and supplementary income, have been found to have different influences on the elderly workers' pre-retirement activities and behaviors, and various personal factors have been found to influence preparation styles. Readiness to work after retirement varies among elderly workers. This is consistent with research by Bender et al. (2020) and Chuanchom et al. (2018) who found differences in workers' activities and behaviors related to different retirement preparations. As a result of willingness or unwillingness to work after retirement, there will be different pre-retirement activities and behaviors of elderly workers depending on personal characteristics such as age, gender, status, adequacy of income, indebtedness, region of residence, work history, income sources-additional income and education level of elderly workers, Bender et al. (2020), Chuanchom et al. (2018), and Penpong (2019). Pre-retirement activities and behaviors of elderly workers are in relation to post-retirement work readiness patterns of elderly workers. This is consistent with research by Panyindee (2018). The results can be measured by the factors of 1) Readiness of work potential which consists of (1) Developing competence to be always suitable for work, (2) Continuous pursuit of knowledge in technology related to work, (3) Communication skills, (4) Ability to change, and (5) Success in work, 2) Willingness for social support (Theerathanachaiyakun, 2020) which consists of (1) Receiving love and care from family members, (2) Recognition that people around him are respected, and (3) Receiving help, (4) Having good interactions with family, community, and society, and (5) Continuously receiving information or advice that is useful in daily life, 3) Willingness to engage in caring behaviors. Self (Panyindee, 2018), which consists of the factors of (1) eating nutritious and adequate food, (2) exercising regularly, (3) being able to take care of

oneself when one is sick, (4) being able to cope with stress, and (5) Adequate sleep, and 4) Self-esteem readiness which includes (1) feeling of self-respect, (2) being confident that you always get what you want, (3) always having hope in life, (4) feeling that you can handle things, and (5) feeling that he or she is a valuable person (Panyindee, 2018; Shreve, 2018).

Conclusion

The conclusion of the study "Relationship between activity and behavior of senior workers and readiness for post-retirement employment of senior workers" based on the research objectives can be described as follows:

Hypothesis #1 (H1): to investigate the relationship between personal factors and pre-retirement behaviors and activities of senior workers. The study found that differences in personal factors such as age, education, and monthly income led to different behavior and activity of senior workers before their retirement.

Hypothesis #2 (H2): to examine differences between personal factors and employment readiness of senior workers after retirement. The study found that personal factors such as age, gender, education, monthly income, debt, and supplementary income affect the employment readiness of senior workers after retirement.

Hypothesis #3 (H3): to examine the relationship between activity and behavior of senior workers prior to retirement and post-retirement employment readiness. The study found that senior workers' pre-retirement activities and behaviors, such as employment status, source of income, and desire to continue working after retirement were related to post-retirement employment preparedness.

Most senior workers should have preparation for reemployment after their retirement, along with preparation related to activity and behavior as follows:

Most senior workers have income from their full-time employment, so they should look for additional income, and maintain their knowledge, skills and abilities for work, so that they can get important tasks, get more opportunity to attend meetings to solve problems and improve the work. They should constantly learn new things and technologies to improve themselves, have a better ability to deal with changing circumstances and become more successful. They should have good communication skills, a sense of good self-management and self-pride. Senior employees should have good health for regular work, along with the love and support of their families.

Recommendations

From the result of the study, the author would like to suggest following recommendations:

1. Regarding the activity and behavior of senior workers in pre-retirement related to employment status, senior workers should improve themselves to get important jobs and be admitted in conferences to solve problems or improve the work. Since most senior workers have income from full-time jobs, they should strive for additional income. They should exercise regularly and have regular health checkups. Since most senior workers want to continue working at their original jobs, they should develop skills to keep up with changes in the organization.

2. Preparation for reemployment of senior workers, in terms of potential, senior worker should constantly refine their skills and knowledge for work and learn new knowledge. Senior workers still need the support of family and others. Therefore, family and others should provide support for

senior workers. As for self-care behavior, senior workers are bad at handling stress, so they need counselors or guidance to cope with stress. As for self-value, senior workers still need to feel valuable to the family, community and society, so the family, community and society should find activities to maintain this feeling.

Limitations and Recommendations for Further Study

This research has limitations. In this research, the researcher collected data from questionnaires. (Questionnaire) with elderly people aged 50 to 55 years working in the automotive industry of Eastern Economic Corridor (EEC). An additional study should be conducted on establishments and government agencies to design new patterns of reemployment preparation that meet stakeholders to obtain a more comprehensive retirement preparation. Suggestions for Future Research: Researchers can use a combination of research methods. (Mixed-method design) by using a quantitative method (quantitative research) and qualitative research method by using quantitative research as the main and qualitative research to extend the depth of research.

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