

CONTEMPLATING PSYCHOSOCIAL DEVELOPMENT & STRESS IN RETIREMENT

Author's Name: ¹Rammohan Sharma, ²Dr. Sreemini Pillai

Affiliation: ¹Ph.D. Scholar, Faculty of Nursing Sciences, Malwanchal University, Indore, Madhya Pradesh, India

²Research Guide, Faculty of Nursing Sciences, Malwanchal University, Indore, Madhya Pradesh, India

DOI No. – 08.2020-25662434

Abstract

This review article was undertaken with an intent to explore, contemplate the psychosocial development in retirement and formation of stress that occurs in the phase of transition. This article explains the transitional journey, phases and challenges that occurs in retirement. Also, the psychosocial effects of retirement is also summed up. Further lognitudinal studies are recommended to investigate the pattern and nature of effect and how with varied baseline characteristics the stress may vary. The psychosocial development and issues faced is linked with the theoretical facets which might need further exploration. There is a dire need to understand the transitional phases of life and the challenges that might come with it which may need a prior planning pre-retirement.

Keywords: Retirement, Stress, Psychosocial Reaction

INTRODUCTION

Stress is a universal phenomenon that is experienced and perceived by everyone in all ages and stages of life. The perception is influenced by varied demographic and personal characteristics which are gender, occupation, type and nature of job, family support system, existing coping strategies, existing physical health. With the developmental stages comes developmental task that can either lead to successful completion of task or failure. Successful completion of task may lead to positive self-esteem, failure, may lead to distress, fixation leading to stress. One Such developmental stage is old age in which the developmental task to which one transitions is retirement.

RETIREMENT

At the age of 65-year, Retirement is the one of the conventional choices for various people, though some work until much later. People have been found to be more contented and happier in retirement if they are not enforced to retire before they are prepared and if they have sufficient income to sustain a satisfactory living standard. Various chronic health complications such as arthritis, rheumatism, and hypertension gradually hinder with the quality of life of most people as they become aged.

Retiring from work is one of the most important events of one's life. Retirement includes role relinquishment and extra leisure hours which influences a person's everyday routine. Retirement regarded as the initial phase in the process of detachment from society into social isolation and deterioration in health and life satisfaction (Wang, 2013). Subsequently, retirement has been found to effect significantly on, or intrude, daily routines, social relationships, familial roles and societal roles (Hewitt et al.,2010). Schlossberg (2004) classified retirement as a transitional journey which only ends in death. It involves of three phases: moving out/letting go, moving through/searching, and moving in/creating a new life. A retired person typically aims to substitute participation in the

remunerated workforce with engagement in additional meaningful occupations. There are adjustments accompanied by countless basic life variations such as availability of time, income streams, social networks, social status, which rapidly have to be made to familiarize to a leisure-oriented mode of life. Such transitional progressions are vital for the individual and also for other members of society to which he belongs (Hoyt and Renshaw, 2014; Osborne2012).

Manion (1976) defines retirement as ‘the first life step that briefly defined a person as old and the withdrawal from habitual activity in business, industry or service’. This definition recognizes age as the foremost cause of retirement. Though, age is relevant since it is set in many professions but it is not the solitary factor. It is because of the numerous reasons that cause retirement that made. Atchley (1997) defines it as ‘a process relating the detachment of a person from a occupational role, a role performed for wage and attainment of the role of the retired person’. To Honsby (1989), retirement is withdrawal from workplace or an official position to give up one’s occupation in direction to relish leisure time or freedom. To Akinade (1993), retirement is ‘the termination of a pattern of life and a conversion to a new one’. It always encompasses radical deviations in interests, values, association, work and social dimensions. It is the ultimate withdrawal from active and well-organized mode of occupation due to social and economic pressure. In essence, retirement is withdrawal from employment or vocation related to various social, economic, physical and political reasons to the new task that is less tasking but upholding one’s prestige and leisure. Simpson, Kurt and McKinny (1989) found that retirement is the concluding period of the professional cycle. George (1989) also mentions retirement as a step of life after work and preceding death. Some researchers such as Kaluger and Kaluger (1984) and Belsky (1990) discover that certain persons distinguish retirement as a condition of emptiness, alteration in aspiration level, the truth of death, a deterioration in man’s sense of individual control and a disclosing of one’s achievement in life. Akinade (2006) sees retirement as the emotional feeling closing element in an employees’ professional life, as the delight that goes with leaving a work life may shortly disappear. Adegoke (2002) perceives retirement as an inevitable occurrence that is destined to happen to a employee. It is a phase in the life of the employee both in private and government including the self-employed. According to Adegoke (2002), retirement is a transitional period in the life of an employee later serving with all his capacities throughout the active productive years.

Fajana (1997) noted that retirement can also be associated to an occupational death. He further pressures that retirement can be terrible to workers excluding for a worker who is fortunate to be on an early voluntary retirement. Therefore, it may not be easy for a retired person to re-establish him or herself in alternative job. Turner and Helms (1995) reported that in the past years, ending to work was usually a luxury because it is likely for individuals to retire anytime they select to, since the source of livelihood was not a problem then.

TYPES OF RETIREMENT

Akinade (1993) categorizes retirement into Self-intentional, fixed retirement and enforced retirement. At a close look, however, one will note that early retirement rhymes with Self-intentional, while fixed-retirement on time matches with the fixed-retirement as the late or partial retirement is similar to enforced retirement.

1. Self-intentional or early retirement

Self-intentional/early retirement means retirement volunteered by the individual or employer. The source of the pressure is more pleasing than the job or role to be retired from. Poor schedule or lack of motivation can also lead to Self-intentional retirement. Akinade (1993) identifies frustration and absence of motivation of an employee as reasons connected with Self-intentional retirement. Any retirement constructed on the employee's decision is 'Self-intentional' and 'early'. In America, according to Santrock (1999), it is encouraged by economic inducements. Early or self-initiated retirement entails the possibility of a return for the worker while they are still working, which might be to their own great advantage.

2. Enforced retirement

A forced retirement is when an employer removes a worker from their position with a company. Aside from the employee's lengthy service, there is no time for preparation in a non-willing retirement. Old age and declining performance owing to lack of entrance qualification, the availability of qualified, youthful, and active youngsters, business restructuring, economic recession or crises, bad work records, and the employer's cautious judgement are some of the reasons for forced retirement. Employer health, physical incapacity, retardation, a lack of essential qualifications, or a criminal history are all indicators of a worker's alleged devotion. In a nutshell, enforced retirement is usually spontaneous for and so, it is distressing and shocking. Santrock (1999) agreed by detecting that 'individuals who retire unwillingly are more unhealthy, depressed and ill adjusted than those who retire voluntarily'.

3. Fixed-retirement

This retirement covers situations where requirements, primarily the age specified for retirement entrance, are met. Santrock (1999) claims that since 1986, the USA has prohibited fixed-retirement based on age, with the exception of vocations requiring a high level of safety, such law enforcement, flying, and firefighting. Although the years are forecasted out, it looks that fixed-retirement retirement may be planned for, however employees seldom ever do so. This can be due to poor working conditions, which have an impact on savings. The emphasis placed on age in fixed-retirement retirement shows that illness, such as declining psychomotor function, the desire to take on a lesser task, difficulty keeping up with one's effort, and a reasonable level of life, can also be the cause.

TYPES OF RETIRED PERSONS

The well-adjusted retired persons are classified into five categories, namely:

1. Mature retired persons

They are individuals who take most of what they had done or not done truthfully. That is, they face the reality of world in work life. Therefore, they are able to live a comparatively relaxed life. They enjoy honest satisfaction and personal relationships. Such retired persons often raise into old age with joy and without regrets.

2. Maintainers retired persons

These people are retired and frequently apply the same strategies they did before retiring. They periodically unwind or laze around; typically, they have a more positive outlook on retirement; they exhibit an acceptable level of retirement maturity.

3. Armored retired persons

These are retired people who believe that being apathetic or powerless in old age is harmful. They maintained an active lifestyle before retirement, and they continue it now. Some sportsmen and women fall into this category.

4. Transformers retired persons

These are retired persons who drop the old robes or tactics to pick the new ones and attempt to make the best of it. They are active and enterprising. They involve in social contacts, community services, travelling and some hobbies such as singing, painting, reading and visiting. They occupy in these activities to keep their time gainfully spent.

5. Rocking-chair retired persons

Before retiring, these individuals were either apathetic or unenthusiastic about politics or public service. After retiring, they accept political or public appointments as a part of their responsibilities and begin working on public projects. The poorly adjusted retired persons are sub-divided into three, namely: a. Angry retired persons: This is the major group of retired persons. They are commonly people who are angry for not accomplishing certain heights before retirement. They normally have difficulties of working with community or private institutions. Self-haters: This group of retired persons blame themselves for their deficits of pre-retirement achievement. Rising old underscores their feelings of inadequacy, unimportance and hardly seek post-job opportunities. Reluctant retired persons: These are workers who do not ask or who even fear to retire when they really reach the mandatory age. Many workers in the past failed to retire as at when due.

COMMON CHALLENGES OF RETIREMENT

1. Having trouble relaxing and "switching off" from work mode, especially in the first few weeks or months following retirement.
2. Losing self-identity. For Example, If you're no longer a doctor, teacher, designer, sales person, electrician, or driver then who are you?
3. Feeling uneasy about having more time on your hands, but limited moneys to spend.
4. Finding it challenging to occupy the extra time with worthwhile activities.
5. Due to lack of social interaction feeling isolated
6. Undergoing a decline in how useful, important, or self-confident one feels.
7. Adjusting routine or maintaining independence as now they are at home with their spouse during the entire day.
8. Some retired persons even feel self-guilt about getting money from a pension without directly working for it.

PSYCHOSOCIAL DEVELOPMENT IN RETIREMENT

Erikson's (1950/63) theory of psychosocial development offers a conceptual framework for understanding developmental achievements across the lifespan. Consistent with successful aging, Erikson's eight-stage theory endorses the idea of change and positive adaptation across the lifespan through what Torges (2006) describes as cognitive and affective consequences. The psychosocial development leads to feeling of contented wellbeing and content life with good self-esteem. Four phases of aging: Beyond Erikson's integrity versus despair was reported by by Jean Illsley Clarke, M.A., CFLE, In 4 phases the 2nd Phase is a period of experimentation and innovation. From the early 50s through the late 70s, dendrites are concentrated in the hippocampi, where new neurons are growing in the active brain. The internal pull is toward innovation and the willingness to take risks,

not toward compliance. Retirement means having more time to pursue the interests they've always had, for many people. When, if not now, are the questions at hand? why not Why would they want to harm me? The average age at retirement has been dropping over the past forty years despite an increase in life expectancy. According to social security data, the retirement age for men decreased from 68.5 to 62.6 years to 62.5 years for women. (Gendell, 2001).

As a person ages and enters their retirement years, efficiency and pace of life tend to slow down, giving them more time for introspection. They might inquire empirically, "Is it okay that I was me?" A person who believes they have led an efficient life may define it as being one that was focused on integrity, according to Erik Erikson, or production.

Here, the ability to reflect on one's life with a sense of fulfilment, harmony, and thankfulness for everything that has been given and received is what is meant by integrity. In this regard, Erikson (1959/1980) writes: "The holder of integrity is willing to maintain the dignity of his own way of life in defiance of all physical and financial benefits. For he knows that an individual life is the accidental coincidence of but one life cycle within but one segment of history; and that for him all human integrity stands and falls with the one style of integrity of which he partakes." (Erikson, 1959/1980, p. 104)

Thus, persons derive a sense of meaning (i.e., integrity) through careful appraisal of how their lives have been lived (Krause, 2012). Ideally, however, integrity does not stopover here, but rather remains to evolve into the virtue of wisdom. According to Erikson, this is the goal during this stage of life.

If a person see's their life as unproductive, or feel that they did not achieve their life goals, they may become displeased with life and develop what Erikson calls despair, often develops into depression and hopelessness. This stage can happen out of the sequence when an individual feels they are nearby the end of their life (such as when receiving a terminal disease diagnosis).

STRESS

Formation of Stress

Because various people interpret stress differently, it is frequently very personalised (Lazarus, 1990; Stein, 2010). Although unwanted thoughts and behaviours are frequently caused by stress, it is important to remember that not all forms of stress are harmful. Selye (1976) divided stress into two types, eustress and distress, and proposed that people require a certain level of stress to function successfully. Eustress is defined as the pressure a person experiences in the midst of intimidating expectations, which influences how s/he reacts to resolve the issue. (Kozusznik et al., 2015). It functions as a sort of motivation to support someone in achieving their objectives, enhancing performance, and boosting their self-esteem and confidence. Distress, on the other hand, is a negative form of physical, emotional, or psychological reaction to an anxiety-inducing situation. (Zastrow and Kirst-Ashman, 2010). When a person is overstressed, there is a chance of a premature death, if the pressure is extended over time and the individual loses the ability to handle it. To better manage stress and enhance quality of life, it is crucial to understand the variables that contribute to it. Numerous factors related to the environment, organizations, and/or individual opinions that affect the body's equilibrium can cause stress. (Bloisi, 2007; Stein, 2001), as further described below.

The most fundamental and bearable form of stress has been determined to be acute stress. It has a tendency to be intense, to flare up and subside quickly, and to be self-managed by attending to the particular demands and stresses of a certain circumstance or event. Meeting a project deadline, taking a test, or getting over a small mishap are a few examples of acute stress. When a person repeatedly experiences acute stress followed by periods of relaxation over a lengthy period of time, this pattern is referred to as episodic stress. According to research, ongoing stressful situations or the stresses of daily life are related to episodic acute stress. For instance, losing a job, financial obligations, marriage or family issues, excessive labor, and exhaustion.

Chronic stress is stress brought on by repeated exposure to any stimuli without relief. It occurs when a person is unable to escape a terrible circumstance. Chronic stress can linger for a very long time and cause quiet damage to the victim, leading to major health decline, irrationality of emotion and thought, social isolation, poor decision-making, inability to plan ahead and handle difficult tasks, and low productivity. Examples include losing a loved one, going through a horrible event like being raped or physically assaulted, or receiving a terminal diagnosis like cancer or AIDS.

SOURCE OF STRESS

A stressor is any person or situation that causes anxiety responses. Stress and stressors can be different for each person therefore it is very significant for psychiatrist and nurses to distinguish the stressors that can cause stress to the patient. Eradicating stressor at the first place can help in alleviating stress also the target should be strengthening the coping techniques.

TYPES OF STRESSORS IN RETIREMENT

1. Environmental Stressors: - The stressors that are external and can act as trigger to the stress eg- relocating to a new house
2. Physiological Stressor: - Any form of stress that preexists can cause stress such as illness, injuries, fluctuations in hormone, inadequate sleep or nutrition
3. Social Stressors: - Financial problems, societal pressures, losing spouse or partner
4. Cognitive Distortions:- Negative Cognitive distortions that turns into rigid primary belief can lead to stress post-retirement

PSYCHOLOGICAL REACTION TO RETIREMENT

According to Akinade (1993), when a retired person undergoes acute trauma, confusion and difficulty in thinking, he is demobilized and becomes inactive. Though, he calls this shock, it can be better described as an acute stress reaction. These symptoms are temporary and can discontinue after some hours or days. To Somasundaram and Renol (1998), these symptoms include 'panic, paralysis, confusion, terror, loss of control, anger, depression and hopelessness'. Some psychosocial effects of retirement as found in literatures are being summarized as follows

1. Disbelief or denial is the state of not knowing whether something is real or fictitious; the retired person is uncertain whether he is dreaming. To determine if it is a dream or reality, it is face robbing. We quickly and thoroughly recreate history to see if this is true or not. There were comments like "No, it's not me," heard. To determine if the name is a case of mistaken identification To identify any mistakes and reject the mail, the names and spellings are carefully scrutinised. If this is verified, retired people may search for their retirement cause. The cause is

contested; if it is years, the calculations are changed. These are all attempts to undermine the word “Retirement”

2. Anger:-According to Akinade (1999), A retired individual could feel angry with himself, his company, or any family members he believes are responsible for his misfortune. This is the case because blame and wrath go hand in hand; following blaming, guilt and swearing follow. Even parents who passed away and were unable to pay for the retired person's education are held responsible for their failure to reach the pinnacle of their profession. Experts are accused of unfairness and denying promotions. Everywhere, people hunt for faults to assign blame to one person or another. Victimization, unfairness, and hatred are cited as causes, among others
3. Anxiety: People who have retired are always concerned about the changes brought on by retirement. As a result, the majority are likely to have an anxiety problem. Fear, concern, poor sleep, and lack of attention are the main signs and symptoms of an anxiety disorder. All of these things are experienced by retired people as a result of the social and economic changes that come with retirement. Even though their panic episode may persist for several minutes, they still feel it. Worry, impatience, exhaustion, sweating, feeling overwhelmed, muscular tension, poor focus, poor sleep, and panic episodes are signs of anxiety after retirement.
4. There are many different forms of stress; stress might be described as the way we perceive ourselves when we feel unable to cope with the demand placed upon us or when we feel threatened by an event(retirement), which we feel will impact on our well-being. Kaye (2004) says, ‘Understandably, we often have negative images of stress especially when we feel unable to cope with a stress-inducing situation’. However, there is a type of stress called ‘Eustress’, which is a positive stress. For example, the stress of preparing for a successful presenting, writing a book for publication or getting married is eustress. While some stresses are good, too much stress can be detrimental to human immune system (Adeoye, 2009). This type of stress is called ‘Distress’. A little stress is good for the body, without stress, life may lose its meaning. Stress is necessary to avoid boredom (Adeoye, 1998). To name a few, stress may result from changes in available money, identity, roles, and expectations, daily routine, loneliness, marital conflict, and concern over health issues. Retirement, however, brings about significant life adjustments. Stress in retirement is also inevitable, but it may be lessened by thinking ahead and making plans because one of the tasks of retirement is developing new habits. These new habits cause changes in our life, those of our families, and those of our friends. It also has an impact on our emotions and actions; the first step is to deliberately consider the changes brought on by retirement as chances to refocus our life. This entails that you must always prevent negative thought while being optimistic, focused, creative, dynamic, and forceful.. The beginning of retirement has been described as the beginning of a new journey. It will be less stressful if we develop positive attitude towards it and plan adequately for it (Adeoye, 1996).

CONCLUSION

Retirement is a significant stage in a person's life, thus careful planning and management should be made to assure it. Therefore, retirement counseling is necessary for everybody who is planning to retire or who will soon do so. Retirement counseling provides support to those who lack the knowledge or abilities to identify or address the psychological, social, or emotional issues that occur in order to transition to retirement in a satisfactory manner. As a result, retirement was not as terrible as retired people think. However, it is important for counselors to provide clients with the

knowledge they need to appropriately plan for retirement. This necessitates pre-retirement counseling, which covers a wide variety of issues.

REFERENCES

1. Retrieved from <https://www.cliffsnotes.com/studguides/psychology/psychology/developmental-psychology-age-13-to-65/development-in-late-adulthood>
2. Spirling, Shauna, "Psychosocial Development and Well-being in Retirement: The Relationship Between Generativity, Ego Integrity, and Regret Among Canadian Retired persons" (2019). Theses and Dissertations (Comprehensive). 2150. <https://scholars.wlu.ca/etd/2150>
3. Retrieved from <https://www.ncfr.org/ncfr-report/focus/family-focus-aging/four-phases-aging-beyond-erikson-s-integrity-versus-despair>
4. Retrieved from https://guides.hostos.cuny.edu/Psychologyof_Aging/psychosocial_development
5. Havighurst R, Neugarten BL (1968). Disengagement and patterns of aging. In Neugarten BL (Ed.), *Middle Age and Aging*. Chicago: University of Chicago Press
6. (PDF) An Evaluation of Stress Management and Coping Strategies Among Urban Retired persons.
7. Mein G, Higgs P, Ferrie J, Stansfeld SA (1998). Paradigms of retirement: the importance of health and ageing in the Whitehall II study. *Soc. Sci. Med.*, 47(4): 535-545.
8. Wang M (2013). *Oxford Handbook of Retirement*. New York: Oxford University Press.
9. Hewitt A, Howie L, Feldman S (2010). Retirement: what will you do? A narrative inquiry of occupation-based planning for retirement: implications for practice. *Aust. Occup. Ther. J.*, 57(1): 8-16.
10. Jonsson H, Josephsson S, Kielhofner G (2001). Narratives and experience in an occupational transition: a longitudinal study of the retirement process. *Am. J. Occup. Ther.*, 55:424-432
11. Minkler M (1981). Research on the health effects of retirement: an uncertain legacy. *J. Health Soc. Behav.*, 22(2): 117-30
12. Schlossberg NK (2004). *Retire Smart, Retire Happy*. Washington D.C., Am. Psychol. Assoc
13. Bossé R, Spiro III A, Levenson MR (1997). Clinical disorders and stressful life events. In Miller, T.W. (Ed), *Stress and Health Series, Monograph 7*. Madison, CT, US: International Universities Press
14. Hoyt T, Renshaw KD (2014). Emotional disclosure and posttraumatic stress symptoms: Veteran and spouse reports. *Int. J. Stress Manag.*, 21(2): 186-206.
15. Kloep M, Hendry LB (2007). Retirement: a new beginning? *Psychol.*, 20(12): 742-745
16. Lazarus RS (1990). Theory-based stress measurement. *Psychol. Inq.*, 1(1): 3-13
17. Stein F (2001). Occupational stress, relaxation therapies, exercise and biofeedback. *Work.*, 17(3): 235-245
18. Selye H (1976). *Stress in Health and Disease*. Reading, MA: Butterworth's.
19. Giorgi G, Shoss MK, Leon-Perez JM (2015). Going beyond workplace stressors: Economic crisis and perceived employability in relation to psychological distress and job dissatisfaction. *Int. J. Stress Manag.*, 22(2): 137-158
20. Houtman I, Jettinghoff K, Cedillo L (2007). A modern hazardous working environment: advice to employers and worker representatives. *Protecting Workers' Health Series No. 6: Raising awareness of stress at work in developing countries*. Geneva (CH): World Health Organisation.

21. Bloisi W (2007). An Introduction to Human Resource Management. Maidenhead: Mc Graw-Hill
22. Akinade, E. A. (1993). Towards satisfactory retirement. A socio-psychological approach. Lagos, Nigeria: KolaOkanlawon Services.
23. Akinade, E. A. (2004). Adjustment problems among retired persons. A socio-psychological perspective. Paper presented at the retirement workshop organized by National Open University, Lagos, held at the National University Commission, Abuja, October.
24. Akinade, E. A. (2006). Towards successful and joyful retirement. Lagos, Nigeria: Olu-Akin Publishers Manion, V. U. (1976). Pre-retirement counselling. The Personal and Guidance Journal, 53(3), 119–121
25. Adegoke, N. (2002). Planning for retirement. Lagos, Nigeria: Made Nigeria Limited.
26. Adeoye, E. A. (1996). Managing pre and post retirement stress. A paper presented for Central Bank Staffers. Lagos, Nigeria: CBN Training School.
27. Adeoye, E. A. (1998). Predictors of stress in Nigeria executives. The Nigerian Journal of Guidance and Counselling, 6(1 & 2), 43–65.
28. Adeoye, E. A. (2009). Consequences of stress on personal health and well-being. A paper presented at a National Workshop organized by International Institute of Journalism (Abuja) in Collaboration with 4M Consultants, Kano, October
29. Akinboye, J. O. (1991). Retirement and role of work: a mimeograph. Ibadan, Nigeria: Department of Counselling, University of Ibadan. Atchely, R. C. (1976). The sociology of retirement. Cambridge, MA: Schenkman Publishing Coy
30. Belsky, J. K. (1990). The psychology of ageing. Theory of research and intervention (2nd ed.). Belmont, CA: Brooks and Cole Publishing Company.
31. Bixby, H. L. (1980). Retirement style and retirement satisfaction. "Retired persons aren't all alike". International Journal of Ageing and Human Development, 12(4), 267–281.
32. Coni, N., Davidson, W. & Webster, S. (1992). Ageing: the facts. New York, NY: Oxford University Press.
33. Dansan, F. (2002). Pre-retirement course: workshop for Nigerian Port Authority Management Staff at Gateway Hotel, Abeokuta.
34. Fajana, E. (1997, July 23). Retirement of civil servants in Nigeria. Guardian Newspaper
35. Finley, M. & Lee, A. T. (1981). The terminated executive: It's like dying. Personal and Guidance Journal, 59, 382–384.
36. George, M. G. (1989). Group counselling: a developmental approach. Boston, MA: Allyn & Bacon Inc.
37. Henretta, J. C., Chan, C. G. & O'Rand, A. M. (1992). Retirement reason versus retirement process: examining the reasons for retirement typology. Journal of Gerontology, 47, S1–S7.
38. Kaluger, G. & Kaluger, M. F. (1984). Human development: the span of life. St. Louis, MI: The CV Mosby Co.
39. Kaye, H. (2004). Working and living in retirement. Marrickville, Sydney, Australia: Australia Consumer Association.
40. Manion, V. U. (1976). Pre-retirement counselling. The Personal and Guidance Journal, 53(3), 119–121. Morakinyo, P. (2002). Self-employment preparation for retirement: long and short terms. Ibadan, Nigeria: Shalovi Publications.
41. Morakinyo, P. O. (2001). 50 self-employment businesses. Ibadan, Nigeria: Shalom Publications.
42. Omoresemi, A. (1987). Retirement: a real transition. Kano, Nigeria: Peak Precise Nigeria Ltd.

43. Reichard, F. (1989). Retirement preparation and retirement satisfaction. *Journal of Applied Gerontology*,8(4), 432–450.
44. Santrock, J. W. (1999). *Life span development* (7th ed.). Boston, MA: McGraw-Hill College.
45. Simpson, R. A., Kurt Back, K. W. & McKinney, J. C. (1989). Work and retirement. In I. H. Simpson & J. C. McKinney(Eds.), *Social aspect of ageing*. Durham, NC: Duke University Press.
46. Somasundaram, D. & Renol, K. K. (1998). The psychological effects of landmines in Cambodia. *Journal of Medicine, Conflict and Survival*, 14(3), 235.
47. Psychological effects of retirement of retired persons: implications for counselling. Availablefrom: https://www.researchgate.net/publication/324973189_Psychological_effects_of_retirement_of_retired_persons_implications_for_counselling [accessed Aug 09 2022].