

Social Circumstances Of Retired Lspu Personnel: A Phenomenological Assessment

Rowena A. Naga^a Maria Rossa Agatha J. Ermino^b Julie Rose P. Mendoza EdD^c Maria Rellie B. Kalacas^d

juliorosemendoza002@gmail.com^a
Laguna State Polytechnic University Sta. Cruz Laguna 4009 PHILIPPINES

Abstract

One of the turning points in a person's life is retirement. The primary goal of this research is to acquire understanding the purpose of retirees in life as they pass through a transition into retirement. Specifically, their present financial situation, state of their physical well-being, and ways of spending free time. This study employed phenomenological research and utilized purposive sampling who are categorized to retired teaching and non-teaching employees with 65 years and older from 2017-2022. The researchers gathered the data through an interview while the interview guide was validated through expert validation and pilot testing. The data were analyzed using thematic analysis. The results revealed that retirement benefits and plans are crucial components of financial planning and have a big impact on people's financial security in their golden years. Benefits and plans of employees towards retirement, bridge employment and retirement transition and social responsibility and financial management are the major themes revealed in discussing the financial situation, meanwhile, the general state of physical well-being of a retired LSPU Personnel also explored based on their sharing and thoughts which includes anthropometric measurements, clinical wellness, and dietary health. In addition, ways of spending free time with regards to your psychological well-being of LSPU Retired Personnel also the main theme while it includes participating in interests and hobbies, volunteering to community, exercises, travelling, and time with their love ones. LSPU retirees can maintain and even improve their psychological health at this crucial stage of life by implementing these activities into their lifestyles.

Keywords: retirees, psychological well-being, physical well-being, retirement, social circumstances

1. Introduction

Retirement is one of the milestones in human life. This is the time when one vacates his or her job either due to official or personal reasons. There are two broad categories of retirement, that is, mandatory/compulsory or early/voluntary retirement (Musila et al., 2019). Mandatory retirement is the time that one is asked by the employer to stop working upon attaining the pre-determined retirement age, which ranges from 65years to 70years in many countries (Ayegba et al., 2013). Early or voluntary retirement is when a person chooses to retiree either due to health reasons or wishes to change his socio-economic lifestyle.

The latter is currently a “hot topic”, not least because populations all over the world are ageing. Research reveals that little is heard about how either pre-retirement or retirement itself actually feels, in all its contradictions, the subtleties of its pleasures or its solitude, whether a sense of failure (or achievement) in the work arena play out in the retirement years, or of the uncertainties that such a turn-around change may bring about (Gee, 2018). It stands to reason that if there is “more” life in retirement (both in the temporal and the active, contributory sense) there should be more research into all its aspects. Likewise, Gee (2018) mentioned that one of the leading and most prolific American retirement researchers, even states that: “retirement is no longer a concern solely for the second half of life... the earliest reaches of adulthood are being colonized by frequent reminders that it takes individual effort to achieve retirement”.

Retirement evolved because it has two main functions: 1. societal – to manage succession within social groups, 2. to fulfil the individual’s feeling to withdraw from labor and responsibility in later life, though “it is less clear whether this is a developmental need or a response to cultural suggestion” and “every cohort retires in the context of its times” (Gee, 2018). Retirement is a shift from compensated career to other life ventures (Alcover, 2017). Retirees face many challenges ranging from physical, psychological to socio-economic facet.

Educators who are accustomed to making a substantial difference in the lives of others may be concerned about how they will be able to continue to do so after they retire. Retirement is the cessation or withdrawal of employment from a company or business after having completed an active working life. On the other hand, retirement takes on many meanings depending on the persons and circumstances involved. For some people, retirement for educators is quitting the teaching profession and embarking on a new endeavor, either full-time or part-time. For others, it spells the end of a successful career (Gumiran, 2022).

Moreover, socioeconomic aspects in relation to retirement expectations have to be considered in the light of institutional context. While the experience of retirement is highly individual, it is particularly noteworthy in the context of this thesis that retirement exists within a societal context with specific characteristics. Beyond institutional context, several theories describe how socioeconomic aspects relate to different outcome measures in retirement in particular to well-being. (König et al., 2018).

The purpose of this study is to qualify of what retirees acquire when they search for purpose in life as they pass through a transition into retirement. This phenomenological study explored the lived experiences of LSPU SCC retired teaching and non-teaching employees, 65 years and older, with pension benefits and other bridge employment if any. Those who retired from year 2017-2022 were the research participants of the study. With this, it creates avenue for LSPU SCC retirees to consider livelihood activities to boost their morale and standards. Likewise, this study qualifies the contextual and psychological factors of the retirees’ status and psychological well-being. This also enhance the retirees’ perception to use his or her talents and energy in ways that bring benefits to self and others. In consonance with the Gender Issue and/or GAD Mandate of the Laguna State Polytechnic University as mandated by Philippine Commission on Women: “*LSPU community extension PPAs contribute to perpetuation of gender biases division of labor*”, one of the objectives of this study is to extend LSPUs services to the retired faculty members and personnel providing opportunities for skills and competencies leading to self-assurance, and maintain an optimistic attitude regardless of their circumstances.

1.1 Statement of the Problem

The main objective of this study is to gain a deep understanding of what retirees acquire when they search for purpose in life as they pass through a transition into retirement. This phenomenological study explored the lived experiences of LSPU

SCC retired teaching and non-teaching employees, 65 years and older, with pension benefits and other bridge employment if any. Those who retired from year 2017-2022 were the participants of the study. 3

Specifically, this will seek answers to the following:

1. What is your present financial situation as to your pension, bridge employment and your social responsibility?
2. What is the general state of your physical well-being in terms of anthropometric, clinical and dietary?
3. How do you spend your free time with regards to your psychological well-being?

2. Methodology

2.1 Research Design

This study utilized qualitative research method which infuses an added advantage to the exploratory capability that researchers need to explore and investigate their research studies. Qualitative methodology allows researchers to advance and apply their interpersonal and subjectivity skills to their research exploratory processes. However, in a study with an interpretative phenomenological analysis (IPA) approach, the advantageous elements of the study quadruple because of the bonding relationship that the approach allows for the researchers to develop with their research participants. Furthermore, as a qualitative research approach, IPA gives researchers the best opportunity to understand the innermost deliberation of the 'lived experiences' of research participants. As an approach that is 'participant-oriented', interpretative phenomenological analysis approach allows the interviewees (research participants) to express themselves and their 'lived experience' stories the way they see fit without any distortion and/or prosecution. Therefore, utilizing the IPA approach in a qualitative research study reiterates the fact that its main objective and essence are to explore the 'lived experiences' of the research participants and allow them to narrate the research findings through their 'lived experiences' (Alase, 2017).

2.2 Respondents

This phenomenological study utilized the purposive sampling in chosen the participants to explore the lived experiences of LSPU SCC retired teaching and non-teaching employees, 65 years and older, with pension benefits and other bridge employment if any. Those who retired from year 2017-2022 were the subject of the study.

2.3 Instrument

The researchers employed an interview guide to gather necessary data and answer the questions which underwent validation from the three field experts and pilot testing. An organized series of questions or directives called an interview guide is created to ease qualitative research. It provides a structure to guarantee that the interview addresses particular subjects or regions of interest. Most of the guide's questions are open-ended, allowing responders to give thorough, narrative solutions (Roberts, 2020). Likewise, to make sure that the interview guide is of high caliber and useful prior performing interviews with real study participants, validation entails a thorough examination by specialists in the field or in the relevant field. These specialists are people with a great deal of expertise in the field of study. They examine the interview questions to assess their applicability, intelligibility, and relevance to the study's goals (Taherdoost, 2016). The interview guide is modified and improved using any comments or recommendations made by the subject matter experts. On the other hand, pilot testing is done on the interview guide after the initial expert approval. With a small sample of participants who are not included in the primary study sample, the interviews are tested as part of the pilot testing process (Majid et al., 2017). The goal of the pilot

testing is to find any potential difficulties with the interview guide, including unclear questions or concerns with the interview's flow. For making last-minute changes to the guide, participant feedback from the pilot testing is quite helpful. 4

2.4 Data Gathering and Analysis

The process of acquiring data from research participants is referred to as data gathering in this context. Specifically, when the research aims to investigate experiences, perceptions, or deeper understandings from individuals, interviews are a popular strategy for collecting qualitative data that employed by the researchers. In analyzing the data, thematic analysis was used. It enables researchers to examine and comprehend the complicated, nuanced, and frequently rich features of qualitative data (Braun & Clarke, 2022). Thematic analysis is a useful tool for researchers undertaking qualitative investigations because it reveals the underlying meaning, structures, and discoveries within the data.

2.5 Ethical Consideration

When undertaking interviews as a part of the study, the researchers in this case carefully navigated a variety of ethical issues. These elements are taken into consideration to safeguard the rights and general health of the researcher as well as the participants in the study. Informed consent was given by participants prior to the interview by the researcher. This indicates that participants received clear and understandable information about the research, their participation, the purpose of the interview, any potential risks, and their rights. They are free to choose whether to participate and are certain that doing so won't have any unfavorable consequences. Additionally, confidentiality and privacy were taken into account. The researcher respects the privacy rights of the interviewees. This means protecting their personal data and maintaining the confidentiality of interview information. The researcher has given their consent about the data's use, storage, and retention policies. Anonymity can be offered to participants in order to protect their identity. Participants are protected from physical, emotional, and psychological harm by the researchers. The inquiries were discrete and non-intrusive. In the event that participants became angry during the interview, the researcher was prepared to offer support or referrals to counseling services. This study also aimed to minimize its negative consequences while maximizing its favorable ones. The study has a clear objective and the potential to increase knowledge or improve society. In order to further both the research process and the body of knowledge, the interviews for this study were thorough, respectful of the participants' rights, and focused on their overall welfare.

3. Results and Discussion

Benefits and Plans of Employees towards Retirement

One of the most important aspects of one's financial condition are benefits and retirement planning, which frequently entails pension-related considerations.

Pension, Savings and investments Benefits

Research participants all agreed that it is important to comprehend the specifics of your pension plan. This entails being aware of your retirement income expectations, the eligibility age for benefits, and any spousal or survivor benefit alternatives. P3 mentioned that *"before I retire I studied about my possible benefits that will enjoy and plan what activities I will explore and do with my friends and family"*. Planning for retirement requires an understanding of pension benefits.

Retirement beneficiaries may get pension benefits contingent on their years of employment and pension plan contributions (Broeders & Chen, 2013). Pension benefits are a component of retirement planning that provide people a steady income stream once they leave the workforce (Cahill et al., 2016). Employers frequently offer these advantages in order to guarantee their workers' financial security during their retirement years. Employees frequently need to fulfill the vesting period, or the required number of years of employment with the same company, in order to be eligible for pension benefits. An employee becomes qualified for getting pension benefits after retirement after they fulfill the vesting conditions. P2 shared that *"...I worked in the University for almost 30 years and I want to enjoy my life with my pension from what I have worked hard before"*. With this, there is a set retirement age in pension schemes at where employees can begin collecting benefits. Although it can change, this age is often about 65, which is also the age at which people start to qualify for benefits in many nations in specific to the Philippines. The employee's years of service and average income within a particular time period (generally the last years of employment) are two elements that are typically taken into account when calculating pension benefits. Various plans use different benefit calculation formulas.

Moreover, many people use their own savings and investments to boost their pension income. P5 shared that *"...she retired at 62 years old but she wants to retire as early as possible but she mentioned that she secured first her savings and investments"*. To find out if you're on track to reach your retirement goals, it's critical to evaluate your existing savings and investment portfolio. Investments and savings are crucial parts of retirement planning. Financial security in retirement depends on setting up a strong savings base and making wise investment choices (Hastings & Mitchell, 2020). When it involves saving and investing for retirement, related literature offers helpful ideas, tactics, and study findings that can guide people in making wise decisions. A person's road towards a comfortably funded retirement also requires consulting with financial experts, constantly assessing their financial plan, and making necessary adjustments.

Furthermore, understanding the role that benefits play in your retirement and interim employment arrangements is crucial. Your financial status may be affected by decisions regarding when to begin receiving benefits. P2 and P5 have same thoughts that *"...benefits are important for retirement planning, and the timing of claiming them can have a big impact on seniors' financial situation"*. The importance of considering the timing of benefits claims as well as the interactions between payouts, other income sources, and retirement decisions is emphasized in related studies. Making wise financial decisions during the transition to retirement requires an understanding of the complexity and its effects on retirement income. Experts and researchers offer insightful advice on how to maximize social stability payments to improve seniors' overall financial stability (Chien, 2019).

Retirement Age

The participants shared that your pension and entire financial condition may be affected by the decision when they retire. P1 reiterated that *"... retiring later can result in higher pension benefits, while retiring sooner can result in lower benefits"*. The age at which a person decides to quit working and begins to depend on pensions or other forms of income, including savings and investments, is referred to as retirement age. Many public and private pension systems have set retirement ages at when individuals are qualified for the maximum pension payments (Staubli & Zweimuller, 2013). Retirement after this age may result in larger pension payments, but retirement before this age may result in lower benefits. Retirement age is a key consideration in retirement planning because it has a big impact on pension benefits and general financial security (Ali & Frank, 2019). As a result of increasing income throughout retirement years, related material sheds light on the benefits of delaying retirement. P6 shared that *"...the choice of when to retire, however, is extremely customized and impacted by a variety of elements, such as financial objectives, health concerns, and personal preferences"*. For

individuals to make educated decisions about their retirement age along with financial stability in retirement, it is advised that they thoroughly evaluate their particular circumstances and seek advice from financial professionals. 6

Bridge Employment and Retirement Transition

In order to make the transition from full-time job to full retirement, some people engage in bridge employment, which is defined as temporary or part-time labor. In this subject, important things to remember are financial flexibility and work life-balance

Financial Flexibility

By enabling you to keep working while gradually relying less on your retirement funds, bridge employment can give you more financial freedom. The ability to adjust to shifting financial situations, make wise financial decisions, and keep control of one's financial resources is referred to as financial flexibility. Financial flexibility in the context of retirement gives people choices for controlling their income and expenses during retirement. Bridge employment, often referred to as retirement in stages or semi-retirement, is a type of employment where people continue to work while transitioning into retirement, usually part-time, in an alternate role, or with a flexible schedule. In addition to providing income, it lessens dependency on retirement savings. P2 shared that *"...to adjust to changing circumstances and keep control over my financial well-being, I must have financial flexibility"*. By generating additional income and removing the need to entirely rely on retirement savings, bridge employment offers a useful way to achieve financial flexibility. The advantages of bridge employment in boosting financial security and empowering people to make knowledgeable financial decisions throughout their retirement transition are highlighted in related publications. It highlights that obtaining financial flexibility as well as long-term financial stability in retirement depends heavily on financial planning and the incorporation of bridge employment toward retirement programs.

Likewise, participants all agreed that retirees choose bridge jobs that make use of their knowledge and experience. P7 mentioned that *"...this can present a chance to seek a less demanding or more fulfilling career path like putting sari-sari store or even baking cookies"*. When a retiree applies their cumulative knowledge, experience, and competence in a new or modified job capacity while they make the move into retirement, this is referred to as using their abilities in bridge employment. This enables individuals to continue making a contribution while pursuing a career or their lives that may be less taxing or more personally fulfilling. P6 mentioned that *"...I have the chance to continue using my talents while exploring a more personally gratifying professional path through the use of abilities in bridge employment"*. According to related literature, finding bridge work that matches one's talents and interests is crucial because doing so improves one's overall job happiness, financial security, and feeling of purpose during the transition to retirement. The article also underlines how bridge employment may serve as a useful solution for retirees who want to preserve their career identities and participate actively in the field while yet enjoying the advantages of an adjustable retirement lifestyle.

Work-Life Balance

It's crucial to strike a balance between work and leisure as you approach retirement. Structure and social interaction can be found in bridge employment, but it's important to keep a healthy work-life balance. P8 mentioned that *"...planning for the transition between employment and retirement must take work-life balance into account"*. The need of striking a balance

between work responsibilities and personal well-being during the transition to retirement is highlighted by related publications. Bridge employment might provide structure and social connection, but in order to lead a successful and enjoyable retirement lifestyle, retirees must put leisure time, family time, along with other personal pastimes first. The ability of retirees to successfully manage their personal and professional lives is critical for an effective bridge employment experience, according to researchers, as this results in higher levels of wellbeing and overall satisfaction.

Social responsibility and Financial management

Being socially responsible entails taking into account how your financial actions may affect society and the larger community. This theme's main components are as giving to charities and corporate responsibility and sustainable investments.

Giving to Charities and Corporate Responsibility

As part of your financial strategy, you may decide to contribute funds to charities that share your priorities and beliefs. This may entail making ongoing gifts or establishing philanthropic foundations. Financial planning must include charity giving because it enables people and families to match their financial capabilities with their philanthropic ideals (Galaskiewicz, 2013). The strategic elements of charitable giving, such as successful altruistic principles, and the utilization of specialized financial vehicles like charitable trusts, are emphasized in related literature and resources. P7 and P8 have thoughts that *"...including charity giving in financial planning not just helps deserving charities, but it may also provide tax benefits and fit with more general financial objectives"*. People can make wise decisions about their charity offerings as a component of their entire financial strategy by investigating these tools and tactics.

Moreover, some people take into account the moral standards and social responsibility of the institutions they support or invest in (Arnaudoy & Koseka, 2012). Divesting from corporations with questionable business practices or promoting socially conscious companies are two options here. Businesses that practice corporate responsibility take into account the moral and social ramifications of their conduct and work to improve society and the environment. This can take many forms, including community involvement, ethical sourcing, sustainable production, philanthropy, and ethical marketing strategies. Consumers and investors are taking corporate responsibility more into account when making decisions, which reflects a greater understanding of how linked business, society, and the environment are (Liang & Renneboog, 2017). Meanwhile, institutions that practice corporate responsibility not just improve society as a whole, but they also frequently benefit from better brand recognition, more devoted customers, and an edge in the recruitment of top personnel. P3 agreed that *"...corporate responsibility is thus both a moral requirement and a tactical necessity for companies looking to prosper in a society that is becoming more socially aware"*.

Sustainable Investments

Most of the research participants agreed that Environmental, Social, and Governance (ESG) factors have risen in importance, as have socially responsible investing (SRI) practices. Your dedication to social responsibility may be reflected in your investing strategy if sustainability is taken into account. As more and more investors take into account the whole impact of their portfolios, sustainable investments, such as ESG and socially responsible investment (SRI), have gained popularity. The financial performance possibilities for businesses with good ESG policies and the worldwide transition toward sustainable investing are highlighted in related literature (Sciarelli et al., 2021). It also explores impact investment, which places an emphasis on quantifiable good results in addition to financial gains (Agrawal & Hockerts, 2019). People may link

their financial objectives with their devotion to social responsibility and help create a more sustainable and just future by incorporating sustainability within their investment strategy. 8

The current financial situation for people who are close to retiring is complicated by the interplay of social obligation, bridging employment options, and pension preparation. In addition to retirement financial security, an extensive approach to financial planning also considers the wider effects of financial choices on the community and the environment. Moreover, to successfully traverse these themes and make decisions that are consistent with their aims and values, people must seek out expert financial counsel. An evolving method that changes over time, balancing financial stability, individual fulfillment, and social duty calls for continual evaluation and modification.

General State of Physical Well-being of a retired LSPU Personnel

Anthropometric Measurements

The measurement of the human body's many components, such as height, weight, body mass index (BMI), waist circumference, and more, is referred to as anthropometry (Wells, 2014). These measurements offer important information about a person's physical health. Moreover, all participants all agreed that *"...crucial anthropometric factor that has an impact on general health is height"*. While being too tall can potentially have negative effects on health, being short may be linked to specific medical disorders. Meanwhile, a person's body weight is an important measure of their physical health (Aquino, 2023). Obesity and underweight can both be linked to a number of health issues. For general health, achieving and maintaining a healthy weight is crucial. Likewise, BMI as a common measurement that accounts for both weight and height is the BMI (Xu et al., 2020). It is employed to group people into groups like underweight, normal weight, overweight, and obese. In terms of waist circumference, a measure of central obesity, the waist circumference can show a higher risk of developing certain diseases, including type 2 diabetes and cardiovascular disease.

Clinical Wellness

This clinical health evaluations entail the analysis of several health metrics using diagnostic procedures and physical examinations. P6 mentioned that *"...keeping an eye on your blood pressure is crucial for evaluating your cardiovascular health"*. Heart disease and stroke can develop as a result of high blood pressure (hypertension) (Fuchs & Whelton, 2020). Additionally, blood tests can be used to measure a variety of factors, such as inflammatory markers, blood glucose (sugar) levels, and cholesterol levels (Ellulu et al., 2017). P2 mentioned that *"...the conditions including diabetes and cardiovascular disease are diagnosed to me and treated with the aid of these tests"*. Meanwhile, by performing routine physical examinations, medical experts are able to spot conditions like skin anomalies, lumps, or changes in physical appearance that could be signs of underlying health issues. On the other hand, keeping one's physical health requires controlling one's chronic diseases, such as diabetes, hypertension, and asthma, through medication, dietary adjustments, and regular checkups (Godll et al., 2017).

Dietary Health

Dietary habits are crucial to physical health as mentioned by P3 and P4. A nutritious diet gives the body the vital nutrients it needs, energy, and helps prevent a number of illnesses. An array of foods from several dietary groups, which include fruits, vegetables, whole grains, lean meats, and healthy fats, are included in a balanced diet. It offers the fiber, vitamins, and minerals your body needs to stay healthy. Additionally, P2 also mentioned that *"...it's important to maintain a healthy*

level of hydration for general wellbeing". Digestion, controlling body temperature, and other biological processes all require water. 9

Moreover, monitoring nutrient consumption is essential. It is important for people to understand their daily caloric demands, macronutrient intake (carbohydrates, protein, and fat), and micronutrient needs (vitamins and minerals) (Galani et al., 2022). Hence, some people may need special diets to address underlying medical issues or dietary choices like vegetarianism or veganism (Rothgerber, 2015). To guarantee optimal nutritional intake, these diets need to be carefully planned. Controlling portion sizes is essential to avoiding overeating and keeping a healthy weight. It's important to pay attention to portion sizes, particularly when dining out.

Anthropometric measurements, clinical health evaluations, and nutritional concerns all fall under the category of physical well-being. It takes a comprehensive approach to maintain physical health, which includes routine checkups, a balanced diet, frequent exercise, and other lifestyle decisions that promote total wellbeing. For individualized advice and to treat any particular health issues or conditions, people must consult with healthcare specialists.

Ways of spending free time with regards to your psychological well-being of LSPU Retired Personnel

The way former employees of LSPU use their downtime might have a big impact on how mentally well they are. Retirement is a major life adjustment that presents opportunities as well as psychological health challenges. Here are some examples of possible leisure activities for former LSPU employees and how these can affect their psychological health.

Having Hobbies and Interests

These can provide people a sense of purpose and fulfillment. The research participants shared that they do after retirement were gardening, baking, reading, putting store, and baby sit. It enables retirees to maintain mental fitness and pursue their passions, which enhances general happiness and wellbeing. Additionally, it can be useful to practice relaxation techniques like going to the spa, taking leisurely walks, or just taking it easy. De-stressing and taking a break from stress are crucial for psychological health.

Positive Effects of Volunteering and Community Participation

Many retirees of LSPU decide to volunteer or participate in community events. P3 shared that "*...giving back to the community and maintaining social connections can promote psychological well-being*". This can enhance self-worth, fostering a sense of belonging, and fending off feelings of isolation which was agreed by the participants.

Exercise and physical activity

Beneficial effects physical activity is crucial for maintaining both psychological and physical health. Retired employees can participate in exercises like yoga, walking, swimming, and other sports, as well as fitness programs. As shared by most of the participants "*...they join different activities like Zumba and social gatherings. They also call a dance instructors to assist them in the party*". Regular exercise releases endorphins, which are organic mood enhancers that lower the chances of anxiety and despair.

Travel and Exploration

Positive effects of travel and exploration traveling and discovering new locations can be an enjoyable way to pass leisure time. The research participants also love to travel and explore not only the Philippines but the rest of the world. It

offers chances for unwinding, development, and novel experiences. By lowering stress and encouraging a sense of adventure and discovery, travel can improve mental health. 10

Time with Friends and Family

Time spent with friends and family has a positive impact social interaction with loved ones must be robust in order to maintain psychological health. Personnel who have retired might spend quality time with friends and family, fostering these bonds and finding comfort and delight in their companionship. Coping in retirement that the retiree is able to use his or her talents and energy in ways that bring benefits to self and others (Musila et al., 2019). Such ways of adjusting constructively include keeping good social relationships with their family as well being responsible and empathetic to other people's needs and feelings, or by offering socio-economic support to others (Milne, 2013).

It's crucial to understand that every retiree has a very unique way of spending their leisure time, and what suits one person might be less appropriate for another. Maintaining a balance among activities that provide joy, purpose, as well as relaxation while addressing any issues that may come during this life stage is typically key to maintaining psychological well-being in retirement. Optimal psychological well-being after retirement is largely facilitated by maintaining social connections, physical activity, and cerebral stimulation.

4. Conclusion and Recommendation

Employee retirement benefits and plans are crucial components of financial planning and have a big impact on people's financial security in their golden years. Participants in the study stressed how crucial it is to plan for retirement by comprehending pension benefits, savings and investments, the significance of retirement age, and the timing of benefit claims. These elements are very important in determining the comfort and financial stability of retirees. In addition, the transition to retirement and bridge employment were also highlighted, stressing the financial flexibility that bridge employment may provide. Bridge employment gives people more financial independence and choice by allowing them to keep working while progressively lowering their dependency on retirement funds. Additionally, it enables retirees to use their knowledge and experience to more rewarding or less taxing job choices. Moreover, the need of maintaining a work-life balance during the transition to retirement was again underlined because it improves general contentment and well-being. Retirement lifestyle success depends on seniors prioritizing leisure, family time, and personal interests, even though bridge employment can offer structure and social engagement. Meanwhile, the issue of social responsibility and money management emphasized the value of charitable giving, corporate responsibility, and environmentally friendly investments in monetary planning.

Meanwhile, anthropometric measurements, clinical wellness, and dietary health are only a few of the different facets that make up the general state of physical well-being among former LSPU employees. These components work together to support a person's overall health and vigor during retirement. On the other hand, how retired LSPU employees choose to spend their leisure time during retirement has a substantial impact on their psychological health. A significant life transition, retirement can present both opportunity and psychological difficulties. They offer important lessons on how retirees might use their free time to improve their mental health, including participating in interests and hobbies, volunteering to community, exercises, travelling, and time with their love ones. LSPU retirees can maintain and even improve their psychological health at this crucial stage of life by implementing these activities and tactics into their lifestyles. A pleasant and mentally healthy retirement can result from balancing leisure pursuits, interpersonal relationships, and personal development.

Based on the findings, here are the recommendations for the retirees and future retirees of LSPU; engaging in comprehensive retirement planning is important. This entails having a complete understanding of their savings, assets, and pension benefits. Additionally, think about Bridge Employment Retirement need not entail a total departure from the workforce. Bridge employment, which entails switching to part-time or flexible work schedules, can give you financial flexibility and let you retire more easily.

Conversely, prioritize physical and mental well-being. Keep track of anthropometric measurements and by scheduling routine checkups and managing chronic illnesses, take proactive measures to control your clinical health. Regular exercise will help to maintain your physical health. Additionally, retirees and prospective retirees should actively arrange for leisure activities that give them meaning and purpose in order to maintain their psychological well-being. Retirees and those who will soon enter retirement can improve their quality of life overall, financial security, physical and psychological health by implementing these suggestions.

References

- Agrawal, A., & Hockerts, K. (2019). Impact investing strategy: Managing conflicts between impact investor and investee social enterprise. *Sustainability*, 11(15), 4117.
- Ahlgren, E. (2019). How are socioeconomic aspects related to retirement expectations?.
- Alase, A. (2017). The interpretative phenomenological analysis (IPA): A guide to a good qualitative research approach. *International Journal of Education and Literacy Studies*, 5(2), 9-19.
- Alcover, C. M. (2017). Bridge employment: Transitions from career employment to retirement and beyond. *The Palgrave handbook of age diversity and work*, 225-262.
- Ali, S. B., & Frank, H. A. (2019). Retirement planning decisions: Choices between defined benefit and defined contribution plans. *The American Review of Public Administration*, 49(2), 218-235.
- Aquino, J. M. (2023). Teachers' management in implementation of CHED Memorandum Order (CMO) 39, series of 2021 towards the achievement of students' learning outcomes in physical education. *Physical Education and Sports: Studies and Research*, 2(1), 26-43.
- Arnaudov, K., & Koseska, E. (2012). Business ethics and social responsibility in tourist organizations in terms of changing environment. *Procedia-Social and Behavioral Sciences*, 44, 387-397.
- Ayegba, O., James, I., & Odoh, L. (2013). An evaluation of pension administration in Nigeria. *British Journal of Arts and Social Sciences*, 15(2), 97-108.
- Biddle, B. J. (2013). *Role theory: Expectations, identities, and behaviors*. Academic press.
- Braun, V., & Clarke, V. (2022). Conceptual and design thinking for thematic analysis. *Qualitative Psychology*, 9(1), 3.
- Broeders, D., & Chen, A. (2013). Pension benefit security: A comparison of solvency requirements, a pension guarantee fund, and sponsor support. *Journal of Risk and Insurance*, 80(2), 239-272.
- Chien, C. L. (2019). *Enhancing Retirement Success Rates in the United States*. Springer Books.
- Ellulu, M. S., Patimah, I., Khaza'ai, H., Rahmat, A., & Abed, Y. (2017). Obesity and inflammation: the linking mechanism and the complications. *Archives of medical science*, 13(4), 851-863.
- Fuchs, F. D., & Whelton, P. K. (2020). High blood pressure and cardiovascular disease. *Hypertension*, 75(2), 285-292.
- Galani, Y. J. H., Orfila, C., & Gong, Y. Y. (2022). A review of micronutrient deficiencies and analysis of maize contribution to nutrient requirements of women and children in Eastern and Southern Africa. *Critical Reviews in Food Science and Nutrition*, 62(6), 1568-1591.
- Galaskiewicz, J. (2013). *Social organization of an urban grants economy: A study of business philanthropy and nonprofit organizations*. Elsevier.
- Gee, P. M. (2018). *What is the psychological impact of retirement on men? an interpretative phenomenological analysis* (Doctoral dissertation, Birkbeck, University of London).
- Godil, A., Mallick, M. S. A., Adam, A. M., Haq, A., Khetpal, A., Afzal, R., ... & Shahid, N. (2017). Prevalence and severity of depression in a Pakistani population with at least one major chronic disease. *Journal of clinical and diagnostic research: JCDR*, 11(8), OC05.
- Gratton, L., & Scott, A. J. (2016). *The 100-year life: Living and working in an age of longevity*. Bloomsbury Publishing.
- Guerrero, M., Urbano, D., & Fayolle, A. (2016). Entrepreneurial activity and regional competitiveness: evidence from European entrepreneurial universities. *The Journal of Technology Transfer*, 41, 105-131.
- Hastings, J., & Mitchell, O. S. (2020). How financial literacy and impatience shape retirement wealth and investment behaviors. *Journal of Pension Economics & Finance*, 19(1), 1-20.
- Cahill, K. E., Giandrea, M. D., & Quinn, J. F. (2016). Evolving patterns of work and retirement. In *Handbook of aging and the social sciences* (pp. 271-291). Academic Press.
- König, S., Lindwall, M., Henning, G., & Johansson, B. (2018). Retirement as a lens for socioeconomic differences in cognition and well-being. *Nordic journal of working life studies*, 8(2), 63-80.
- Liang, H., & Renneboog, L. (2017). On the foundations of corporate social responsibility. *The Journal of Finance*, 72(2), 853-910.
- Majid, M. A. A., Othman, M., Mohamad, S. F., Lim, S. A. H., & Yusof, A. (2017). Piloting for interviews in qualitative research: Operationalization and lessons learnt. *International Journal of Academic Research in Business and Social Sciences*, 7(4), 1073-1080.
- Musila, A. K., Masinde, J., & Maithya, H. (2019). Life coping strategies among retired teachers in Makueni. *Advances in Social Sciences Research Journal*, 6(9), 386-396.
- Musila, A. K., Masinde, J., & Maithya, H. (2019). Retirement lived challenges experienced by retirees, the case of retired teachers in Makueni County, Kenya.
- Roberts, R. E. (2020). Qualitative Interview Questions: Guidance for Novice Researchers. *Qualitative Report*, 25(9).
- Rothgerber, H. (2015). Underlying differences between conscientious omnivores and vegetarians in the evaluation of meat and animals. *Appetite*, 87, 251-258.
- Sciarelli, M., Cosimato, S., Landi, G., & Iandolo, F. (2021). Socially responsible investment strategies for the transition towards sustainable development: The importance of integrating and communicating ESG. *The TQM Journal*, 33(7), 39-56.
- Staubli, S., & Zweimüller, J. (2013). Does raising the early retirement age increase employment of older workers?. *Journal of public economics*, 108, 17-32.

- Suvedi, M., & Kaplowitz, M. D. (2016). *What every extension worker should know: Core competency handbook* (pp. 7-22). Michigan State University, Department of Community Sustainability. 12
- Taherdoost, H. (2016). Validity and reliability of the research instrument; how to test the validation of a questionnaire/survey in a research. *How to test the validation of a questionnaire/survey in a research* (August 10, 2016).
- Watson, N. N., & Hunter, C. D. (2016). "I had to be strong" tensions in the strong Black woman schema. *Journal of Black Psychology*, 42(5), 424-452.
- Wells, J. C. (2014). Toward body composition reference data for infants, children, and adolescents. *Advances in nutrition*, 5(3), 320S-329S.
- Xu, J., Wang, X., Yang, P., Luo, K., & He, X. (2020). Size-specific dose estimates of radiation based on body weight and body mass index for chest and abdomen-pelvic CTs. *BioMed Research International*, 2020.
- Yunusa, A. I. (2013). Retirement challenges and management strategies among retired civil servants in Kogi State. *International Journal of Social Sciences and Humanities Review*, 4(1).