
Study the Rate of Senior Primary School Teachers' Voluntary Retirement and its Impact on Academic Proceeding at Shaheed Benazirabad, Sindh

Masood Ahmed¹ and Tayyaba Zarif²

¹Masood Ahmed, M.Phil Associate, Department of Education, Shaheed Benazir Bhutto University, Shaheed Benazirabad, Sindh, Pakistan. Mobile: +92 302 301 6056, E-mail: masaud.ahm3d@gmail.com

²Professor, Department of Education, Shaheed Benazir Bhutto University, Shaheed Benazirabad, Sindh, Pakistan. E-mail: dr.tayyabazarif@gmail.com

Abstract: *Quality education is the need of any educational institution and in developing countries teachers are playing a vital role to make the civilized society with the pillar of educational thoughts specially primary school teachers are the back bone of education. The research study was conducted with the objective to study the rate of senior primary school teachers' voluntary retirement and its impact on academic proceedings at SBA. The research was quantitative by method and descriptive by purpose. Quantitative data was gathered from those male and female primary school from where the primary school teachers had got voluntary retirement. The population was one hundred head teachers of the primary schools of District Shaheed Benazir Abad and 85 schools were selected as a sample of the total population. Systematic random sampling technique was used to select a sample. The instrument was self-designed based on five point Likert scale was used. Data was analyzed on SPSS version 20 in three sections. Quantitative data was presented in frequencies in percent and mean score. Findings of the study revealed that the rate of voluntary retirement had a lot of impacts on academic proceedings in SBA. Moreover, due to the voluntary retirement of senior primary school teacher the academic learning of students was affected in "attendance, daily homework assignments, and students were unable to understand the regional, national, and international language in academic proceedings. On the basis of the findings it was recommended that the concerned officers of district SBA recruitment should be done three months before the voluntary retirement.*

Keywords: Rate, Impacts, Voluntary Retirement, Education, Academic Proceedings.

Introduction

In developing countries like Pakistan, teachers have to work hard and have to face a lot of challenges in their jobs which ultimately led them towards premature retirement. According to the recent definition, the retirement recommends that an employee could not teach in his/her interest of field anymore. It is basically a time of change [1]. However, the new definition of retirement suggests that an employee does not need to do anything from now onwards. Retirement is stopping to figure when associated employee attains an explicit age and he's not willing to continue any more [2]. Retirement could be classified into two classes, the voluntary and in the age of superannuation retirement. Voluntary retirement is viewed as intentional if the worker openly chooses it before the attainment of the compulsory retirement age prescribed as of 60 years old. According to Grossman, time away from work can improve an older person's health or stop its deterioration [3]. The basic need of human life is

work and through work people get money according to the Adamolekun, there are number of types of retirements like age related retirement, and involuntary or forced resignation retirement [4]. Voluntary retirement occurs when teachers retire from their employment of achieving a minimum age as prescribed in law other than reaching the age of superannuation, and according to Alutu, there are three most important types of retirement, namely voluntary, forced and compulsory retirement [5].

The aim of research study was aimed to find the rate of senior primary school teachers' voluntary retirement and its impact on academic proceedings. From the records of last ten years the researcher came to know that there was negligible rate of voluntary retirements but in past few years it has been observed that the rate of voluntary retirement amongst senior primary school teachers has increased before their superannuation in District Shaheed Benazirabad. Therefore, a big chaos for academic proceedings has been created with this situation. Along with the rate, the researcher also

studied the impacts which can be noticed by the voluntary retirement of primary teacher on academic proceedings of the school where the teacher was retired voluntarily. This study highlighted the views of the Head teachers of the primary schools, Concerned Officer of Taluka Educations and District Education Officer of Shaheed Benazirabad District. This research is focusing on multiple findings firstly find out the rate of senior primary school teachers' voluntary retirement in district Shaheed Benazirabad; secondly identifying its impact on academic proceedings because now a day's a lot of senior primary school teachers are interested in voluntary retirement in the subjected district. This study has also explored the types of the problems faced by the schooling system after their voluntary retirements. This study is beneficial in many ways. Firstly, this study is useful for policy makers. It is also be helpful for academic functions. This research is adding some current information to the existing information about voluntary retirement in district Shaheed Benazirabad. Secondly it will also benefit the researchers who are interested in this subject of voluntary retirement of senior primary school teachers. Thirdly the government of Pakistan especially education department of Sindh the policy makers will take benefit when they will present the important information for understanding retirement perception. The policy makers will also be able to know about the rate of voluntary retirement and its solution of their problems which occur in academic process in the rate of voluntary retirement of senior primary school teachers.

Research Objectives

1. To find out the rate of voluntary retirement of senior primary school teachers of Shaheed Benazirabad from 2013 to 2017.
2. Explore the impact of senior primary school teachers' voluntary retirement on the academic proceeding of Shaheed Benazirabad.

Literature Review

Retirement is considered broadly as an existing point from a phase of occupational life [6]. Retirement is the stage in life in which workers suddenly stop to work and are eligible for a pension.

Ekerdt *et.al* Social workers and care organizations are now drawing attention to financial stress issues, unutilized skills, and corroded self-image together with legally enforceable completion of employment [7]. Onward of the previous explanation, retirement

means a worker could not do something any more. He or she is laid off. However, the new definition of retirement explains it as employee is unable to work anymore. Retirement is ending work after an employee attains a certain age and he is not enthusiastic to work any longer [2]. Retirement is not only ending up the job but it also comes up with decrement or drop in salary as well probably loss in self-esteem. They have to face many challenges as they have to establish the structure of their time. They have to sometimes face ageism as in many situations they have to face prejudice against older man. In some cases, the one who get retirement may have to face challenges with physically as well as mentally health [8]. Costa wrote a book entitled "The Evolution of Retirement" he demonstrates his knowledge on the subject and stated his clarification collected from researches from 1880 through 1990 [9]. "Employee Compensation: Theory, Practice, and Evidence" is another considerable work by Gerhart, *et.al* [10]. Olsen, on the stated subject and provides an insight. According to such knowledge providing writings the concept of research on retirement has taken a new shape in the present decade. There are three theories of aging: role theory, theory of continuity, the theory of perspectives on life course [8].

Research Methodology

According to the Mitchell & Jolly research methodology is the systematic process or process for collection of data, analysis and also interpretation [11]. It's the best and systematic way to collecting data in a sequence and the findings of the sample can be generalized to the total population in the study. In this research the researcher has applied descriptive by purpose and quantitative by its nature. The population of this study was all head masters of primary schools of District Shaheed Benazir Abad from where the senior primary school teachers had got voluntary retirement. The target population of this research study were those 100 primary schools where four or more than four teachers were posted from those schools of District SBA. 85 respondents were selected as sample of this research study for collection of quantitative data. Sample of this study was selected according to the table given by Krejcie & Morgan and for sampling systemic sampling investigative technique was used for data collection. Tool was self-designed by the researcher (close-ended) questionnaire based on five point likert scale, contained sixteen statements. The researcher in the study ensured that the data collection tool was reliable as Cronbach's alpha coefficient is .703

which suggests that the tool is reliable and valid. A self-designed quantitative tool based on five-point Likert scale was piloted on head teachers of primary school five percent of the total sample. In this study the data was analyzed systematically with the help of Statistical Package for Social Science (SPSS) software, version 20 in three sections.

Results and Discussion

According to above table 1 the results reveal that there are 24.9% Primary Schools in taluka Sakrand, 13.6% in taluka Nawabshah, 25.9% in taluka Kazi

Ahmed, and 35.6% in taluka Daur out of 2514 primary Schools in District SBA. There are 83.6% male Primary Schools and 16.4% female Primary Schools in District SBA. According to above table 1 the results shows that the year wise voluntary retired Primary School Teachers in District SBA were in the year 2013 10, in the year of 2014 22, in the year of 2015 28, in the year of 2016 83, and in the year of 2017 197. While the total number of voluntary retired Primary School Teachers of District SBA were 340. The percentage of male Primary Schoolteachers was 81.8%, while 18.2% were female during the year of 2013 to 2017.

Table 1: Demographical Analysis

Table		Taluka wise	Frequency	Percent
1	Taluka wise number of Primary Schools in District SBA.	Sakrand	626	24.9
		Nawabshah	342	13.6
		Kazi Ahmed	651	25.9
		Daur	895	35.6
		Total	2514	100
2	Gender wise number of Primary Schools in District SBA.	Male	2101	83.6
		Female	413	16.4
		Total	2514	100
3	Year Wise voluntary retired Primary School Teachers in District Shaheed Benazirabad.	2013	10	2.9
		2014	22	6.5
		2015	28	8.2
		2016	83	24.4
		2017	197	57.9
		Total	340	100
4	Gender Wise voluntary retired Primary School Teachers in District Shaheed Benazirabad.	Male	278	81.8
		Female	62	18.2
		Total	340	100

Table No. 2. Tabulator Presentation of mean scores for each statement

SR	Statements	Mean	SD
1	The students do not take interest in the curricular activities with the voluntary retirement of senior primary school teachers.	3.34	0.901
2	The senior voluntary retired teachers were playing a supportive academic role for other teachers in teaching learning process.	3.4	1.255
3	There is a pedagogical shift expected with the retirement of senior primary school teachers.	3.09	1.269
4	The academic schedule is not followed properly with the voluntary retirement of senior primary school teachers.	2.4	1.037
5	The students do not get proper assignments after with the voluntary retirement of senior primary school teachers.	3.44	0.906
6	The assessment system of schools is affected with the voluntary retirement of senior primary school teachers.	3.28	1.053
7	The academic process started yielding better student learning achievement results with the voluntary retirement of senior primary school teachers.	3.26	0.99
8	By the voluntary retirement of senior primary school teacher the improvement of students is affected.	3.02	1.154
9	By the voluntary retirement of senior primary teacher the enrolment of students is decrease.	3.92	1.187
10	By the voluntary retirement of senior primary school teacher the daily attendance of students is affected.	4	0.845
11	By the voluntary retirement of senior primary school teacher the teaching work load has increased on in-service teachers.	3.89	1.145
12	Shortage of teachers due to the voluntary retirement of senior primary school teacher students unable to understand international language skills.	3.05	1.101
13	Shortage of teachers due to the voluntary retirement of senior primary school teacher students unable to understand national language skills.	3.36	1.045
14	Shortage of teachers due to the voluntary retirement of senior primary school teacher students unable to understand regional language skills.	3.44	1.04
15	Shortage of teachers due to the voluntary retirement of senior primary school teacher students unable to understand concepts of mathematics.	3.47	1.171
16	Shortage of teachers due to the voluntary retirement of senior primary school teacher students unable to understand the scientific concepts.	3.6	1.167

As per top placed table 2 results reveal that the students do not take interest in the curricular activities with the voluntary retirement of senior primary school teachers wherein the mean score stood 3.34 and the standard deviation is .901. The results show that the senior voluntary retired teachers were playing a supportive academic role for other teachers in teaching learning process wherein the mean score stood 3.40 and the standard deviation is 1.255. The results show that there is a pedagogical shift expected with the retirement of senior primary school teachers wherein mean score stood 3.09 and the standard deviation is 1.269. The results reveal that the academic schedule is not followed properly with the voluntary retirement of senior primary school teachers wherein the mean score stood 2.40 and the standard deviation is 1.037. The results reveal that the students do not get proper assignments after with the voluntary retirement of senior primary school teachers wherein the mean score stood 3.44 and the standard deviation is .906. The results reveal that the assessment system of schools is affected with the voluntary retirement of senior primary school teachers wherein the mean score stood 3.28 and the results is 1.053. The results show that the academic process started yielding better student learning achievement results with the voluntary retirement of senior primary school teachers wherein the mean score stood 3.26 and the standard deviation is .990. The results show that by the voluntary retirement of senior primary school teacher the improvement of students is affected wherein the mean score stood 3.02 and the standard deviation is 1.154. The results reveal that by the voluntary retirement of senior primary school teacher the daily attendance of students is affected wherein the mean score stood 3.92 and the standard deviation is 1.187. The results show that by the voluntary retirement of senior primary teacher the enrolment of students is decrease wherein the mean score stood 4.00 and the standard deviation is .845. The results show that by the voluntary retirement of senior primary school teacher the teaching work load has increased on in-service teachers wherein the mean score stood 3.89 and the standard deviation is 1.145. The results show that the shortage of teachers due to the voluntary retirement of senior primary school teacher students unable to understand international language skills wherein the mean score stood 3.05 and the standard deviation is 1.101. The results reveal that the shortage of teachers due to the voluntary retirement of senior primary school teacher students unable to understand national language skills wherein the mean score stood 3.36 and the standard deviation is 1.045. The results reveal that the shortage of teachers

due to the voluntary retirement of senior primary school teacher students unable to understand regional language skills wherein the mean score stood 3.44 and the standard deviation is 1.040. The results show that the shortage of teachers due to the voluntary retirement of senior primary school teacher students unable to understand concepts of mathematics wherein the mean score stood 3.47 and the standard deviation is 1.171. The results reveal that the shortage of teachers due to the voluntary retirement of senior primary school teacher students unable to understand the scientific concepts wherein the mean score stood 3.60 and the standard deviation is 1.167.

Conclusion

This study shows that the Rate of senior primary school teachers' voluntary retirement at district SBA from 2013 to 2017 (five years) including four talukas of district SBA. The data was collected related to Teachers' Voluntary Retirement of the district from Talukas officers and District Education officer of Education Department of SBA. The data was analyzed and tabulated on Taluka-wise number of Primary schools, gender-wise number of Primary schools, year-wise voluntary retired primary school teachers, and gender wise voluntary retired primary school teachers. It is concluded with the above results the learning process of students have been effect in the sub theme of such as the students did not take interest in the curricular activities, the students did not get proper assignments after because there occurred the shortage of teacher, the assessment system of schools was affected, the enrolment of students was decrease as the senior teachers had a great connection with the villagers from a long-term so they were more interested in enrollment due to their trust in senior teacher, the daily attendance of students was affected, students were not able to understand the regional, national, international language skills, due to the voluntary retirement of senior primary school teacher.

Recommendations

The concerned authorities of Education Department may transfer a teacher to the school where a senior teacher is going to take voluntary retirement so that the academic proceedings are not affected.

The senior teacher should make the school improvement plan before retiring voluntary. Besides the senior teacher should train the junior teachers in

this regard so that after his retirement, there should not be problem in making the school improvement plan.

The senior Primary school teacher, who is to be retired, should train the junior teachers of his/her school before the voluntary retirement, so that the school management may not face the difficulties.

References

1. Oniye, A. (2001). Problems associated with retirement and implications for productive Adult life. *Nigeria Journal of Gender and development*, 55-64.
2. Nzube, S. (2010). Management of Human Resources: A Kenyan Perspective Revised. In: *Basic Modern Management Consultants*.
3. Grossman, M. (1972). On the concept of health capital and the demand for health. *Journal of Political economy*, 80(2), 223-255.
4. Adamolekun, L. (1999). Main issues and selected country studies: Public administration in Africa.
5. Alutu, A. (1999). Planning for retirement. Paper presented at the Workshop Paper presented at Michael Imodu Institute for Labour Studies. Ilorin.
6. Atchley, R. C. (1976). *The sociology of retirement*. Halsted Press.
7. Ekerdt, D. J., , V. &. (1989). Orderly endings: Do men know when they will retire? *Journal of Gerontology*, 44(1), S28-S35.
8. Osano, S. O. (2011). Impact of retirement on stress levels of retired primary school teachers between 1995-2004: A case of Rachuonyo district, Kenya. Egerton University.
9. Costa, D. L. (1998). The evolution of retirement. In *The Evolution of Retirement: An American Economic History 1880-1990*. University of Chicago Press. , 6-31.
10. Gerhart, B, B. &. (1995). *Employee Compensation: Theory, Practice, and Evidence*. CAHRS Working Paper Series.
11. M. &. (2012). *Research design explained*. Cengage Learning .
12. Krejcie, R. &. (1970). Determining sample size for research activities. *Educational And Psychological Measurement* , 607-610.