

INTENTION TO PROLONG WORK AFTER RETIREMENT AMONG HEALTH PERSONNEL IN NIGERIA: A PILOT STUDY

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ABSTRACT: *In Nigeria, the severe shortage of registered nurses (RNs) and Registered midwives (RMs) have made the Nigerian government carefully propose a policy to prolong the health personnel working lives. Conversely, little is known about the predictors that influence Intention and actual preparation to extend work life among the selected professionals. Therefore, this pilot study's objective was to evaluate a small sample data to establish the reliability and validity of the constructs' measuring instruments under study. This study recruited respondents 40 years or older by sending recruitment e-mails to them, which only 50 questionnaires were usable. The validity and reliability of the instruments were analyzed using SPSS v24 and smartPLS v2.0. The study result shows that the entire adapted constructs were reliable and valid and appropriate for the upcoming main study. Precisely, composite reliability (CR) indicated values of 0.90, 0.89, 0.89, 0.91, and 0.92 for the constructs of attitude, Intention, perceived behavioral control (PBC), preparation, and subjective norms, respectively, which are all above the threshold value of 0.70. Similarly, the average variance extracted (AVE) and discriminant validity were used to determine its validity. The AVE of the constructs of attitude, intention, PBC, preparation, and subjective norm are 0.82, 0.74, 0.63, 0.73, and 0.74, respectively, which indicated all the values are above the suggested threshold of 0.5. The discriminant validity of the entire constructs was attained because the AVE's square root for the adapted constructs was more significant than the correlation among other reflective constructs, as specified by the studies embolden values. The current study's main limitation is that some nurses and midwives could not respond to the e-mailed questionnaire sent to them; only a few respondents completed the questionnaires. Thus, monetary rewards should be offered to the respondents to cover the cost of data.*

KEYWORDS: Intention, prolong work, retirement, health personnel, preparation, pilot study

INTRODUCTION

Worldwide, shortages of nursing and midwifery professionals have become more prevalent in healthcare systems, estimated to be reduced from the current 9 million by 2030 to 7.6 million; this

situation will dominate global healthcare over the next 20 to 30 years (Duffield, Graham, Donoghue, Griffiths, Bichel-Findlay & Dimitrelis 2014 & Perry, Xu, Duffield, Gallagher, Nicholls, Sibbritt 2017). In Nigeria, an estimate indicated that there is a nurse (1.03 per 1000 population) and midwives (0.67 per 1000 population) as of 2015 (Peter, Oya-ita, Robert, Anthony, Francis, & Patrick, 2015). Such shortages are due to rising demands for registered nurses and midwives (RNs & MWs), whereas the existing workforce is aging and retiring (Markowsk, Cleaver, & Weldon 2016). They encourage RNs. and MWs to work or bridge jobs after retirement is a positive way to help older adults over a more extended retirement period and maintain retirement programs (Markowsk et al. 2016). Extending professional work requires part-time or full-time jobs after retirement from one's primary profession, either in the same area or in another field (Duffield et al. 2014 & Markowski et al. 2016).

Remarkably, participation in extending professional work is typically a pre-retirement decision. It is very unusual for people to participate in action after retirement unexpectedly for on the spot reasons (Duffield et al. 2014). Individuals who intend to extend work life after retirement are more likely to become involved in planning for work after retirement (Duffield et al. 2014, & Wonpen & Karl 2019). Also, participation in work after retirement and preparation activities will help the assignment and modification of retirement staff (Uthaman, Chua, & Yuh 2015 & Markowski et al. 2016).). Background Information about individuals' Intention to extend their work-life will help workers and organizations prepare for the growth and management of late careers.

Several studies (Uthaman et al. 2015, Behera, Behera, & Prutipinyo, 2020 & Dobek 2020) have investigated the predictors of intentions to work after retirement. However, only a few research (Duffield, 2014 & Peng & Min, 2020) have focused on the precursors of actual preparation and or planning of aged workers for working after retirement. Also, studies (Uthaman et al. 2015 & Wonpen et al. 2019) examined predictors of Intention to extend work life. The researchers only scrutinized a small number of predictors (e.g., lighter and flexible work conditions, not being valued, job demand excreta). In line with the preceding observations, study (e.g., Peng et al. 2020) on Intention and planning to extend work after retirement highlights the need to precisely investigate the preparation-related process. Again the previous study recommends future studies on nurses and midwives' Intention to extend work life to focus on replicating the studies in an environment different from the United States in diverse samples. Previous studies suggest that future studies on actual planning to extend work-life could focus on investigating predictors such as financial, health, and family commitments, among others. It is important to note that people's attitudes, beliefs, and expectations regarding intention and actual preparation to extend work life can affect individuals' retirement decisions (Behera et al. 2020 & Peng et al. 2020). Nonetheless, theory and practice are still needed to better understand the cognitive perspectives of individuals' intention and actual preparation to extend work life after retirement.

This study adopts the theory of planned behaviour (TPB) by Ajzen (2011) to address the knowledge gaps through assessing the functions of the mindset and cognition of aged workers precisely concerning Intention and preparation to extend work life after retirement. As a significant and widely used psychological theory to describe individuals' involvement in several behaviours,

TPB has been applied successfully to early retirement studies (Wonpen et al. 2019) and retirement planning (Peng et al. 2020). This study's findings will extend our appreciation of significant attitudinal and cognitive influences under the decision-making framework and the framework to late-career growth towards work-life after retirement (Peng et al. 2020 & Uthaman et al. 2015). Apart from testing TPB in this particular situation, this study has suggestions for late-career counseling that better assist aged employees in planning work-life after retirement (Peng et al. 2020). This research focuses primarily on Intention and plans to extend work life in the same career sector, as it most frequently occurs for postretirement job holders (Sillero-Sillero & Zabalegui 2020). It is pertinent to note, some societal essential institutions, such as health care, may experience serious skills shortages if a majority of qualified aged employees change their career fields (Duffield et al. 2014, Markowsk et al. 2016 & Li, Sun, Wan, Chen. & Sun 2020). Promoting the same-career work life after retirement can help address labor shortages, particularly shortages in health care, including nurses and midwives, which is the main focus of this study. Given the severe lack of labour, a critical societal problem, it is essential to retain aged nurses and midwives (Pugh, Twigg, Martin & Rai 2013 & Perry, et al. 2017).

THEORETICAL MODEL

The theory of Planned Behaviour proposes that an individual's intention to perform a behaviour is the product of attitude, subjective norm, and perceived behavioural control (Ajzen, 2011 & Muhammad, Adamu, Abubakar, Suleman, & Salisu, 2021). Also, Intention to act determines the probability of one's real behaviour (Muhammad, Danjuma, Abubakar, Salisu, & Suleman, 2021). Thus, the influence of intention moderates the association between the attitude, subjective norm, perceived control, and actual practice. The planned behavior theory has been applied to study early retirement and retirement preparation (Griffin, Loe, & Hesketh, 2012). Still, the argument was not used until now to study the influence of attitude, subjective norms, and perceived behavioural control on the aged health workers' Intention and resulting in actual preparation for extending work life after retirement (W.R.). Based on the preceding explanation, the current study utilized TPB to assess the effect of attitude, subjective norms, and perceived behavioural control on the Intention and subsequent preparation for work-life after retirement among aged nurses and midwives in Nigeria.

Attitude

The attitude towards behavior implies the degree to which the individual has a satisfactory assessment of the particular action. Aged workers are developing an intention to engage in W.R. when they have a positive attitude towards W.R., based on TPB's assumption. Previous studies (Van Dam, Van der Vorst, & Van der Heijden, 2009 & Peng et al. 2020) have examined the influence of attitude on individuals' early retirement. For instance, Van Dam et al. (2009) found a positive relationship between attitude towards early retirement and Intention to workers' early retirement. Also, a previous study (Muhammad & Nuarrual Hilal, 2020) reliably established that positive attitudes positively predict individuals' Intention to perform a specific behaviour. This study expects the aged worker's attitude to W.R. to be positively associated with their W.R. intentions. Therefore this study hypothesizes that:

H1: There is a positive association between attitude and Intention to W.R.

Subjective Norms

The theory of planned behaviour also proposes that subjective values can lead to an individual's Intention to perform a specific behaviour (Ajzen, 2011 & Muhammad, 2018). Precisely, subjective norm implies what other people (closed by friends, family members, excreta) thoughts are about the performance of particular behaviour and the degree to which the significant others approved such behaviour (Ajzen, 2011 & Muhammad & Nuarrual Hilal, 2020). From the above conceptualization by Ajzen (2011), the present study defined subjective norm as the perceived degree to which one's significant others favor one's participation in work after retirement. It should be noted for one's career changes, the impact of one's significant others is critical. So, for instance, the support of next of kin or otherwise could have enormous influence over individuals' retirement decisions (Markowski et al. 2016). Aged workers have a higher tendency to leave work early when they face pressure from their next of kin than individuals without the pressure (Maresova, Prochazka, Barakovic, Jasmina, Barakovic & Kuca 2020 Muhammad & Nuarrual Hilal, 2020). Also, Griffin et al. (2011) established that aged workers every so often prefers to partake in retirement planning when they believe their next kin and close friends will approve of it or expect them to do so. If one's wife or husband considers that they have inadequate funds to retire, then the wife or the husband could firmly support the W.R. of the worker. Therefore the current study hypothesizes that:

H2. There is a positive association between subjective norm and Intention to W.R.

Perceived behavioural control

Perceived behavioural control denotes the perceived easiness or difficulty in executing a particular behaviour (Ajzen, 2011 & Muhammad & Nuarrual Hilal, 2020). Perceived behavioural control includes self-efficacy and controllability (Ajzen, 2011), which indicates one's confidence in factors that can encourage or impede one's performance (Muhammad & Nuarrual Hilal, 2021). According to Garcia, Milkovits, and Bordia (2014), Self-efficacy of remaining to work at age 60 and beyond positively predicts the intentions of aged employees to pursue paying jobs past age 60. Therefore, when aged employees feel that they are out of control of the decision and willingness to participate in Work-life after retirement, they are not likely to become involved in Work-life. Also, inexplicit proofs establish a positive association between perceived behavioural control on early retirement and one's Intention to retire early (Van Dam et al., 2009). Thus, the current study hypothesizes that:

H3a: There is a positive association between perceived behavioural control and Intention to W.R.

Furthermore, based on TPB (Ajzen, 2011), this study assumes a positive association between perceived behavioral control and actual preparation to elongate work after retirement. Researchers recognized that the Theory of Planned Behaviour helps predict actions that are not under absolute volitional regulation (Muhammad, 2018). as is the case with W.R. Not only does perceived influence contribute positively to expectations, but it can also contribute to actual actions (Ajzen, 2011). Those with high control over W.R. are more likely to prepare for W.R. Indeed, it has been

found that perceived power positively affects one's physical activity (Peng et al. 2020). Consequently, the current study hypothesizes that:

H3b: There Ajzen, 2011) and study (Peng et al. 2020), this study anticipates W.R.'s Intention to moderate the association between the TPB variables (attitude, subjective norms, perceived behavioural control) and actual W.R. preparation. The study, therefore, hypothesizes that:

H4. W.R.'s intention moderates the association between attitude (H4a), subjective norms (H4b), and perceived behavioural control (H4c) with actual W.R. preparation.

MATERIALS AND METHODS

This research primarily carries out a pilot study to clear doubts on the investigators' part about the reliability and validity of the measuring items used. Also, the pilot study's results will be integrated into the main study. Usually, in a pilot study, the sample size is small (Sekaran et al., 2013). However, it is a convention in the quantitative research method to raise the sample size to some extent to safeguard against bias. The study gathered data from August 1st August to 14th October, 2020.

The study's respondents have been recruited from north-west (Kaduna, Kano, Katsina, Kebbi, Jigawa, Sokoto & Zamfara) Nigeria. Approximately 70 registered nurses and midwives aged 45 years or older were sent recruitment e-mails containing an introduction of the study, consent information, and a link to the online survey. In Nigeria, the age range of 40-55 is included as the legal definition of older employees. In this study, the screening requirements included being 40 years old or older and not retiring from the profession of nursing or midwifery. Participants have been told that participation in the study is voluntary and that no one has access to their answers except the investigators. Those who participated in the online survey received data rewards for their responses.

This study has collected a total of 50 qualified and complete responses. The final group of participants consisted of 39 males and 11 females, with an average age of 52. The study assessed all the items on a 5 Likert scale, adapted from established measures in the theory of planned behaviour and retirement after work-life literature. The construct of work-life after retirement intention has three items adapted from the original work of Peng et al. (2020), which was measured as a moderating variable of the study. Also, the construct of preparation for work-life after retirement was measured as a dependent variable using four items adapted from the original work (Giffing et al., 2012).

Similarly, the construct of attitude was measured as an independent variable using three items, adapted from the works of Ramaya, Rouiba, Gopi, and Rangel (2009) and Peng et al. (2020). Likewise, the construct of subjective norms was measured using four-items adapted from Peng et al. (2020). Finally, the construct of perceived behavioral control was measured using five items adapted from the original work of Ramayah et al. (2009) and Peng et al. (2020). The constructs of subjective norm and perceived behavioural control were measured as independent variables.

Consequently, only 50 questionnaires were used for the final data analysis using the statistical package for social sciences (SPSS) software and partial least squares structural equation modeling (PLS-SEM).

Table 1: Pilot study: Measurement Instruments, Sources and number of Items

S/n	Instrument	Sources	Item
1.	Attitude	Ramaya et al. (2009) and Peng et al. (2020).	3
2.	Subjective Norms	Peng et al. (2020)	4
3.	Perceived Behavioural Control	Ramayah et al. (2009)	5
4.	Intention	Peng et al. (2020)	3
5.	Preparation	(Giffing et al., 2012).	4

The current study comprises five study variables, as indicated in Table 1, including attitude, subjective norms, and perceived behavioural control, which are the independent variables. In contrast, after retirement and preparation for actual work after retirement, work-life is the dependent variable and moderating variable, respectively. Thus, the items adapted from the original studies of various researchers in this study consist of 19 measuring items.

RESULTS

A pilot study is a survey that collects data on a small set of respondents that are comparable with those individuals to be used in the primary research, and the principal purpose of the technique was to establish the reliability and validity of the study's constructs in line with the view of Sakaren et al. (2013). Thus, in this pilot study, 50 usable survey questionnaires were gathered from some randomly chosen Nigerians that comprise the study population's rudiments. This study employs a path algorithm of the partial least squares structural equation modeling (PLS-SEM) path modeling using smartPLS software v2.0 to achieve the result.

Accurately, to determine the internal consistency reliability and the validity of the whole reflective constructs of this study, the investigators assessed the composite reliability (CR) and average variance extracted (AVE) using the PLS-SEM algorithm in line with the recommendation of Hair et al. (2014). Based on the result, as indicated in Table 2, the reliability examination of the whole reflective constructs was realized; since each value is above the threshold of 0.7, as suggested by Hair et al. (2014). As shown in Table 2, the whole reflective construct's convergent validity was realized; since each of them had an AVE of at least 0.6 (Hair et al. 2014).

Table 2: Pilot Test: Reliability and Convergent Validity Test Result (n=50)

Construct	Item	CR	AVE
Attitude	3	0.90	0.82
Intention for WR	3	0.89	0.74
Perceived Behavioural Control	5	0.89	0.63
Preparation	4	0.91	0.73
Subjective norms	4	0.92	0.74

Note: CR = Composite Reliability, AVE = Average Variance Extracted

Furthermore, to find the study's constructs' discriminant validity, the Fornell and Larcker's (1981) criterion was used. Consequently, to achieve the discriminant validity, the AVE's square roots to each of the reflective constructs must be greater than its correlations with other parallel constructs (Hair *et al.*, 2014). As shown in Table 3, the discriminant validity of the whole study constructs was achieved. The AVE's square root (shown in bolded values) to each construct is greater than the correlation between other reflective study's constructs.

Table 3 Pilot Test: Discriminant Validity (n=50)

	Constructs	1	2	3	4	5
1.	Attitude	0.81				
2.	Intention	0.74	0.83			
3.	Perceived Behavioural Control	0.80	0.78	0.82		
4.	Preparation	0.04	-0.06	0.05	0.86	
5.	Subjective norms	0.76	0.77	0.81	0.01	0.87

Moreover, Table 4 shows a descriptive analysis of the demographic characteristics of the respondents. The result indicated that the majority, 47 (94.0%) of the respondents, are 56 years above, while the least respondents, 3 (6.0%) are within the age range 45-55 years old. This result is similar to the findings of other studies by Peng *et al.* (2020) and Uthaman *et al.* (2015).

Again, with regards to the respondents' genders, Table 4 shows that the majority, 26 (52.0%) are male, while the least 24 (48.0%) are female, suggesting that majorities of the respondents of this study are male. This finding is inconsistent with those of other studies such as Duffield *et al.* (2014) and Markowski *et al.* (2016).

Table 4: Pilot study: Characteristics of the Respondents (n=50)

Demographic Variables	Categories	Frequency	Percentage
Age	45-55 years	3	6.0
	56 years above	47	94.0
Gender	Male	26	52.0
	Female	24	48.0
Educational status	Registered Nurse	26	52.0
	Registered Midwife	4	8.0
	RN/RM	20	40.0
Work Pattern	Day Work	40	80.0
	shift work	10	20.0
Position	Chief Nursing Officer	38	76.0
	Assistant Director of Nursing	4	8.0
	Director of Nursing	8	16.0
Income per month	N150000-250000	36	72.0
	N251000-350000	14	28.0

Furthermore, concerning the respondents' educational qualification, the result of this study shows that the majority of the sample, 26 (52.0%), are registered nurses. In comparison, the least 4 (8.0%) are registered midwives. Regarding work patterns, most of the respondents, 40 (80.0%), run day work, while the least of the respondents run shift work. The initial finding is similar to the finding elsewhere by Pugh et al. (2013). Again, the majority of 36 (72.0%) earned N150000-250000 (approximately \$397-659 per month) concerning the respondents' monthly income. While, the least 14 (28.0%) respondents earned N251000-350000 (\$661-923 per month). Thus, from the above preliminary result, probably in the main study, the respondents' age, coupled with their salary earning, may well be essential variables in influencing their Intention and actual preparation for work after retirement.

DISCUSSION, CONCLUSION, AND LIMITATION

As noted earlier, this study's ultimate goal was to test the reliability and validity of the five (5) constructs adapted to authenticate that the constructs' items are error-free before their application in the main study. For the above reason, the result of this piloted study had achieved its overall objective. Specifically, the reliability of the measuring instruments was achieved using the composite reliability and AVE. The findings of the reliability test confirmed that all the constructs of the study are above 0.70 benchmarks. Also, the validity of the measuring instruments was attained utilizing convergent and discriminant validity. The AVE's square root for each construct is higher than the correlations among the study's other reflective constructs. Again, assessing the respondent's characteristics has indicated a positive association between the respondents' selected demographic variables and their Intention to work after retirement. Therefore, based on this study's findings, the reliability and validity of the measuring instruments have been satisfied. The entire items of the constructs are suitable for application in the main study. Even with the success recorded by establishing the instruments' reliability and validity, the current study has some

limitations; some nurses measuring instruments midwives could not repair sent to them; only a few respondents completed the questionnaires. Because of the shortcoming identified from the current study, the researchers recommend that monetary rewards to cover the cost of data should be used to increase responses. Also, from the outcome of the demographic variables, this study proposes that the respondents' additional characteristics concerning actual preparation prolong work after retirement be incorporated in the critical study to appreciate the subject matter of the study.

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