

RETIRED ACADEMICIANS: A SOCIOLOGICAL ANALYSIS

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ABSTRACT

This paper focus for the Retired Academicians facing the problems have been identified pertaining to retirement scheme of the private sector employees where there is no legislated pension system in force. As a result of that, pension scheme and savings are more of a voluntary basis; although the principle is good but in practice many retirees suffer financially during their retirement. The objectives of this study are to examine factors contributing to individual's retirement planning behavior and the private pension system in the Govt. and private sector in India. Retirement planning behavior in this study was measured with series of questions on behavior about retirement planning. A total of 500 working individuals from private sectors in the age group of 60 years and above had participated in this study. The results identified several significant variables in the prediction of retirement planning among working individuals in India, including individual who had higher levels of education, higher levels of income, financial literacy, retirement goal clarity and attitude towards retirement. There is a correlation between retirement planning behavior and saving for old aged. As a response to the result collected from the survey, a legal proposition is put forward to address issues of pension during retirement among Govt. and private sector's employees.

Keywords: Life satisfaction, pension scheme, professionalism, Retirement planning, etc....

INTRODUCTION:

Retired academicians focus for the, occupations and professions and their implications for social statistics and dynamics. Sociologists since then have been attempting to focus upon the work structures, occupations and professions employing sociological perspectives and approaches. Some of the basic issues related to professions and occupations that warrant scientific attention of sociologists have been thrashed-out, and systematic attempts

have been made to provide conceptual scheme for the analysis of social realities pertaining to professions and occupations.

These professional groups, their ethics, values, behavioral patterns, and their implications for social structure and social processes have been considered as of paramount significance in the scientific analysis and systematic understanding of the social realities of contemporary industrial urban civilization.

The profession of teaching is of ancient origin and represents one of the most important occupational categories. However, during the recent years the teaching profession has given modern touch with the professional training and providing such other special skills to the teaching profession. As such the teaching field is divided as pre primary, primary, secondary, Pre University under graduate and university teaching on one side and the technical and medical education teaching profession on the other side. As such the teaching profession has its own complexities and the diversities, most of the studies conducted on the teaching profession are either concentrated on the primary teachers and on the university professors as such whereas the studies conducted on the teachers of undergraduate are very sparse and the dimensions are very much different.

As such works on undergraduate teachers are extremely sparse, rendering so important an area of sociology of professions such as this full of speculations and unwarranted generalizations. This, in turn, has rendered sociologists of occupations myopic to the realities pertaining to teaching profession and undergraduate teachers as an occupational category. The growing importance of this occupational category in the contemporary society and the lack of scientific understanding of realities pertaining to the statistics and dynamics of this profession warrant systematic and empirical inquiries into this area of sociological specialization. Further, the significance of studies on the undergraduate teachers lies in the fact that they purport to bridge the gap in systematic and scientific understanding of an important segment of society. An urgent need, hence, is felt among the Indian social scientists to focus on teachers as an occupational category from sociological view point and perspective. And in commensuration with this dominant scientific urge in the Indian sociological circles, the present thesis seeks to probe into the realities pertaining to the undergraduate teachers as representing an important occupational category in the contemporary society. To this extent, the present research on undergraduate teachers in an Indian setting could be considered as of considerable sociological relevance and significance.

METHODOLOGY:

The findings of the present study are based on the relevant data collected through the introduction of an interview schedule. Pertaining to the organizational context and professional context however, are collected with the help of an information schedule keeping in view in the limitations of the time and the resources for the present study the researcher has undertaken the field work method to collect the data. After conducting the pilot study at ten colleges and nearby colleges certain modifications were made to suit the resources available to the present study. The instruments were so designed as to elicit the information from the respondents and the organizations in which functioned. The instruments have been pre-tested in a pilot study to verify validity and reliability. The schedules so pre-tested are many of the questions required streamlining and is to make them more valid and less ambiguous. The pilot study also provided the researcher with much needed field exposure which could be of immense help in carrying out the main field work.

REVIEW OF LITERATURE:

Power and Hira (2004) States that indicated that retirement planning should begin earlier in an employee's career.

Tang (2003) states that *et al* surveyed a sample of 207 and 102 professors in the United States and Spain to examine university professors' money ethic endorsement, self-reported income and life satisfaction.

Lim V.K.G. (2003) states that found the majority of older Singaporean workers (aged 40 and above) were willing to be re-employed after retirement. Those aged 50 years and above were more likely to engage in retirement planning and preparations, when compared to those below 50 years old. The result affirms that work plays an important role in one's life. Overall, Singaporeans were positive and realistic in their perceptions towards retirement.

PRESENT VIEW OF RETIRED ACADEMICIANS IN INDIA

In the Post independent India the importance of higher education for the national development has been recognized. The University Grants Commission has considered the academic profession is the mother of all professions in the society” (University Grant Commission [UGC], 1997). The critical role of the academic profession in providing high quality higher education and research, necessary for national development, is also well noted, National Commission on Teachers [NCT] (1985) further noted, “It is important to have adequate and suitable opportunities for professional and career development.” As a corollary, various governmental committees

and commissions paid serious attention to the issues relating academic profession in higher education, including qualifications for teachers, teacher recruitment, promotion and upward mobility in their academic career, and faculty development in general. Almost at regular intervals, committees are enjoined by the Government of India to examine the pay and promotional structure as well as the service conditions of the teachers so as to ensure attracting and retaining the best talents in teaching profession in the country, and they have made important recommendations on the issues of revision of salary scales as well as promotional avenues for the teachers in higher education which formed the basis for modifications and improvement in the system. However, academic profession in India is carrying a mixed bag of problems. This paper presents a critical review of a few critical issues relating to academic profession in Indian higher education system, essentially focusing on teachers, their recruitment and their upward mobility.

ACADEMIC PROFESSION

Year	Number of teachers (in thousands)
1950–1951	24
1960–1961	62
1970–1971	190
1980–1981	244
1990–1991	271
2000–2001	350
2005–2006	488
2010–2011	817
2013–2014	1,049

Source: Ministry of Human Resource Development (various years); UGC (various years)

Presently nearly a little above one million teachers are employed in higher education institutions in the country. In 1950–1951, there were barely thousand teachers. The increase in the number of teachers has been phenomenal, going up by 43 times during the 64-year period. However, the rate of growth in the number of teaches has not kept pace with increase in number of institutions and enrolments, as one can note from Table 1. High growth in the number of teachers (16-20% per annum) took place only in the first two decades, followed by least rates of growth (below 5%) in the following three decades.

CONCLUSION

This paper study for the retired academicians overall results indicate that job position is closely related to the self-reported income in both public and private higher-learning institutions. The level of self-reported

income does have significant differences to a certain extent, in terms of respondent's saving and budget ability. Availability of income sources and potential resources after retirement are important considerations in retirement planning. On the other hand, children's education payment is perceived as the most potential conflict with retirement planning, especially for those aged 30 years or below. Consistent with prior studies, women look forward to retirement more than their male counterparts; and academics from public universities appear to have fewer worries about post-retirement lives than their peers in the private universities. Financial education and retirement planning provide important basis for the development of new human resource policies in higher education.

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