



ISSN: 2395-7476
IJHS 2019; 5(3): 72-74
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www.homesciencejournal.com
Received: 04-07-2019
Accepted: 08-08-2019

Vidhi Tripathi

M.Sc. Student, Department of Human Development and Family Studies, School for Home Science, Babasaheb Bhimrao Ambedkar University A Central University Vidhya Vihar, Raebareli Road, Lucknow, Uttar Pradesh, India

Shalini Agarwal

Assistant professor, Department of Human Development and Family Studies, school for Home Science, Babasaheb Bhimrao Ambedkar University A Central University Vidhya Vihar, Raebareli Road, Lucknow, Uttar Pradesh, India

Correspondence

Vidhi Tripathi

M.Sc. Student, Department of Human Development and Family Studies, School for Home Science, Babasaheb Bhimrao Ambedkar University A Central University Vidhya Vihar, Raebareli Road, Lucknow, Uttar Pradesh, India

Work place bullying faced by elderly post retirement

Vidhi Tripathi and Shalini Agarwal

Abstract

Work place bullying is defined as the repetitive and systematic engagement of interpersonally abusive behaviors that negatively affect both the targeted individual and the work organization. However, there also appear to be gender and management factors. Emotional/psychological consequences of workplace bullying may include increased mental distress, sleep disturbance, fatigue in women and lack of vigor in men, depression and anxiety, adjustment disorders, and even work –related suicide. This study examined the attitudes of older workers towards work and retirement, retirement planning and their willingness to continue working post retirement and to undergo retraining. Data were collected via questionnaire surveys. Respondent consisted of 80 individuals aged 60 and above. Findings suggested that work occupied a salient part of the Respondents lives. In general, respondents also held rather ambivalent attitudes with regard to the prospect retirement, i.e, while they did not view retirement negatively, they were nevertheless anxious about certain aspects of retirement.

Keywords: Bully, bullying, employment, job work, workplace, retirement, attitudes, older workers

Introduction

Old is closing period of life span. It is a period when people move away from previous, desirable period of usefulness. Age sixty is usually considered the dividing lines between middle and old age. Later adulthood or period of old age starts from the age of sixty. At this stage most individual lost their job because they are retired from active services. They have fear associated with their physical and psychological issues

Work place bullying is characterized and negative behavior directed at an employee that creates a risk to the employee's health and safety. Bullying or harassing behavior also includes spreading malicious rumors, unfair treatment, deliberately picking on someone, regularly undermining a competent worker, denying someone training or promotion opportunities or verbal, nonverbal, psychological, physical abuse and humiliation. In order to prevent being bullied or harassed at one's workplace, employees may seek to handle the problem informally or talk to their manager. Employers are responsible for preventing bullying and harassment at the workplace and are supposed to have anti-bullying and harassment policies to help prevent such problems. However, if the problem persists even after taking the above steps, the employee can make a legal complaint in accordance with the law of their country. Most nations have a law against harassment when the unwanted behavior is related to age, sex, disability, marriage and civil partnership, maternity, race, religion, belief and sexual orientation. feel scared, stressed, anxious or depressed Workplace bullying is verbal, physical, social or psychological abuse by your employer (or manager), another person or group of people at work.

Workplace bullying can happen in any type of workplace, from offices to shops, cafes, restaurants, workshops, community groups and government organizations. Feldstein (1983) and Summers (1983) Expected retirement age: on average, pre-retirees expect to retire at a later age than retirees have experienced: the median and mean retirement age for retirees is 60 and 58.6, respectively; pre-retirees' expectation for the age of retirement has a median of 65 and a mean of 67.1. The prevalence of low retirement wealth: the study finds that a majority (61%) of the respondents have/expect relatively "low" liquid retirement assets, with the phenomenon more pronounced for female respondents Severe underestimation of survival probability to an extreme old age overall, when compared to retirees' experience, pre-retirees have reasonable expectations regarding income in retirement from a variety of sources.

Fewer pre-retirees (than retirees) have defined benefit (DB) workplace pensions, mirroring a shift away from DB arrangements. Pre-retirees expectations for social insurance pensions are quite strongly related to the highest level of education attained (which is positively correlated with financial literacy). Certain pre-retirees may underestimate public pension benefits due to a lack of knowledge of the Canadian retirement income system. Retirement planning and spending concerns: the four most importance concerns when making planning and spending decisions are: liquidity, consumption/income smoothing, inflation and longevity. Bequest and investment risk-taking are considered the least important. Concerns vary according to retirement wealth levels: high wealth respondents are more concerned with meeting home care or nursing home expenses than longevity risk; extremely low wealth respondents are more concerned with consumption/income smoothing. Female respondents, in general, are found to be more concerned than male. Bequest motives: bequest is generally viewed as fairly unimportant. A retirement turns into a complete part of the regularizing life cycle arrange, tolerating the elements impacting retirement planning exercises. Above all family salary and retirement arranging is firmly related. The early an individual begins contributing for retirement arranging the more he or she gets the advantages in later age of their life. The people's retirement arranging has a tendency to be higher than others if the level of family salary is went with better wellbeing. Singular dismisses the retirement arranging since they have certain level of trouble in acclimating to retirement. The statistic, authoritative place and Health predicts a superior retirement arranging.

Objective: To assess work place bullying faced by elderly post retirement.

Hypothesis: H0: There is no difference between workplace bullying and gender group.

Method and Materials

Sample: The study was conducted within 1 year from July 2017 to May 2018 by questioning and interviewing among 80 elderly in Lucknow city.

Data collection: A self made pre tested interview schedule was used to collect general and specific information from elderly.

Data processing and analysis: The data was first coded, tabulation, decoded and analyzed by applying description as well as rational statistical tools in order to get interference.

Results: ANOVA value between age differences between different workplace bullying

Table 1: Variables and standard deviation conclusion

Variables	Mean	Standard deviation	df	F	S	Conclusion
60-65	39.4839	5.2574	3	0.085	0.00	Rejected
66-70	41.3636	6.18503	72			
71-75	48.7500	3.24037	75			
Above75	45.8846	6.022464				

$P < .05$

data shows that the f value (0.085) was found significant at $< .05$ of significance their indicates that is significant difference were found between age and no. of person work

harassment therefore the null hypothesis was rejected. It means that there is significant difference in the age and no. of people harass.

Ho1: There is no difference between workplace bullying and gender

ANOVA value between age differences between different workplace bullying

Table 2: Particular differences male and female Standard deviation

Particular	Mean	Standard deviation	Df	F	S	Conclusion
Male	43.72222	7.012585	1	1.819	.182	NS
Female	41.8000	5.23891	74			

$P = > .05$ level of significance

Result in table showed that the f value calculated (1.819) was found non-at 0.05 level of significance thus null hypothesis was accepted. Mean value showed that there was no significant difference between the problems faced at workplace bullying and gender. Thus it could be concluded that respondents of any gender can have any problem at workplace bullying.

Conclusions

Old age is the closing period of life span. It is a period when people "move away" from previous, more desirable period of 'usefulness'. Age sixty is usually considered the dividing lines between middle and old age. They have to fear related to their physical and psychological problems. According to the societal perspectives elderly are not so active, their intellectual ability is decreased they are narrow minded and attaching themselves to significance to religion. Workplace bullying are the most common in different working sectors. Workplace bullying can happen in any type of workplace, from offices to shops, cafes, restaurants, workshops, community groups and government organizations. The results show different age groups of the working individuals have different perspective toward the retirement planning behavior. The findings show that age, education level, income level, goal clarity, attitude toward retirement and potential conflict in retirement are the factors influencing the retirement planning behavior. In many similar studies, age has been found to be a significant predictor of saving tendencies. In this study, education level and income level are the significant variables for the retirement planning behavior other than age. Meanwhile the psychological factors also play an important role in affecting the retirement planning behavior. Working individuals might realize that early planning retirement enables working individuals to have strong financial planning to secure them in their afterlife of retirement.

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