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Master's Thesis of Social Welfare

Effects of Timing and Voluntariness of
Retirement on the Subjective Well-Being
of Older Adults in Mongolia:
Moderating Role of Gender

은퇴의 시기 및 자발성 여부가 몽골 노인의 주관적
삶의 질에 미치는 영향: 성별의 조절효과를 중심으로

February 2019

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Effects of Timing and Voluntariness of Retirement on the Subjective Well-Being of Older Adults in Mongolia:
Moderating Role of Gender

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November 2018

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Acknowledgement

*I dedicate this thesis to my father Lkhagva and mother Tsevegdorj,
who raised me with infinite love.*

Foremost, I would like to express my deep respect and sincere gratitude to my thesis advisor Professor Kim, Hye-Lan, who guided me and helped me at every stage of my work. This research would have been impossible without her valuable advice, continuous support and encouragement, generosity of time and trust in me.

I am profoundly grateful to Professor Kahng, Sang Kyoung and Professor Ha, Jung-Hwa for their time, guidance, insightful comments, encouragement and kind support.

A huge and heartfelt thanks to my dearest SNU friends for being there during my time of need. My sincere gratitude and appreciation to *everyone* who were involved and supported me throughout the process.

Most importantly, my deepest thanks to my loving and caring husband Ugtakhybayar for his love and unconditional support.

Thank You God for Your blessings.

Abstract

Effects of Timing and Voluntariness of Retirement on the Subjective Well-Being of Older Adults in Mongolia: Moderating Role of Gender

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The overall purpose of this study is to present different forms of retirement. Specifically, based on Beehr's Model of Retirement Behavior and the Life Course Perspective, the study examines the effects of voluntariness (voluntary vs involuntary) and timing (on-time vs off-time) of retirement on the subjective well-being of older adults, along with the moderating role of gender.

Considering different retirement ages by gender and occupation in Mongolia, older adults aged 48–62 were included in the sample randomly. An anonymous survey was conducted using a self-reported questionnaire composed of two parts: (1) demographic information, retirement characteristics and perceived subjective well-being, and (2) characteristics of involuntary retirement. A total of 268 cases were included in multiple regression analyses to test the hypotheses of the study, and the main

findings are summarized as follows. First, voluntary retirees reported higher levels of subjective well-being than involuntary retirees, and on-time retirees reported higher levels of subjective well-being than off-time retirees. Second, gender moderated the effect of voluntariness on the subjective well-being, but not the effect of timing on the subjective well-being of older adults. It is recommended that future studies analyze ‘off-time’ retirement in more detail, specifying it between *early* and *late*, as women retiring later may perceive their retirement differently than those who retire earlier.

Despite limitations due to geographic scope and cross-sectional design, this being the first study of its kind, it provides significant insight into the different forms of retirement emerging in Mongolia. Overall, the study found that not every adult willingly retire and the timing will not be same for every person, which in turn affects the well-being of older adults.

Keywords: Voluntary retirement, involuntary retirement, retirement timing, gender, subjective well-being

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Chapter 1. Introduction

1.1. Introduction

Over the years, the retirement concept has changed dramatically, and it is increasingly seen in a broad and ambiguous manner, rather than having a single-precise definition. As the nature and forms of retirement have been changing, its definition has widened. Hence, broadly speaking, retirement is not anymore described solely as a one-time event every person experiences similarly, rather it is more commonly conceptualized and perceived as a dynamic process that has different forms with specific characteristics (Fisher, Chaffee, & Sonnega, 2016; Moen, Kim, & Hofmeister, 2001; Moen & Lam, 2015; Oakman & Wells, 2015; Shultz & Wang, 2011). While still a broad concept, retirement has different forms in terms of timing (*early vs on-time*), completeness (*partial vs complete*), and perceived voluntariness (*voluntary vs involuntary*) (Beehr, 1986), and each may have different and/or similar causes, effects and implications. As the retirement concept has widened and its perception has been changing, distinguishing between these different forms and investigating their diverse nature have been the focus of recent research.

Accordingly, in a context of increasing aging of the population across countries, previous research have been emphasizing the importance of understanding retirement types or forms and conceptualizing them clear as possible in retirement research. For example, because retirement may not be always as a voluntary event, it is needed to distinguish between voluntary and involuntary due to increasing prevalence of involuntary retirees (Bonsang & Klein, 2011; Saller, 2016; Shultz & Wang, 2011; Solinge & Henkens, 2007). Researchers found that health and finance related issues are the main causes of this emerging form – *involuntary retirement* – which is less studied compared to voluntary retirement, and in return it adversely affects the well-being of retirees who reported more dissatisfaction, depression, and anxiety than those who retired voluntarily (Herve, Bailly, Joulain, & Alaphilippe, 2012; Seligman, 2010). Mosca and Barrett (2014, p. 14) stated that “unemployment and forced/involuntary retirement are qualitatively different, with the latter having stronger negative mental health effects.”

Next, retirement is one of the major events in life, and deciding *when* to retire is important, thus research on retirement timing has grown substantially. Retirement timing has been conceptualized as a complex process that involves a number of factors, for example, health, finance, family obligations, and social and policy environment (Carriere &

Galarneau, 2012; Denton, Plenderleith, & Chowhan, 2010; Furunes, 2015; Lachance & Seligman, 2008; Schreiber & Weber, 2016; Wang & Hesketh, 2012). Older adults have a certain amount of choice and control over the timing of their retirement, either large, little, or even no control, and this is one of the factors to define retirement as ‘on-time’ or ‘off-time’. As choice and control are the critical components of this decision-making process when to retire, having less control over their retirement decision could have an adverse impact on the well-being of older adults (Calvo, 2006). The optimal timing or ‘wanted to’ decision vary individually and may differ from the commonly perceived ‘normal’ timing. Nevertheless, as mentioned by Steiber (2014, p. 5558) “subjective well-being is highest when retirement happens on-time, i.e., neither very early nor very late.” Similarly, Calvo, Sarkisian, and Tamborini (2012) found that subjective well-being was maximized when retirement occurred on-time, and those who retired very early or very late had lower subjective well-being.

Furthermore, gender is one of the key areas of research in nature and effects of retirement, because men and women tend to experience different paths to, through and after retirement. Especially in relation to retirement timing and voluntariness, previous studies reported significant gender differences because of the factors associated with labor force, care obligations, societal pressure and discrimination, and policy and legal

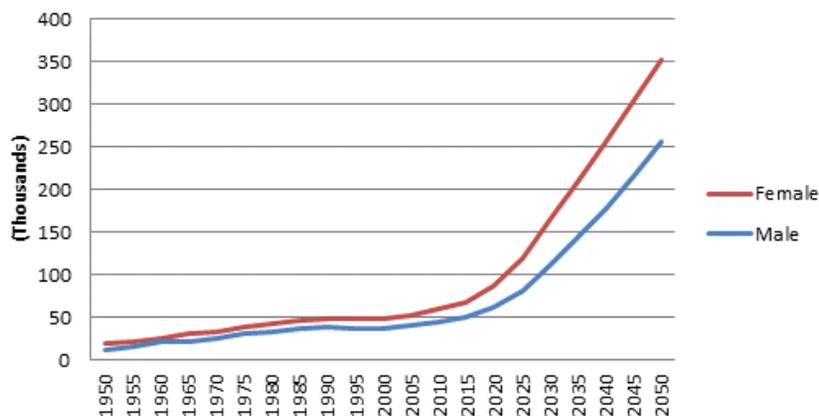
environment (Furunes, 2015; Lachance & Seligman, 2008; Moen, Kojola, Kelly, & Karakaya, 2016; Solinge & Henkens, 2007). Similar findings were reported in recent research by Moen et al. (2016) that gender continues to directly affect retirement timing, where women expect to retire earlier, on average, perhaps because of the multiple factors (e.g., health, family, spouse's retirement, work condition and policy) affecting their retirement. This demonstrates that exploring potential moderating effects of gender may provide insights into the impact of retirement timing and voluntariness on the subjective well-being of older adults.

Overall, researchers (Moen & Lam, 2015) indicated the necessity of research on retirement timing and voluntariness. Furthermore, both timing and voluntariness of retirement are unique and distinct in nature, and needs to be looked at individually. However, they are not fully separate and discrete concepts, and may to some extent overlap within a broader context and concept of retirement process.

Finally, Mongolia, as many other countries in the world, is experiencing an increase in the aging population due to increased life expectancy and decreased fertility and mortality rates. According to a report by the UNFPA and the Government of Mongolia (2012), the fastest growing major age group will be the 65 and over, which is expected to increase about three times during 2010-2040, having a higher rate of elderly growth in the

2020-30 decade. In the context of this significant increase in an aging population, older adults are becoming more diverse and retirement is getting complex.

Figure 1: Number of Older Adults (65+ years old)



Source: “Mongolia Demographic Data. (Source: World Population Prospects, The 2015 Revision”, UN ESCAP. Retrieved June 1, 2018, from <http://www.unescap.org/ageing-asia/country/mongolia>

Retirement ages and forms are not always same in every country, and not all older adults in a country experience same timing and voluntariness of retirement (Furunes, 2015). Nevertheless, the nature and forms of retirement have been changing in Mongolia as well, and retirement does not necessarily mean always as a voluntary withdrawal from the labor force, because many older adults retire against their will or involuntarily. Accordingly, this study aims to assess the proportion of involuntary retirees, and then examine the characteristics. Furthermore, in Mongolia, retirement

occurs mostly based on the statutory retirement age stated in the law, which varies by gender and occupation. Due to early retirement incentives, various ways of societal and employer pressure, and social stereotypes and discrimination, older adults leave the labor force when they reach the statutory retirement age. On the other hand, an increasing number of older adults in Mongolia choose to continue working, whether because they want to or they need to (Institute for Labour Studies., 2014; Ministry of Social Welfare and Labour, 2015; Morris, 2001; World Bank, 2013). Therefore, there is a need for more research to explore different retirement forms emerging in Mongolia, and examine how they may affect the well-being of older adults, along with gender differences.

1.2. Problem Statement of the Study

First, due to its changing nature of having different forms, retirement is increasingly becoming heterogeneous (Fisher et al., 2016; Moen & Lam, 2015; Shultz & Wang, 2011; Topa, Moriano, Depolo, Alcover, & Morales, 2009). Retirement is no longer viewed solely as a voluntary event and there is a need to specify its forms, particularly – involuntary retirement – which was insufficiently covered in international research, despite its increasing prevalence (Heide, Rijn, Robroek, Burdorf, & Proper, 2013; Lachance &

Seligman, 2008; McDonald, 2012; Solinge & Henkens, 2007). Moreover, retirement timing is becoming more unpredictable which varies among older adults. Some older adults have less choice and control over their retirement timing and they may be at higher risk, experiencing more stress and decreased well-being (Carriere & Galarneau, 2012; Denton et al., 2010; Lachance & Seligman, 2008; Wang & Hesketh, 2012). Therefore, to address such research need (Moen & Lam, 2015), this study examines the effects of different forms of retirement in terms of voluntariness and timing, as well as how gender may moderate those potential effects.

Next, compared to other countries, retirement has not been studied longer and in-depth in Mongolia. Most retirement-related studies are mainly focused on the pension system and its regulations, and retirement forms are merely studied. In Mongolia, retirement is generally considered as a one-time life event every person willingly accept. Therefore, there is a significant need to explore and examine different forms of retirement emerging in Mongolia, and to the best of my knowledge, no such research has been conducted in Mongolia yet.

1.3. Purpose of the Study

The overall purpose of this study is to explore different forms of retirement emerging in Mongolia and how they may affect the well-being of older adults.

More specifically, considering the above-mentioned research gaps and needs, the study aims to examine how different forms of retirement in terms of timing (on-time vs off-time) and voluntariness (voluntary vs involuntary) may affect the subjective well-being of older adults, along with the moderating role of gender.

The study aims to contribute to the needs for further research on aging and retirement in Mongolia due to an increasing older population that is becoming even more diverse.

1.4. Research Questions

Based on the purpose of the study, following questions were addressed:

Question 1: Is there a difference in the effects of retirement timing on the subjective well-being of older adults?

Question 2: Is there a difference in the effects of retirement voluntariness on the subjective well-being of older adults?

Question 3: Does the effect of retirement timing on the subjective well-being of older adults differ by gender?

Question 4: Does the effect of retirement voluntariness on the subjective well-being of older adults differ by gender?

Chapter 2. Theoretical Framework and Literature

Review

2.1. Introduction

In order to examine different forms of retirement, first it is essential to have foundational knowledge and understanding of retirement concept.

Retirement can mean different things to different people, both as an event and a state of being (Bowlby, 2007). Topa et al. (2009) stated that there is no univocal or *one* definition for retirement because it is a multifaceted phenomenon described as a process and/or an act. Generally, retirement concept can be defined by objective and subjective measures, described variously such as voluntary or involuntary, on-time or off-time, sudden or gradual, event or process, and individual or joint decision. Therefore, overall, this study supports previous research that there is no single-precise definition of retirement, and retirement will not be same for every person.

Furthermore, retirement has both positive and negative impacts, which includes not only personal decision and action, but also socio-economic, environmental, and organizational factors. While retirement is viewed as a major life crisis, which could be considered as a significantly stressful

event (Lo & Brown, 1999), for some older adults it is not a time of decline or loss, rather it is seen as an opportunity with improved well-being (Cumming & Henry, 1961), and other researchers argue that retirement has not much effect to change the well-being (Solinge & Henkens, 2007). Nevertheless, in accordance with the report of the United Nations (2003, p. 13), “Retirement should not be seen as a stage in one’s lifetime, which hinders or stops the retiree from continuing being creative and capable of contributing to society. In the case of those who opt to retire, every effort should be made to promote a smooth and gradual transition from one type of life to another.”

Because there is a greater heterogeneity in *when*, *why*, and *how* older adults retire, from wider to in-depth analyses will be helpful to understand retirement process, and would be grounds for examining retirement forms from different analytical and empirical perspectives. Furthermore, even though retirement is unique experience for everyone, there are common factors as well.

2.2. Theoretical Framework

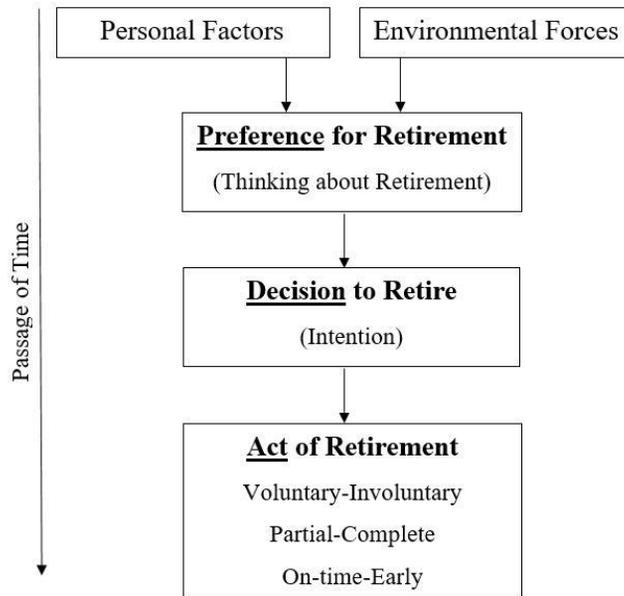
For the purpose of this study, the “Model of Retirement Behavior” which was developed by Beehr (1986) and the Life Course Perspective were used as the main theoretical framework.

2.2.1. Beehr’s Conceptual Framework of Retirement

Beehr presented a conceptual model, which builds the foundation and provides a theoretical framework and analytical approach to retirement research.

According to Beehr (1986, p. 50) “retirement is a process that occurs over time, rather than a single, one-time event.” With this regard, retirement takes place through different stages with different characteristics. Thereby, as a process, retirement can be classified into multiple forms (T. A. Beehr & Bennett, 2007), and attempting to approach it with a single definition may limit its scope of diversity. Beehr conceptualized retirement process into three main stages or phases (Figure 2). Here, personal (e.g., health and finance) and environmental (e.g., family and marriage) factors affect people’s preferences for retirement, which in turn affect their decision to retire and finally their act of retirement, whether it be voluntary or involuntary and on-time or early.

Figure 2: The Process of Retirement by Beehr
(Beehr, 1986, p. 46)



The final phase, or the actual act of retirement may vary individually. In other words, Beehr stated that retirement definition is more complex because it occurs in different forms. One of the major areas of Beehr's (1986) research was identifying different forms or types of retirement, and he emphasized that "one of the needs of retirement research is the development of definitions of different types of retirement in order to investigate the different factors predicting and predicted by each" (p. 33). Accordingly, Beehr suggested following three main dimensions, which conceptually describe retirement:

1. Voluntariness (*voluntary vs involuntary*),
2. Timing (*early vs on-time*), and
3. Completeness (*partial vs complete*).

Hereby, classifying retirement provides a broad perspective of the key aspects of retirement that are relevant for most older adults. These dimensions help to explore different forms of retirement, and examine their nature and characteristics.

This study focuses on the ‘act of retirement’ and examines its *voluntariness* and *timing* categories. As mentioned by Szinovacz and Davey (2005, p. 37) the “voluntariness of retirement refers to retirees’ perceptions of whether retirement was voluntary or involuntary (Beehr, 1986). It derives from choice, motivation, and workers’ perceived control over the retirement decision.” In line with this, the current study examines involuntary retirement, and addresses its need for further research. Furthermore, Beehr (1986) conceptualized retirement timing as *early* and *on-time*, however, due to apparent increase among older adults who choose to continue working, *off-time* form of retirement (including both early and late patterns) needs to be examined as well (Fisher et al., 2016; Guishard, 2012). Thereby, in terms of retirement timing, both on-time and off-time forms were examined in current study.

2.2.2. Life Course Perspective

Life Course Perspective is used to examine life course events, changes, and transitions within a social and historical context (Moen, 1996). As stated by Elder, Johnson, and Crosnoe (2003), life course was theorized based on following five key principles: (a) time and place, (b) life-span development, (c) timing of decisions, (d) human agency and personal control, and (e) linked lives and social ties to others. In gerontology, the Life Course Perspective provides a framework for understanding transitions and life events that occur with age, such as retirement, and how they affect individual's well-being.

Focusing on time, context and process, the Life Course Perspective offers a theoretical framework, which is used to explain and examine different forms of retirement in terms of timing and voluntariness (Fisher et al., 2016; Moen & Lam, 2015; Tarkar, Dhamija, & Singh, 2017). From the view of Life Course Perspective, retirement timing refers to the *age* at which retirement occurs (Wind, Pas, Blatter, & Beek, 2016). Furthermore, according to Life Course Perspective, transitions or life events such as retirement can occur 'on-time' or 'off-time'. People have a certain amount of choice and control over the timing of their retirement, and this is one of the factors to define retirement as 'on-time' or 'off-time'. In this regard, the

Life Course Perspective describes about choice and control over retirement process (Moen, 1996). According to Life Course Perspective, “perceived control—a notion related to agency, mastery, and self-efficacy”—plays an important role in life course transitions and having more control increases the well-being (Calvo & Sarkisian, 2014, p. 5; Szinovacz & Davey, 2005).

Moreover, Life Course Perspective helps to examine gender differences along with their underlying factors affecting how retirement occurs, as men and women tend to experience different paths to, through and after retirement (Moen, 1996; Moen et al., 2016). Previous studies used Life Course Perspective to explain gender differences in *when* and *how* older adults retire. For example, in general, women appear to do more caring than men do, and the timing and voluntariness of retirement for women are more likely to be influenced by care obligations and family duties (Furunes, 2015; Mortelmans, 2011). Similarly, recent research by Moen et al. (2016) indicated that gender continues to directly affect retirement timing, where women expect to retire earlier, on average, perhaps because of the multiple factors (e.g., health, family, spouse’s retirement, work condition and policy) affecting their retirement. Accordingly, gender-related nature of retirement may in turn affect the well-being of women. In this regard, the Life Course Perspective also provides background and

insights to examine the perceptions of overall subjective well-being of older adults affected by retirement.

2.3. Literature Review

Effects of retirement has been a concern for years, and especially, researchers studied how retirement affects the subjective well-being of older adults (Eibich, 2014; Hershey & Henkens, 2013). Subjective well-being measures the ‘quality of life’ of individuals and of societies in a variety of ways. Previously, the focus of subjective well-being researchers was more “on *who* is happy (see Diener et al., 1999) – whether it be the married, the wealthy, spiritual individuals, or other demographic groups. The recent focus, however, has been on *when* and *why* people are happy and on *what processes* are that influence SWB” (Diener, 2000, p. 40). Furthermore, subjective well-being refers to when people meaningfully evaluate and perceive their own lives as a whole, as well as about their experiences such as retirement (Diener, 2000; Tov & Diener, 2013).

Consistent with Beehr’s conceptualization, retirement has been viewed as a dynamic process with considerable diversity. Retirement now occurs in different forms. Therefore, there is a need to examine the effects of different forms of retirement on the subjective well-being of older adults,

specifically in terms of timing and voluntariness (Moen & Lam, 2015). Furthermore, both timing and voluntariness of retirement are unique and distinct in nature, and needs to be looked at individually. However, they are not fully separate and discrete concepts, and may to some extent overlap within a broader context and concept of retirement process.

2.3.1. Effects of Retirement Timing (on-time vs off-time) on Subjective Well-being

As one of the major events in life, deciding *when* to retire is important, and this decision-making process needs to be analyzed from different perspectives, in view of diverse and changing older population. Retirement timing can be defined or measured from both objective and subjective perspectives, and there is no single, ultimate definition.

Previous research emphasized how *timing* of retirement matters in well-being of retirees. Therefore research on retirement timing, including its causes and effects, has grown substantially, and thereby describes retirement timing as a complex process that involves a number of factors, for example, individual resources, health, finance, marital status, family obligations, work, and organizational, social and policy environment (Beehr & Bennett, 2015;

Fisher et al., 2016; Furunes, 2015; Oakman & Wells, 2015; Schreiber & Weber, 2016).

Among these, health and financial status are the key determinants of retirement timing – decision *when* to retire – and which in turn affect the well-being of older adults (Fisher et al., 2016; McDonald & Donahue, 2012). There is a considerable amount of literature on health as an important predictor of retirement timing, some emphasized that poor health may influence the decision to retire earlier, and healthier workers remain at work longer than those with reduced health (Furunes, 2015; Rijn, Robroek, Brouwer, & Burdorf, 2014; Schreiber & Weber, 2016). In this regard, previous research identified that health status is linked with subjective well-being of retirees and poor health can reduce the quality of life during retirement process (Curl, 2007; Fonseca, Kapteyn, Lee, & Zamarro, 2014; Furunes, 2015; Howard, 2005). Moreover, income was found to be positively correlated with subjective well-being, and wealth found to buffer adverse impacts on subjective well-being of retirees (Baxter, 2010; Hobbis, 2012). Findings from previous research showed that those who financially earn more have options over their retirement timing, and people who lack financial resources have limited choices (Léime, 2017).

Furthermore, due to increasing importance of retirement timing, research has grown focusing on its related policy and procedures (Schreiber

& Weber, 2016). Previous studies found that forced or mandatory retirement negatively affects the well-being of older adults. Hence, over the years, mandatory retirement has been eliminated in countries, encouraging voluntary retirement. For instance, in Mongolia, retirement should occur “at one’s own request” as stated in the law. However, the retirement age stated in the law is often seen as a signal or *time* to retire, and is used to dismiss older workers from labor force, which adversely affects their well-being (Ministry of Social Welfare and Labour, 2015; Morris, 2001; World Bank, 2013). Even though, people may retire at different ages, and in addition, mandatory retirement age has been eliminated, the statutory retirement age is still considerably important for research on retirement timing, which is used to measure retirement timing or define it as ‘on-time’ or ‘off-time’. In addition, a variety of early retirement incentives may also affect the retirement timing, and thereby contribute to the well-being of retirees. Accordingly, retirement age has been identified as one of the important factors of retirement timing, and as mentioned in recent international research by Tarkar et al. (2017), retirement age is one of the important public debatable issues.

Next, as the variation in retirement timing has grown, individual choice has increased as well (as cited in Solinge & Henkens, 2007). Retirement timing cannot be separated from choice and control over the

decision of older adults when to retire (Baxter, 2010; Boswell, 2012; Hobbis, 2012; Moen, 1996; Szinovacz & Davey, 2005). Calvo (2006) underlines that having less control over their retirement decision could have an adverse impact on the well-being of older adults. Findings from several studies are consistent with this result that due to health, downsizing, or mandatory retirement (Denton, Plenderleith, & Chowhan, 2013), those older adults with little control over their retirement timing may be at higher risk, experiencing more stress and decreased well-being (Carriere & Galarneau, 2012; Denton et al., 2010; Lachance & Seligman, 2008; Wang & Hesketh, 2012). Nevertheless, older adults have a certain amount of control over the timing of their retirement, either large, little, or even no control, and this is one of the factors which influence to define retirement as ‘on-time’ or ‘off-time’.

Furthermore, when describing retirement timing, previous studies mostly focused on ‘early’ and ‘on-time’ forms of retirement, and few have analyzed ‘late’ retirement or older adults who remained in the labor force (Hershey & Henkens, 2013). In recent research, Fisher et al. (2016) recommended that more research is needed to investigate continued work or working until later ages due to changes in retirement age and timing. Therefore, it is also necessary to examine delayed retirement, or off-time form of retirement which includes both early and late forms.

Moreover, as mentioned by Steiber (2014, p. 5558) “subjective well-being is highest when retirement happens on-time, i.e., neither very early nor very late.” The optimal timing or ‘wanted to’ decision vary individually and may differ from the commonly perceived ‘normal’ timing. Nevertheless, retirement occurs in any person’s life, yet the timing of this decision may vary and have different meanings for individuals (Shultz & Wang, 2011).

2.3.2. Effects of Retirement Voluntariness (voluntary vs involuntary) on Subjective Well-being

Once making a decision to retire whether it was on-time or off-time, another important factor to be considered is about voluntariness of retirement. Retirement voluntariness is the perception of retiree about whether it was voluntary or involuntary (Beehr, 1986; Denton et al., 2013). Furthermore, voluntariness may vary among individuals, for example, one individual in poor health may retire voluntarily, while the other may perceive it as a reason for his/her involuntary retirement.

Nevertheless, previous studies emphasized the need to distinguish between voluntary and involuntary due to increasing prevalence of involuntary retirees (Bonsang & Klein, 2011; Shultz & Wang, 2011; Solinge & Henkens, 2007). Hence, it is essential to study the voluntariness

per se and investigate its associated factors, because researches found negative relationship between involuntary retirement and the well-being of retirees (Bender, 2012; Bonsang & Klein, 2011; Gallo et al., 2006; Hershey & Henkens, 2013; Hershey & Henkens, 2014; Howard, 2005; Polan & Taylor, 2011; Quick & Moen, 1998; Wang, 2007).

As mentioned by Steiber and Kohli (2015, p. 6) “voluntary retirement defined as having retired at the preferred age” and it occurs when individuals decide to stop work of their own *free will* (Lowe, 1991), and more likely to be satisfied. Most voluntary retirees express a positive view of retirement (Lachance & Seligman, 2008), and previous studies found that voluntary retirement brings more happiness and life satisfaction in retiree’s life (Baxter, 2010; Bradley et al., 2004; Legutko, 2014). Voluntary retirement is based mainly on workers’ preferences. Furthermore, the results showed that voluntary retirees were older adults who, on average, had more education, higher earnings, life satisfaction, as well as perceived financial control; hence, they may have more time and opportunity to plan in advance (Baxter, 2010; Denton et al., 2013).

While some people welcome, expect, and plan for retirement, others experience involuntary or forced retirement (Denton et al., 2013; Lachance & Seligman, 2008; Shultz & Wang, 2011; Szinovacz & Davey, 2005). Researchers identified that key determinants of involuntary retirement are

health and finance or job related issues (Fisher et al., 2016; Lachance & Seligman, 2008). Most older adults experience at least one health issue and many of them suffer from several health conditions (Polan & Taylor, 2011). This may explain why involuntary retirees are at higher risk of poor health, especially those with lower socioeconomic status or experiencing financial difficulties. Similarly, researchers (Lachance & Seligman, 2008) examined how involuntary retirement affects the respondent's well-being and found that involuntary retirees express more dissatisfaction compared to voluntary retirees. For example, Bonsang and Klein (2011) used subjective well-being measures and found that involuntary retirement adversely affected life satisfaction. If "retirement is often accompanied by a decline in life-satisfaction, self-evaluation, and quality of life" (Atchley, 1988), involuntary retirees may experience more challenges and struggles. Similarly, Hyde, Hanson, Chungkham, Leineweber, and Westerlund (2015) found that older adults experience negative consequences such as higher risk of depression due to forced or involuntary exits. In addition, Mosca and Barrett (2014) stated that unemployment and involuntary retirement are qualitatively different, with latter having stronger negative mental health effects.

Moreover, involuntary retirement may give less or even no time for retirees to plan, which may lead to feelings of uncertainty and depression

(Baxter, 2010). This explanation is congruent with recent research, and supports the potential impacts of involuntary retirement on the well-being of older adults, specifically, reduced resources have been shown to predict lower levels of well-being (Hansson, Buratti, Thorvaldsson, Johansson, & Berg, 2017; Henning, Lindwall, & Johansson, 2016; Hershey & Henkens, 2014).

Overall, involuntary retirement is less studied compared to voluntary retirement, which in return adversely affects the well-being of retirees who reported more dissatisfaction, depression, and anxiety than those who retired voluntarily (Herve et al., 2012; Seligman, 2010).

2.3.3. Moderating Role of Gender

Gender is one of the key areas of research in nature and effects of retirement, because men and women tend to experience different paths to, through and after retirement. Previous studies reported significant gender differences in *when* and *how* retirement occurs, because of the factors associated with labor force, care obligations, societal pressure and discrimination, and policy and legal environment.

2.3.3.1. Moderating Role of Gender on the Relationship between Retirement Timing and Subjective Well-being

The relationship between gender and retirement timing was examined in recent research by Moen et al. (2016), and it was reported that gender continues to directly affect retirement timing, where women expect to retire earlier, on average, perhaps because of the multiple factors (e.g., health, family, spouse's retirement, work condition, and policy) affecting their retirement. Furthermore, there are older workers who are healthy and willing to stay in the labor market, however, employers discriminate them because of their age and gender, despite their ability, skills, and experience (Léime, 2017). Some of the gender differences may be explained by social, cultural, and legal environment. For example, Mongolia has different statutory retirement age (60 for men, 55 for women) and the Government provides early retirement incentives (e.g., for women aged 50 who raised up four or more children), which affect older women to retire earlier, and in return may affect their income and well-being (Gassmann, Francois, & Trindade, 2015; Ministry of Social Welfare and Labour, 2015; Morris, 2001; National Statistical Office of Mongolia, 2010; World Bank, 2013). As stated in the report by Burn and Oidov (2009), Mongolian women compulsorily retired at early ages between 45 and 50, because of the number of their

children¹. Furthermore, some evidence suggested that laws such as early retirement incentives have been used to dismiss women from labor force, which adversely affect their well-being (Ministry of Social Welfare and Labour, 2015; Morris, 2001; World Bank, 2013). Moreover, roughly 30 percent of Mongolian women between ages of 50-65 (who are looking for work and cited retirement as the first reason for their unemployment) were the heads of households. This shows that the self-selection to retire is not much of the cases for early retirement in Mongolia (World Bank, 2013).

2.3.3.2. Moderating Role of Gender on the Relationship between Retirement Voluntariness and Subjective Well-being

Supporting the Life Course Perspective, previous studies (Furunes, 2015; Lachance & Seligman, 2008; Solinge & Henkens, 2007) described that care obligations and family responsibilities are the common factors that affect how older adults retire. These would vary by gender, and in general, women appear to do more caring than men do, and women's retirement is more likely to be influenced by care obligations and family duties (Furunes, 2015; Mortelmans, 2011). Care obligations may not be limited to spouse or direct

¹ The Government of Mongolia provides early retirement incentives for women who raised four or more children.

family members only. As cited by Moen and Lam (2015) there is evidence, especially for women, that care obligations occur in different forms such as caring their extended family members. This is common in Mongolia where, in general, women are expected to provide care for their elderly parents, parents in law, adult children, and grandchildren. Also, there is a common understanding among Mongolians that once older adults reach the statutory retirement age, they are expected to stay at home looking after their grandchildren regardless of their *willingness* or ability to remain in the labor force. Thereby, in Mongolia, traditional care obligations may cause older women to retire against their will or involuntarily, and some older women perceive their retirement as ‘necessity’ rather than their ‘desire or wish’ to retire, because they ‘had to’ or ‘needed to’ retire due to their family duties.

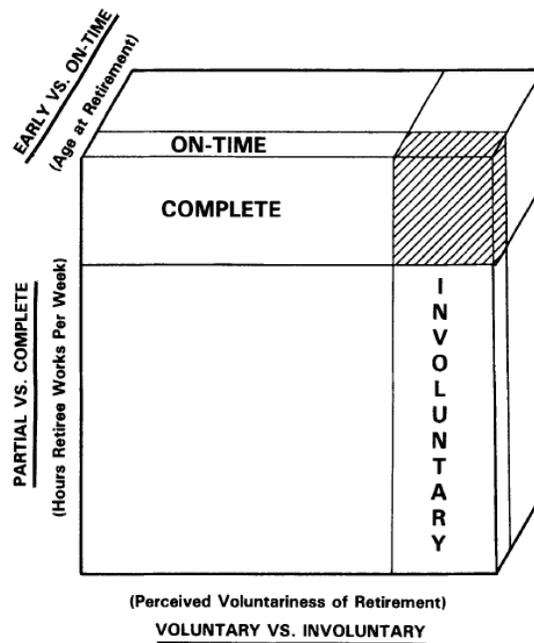
Chapter 3. Conceptual Model and Research

Hypotheses

3.1. Conceptual Model

The proposed model of the current study was based on Beehr's model presented in Figure 3 (Beehr, 1986). Beehr's model provides a broad perspective of the key aspects of retirement that are relevant for most older adults. In addition, this model has useful dimensions in exploring different forms of retirement, which is the purpose of this study.

Figure 3: Beehr's Model (Forms of Retirement)



Source: (Beehr, 1986, p. 33)

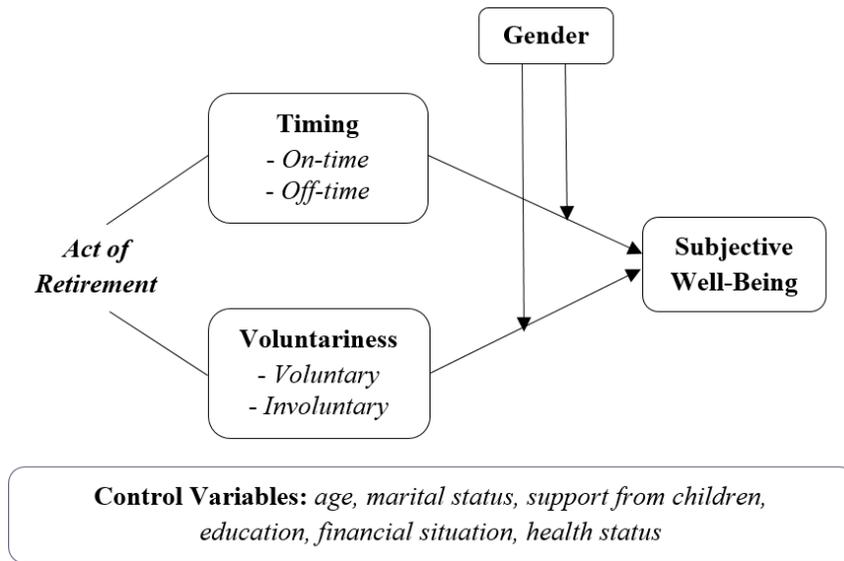
The current study aims to examine the (1) voluntariness of retirement because of the increasing prevalence of involuntary retirement, which is less studied both internationally and nationally, and the (2) timing of retirement because previous research emphasized how timing of retirement matters in well-being of retirees, but timing has not been studied sufficiently in Mongolia, where retirement occurs mostly based on the statutory retirement age stated in the law. Hence, for the purpose of this study, the proposed research model was based on Beehr's model with modification, focusing on the *voluntariness* and *timing* categories.

The proposed relationships of the variables are presented in Figure 4. In this model, there are two independent variables: (1) timing and (2) voluntariness. The timing variable is categorized into two groups as on-time and off-time. The voluntariness variable has two indicators as voluntary and involuntary. To determine the respondents' level of subjective well-being, which is the dependent variable, the *Module A: Core Measures* in the OECD Guidelines was used. The study examined whether gender moderates the potential main effects of timing and voluntariness on the subjective well-being of older adults. Furthermore, as identified in previous research (Beehr, 1986; Calvo et al., 2012; Fisher et al., 2016; Hess, 2016; Kaeser & Zufferey, 2015; Wind et al., 2016), main determinants (age,

education, marital status, support from children, income, and perceived health) of retirement timing and voluntariness were controlled statistically.

Figure 4: Proposed Conceptual Model for the Study

(adapted from Beehr's model)



3.2. Research Hypotheses

For this study, following hypotheses were derived from the research purpose and questions.

Question 1: *Is there a difference in the effects of retirement timing on the subjective well-being of older adults?*

Hypothesis 1: There is a significant difference in the effects of retirement timing on the subjective well-being of older adults. The study

expects that on-time retirees more likely to have higher levels of subjective well-being than off-time retirees.

Question 2: *Is there a difference in the effects of retirement voluntariness on the subjective well-being of older adults?*

Hypothesis 2: There is a significant difference in the effects of retirement voluntariness on the subjective well-being of older adults. The study expects that voluntary retirees are more likely to have higher levels of subjective well-being than involuntary retirees.

Question 3: *Does the effect of retirement timing on the subjective well-being of older adults differ by gender?*

Hypothesis 3: The study expects that the effect of retirement timing on the subjective well-being of older adults differ by gender. Specifically, the effect of timing is larger for male retirees than female retirees

Question 4: *Does the effect of retirement voluntariness on the subjective well-being of older adults differ by gender?*

Hypothesis 4: The study expects that the effect of retirement voluntariness on the subjective well-being of older adults differ by gender. Specifically, the effect of voluntariness is larger for male retirees than female retirees.

Chapter 4. Research Method

4.1. Sampling and Data Collection

A survey research was conducted in order to answer research questions. Conducting the survey in *Bayangol* and *Chingeltei* was appropriate for the current study, which are the most densely populated districts (Global Green Growth Institute, 2013). Each district is divided into sub-administrative units called *khoroо*, and according to the data by the National Statistical Office, the average number of older adults aged 55-64 residing in one *khoroо* in *Bayangol* and *Chingeltei* districts is between 400-600.

Furthermore, the statutory retirement age in Mongolia is 55 for women and 60 for men. However, retirement age varies not only by gender but also by occupation. Some people may retire or end employment at early age, for example, women who raised four or more children could retire at 50 years old, also people who worked in hazardous conditions, military people, and artists with some special occupations could retire even before 50 years old. On the other hand, when opportunities are provided, some people retire in their early 60s. For this reason, age ranges of 48–62 were selected for current study. Accordingly, older adults aged 48–62 residing in *Bayangol* and *Chingeltei* districts were selected through convenience sampling

method. Permission to conduct the survey was obtained from the relevant administrative units, which agreed to provide a master list (name, age and home address) of older adults.

For the statistical determination of sample size, the researcher used the online sample determination software called *www.raosoft.com* and *www.surveysystem.com*. The required things are sample size which was determined based on the National Statistical data 800-1200, confident interval which is considered as 95%, acceptable margin of error within 5%, and the response rate which is considered at 50%. The statistical formula for the sample size more than 30 with normal distribution was used in the calculation, which is found to be valid, and the recommended sample size is between 260-292. However, for more reliability and considering the probability of getting some non/half-filled questionnaires, the researcher decided to distribute 350 questionnaires, and finally 268 were used for analysis in the present study.

An anonymous self-administered questionnaire, based on the variables was developed in Mongolian language and was pretested to determine the time (8~10 minutes) needed to complete the questionnaire, and to ensure that the questions are clear and understandable. The survey households were selected randomly from the master list of older adults, which served as a sampling frame. The researcher visited households randomly explaining

about the survey, and if interested, a consent form was provided with the questionnaire. Those who chose to participate handed back the filled questionnaire when the researcher returned to the household after a break of several minutes. The returned questionnaires were not screened right away in order not to burden the respondent or cause any inconvenience. This process of data collection continued until 350 questionnaires were distributed. Incomplete questionnaires returned by the participants were not processed. A total of 268 questionnaires were deemed complete and usable, which were coded for data analysis.

The survey questionnaire is divided into 2 parts (A and B) with 19 questions in total. Part-A is for all participants and Part-B is for involuntary retirees, only. The survey questionnaire includes following: (i) demographic information (8 *questions*), (ii) perceived retirement characteristics (2 *questions*), (iii) perceived subjective well-being (5 *questions*), and (iv) involuntary retirement information – only for involuntary retirees (4 *questions*). The questionnaire was simplified as possible to make it easier with less-burden, and convenient for older adults. There was no predetermined criteria and the procedure was conducted irrespective of socioeconomic status, educational level, and other possible factors that may affect the representatives from minority groups. Furthermore, name or any identifying information were not collected. The responses will not be reused

or disclosed to any other person or entity. Only the grouped findings from the survey was presented as part of the study.

4.2. Measurement of Variables

In Mongolia, retirement is generally treated as a voluntary exit or desired act. However, not every adult willingly retire and there is a need to examine this group of involuntary retirees. For this purpose, voluntariness was selected as one of the variables of current study. The measurement of voluntariness is the perception of older adults about their retirement. Next, retirement occurs often based on the statutory retirement age in Mongolia, and the retirement age varies by gender and occupation. In recent years, one of the major issues encountered in Mongolia is related to the statutory retirement age, for instance, (a) equalizing the retirement age (same for both men and women), and (b) raising the overall retirement age. Hence, even though there are different approaches to define and measure retirement timing, here the retirement timing is defined based on the statutory retirement age stated in the law. Furthermore, *Module A* within a report by the OECD (OECD, 2013) was used to measure the subjective well-being of the respondents, which is the dependent variable.

4.2.1. Independent Variables

The levels of independent variables were selected by the researcher based on Beehr's Model (Beehr, 1986). There are two independent variables: (1) timing of retirement and (2) voluntariness of retirement. The timing variable was grouped into two categories as on-time (*at the statutory retirement age*) which was coded as 0, and off-time (*before/after the statutory retirement age*) which was coded as 1. Next, the respondents were asked about their perception of retirement under two categories: voluntary (coded as 0) and involuntary (coded as 1).

4.2.2. Dependent Variable

The dependent variable, subjective well-being was measured using the *Module A* given in Table 1. This module (OECD, 2013) contains the core measures and "is intended to provide a minimal set of measures of subjective well-being covering both life evaluation and affect measures" (p. 253) – as well as an aspect of eudaimonic well-being – "for which there is the most evidence for their validity and relevance, where results are best understood" (p. 11). The module contains five questions in total, and the first question (Q1) on overall life satisfaction serves "as the primary measure of subjective well-being". As mentioned in Guidelines by OECD

(2013, p. 253), it “is intended to capture the respondent’s evaluative judgement of how their life is going while imposing the minimum level of respondent burden.” One eudaimonic (Q2) and three affect questions (Q3 to Q5) are also included. Furthermore, as noted in the guideline, one of the advantages of this module is the relative simplicity of the questions (OECD, 2013). Simple questionnaire with less-burden would be ideal for older adults in Mongolia, the target group of the current study.

The dependent variable is the mean score of five questions, after questions 4 and 5 were recoded in reverse order. Higher score or scale indicates the higher level of subjective well-being. The scale’s reliability was assessed, and the Cronbach’s alpha was .704, with 5 items (Q1, Q2, Q3, Q4, Q5).

Table 1: Subjective Well-Being – Module A: Core Measures

Q1: The following question asks how satisfied you feel, on a scale from 1 to 10. One means you feel “not at all satisfied” and 10 means “completely satisfied”.

Question 1: Overall, how satisfied are you with life as a whole these days?
[1-10]

Q2: The following question asks how worthwhile you feel the things you do in your life, on a scale from 1 to 10. One means you feel the things you do in your life are “not at all worthwhile”, and 10 means “completely worthwhile”.

Question 2: Overall, to what extent do you feel the things you do in your life are worthwhile? [1-10]

Q3, Q4, Q5: The following questions ask about how you felt yesterday on a scale from 1 to 10. One means you did not experience the feeling “at all” yesterday while 10 means you experienced the feeling “all of the time” yesterday.

Question 3: How about happy? [1-10]

Question 4: How about worried? [1-10]

Question 5: How about depressed? [1-10]

Time: *This module A is expected to take about 90 seconds to complete in total (OECD, 2013).*

4.2.3. Moderating Variable

Gender, the moderating variable, was coded as 0 for male and 1 for female.

4.2.4. Control Variables

As identified in previous research (Beehr, 1986; Calvo et al., 2012; Fisher et al., 2016; Hess, 2016; Kaeser & Zufferey, 2015; Wind et al., 2016), following main determinants of retirement timing and voluntariness were controlled statistically (Table 2). Among control variables, marital status and support from children were dummy-coded in regression analyses.

Table 2: Control Variables

| Variable | Category (Coding) |
|-------------------------------|--|
| Age | Between 48–62 |
| Marital status | <ul style="list-style-type: none"> - Single (1) - Married (2) - Separated/Divorced (3) - Widowed (4) <p>Dummy-coded: <i>Married = 1; Others = 0</i></p> |
| Support from children | <ul style="list-style-type: none"> - No support (1) - Sometimes (2) - Usually (3) - No children (4) <p>Dummy-coded: <i>Receive support = 1; No support = 0</i></p> |
| Education | <ul style="list-style-type: none"> - Less than high school (1) - High school/Secondary school (2) - Vocational/College (3) - University (4) |
| Average monthly income | <ul style="list-style-type: none"> - Below 200,000¥ (1) - 201,000-300,000¥ (2) - 301,000-400,000¥ (3) - 401,000¥ and more (4) |

| | |
|--|---|
| Perceived general health status | <ul style="list-style-type: none"> - Good (1) - Normal (2) - Average (3) - Poor (4) |
|--|---|

4.3. Analysis Techniques

Before conducting the main analyses, data screening and descriptive analyses were performed using SPSS 25. Socio-demographic characteristics of participants were described using frequencies and percentages (Table 3). Bivariate correlational analyses were conducted to identify relationships between variables (Table 4). Then, multiple regression analyses were performed to test the main effects of independent variables and moderating effect analysis by Aiken and West (Table 5). Finally, the responses on the Part-B of the questionnaire were analyzed using percentage and frequency, and the open-ended question at the end of the questionnaire was analyzed using content analysis (Tables from 7 - 11).

Chapter 5. Research Findings

5.1. Socio-demographic Characteristics

In this section, socio-demographic characteristics of the participants, and descriptive statistics and statistical normality assumptions of the variables are presented.

The demographics of the participants are shown in Table 3. The majority of the participants were female (64.9%), most were aged 53–62 and married (70.5%). About half had completed university and over one-quarter had attained secondary education. While approximately 43 percent of older adults reported that they do not receive support from their children, about 41 percent reported that they sometimes receive support. In terms of income, the most common income category was over ₺400,000 (42.2%) which was followed by ₺201,000-300,000 (31.7%). Regarding perceived health status, approximately 42 percent of the participants reported their health as normal, 38 percent as average, 12 percent as good and 8 percent as poor, respectively. Over 60 percent of the respondents were retired, and the rest were expecting to retire.

Table 3. Socio-demographic Characteristics of Participants

| Variable (n=284) | Category | Frequency (%) |
|--------------------------------|--------------------|----------------------|
| Gender | Male | 94 (35.1) |
| | Female | 174 (64.9) |
| Age | 48-52 | 39 (14.6) |
| | 53-57 | 104 (38.8) |
| | 58-62 | 125 (46.6) |
| Marital status | Single | 14 (5.2) |
| | Married | 189 (70.5) |
| | Separated/Divorced | 13 (4.9) |
| | Widowed | 52 (19.4) |
| Support from children | No support | 116 (43.3) |
| | Sometimes | 111 (41.4) |
| | Often | 35 (13.1) |
| | No children | 6 (2.2) |
| Education level | Primary | 17 (6.0) |
| | Secondary | 79 (29.5) |
| | College/Vocational | 37 (13.8) |
| | University | 136 (50.7) |
| Income | Below 200,000 | 13 (4.9) |
| | 201,000-300,000 | 85 (31.7) |
| | 301,000-400,000 | 57 (21.3) |
| | Over 400,000 | 113 (42.2) |
| Perceived health status | Poor | 21 (7.8) |
| | Average | 102 (38.1) |
| | Normal | 113 (42.2) |
| | Good | 32 (11.9) |
| Retirement status | No, retiring soon | 94 (35.1) |
| | Yes, retired | 174 (64.9) |
| Timing | Off-time | 57 (21.3) |
| | On-time | 211 (78.7) |
| Voluntariness | Involuntary | 153 (57.1) |
| | Voluntary | 115 (42.9) |

Additionally, the majority of the participants were on-time retirees (78.7%), and the rest were off-time retirees (21.3%). Lastly, the participants were almost equal in terms of voluntariness, slightly more participants were involuntary retirees (57%) and the rest were voluntary retirees (43%).

5.2. Correlations Between Major Variables

In order to test for the multicollinearity, the current study used a correlation matrix and results are shown in Table 4. Based on the suggestion by Gujarati (2010), no severe multicollinearity was observed, because all the coefficients were less than 0.8. The Durbin-Watson statistic was approximately equal to 2, which confirmed the independence of residuals. In addition, the Variance Inflation Factor (VIF) and Tolerance Test were performed during the regression analyses, and the results were within permissible ranges. The values of VIF were less than 10 (Hassan & Naser, 2013), ranged from 1.050 to 1.557. The Tolerance test values were all more than 0.1 (Jeeshim & KUCC, 2002; O'Brien, 2007), ranged from .642 to .953.

Table 4. Correlation Matrix of Major Variables

| Variables | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1. Gender | - | | | | | | | | | |
| 2. Age | -.336** | - | | | | | | | | |
| 3. Marital status | .201** | .043 | - | | | | | | | |
| 4. Support from children | .097 | .131* | .065 | - | | | | | | |
| 5. Education level | -.048 | .091 | -.084 | -.152* | - | | | | | |
| 6. Income | -.253** | .043 | -.174** | -.249** | .429** | - | | | | |
| 7. Health status | -.130* | .074 | -.184** | -.150* | .227** | .313** | - | | | |
| 8. Timing | .019 | -.008 | -.016 | .017 | .024 | -.127* | -.002 | - | | |
| 9. Voluntariness | .153* | -.065 | -.018 | .131* | -.039 | .077 | .075 | .193** | - | |
| 10. Subjective Well-being | -.079 | .151* | -.163** | -.253** | .222** | .275** | .256** | -.227** | -.324** | - |

In bivariate analysis, both independent variables, timing ($r = -.227, p < .01$) and voluntariness ($r = -.324, p < .01$) were negatively correlated with subjective well-being. Gender was found to be correlated ($r = .153, p < .05$) with voluntariness. Among the control variables, both income ($r = .275, p < .01$) and health ($r = .256, p < .01$) were positively correlated with subjective well-being. There was a significant negative correlation ($r = -.127, p < .05$) between income and timing.

5.3. Regression Analysis

In order to test the hypotheses, following models were tested using multiple regression in SPSS and the results are summarized in Table 5. The major variables were entered into the models to examine their influence on subjective well-being. Model 1-1: Control variables, timing, voluntariness; Model 1-2: Control variables, timing, voluntariness, gender; Model 2-1: Control variables, timing, voluntariness, timing x gender; Model 2-2: Control variables, timing, voluntariness, voluntariness x gender, respectively.

Table 5. Multiple Regression

| | Model 1-1 | | | | Model 1-2 | | | | Model 2-1 | | | | Model 2-2 | | | |
|--|-----------|------------|---------|----------|-----------|------------|---------|----------|-----------|------------|---------|----------|-----------|------------|---------|----------|
| | <i>B</i> | <i>S.E</i> | β | <i>p</i> |
| Age | .055 | .022 | .131 | .014 | .075 | .024 | .179 | .002 | .072 | .024 | .174 | .002 | .076 | .023 | .183 | .001 |
| Marital status | .356 | .177 | .107 | .046 | .437 | .179 | .132 | .015 | .429 | .179 | .129 | .018 | .447 | .178 | .135 | .013 |
| Support from children | -.469 | .169 | -.154 | .006 | -.496 | .167 | -.163 | .003 | -.498 | .167 | -.164 | .003 | -.513 | .167 | -.169 | .002 |
| Education | .115 | .087 | .077 | .189 | .087 | .087 | .059 | .318 | .107 | .089 | .072 | .229 | .078 | .087 | .052 | .369 |
| Income level | .202 | .098 | .129 | .039 | .259 | .100 | .166 | .010 | .243 | .101 | .155 | .016 | .248 | .099 | .158 | .013 |
| Self-rated health status | .316 | .106 | .167 | .003 | .323 | .105 | .170 | .002 | .316 | .105 | .167 | .003 | .337 | .105 | .178 | .002 |
| Timing | -.572 | .200 | -.155 | .004 | -.546 | .198 | -.148 | .006 | -.557 | .198 | -.151 | .005 | -.652 | .203 | -.176 | .002 |
| Voluntariness | -.878 | .167 | -.287 | .000 | -.948 | .168 | -.310 | .000 | -.950 | .168 | -.311 | .000 | -.922 | .168 | -.301 | .000 |
| Gender | | | | | .446 | .188 | .140 | .018 | .432 | .188 | .136 | .022 | .390 | .189 | .123 | .039 |
| Timing x Gender (mean-centered) | | | | | | | | | .464 | .415 | .059 | .265 | | | | |
| Voluntariness x Gender (mean-centered) | | | | | | | | | | | | | 1.785 | .870 | .111 | .041 |
| Constant | 2.340 | 1.267 | | .066 | .808 | 1.412 | | .568 | .954 | 1.418 | | .501 | .777 | 1.404 | | .580 |
| F-value | | 13.870 | | | | 13.175 | | | | 11.993 | | | | 12.426 | | |
| R ² | | .300 | | | | .315 | | | | .318 | | | | .326 | | |
| Adjusted R ² | | .278 | | | | .291 | | | | .292 | | | | .300 | | |
| R ² change | | .300 | | | | .015 | | | | .003 | | | | .011 | | |
| F-change | | 13.870 | | | | 5.628 | | | | 1.249 | | | | 4.209 | | |
| Sig | | .000 | | | | .000 | | | | .000 | | | | .000 | | |

Notes: n=268; p, 0.05 (two-tailed)

a. Dependent Variable: Average SWB

Research Question 1: Is there a difference in the effects of retirement timing on the subjective well-being of older adults?

The first model was constructed to test the first two hypotheses of the study. The control variables and the two independent variables (timing and voluntariness) were added into the model. The model was statistically significant ($R^2 = .300$, Adjusted $R^2 = .278$, $F = 13.870$, $p < .000$) and supported the first two hypotheses. Then, Model 1-2 was constructed to see how much variance gender contributes to the model ($R^2 = .315$, Adjusted $R^2 = .291$, $F = 13.175$, $p < .000$).

Hypothesis 1: The current study hypothesized that the main effect of retirement timing on the subjective well-being vary among ‘on-time’ and ‘off-time’ retirees. As expected, on-time retirees reported higher levels of subjective well-being than off-time retirees. Thereby, hypothesis 1 is supported by Model 1-1.

This result suggests that older adults retire on-time – that is, at expected ages – tend to experience better well-being than those who retired off-time. For example, retiring on-time is anticipated in Mongolia, because when older adults reach the statutory retirement age, they are expected to retire. Being aware of when to retire will make older adults to be prepared more or less. On the other hand, unexpected or unintentional retirement may

make older adults uncomfortable, and which in turn adversely affects their well-being.

Research question 2: Is there a difference in the effects of retirement voluntariness on the subjective well-being of older adults?

Hypothesis 2: Next, the study hypothesized that the main effect of retirement voluntariness on the subjective well-being vary among ‘voluntary’ and ‘involuntary’ retirees. As hypothesized older adults viewing their retirement as voluntary reported higher levels of subjective well-being than those individuals who perceive their retirement as involuntary. Therefore, hypothesis 2 is supported by Model 1-1 as well.

This finding is directly in line with previous research, for example, Bonsang and Klein (2011) used subjective well-being measures and found that involuntary retirement adversely affected life satisfaction. Moreover, voluntary retirement brings more happiness and life satisfaction in retiree’s life (Baxter, 2010; Bradley et al., 2004; Legutko, 2014).

Research question 3: Does the effect of retirement timing on the subjective well-being of older adults differ by gender?

Model 2-1 was formulated to test the third hypothesis, whether gender moderates the effects of timing on the subjective well-being. The overall

model was significant ($R^2 = .318$, Adjusted $R^2 = .292$, $F = 11.993$, $p < .000$), but the interaction term (timing x gender) was not a statistically significant predictor ($\beta = .059$, $p = .265$).

Hypothesis 3: The study hypothesized that the effect of retirement timing on the subjective well-being of older adults differ by gender. Overall, the findings of this study showed that gender was not a statistically significant predictor for the relationship between timing and subjective well-being. However, the comparison of the means of on-time and off-time retirees by gender (Table 6) showed that as expected male ‘on-time’ participants (Mean = 6.99, SD = 1.45) reported higher levels of well-being than female ‘on-time’ participants (Mean = 6.64, SD = 1.49). However, male ‘off-time’ participants (Mean = 5.80, SD = 1.81) reported a slightly lower level of subjective well-being than female ‘off-time’ participants (Mean = 5.99, SD = 1.30).

Table 6. Subjective well-being by Gender

| | Timing (Mean/SD) | | Voluntariness (Mean/SD) | |
|--------|------------------|-----------------|-------------------------|--------------------|
| | <i>On-time</i> | <i>Off-time</i> | <i>Voluntary</i> | <i>Involuntary</i> |
| Male | 6.99 (1.45) | 5.80 (1.81) | 7.23 (1.52) | 6.21 (1.51) |
| Female | 6.64 (1.49) | 5.99 (1.30) | 7.10 (1.50) | 6.15 (1.34) |

Some older women in Mongolia may want to continue working and prefer to retire ‘off-time’ or after the statutory retirement age. Accordingly, this group of female retirees may have higher levels of well-being than male ‘off-time’ participants. As this study is focused on ‘on-time’ and ‘off-time’ forms of retirement, future studies may need to specify ‘off-time’ retirement distinguishing between its *early* and *late* categories, in order to examine the differences in their potential impacts on the well-being of older adults.

Research question 4: Does the effect of retirement voluntariness on the subjective well-being of older adults differ by gender?

Through Model 2-2, an additional moderation analysis was conducted to test the fourth hypothesis, whether gender moderates the effects of voluntariness on subjective well-being. The interaction term (voluntariness x gender) was a significant predictor ($\beta = .111, p = .041$), and the overall model was statistically significant ($R^2 = .326$, Adjusted $R^2 = .300$, $F = 12.426, p < .000$).

Hypothesis 4: As hypothesized, male ‘voluntary’ retirees reported higher levels of subjective well-being than female ‘voluntary’ retirees, and male ‘involuntary’ retirees reported higher levels of subjective well-being than female ‘involuntary’ retirees. Therefore, hypothesis 4 is supported by

Model 2-2. As shown in Figure 5, voluntary retirees have higher levels of subjective well-being than involuntary retirees, and the effect of voluntariness is larger for male retirees than female retirees.

Figure 5. Interaction Effect Graph (Voluntariness x Gender)



5.4. Involuntary Retirement

In Mongolia, retirement is generally treated as a voluntary exit or desired act. However, not every adult willingly retire and there is a need to examine this group of involuntary retirees. Therefore, Part-B of the questionnaire was designed for the participants who perceive their retirement as involuntary. First of all, the study assesses the proportion of involuntary retirees, and

then examines the characteristics. The study found that 57.1 percent participants were involuntary retirees, and 71.2 percent of them were women. Major findings are summarized as follow:

Regarding main reasons for involuntary retirement, the majority of both male and female retirees reported that they had to retire because they reached the statutory retirement age. The next reported reason for involuntary retirement was work-related reasons for both male and female participants. However, for the third reported reason, men retirees stated 'health', whilst women retirees stated 'family' as their main reason to retire involuntarily. This is in line with previous research that retirement timing and voluntariness for women are more likely to be influenced by care obligations and family duties (Furunes, 2015; Mortelmans, 2011). Furthermore, the majority of both male and female retirees are not employed after their retirement, and stated their willingness to work, preferring a job with reasonable pay and situation. Through an open-ended question, the most commonly reported challenge and issue were the following, in order of frequency: 'No employment support for older adults', 'Lack of financial resources', 'Statutory retirement age', and 'Discrimination'. These results support previous research, as choice and control are critical components of *how* and *when* to retire, lack of resources and opportunities have adverse impacts on the well-being of older adults (Léime, 2017).

Table 7. Characteristics of Involuntary Retirees

| (1) Main reason for retirement | Frequency (%) |
|--|----------------------|
| Family-related (e.g., take care of parents, children, grandchildren, or other family-related needs) | 17 (11.1) |
| Health-related (due to own health situation) | 17 (11.1) |
| Finance-related (e.g., due to low-pay or unemployment, had to retire to have regular income/ monthly pension payments) | 14 (9.2) |
| Work-related – job/employment attributes (e.g., changes in work duties, organizational internal rules and regulations, any pressure and discrimination at work) | 37 (24.2) |
| Reached the statutory retirement age (e.g., as stated in the law) | 68 (44.4) |
| (2) Employment after retirement | |
| Retired, but I'm working (job with <u>less</u> pay/status than my previous job) | 20 (13.1) |
| Retired, but I'm working (a job with <u>similar/higher</u> pay/status than my previous job) | 22 (14.4) |
| No employment after retirement (retired/retiring soon) | 111 (72.5) |
| (3) If given the opportunity, would you prefer to continue working? | |
| Yes want to work, preferring a job with reasonable pay/situation (e.g., continue pervious job, do similar and/or different job) | 115 (75.2) |
| Want to, but could not, due to certain reasons/constraints. | 19 (12.4) |
| Not thinking about working. | 19 (12.4) |
| <i>Note: n=153 (57.1%)</i> | |

Next, the characteristics of involuntary retirees were examined by gender and results are summarized below:

Table 8. Main Reason for Retirement (by gender)

| | Family-related | Health-related | Finance-related | Work-related | Reached the statutory retirement age | <i>Total number</i> |
|---------------|----------------|----------------|-----------------|--------------|--------------------------------------|---------------------|
| <i>Male</i> | 1 (2%) | 9 (20%) | 3 (8%) | 14 (32%) | 17 (39%) | <i>44 (100%)</i> |
| <i>Female</i> | 16 (15%) | 8 (7%) | 11 (10%) | 23 (21%) | 51 (47%) | <i>109 (100%)</i> |

Table 9. Employment after Retirement (by gender)

| | Retired, but I'm working (job with <u>less</u> pay/status than my previous job) | Retired, but I'm working (a job with <u>similar/higher</u> pay/status than my previous job) | No employment after retirement (retired/ retiring soon) | <i>Total number</i> |
|---------------|--|--|--|---------------------|
| <i>Male</i> | 3 (7%) | 5 (11%) | 34 (77%) | <i>44 (100%)</i> |
| <i>Female</i> | 16 (15%) | 16 (15%) | 76 (70%) | <i>109 (100%)</i> |

Table 10. If given the opportunity, would you prefer to continue working? (by gender)

| | Yes want to work, preferring a job with reasonable pay/situation | Want to, but could not, due to certain reasons/constraints | Not thinking about working | <i>Total number</i> |
|---------------|--|--|----------------------------|---------------------|
| <i>Male</i> | 32 (73%) | 7 (16%) | 3 (7%) | <i>44 (100%)</i> |
| <i>Female</i> | 81 (75%) | 11 (10%) | 16 (15%) | <i>109 (100%)</i> |

Finally, one open-ended question at the end asked the participants to write major challenges/issues regarding their involuntary retirement and the answers are summarized in Table 11.

Table 11. Summary of Answers to the Open-ended Question for Involuntary Retirees

| |
|---|
| - No employment support for older adults – 14 (25%) |
| - Lack of financial resources – 10 (18%) |
| - Statutory retirement age – 8 (14%) |
| - Discrimination – 7 (13%) |
| - Not much issue now because I'm working – 5 (9%) |
| - Provide jobs to young people – 4 (7%) |
| - Had to retire because of health – 3 (5%) |
| - Job redundancy – 3 (5%) |
| - Retired to take care of family members – 2 (4%) |

Chapter 6. Discussion

6.1. Conclusion

In line with Beehr's model (Beehr, 1986), the study identified different forms of retirement (voluntary vs involuntary, on-time vs off-time) among older adults in Mongolia. Supporting previous research (Bonsang & Klein, 2011; Herve et al., 2012; Mosca & Barrett, 2014; Seligman, 2010), the results of the current study showed that voluntary retirees had higher levels of subjective well-being than involuntary retirement. Forced or involuntary retirement negatively affects the well-being of older adults. In addition, on-time retirees reported higher levels of subjective well-being than off-time retirees. Future studies may need to examine retirement timing more in-depth, distinguishing between *early* and *late* categories of 'off-time' retirement.

To sum up, how the public and individuals view retirement has been changing over the years. It is no longer a single event to completely withdraw from the workforce, instead people are more likely today to make favorable decisions regarding *when* and *how* to retire. Therefore, logically, retirement should no longer be imposed on older adults similarly, against their will and needs. In developed countries, it can almost be considered

early retirement at age 60 (Fisher et al., 2016), as an increasing number of older adults choose to continue working into their late 60s and early 70s, whether it is because they want to or they need to. Even though the number of older adults in Mongolia who are capable and willing to continue working may be much lower than of developed countries, this group of older adults is expected to increase in the coming years (Institute for Labour Studies., 2014; International Labour Organization., 2016; Morris, 2001; World Bank, 2013). Due to increasing aging population and growing participation in the labor market, examining the preferences of older adults and investigating different forms of retirement would provide awareness and better understanding of the specific needs and concerns of diverse older population in Mongolia.

6.2. Implications for Social Work Practice and Policy

In the coming decades, countries including Mongolia will experience more socio-economic challenges due to significant increase and changes in the demographic structure as an increasing number of diverse workers will begin to enter retirement. Even though this paper is drawn from the case study of Mongolia, it covers relevant international research and literatures, aiming to contribute to the international research gap and need to examine

different retirement forms in terms of timing and voluntariness. Furthermore, the results may differ from other countries, due to the differences in demographic, socio-economic, and cultural conditions in Mongolia, but the theories provide the foundation and framework for further research.

Current study has significant implications for policy makers and regulators at different levels. The study provided findings that retirement can mean different things to different people, while some people willingly accept retirement, others experience involuntary or forced retirement, and its timing will not be same for every person. The findings showed that the overall well-being of women was lower than men's average. The majority of both male and female involuntary retirees reported that they had to retire because they reached the statutory retirement age. As mentioned in recent international research by Tarkar et al. (2017) retirement age is one of the important debatable issues. Similarly, there has been discussions about retirement age in Mongolia such as raising the overall retirement age and equalizing it for men and women. Furthermore, most commonly reported issues by involuntary retirees were 'no employment support' for older adults who prefer to continue working. As mentioned above, retirement includes not only personal decision and action, a number of other factors including policy and legal environment also affect how and when older adults retire. Therefore, above-mentioned findings of current study can provide insights

for policy makers to take appropriate measures to respond to those existing issues and future challenges regarding retirement.

Furthermore, more than one in ten involuntary retirees reported ‘discrimination’ as the major issue. This is consistent with the findings of previous research that various ways of societal and employer pressure, and social stereotypes and discrimination, many older workers retire against their will. Hence, to support older adults, especially involuntary retirees, their family, community, and society need to respect their choice and preference. Having better understanding between different types of retirement may help find ways to reduce dissatisfaction and depression among involuntary retirees. Therefore, this study may contribute to raise awareness among family members, community, employers, and the general public about how retirement in terms of its timing and voluntariness may impact the well-being of older adults, and to improve their understanding about retirement types.

Moreover, the findings of this study have significant implications for social workers and other social service professionals who work with older adults, and enhance the quality of services they provide. In order to effectively support older adults in retirement process, social workers will need to be prepared with foundational knowledge for delivering relevant services. For instance, this study will help social workers to effectively

address older adult's needs and concerns regarding their retirement, and then design and implement improved intervention programs and take appropriate measures accordingly. Furthermore, social workers could facilitate discussions with family and friends of older adults to reduce or prevent any negative impacts of involuntary retirement. In addition, social workers can facilitate connections and referrals to other available services and agencies when appropriate. Moreover, social workers can play an important role through community education focused on raising awareness and improving understanding of retirement types. Lastly, the current study has implications for further research, making a significant contribution to discussions about different types of retirement.

6.3. Limitations of the Study and Suggestions for Future Studies

This study aims to lay the groundwork and motivate future researchers to deepen the analysis of different types of retirement; however, it has following limitations. First, the current study is geographically limited and was not able to cover all the districts in Ulaanbaatar and other rural areas. Hence, the sample may not be sufficient to represent the national population. However, the study aims to explore different forms of retirement emerging

in Mongolia, and bring attention and awareness to address them in social welfare policy and practice, and further research areas. Thus, it is recommended for future studies to expand the geographic scope to gain a comprehensive overview of the population.

Second, aiming to initially obtain general information about different forms of retirement, the survey questionnaire was shorted and simplified. Accordingly, the questions as well as the answers were limited, and this may restrict to obtain full comprehensive data with detailed information from the target group. Therefore, with more time and resources, it is necessary for future research to expand the study, including more thorough data and deeper investigation.

Third, viewing retirement as a process which occurs over a time, longitudinal research is considered to be more useful (Beehr, 1986; Powaser, 1993) and is recommended for future studies. The cross-sectional data of current study may seem not to capture the process well enough. However, this being the first study of its kind, it aims to provide background and fundamental information on different forms of retirement emerging in Mongolia, and contribute to appropriate policies and measures to respond to existing and future challenges regarding retirement.

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9. **Voluntariness of your retirement** (check ONE):

Involuntary (e.g., wanted to work but had/needed to retire, not by own initiative, lack of choice)

Voluntary (e.g., wanted to retire, instead to work, by own initiative and choice)

10. **Overall, how satisfied are you with life as a whole these days?** Please select the number which best describes you on a scale from 1 to 10 (*1=not at all satisfied, 10=completely satisfied*):

1 2 3 4 5 6 7 8 9 10

11. **Overall, to what extent do you feel the things you do in your life are worthwhile?** Please select the number which best describes you on a scale from 1 to 10 (*1=not at all worthwhile, 10=completely worthwhile*):

1 2 3 4 5 6 7 8 9 10

12. **How you felt yesterday? How about happy?** Please select the number which best describes you on a scale from 1 to 10 (*1=at all, 10=all of the time*):

1 2 3 4 5 6 7 8 9 10

13. **How you felt yesterday? How about worried?** Please select the number which best describes you on a scale from 1 to 10 (*1=at all, 10=all of the time*):

1 2 3 4 5 6 7 8 9 10

14. **How you felt yesterday? How about depressed?** Please select the number which best describes you on a scale from 1 to 10 (*1=at all, 10=all of the time*):

1 2 3 4 5 6 7 8 9 10

PART-B – for involuntary retirees only (If you answered “NO” to question 10, please answer the following questions 16–19, if you answered “yes” please skip this Part-B.

15. Main reason for your retirement (check ONE):

- Family-related* (e.g., take care of your parents, children/grandchildren or other family-related needs/reasons)
- Own health-related* (due to your own health situation)
- Finance-related* (e.g., due to low-pay or unemployment, had to retire to have regular income/monthly pension payments)
- Work-related (job/employment attributes)* (e.g., changes in work duties, organizational internal rules and regulations, any pressure and discrimination at work)
- Reached the statutory retirement age* (e.g., as stated in the lawd)

16. Employment after your retirement (check ONE):

- Retired, but I'm working (a job with LESS pay/status than my previous job)*
- Retired, but I'm working (a job with SIMILAR/HIGHER pay/status than my previous job)*
- No employment after retirement.*

17. If given the opportunity, would you prefer to continue working?
(check ONE):

- Yes want to work, preferring a job with reasonable pay/situation (e.g., continue previous job, do similar and/or different job).*
- Want to, but could not, due to certain reasons/constraints.*
- Not thinking about working.*

18. Please write the major challenges/issues regarding your involuntary retirement:

.....
.....
.....
.....

☺ *Thank you very much for your time and wish you all the best* ☺

Судалгаанд оролцохыг зөвшөөрсөнд баярлалаа.

СУДАЛГААНЫ АСУУЛГА

А ХЭСЭГ – Та дараах 1–15 хүртэлх бүх асуултад хариулна уу.

1. **Өөрийн төрсөн оныг бичнэ үү:** он
2. **Таны хүйс:** Эрэгтэй Эмэгтэй
3. **Таны гэрлэлтийн байдал** (зөвхөн НЭГ хариултыг сонгох):
 Ганц бие/Гэр бүл болоогүй Тусдаа амьдардаг /Цуцалсан
 Гэр бүлтэй Бэлэвсэн
4. **Та хүүхэд/ач зээ нараасаа тусламж дэмжлэг авдаг уу?** (халамж, асаргаа, санхүү гэх мэт) (зөвхөн НЭГ хариултыг сонгох):
 Авдаггүй Байнга авдаг
 Заримдаа авдаг Хүүхэдгүй
5. **Таны боловсрол** (зөвхөн НЭГ хариултыг сонгох):
 Бага /Бүрэн бус дунд Техник /Мэргэжлийн
 Бүрэн дунд Дээд
6. **Таны ӨӨРИЙН сарын дундаж орлого** (тэтгэвэр, тэтгэмж, цалин, дэмжлэг тусалцаа гэх мэт) (зөвхөн НЭГ хариултыг сонгох):
 200,000 төгрөгөөс бага 301,000–400,000₮
 201,000–300,000₮ 401,000 төгрөгөөс дээш
7. **Та өөрийн ЕРӨНХИЙ** эрүүл мэндийн байдлыг дүгнэнэ үү (зөвхөн НЭГ хариултыг сонгох):
 Сайн Дунд зэрэг
 Хэвийн Тааруу
8. **Та тэтгэвэрт гарсан уу** (НЭГ хариултыг сонгох):
 Тийм, тэтгэвэрт гарсан Үгүй, тэтгэвэрт удахгүй гарна
9. **Та хуульд заасан тэтгэврийн НАСАНД хүрээнд тэтгэвэрт гарсан (гарах) уу?** (НЭГ хариултыг сонгох):
 Тийм, тэтгэврийн насанд хүрээд тэтгэвэрт гарсан (гарна).
 Үгүй, тэтгэврийн наснаас өмнө /хойно тэтгэвэрт гарсан (гарна).
10. **Та тэтгэвэрт гарах ХҮСЭЛТЭЙ** байсан (байна) уу? (НЭГ хариултыг сонгох):

Үгүй, тэтгэвэрт гарахыг хүсээгүй, ажиллах сонирхолтой боловч гарах шаардлагатай болсон, өөрийн саналаар биш, өөр сонголт байгаагүй.

Тийм, тэтгэвэрт гарахыг хүссэн, цаашид ажиллах сонирхолгүй тул өөрийн санал, сонголтоор тэтгэвэрт гарсан.

11. **Ерөнхийдөө, та сүүлийн үед амьдралдаа хэр сэтгэл хангалуун байна?** (1–10 үнэлгээгээр өөрт тохирох зөвхөн НЭГ тоог дугуйлна уу. **1**=сэтгэл ханамж маш бага, **10**=сэтгэл ханамж маш их):

1 2 3 4 5 6 7 8 9 10

12. **Ерөнхийдөө, таны амьдралдаа хийж байгаа зүйлс хэр үнэ цэнэтэй гэж бодож байна?** (1–10 үнэлгээгээр өөрт тохирох зөвхөн НЭГ тоог дугуйлна уу. **1**=маш бага үнэ цэнэтэй, **10**=маш их үнэ цэнэтэй):

1 2 3 4 5 6 7 8 9 10

13. **Өчигдөр, та хэр аз жаргалтай байв?** (1–10 үнэлгээгээр өөрт тохирох зөвхөн НЭГ тоог дугуйлна уу. **1**=маш бага аз жаргалтай, **10**=маш их аз жаргалтай):

1 2 3 4 5 6 7 8 9 10

14. **Өчигдөр, та аливаа зүйлд хэр санаа зовсон бэ?** (1–10 үнэлгээгээр өөрт тохирох зөвхөн НЭГ тоог дугуйлна уу. **1**=санаа зовнил маш бага, **10**=санаа зовнил маш их):

1 2 3 4 5 6 7 8 9 10

15. **Өчигдөр, та хэр сэтгэлээр унасан бэ?** (1–10 үнэлгээгээр өөрт тохирох зөвхөн НЭГ тоог дугуйлна уу. **1**=сэтгэлээр маш бага унасан, **10**=сэтгэлээр маш их унасан):

1 2 3 4 5 6 7 8 9 10

Б ХЭСЭГ – Тэтгэвэрт өөрийн сонголтоор биш, **гарах шаардлагатай** болоод гарсан/гарах гэж буй хүмүүс бөглөх хэсэг. Хэрэв та дээрх **10-р асуултад ҮГҮЙ** гэж хариулсан бол дараах **16–19-р асуултад хариулна уу, ТИЙМ** гэж хариулсан бол энэ хэсгийг **бөглөхгүй** үлдээнэ.

16. **Тэтгэвэрт гарсан (гарах) ГОЛ шалтгаан** (зөвхөн **НЭГ** хариултыг сонгох):

Гэр бүлийн шалтгаанаар (эцэг эх, хань, үр хүүхдээ харж асрах гэх мэт гэр бүлтэй холбоотой хэрэгцээ, шаардлагын улмаас тэтгэвэрт гарсан/гарна).

Өөрийн эрүүл мэндийн шалтгаанаар (өөрийн эрүүл мэндийн улмаас тэтгэвэрт гарах шаардлагатай болсон).

Санхүүтэй холбоотой шалтгаанаар (цалин бага эсвэл ажилгүй тул тэтгэвэр тогтоолгож тогтмол орлоготой болох гэх мэт санхүүгийн хэрэгцээ, шаардлагын улмаас тэтгэвэрт гарсан/гарна).

Ажил хөдөлмөр, ажлын газар, байгууллагатай холбоотой шалтгаанаар (ажил үүргийн өөрчлөлт, байгууллагын дүрэм журам, аливаа дарамт шахалт гэх мэт хийж байсан ажилтай холбоотой шалтгааны улмаас тэтгэвэрт гарсан/гарна).

Хуульд заасан тэтгэврийн насанд хүрсэн учраас тэтгэвэрт гарах шаардлагатай болсон.

17. **Тэтгэврийн дараах хөдөлмөр эрхлэлт** (зөвхөн НЭГ хариултыг сонгох):

Тэтгэвэрт гарсан, гэхдээ би ажиллаж байгаа. Гэвч энэ ажлын байрны орчин нөхцөл, цалин нь миний тэтгэвэрт гарахын өмнө хийж байсан ажлынхаас тааруу, муу.

Тэтгэвэрт гарсан, гэхдээ би ажиллаж байгаа. Энэ ажлын байрны орчин нөхцөл, цалин нь миний тэтгэвэрт гарахын өмнө хийж байсан ажлынхнтай төстэй, ойролцоо.

Тэтгэвэрт гарсан (удахгүй гарна), надад ажлын байр алга.

18. **Цаашид үргэлжлүүлэн ажиллах сонирхолтой байна уу?** (зөвхөн НЭГ хариултыг сонгох)

*Тийм, сэтгэлд нийцсэн **ажил хийх хүсэлтэй**, ажиллах боломжтой* (өмнөх ажлаа үргэлжлүүлэх, төстэй эсвэл өөр ажил хийх гэх мэт).

*Цаашид ажиллах хүсэлтэй **боловч*** (гэр бүлийн гишүүнийг асрах, өөрийн эрүүл мэнд гэх мэт) *тодорхой шалтгааны улмаас **ажиллах боломжгүй** байна.*

*Үгүй, цаашид **ажиллах бодолгүй** байна.*

19. **Ажиллах хүсэлтэй боловч тэтгэвэрт гарах шаардлагатай болсонтой холбоотой** гол асуудал бэрхшээл, санал сэтгэгдлээ бичнэ үү.

.....
.....

Цаг гаргасанд маш их ярлалаа. Танд хамгийн сайн сайхныг хүсье!

국문초록

본 연구의 목적은 자발성과 시기에 따라 퇴직의 형태가 다른지를 살펴보는 것이다. 특히, Beehr 의 퇴직 행태 모델과 생애주기적 관점에 기반하여서 본 연구는 자발성(자발 대 비자발)과 은퇴의 시기(적기 대 비적기)가 노인의 주관적 웰빙에 미치는 영향을 보았으며, 성별에 따른 조절효과가 있는지도 살펴보았다.

몽골에서 성별 및 직종에 따라 은퇴 연령이 차이가 있음을 고려하여, 48 세에서 62 세 사이의 노인들을 조사대상으로 삼아 표본을 구성하였다. 본 연구에서 사용된 자기보고식 설문지 내용은 (1) 인구학적 정보, 은퇴의 성격과 주관적 웰빙에 대한 설문, 그리고 (2) 비자발적 은퇴의 성격에 대한 설문으로 구성되어 있으며 조사는 무기명으로 진행되었다.

연구 가설을 검증하기 위해 다중회귀분석을 통해 268 명의 응답을 분석하였으며, 주요 결과는 다음과 같다. 첫째, 자발적으로 은퇴한 경우, 비자발적으로 은퇴한 경우에 비해 높은 주관적 웰빙을 보였으며, 적기에 은퇴한 경우, 그렇지 않은 경우에 비해 주관적

웰빙이 높았다. 둘째, 자발성이 주관적 웰빙에 미치는 영향은 성별에 따라 차이가 있었지만 은퇴 시기에 따른 주관적 웰빙의 차이는 성별에 따라 다르지 않았다.

후속 연구에서는 비적기를 '이른 시기'와 '늦은 시기'로 나누어 자세하게 살펴볼 필요가 있다. 이는 여성의 경우에 본인이 생각한 것보다 늦게 은퇴하는 것과 일찍 은퇴하는 것을 다르게 인식할 수 있기 때문이다. 지리적 범위와 횡단 연구에 따른 한계가 존재하지만 이러한 류의 연구에 있어서는 초기 단계라 볼 수 있기 때문에 본 연구는 몽골에서 벌어지는 여러 종류의 퇴직에 대한 중요한 통찰을 제시하고 있다. 본 연구 결과는 모든 성인이 자발적으로 은퇴하는 것이 아니며 은퇴 시기가 모든 사람에게 같지 않다는 점이 노인의 웰빙에 영향을 미친다는 것을 보여준다.

주요어: 자발적 퇴, 비자발적 퇴직, 은퇴 시기, 성별, 주관적 웰빙

학 번: 2013-23777