



AN EVALUATIVE ANALYSIS OF PSYCHOLOGICAL WELL-BEING DETERMINANTS AMONG RETIRES AND REEMPLOYED RETIRED ARMY PERSONNEL'S

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ABSTRACT

As individual take birth there are many phases of change and development which he/she has to go through and the last phase of these changes is old age. Traditionally, aging has been viewed as a period of progressive decline in physical, cognitive and psycho-social functioning and consequently, a growing health care burden on the society. But this negative view of old age contrast with some exciting empirical research on older adults who continue to function well and are aging successfully. Retirement is considered as major as a transition and a source of stress in a retiree's life. The present study aimed at investigating Psychological Well-being determinants among retirees and reemployed retired Army Personnel's residing in Rajasthan State and based on random sampling method. The total sample comprised of 100 {50 respondents were retired and reemployed and 50 enjoying their leisure time after retirement with family i.e not employed}. All respondents were male and with good health status and duration of retirement was from one and a half years to fifteen years. The psychosocial Well-being determinants and variables studied were attitude towards old age, retirement specific self-esteem, rigidity, goal directedness, social support, household decision making, and life regrets. Various demographic data including family structure, length of retirement, and leisure time activities details were also collected from personal data sheet. Data were collected personally by the researcher using standardized scales. Data were analyzed using multiple regression, partial correlation and discriminate analysis. The results indicated that retirement specific self-esteem, dispositional rigidity, regretfulness, leisure time activities, and family structure were significantly higher in unemployed retiree's whereas goal-directedness, social support (reliable alliance and reassurance of worth), were the significant predictors of psychological well-being of reemployed retirees. The selected variables put together explained 93% of variance in the being found to differ on attitude aging, retirement specific self-esteem, dispositional rigidity, goal directedness, perceived social support, household decision making, regretfulness , and leisure time activities. The study had implications reemployed retirees have better psychological-well-being.

Keywords: *Army Personnel's Job Attitude, Psychological Well-Being, Retires, Reemployed Retired and Work-Life Balance.*