Retirement is withdrawal from one's occupation or position, especially upon reaching a certain age. Retired people face financial problems after their retirement. There is also a problem of staying without work which creates boredom. All these motivated them to work. This research was confined to people among different areas; it gives an overall idea about the motivation to continue working. They are organizational factors for working after retirement. Therefore, the present study was collected from various sources which included books, magazines, journals, website and other related research work. The sampling technique used for the study is snow ball sampling. Sample size used in this study is 120 respondents.

OBJECTIVE OF THE STUDY

- To study the socio economic profile of the respondents.
- To study the motivational factors for working after retirement.
- To study the problems faced by the retired working employees.

METHODOLOGY

The data required for the study is collected from both primary data and secondary data. Questionnaire is the main tool for collecting primary data. Questionnaire is designed in a systematic manner covering adequate and relevant questions which covers all aspects of the study. The critical background of the present study was collected from various sources which include books, magazines, journals, website and other related research work. The sampling technique used for the study is snow ball sampling. Sample size used in this study is 120 respondents.

REVIEW AND LITERATURE

Matthijs, Simon, Jansen&Arnold (2012) in their study "Motivating Employees to Work beyond Retirement: A Multi-Level Study of the Role of I-Deals and Unit Climate" focused what I-deal (with the person odd habit between the organization and the employee) role play in the motivation of employees to continue working after retirement. The various methodological applied by the authors were chi square, ANOVA, standard deviation and scaling techniques(5 points scaling).Results of a multi-level study among 1083 employees in 24 units largely supported the above expectations; flexibility I-deals related positively to motivation to continue working, and unit climate moderated the relation between development I-deals and motivation to continue working.

David & Sarah (2013) in their study "Working beyond Retirement Age: Lessons for Policy" aims to find why people work
beyond retirement across countries. 500 samples were used by them among people aged 65-70. It seems likely that the trend for people to work past the age of 65 will continue and governments of differing political colours are united in seeking to encourage an extended working life for their populations. The high activity rates of older people in countries with low poverty, like Norway Or New Zealand, Might point to an alternative path, whereby people are encouraged to extend their working lives in the context of relative economic security.

Henkens and Solinge (2013) in their study “Returning to Work after Retirement” focused on the older adults of Netherlands. They examined the extent to which older adults in the Netherlands continue to participate actively in the labour market after they have retired, and what factors determine this engagement in paid work after retirement. For society at large, the willingness of experienced older adults to work beyond retirement age provides a valuable resource. The key to capitalizing on this resource is to understand older worker’s work-retirement decisions. 1,678 surveys provide complete or virtually complete data which were collected in three large Dutch multinational companies in the private sector, and in the public sector. The research results showed that employment is most widespread among the better educated and among people in good health. In the survey they made a distinction between four major reasons for entering bridge employment and respondents were asked to indicate which reason was most important in their particular case. The reasons distinguished were: for the money, social contacts, like working, and work as a means to dispelling the boredom that comes with too much leisure time.

TOOLS FOR ANALYSIS
• Descriptive Statistics – Percentage analysis, Mean, Standard Deviation
• Independent Z-test
• ANOVA

RESULTS AND DISCUSSIONS

Table No: 1 General Profile of the Respondents

<table>
<thead>
<tr>
<th>PARTICULARS</th>
<th>CLASSIFICATION</th>
<th>No.</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age Group</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>58-61years</td>
<td>Regular retirement</td>
<td>59</td>
<td>49.17</td>
</tr>
<tr>
<td>62-65years</td>
<td>Voluntary retirement</td>
<td>35</td>
<td>29.17</td>
</tr>
<tr>
<td>66-69years</td>
<td>Part-time employed</td>
<td>18</td>
<td>15.00</td>
</tr>
<tr>
<td>70-73years</td>
<td>Full-time employed</td>
<td>8</td>
<td>6.67</td>
</tr>
<tr>
<td>Gender</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td>84</td>
<td>70</td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td>36</td>
<td>30</td>
</tr>
<tr>
<td>Marital status</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td></td>
<td>1</td>
<td>0.83</td>
</tr>
<tr>
<td>Married</td>
<td></td>
<td>104</td>
<td>86.67</td>
</tr>
<tr>
<td>Widowed</td>
<td></td>
<td>11</td>
<td>9.17</td>
</tr>
<tr>
<td>Divorced</td>
<td></td>
<td>4</td>
<td>3.33</td>
</tr>
<tr>
<td>Educational Qualification</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Up to School level</td>
<td></td>
<td>41</td>
<td>34.17</td>
</tr>
<tr>
<td>Graduation</td>
<td></td>
<td>46</td>
<td>38.33</td>
</tr>
<tr>
<td>Post graduation</td>
<td></td>
<td>23</td>
<td>19.17</td>
</tr>
<tr>
<td>Professional</td>
<td></td>
<td>10</td>
<td>8.33</td>
</tr>
<tr>
<td>Area of Residence</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Urban</td>
<td></td>
<td>84</td>
<td>70</td>
</tr>
<tr>
<td>Rural</td>
<td></td>
<td>36</td>
<td>30</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>120</td>
<td>100</td>
</tr>
</tbody>
</table>

The general profile of the respondents is given in Table No. 1. Based on the outcome of the study 49.17% of them belong to the age group of 58-61 years, 70 % of the respondents are male and 86.67 % of them are married. As regards the educational qualification 38.3% are graduates and 70% are residing in urban area.

Table No: 2 Employment Aspects of the Respondents

<table>
<thead>
<tr>
<th>PARTICULARS</th>
<th>CLASSIFICATION</th>
<th>No.</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retirement Status</td>
<td>Regular retirement</td>
<td>100</td>
<td>83.33</td>
</tr>
<tr>
<td></td>
<td>Voluntary retirement</td>
<td>20</td>
<td>16.67</td>
</tr>
<tr>
<td>Present employment Status</td>
<td>Part-time employed</td>
<td>48</td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>Full-time employed</td>
<td>72</td>
<td>60</td>
</tr>
</tbody>
</table>

The above table reveals that 83.33% of the respondents are regularly retired and 16.67% of the respondents opted for voluntary retirement. As per the present employment status, 40% of the respondents are part-time employed and 60% of the respondents are full-time employed.

Table No: 3 Motivational factors for Working after Retirement

<table>
<thead>
<tr>
<th>Motives</th>
<th>Highly Motivated</th>
<th>Motivated</th>
<th>Neutral</th>
<th>Not Motivated</th>
<th>Not at all Motivated</th>
<th>Sum</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Need money for future financial security</td>
<td>56 (46.67)</td>
<td>53 (44.17)</td>
<td>9 (7.50)</td>
<td>2 (1.67)</td>
<td>0 (0.00)</td>
<td>523</td>
<td>4.36</td>
</tr>
<tr>
<td>To spend for children education/ Marriage</td>
<td>35 (29.17)</td>
<td>52 (43.33)</td>
<td>30 (25.00)</td>
<td>3 (2.50)</td>
<td>0 (0.00)</td>
<td>479</td>
<td>3.99</td>
</tr>
<tr>
<td>No one to depend on for monetary support</td>
<td>32 (26.67)</td>
<td>38 (31.67)</td>
<td>48 (40.00)</td>
<td>2 (1.67)</td>
<td>0 (0.00)</td>
<td>460</td>
<td>3.83</td>
</tr>
<tr>
<td>Want to lead an active life</td>
<td>33 (27.50)</td>
<td>58 (48.33)</td>
<td>23 (19.17)</td>
<td>5 (4.17)</td>
<td>1 (0.83)</td>
<td>477</td>
<td>3.98</td>
</tr>
<tr>
<td>Unable to stay at home</td>
<td>20 (16.67)</td>
<td>27 (22.50)</td>
<td>57 (47.50)</td>
<td>11 (9.17)</td>
<td>5 (4.17)</td>
<td>406</td>
<td>3.38</td>
</tr>
<tr>
<td>Trustfully employ my skill &amp; ability</td>
<td>24 (20.00)</td>
<td>51 (42.50)</td>
<td>30 (25.00)</td>
<td>13 (10.83)</td>
<td>2 (1.67)</td>
<td>442</td>
<td>3.68</td>
</tr>
<tr>
<td>Financial support for Spouse and children</td>
<td>24 (20.00)</td>
<td>48 (40.00)</td>
<td>39 (32.50)</td>
<td>7 (5.83)</td>
<td>2 (1.67)</td>
<td>445</td>
<td>3.71</td>
</tr>
<tr>
<td>To spend retired life peacefully</td>
<td>32 (26.67)</td>
<td>44 (36.67)</td>
<td>38 (31.67)</td>
<td>4 (3.33)</td>
<td>2 (1.67)</td>
<td>460</td>
<td>3.83</td>
</tr>
</tbody>
</table>

Source: Primary Data

The above table analyzes the reasons for working after retirement. It is evident from the above table that the highest mean score (4.36) is acquired by the need for future financial security. The average mean score was found to be high (3.99, 3.98, 3.83, 3.71, 3.68, 3.38) among spending for children education/marriage, want to lead an active life, no one to depend on for monetary support, to spend retired life peacefully, financial support for spouse and children, trustfully employ their skills and ability, unable to stay at home since it becomes a motivating factor for the respondents to choose working after retirement.
The above table reveals about the respondents’ opinion on motivation for working after retirement. The mean score was found to be more or less equal (1.75 & 1.56) between part-time employee and full-time employee for the factor need money for future financial securities. The mean score highly vary with (1.75 & 2.18) to spend for children education/marriage as a motivator for both the employment status. The mean score for part-time employed is 2.10 and for full-time employee is 2.20 for no one to depend on monetary support. The variable want to lead an active life has the highest mean score (2.12) for full-time employee than the part-time employee whose mean score is 1.87. The mean score for part time employed is 2.70 and for full-time employee is 2.55 for the variable unable to stay at home. The part-time employee has highest mean score of 2.47 than full-time employee with mean score of 2.20 in employing their skills and ability. The financial support for spouse and children significantly differs with the mean value (2.41 & 2.20). The mean value for part time employed is 1.93 and full time employed is 2.31 in case of spending retired life peacefully.

The t-test result shows that there no significant differences between primary motivation for working of retired persons as part-time and full-time employee except for the factors want to lead an active life.

From the above table it has inferred that probability value of ‘t’ is observed to be not significant at 5%. Therefore the null hypothesis framed stands rejected and it is concluded that the primary motivation for working as part-time and full-time employee differ from one individual to other.

ANOVA
Table No: 6
Association between Age of the Retired People and the Nature of Problems Faced by them
Ho: The nature of problems do not vary significantly with age the retired people

<table>
<thead>
<tr>
<th>Variables</th>
<th>Source</th>
<th>Sum of Squares</th>
<th>DF</th>
<th>Mean square</th>
<th>F</th>
<th>Sig</th>
<th>Remark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not as strong as before</td>
<td>Between Groups</td>
<td>159.3</td>
<td>2</td>
<td>79.65</td>
<td>2.04</td>
<td>0.156</td>
<td>Rejected</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>298.2</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>457.5</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feel tired easily</td>
<td>Between Groups</td>
<td>131.4</td>
<td>2</td>
<td>65.7</td>
<td>0.04</td>
<td>0.965</td>
<td>Rejected</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>318.9</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>450.3</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not as fast as before</td>
<td>Between Groups</td>
<td>147.2</td>
<td>2</td>
<td>73.6</td>
<td>0.03</td>
<td>0.975</td>
<td>Rejected</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>299.7</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>446.9</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Poor eye sight</td>
<td>Between Groups</td>
<td>187.6</td>
<td>2</td>
<td>93.8</td>
<td>0.01</td>
<td>0.992</td>
<td>Rejected</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>368.8</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>556.4</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inconvenient working hours</td>
<td>Between Groups</td>
<td>187.9</td>
<td>2</td>
<td>93.9</td>
<td>0.01</td>
<td>0.994</td>
<td>Rejected</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>320.8</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>508.7</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not able to cope up with technological advancement</td>
<td>Between Groups</td>
<td>188.1</td>
<td>2</td>
<td>94.0</td>
<td>0.01</td>
<td>0.996</td>
<td>Rejected</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>336.0</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>524.1</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Younger colleagues do not provide much support to me in my work</td>
<td>Between Groups</td>
<td>192.9</td>
<td>2</td>
<td>96.5</td>
<td>0.00</td>
<td>0.999</td>
<td>Rejected</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>328.2</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>521.1</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other employees are not friendly</td>
<td>Between Groups</td>
<td>136.1</td>
<td>2</td>
<td>68.0</td>
<td>0.02</td>
<td>0.990</td>
<td>Rejected</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>305.3</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>441.4</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No companionship</td>
<td>Between Groups</td>
<td>136.1</td>
<td>2</td>
<td>68.0</td>
<td>0.02</td>
<td>0.990</td>
<td>Rejected</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>305.3</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>441.4</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Poor Working conditions</td>
<td>Between Groups</td>
<td>136.1</td>
<td>2</td>
<td>68.0</td>
<td>0.02</td>
<td>0.990</td>
<td>Rejected</td>
</tr>
<tr>
<td></td>
<td>Within Groups</td>
<td>305.3</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>441.4</td>
<td>33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level of Significance: 5 per cent</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

It is evident from the above table that the mean scores vary with the different age of respondents. From the different age groups the mean score was higher (2.62, 2.60) among the factors poor eyesight and poor working condition. Regarding not fast as before feel tired easily, inconvenient working hours, younger colleagues do not provide much support, no companionship factors have an average mean score and the factors not strong as before, not able to cope up with technological advancement ,other employees do not have the lowest mean score.

The ANOVA result shows that nature of problems do not vary significantly with age the retired people
The ANOVA table states that all the values are greater than the table value 0.05. So the respondents belonging to different age group are do not have opinion on level of agreement towards electricity. Hence the Null hypothesis is rejected.

CONCLUSION
Retirement, according to the dictionary, is to “withdraw from one’s position or occupation or from active working life”. Among the inspiration of growing old is to have quality of life in old age. Towards this end, older people must be allowed to realize their potential for physical, social and mental well-being. From the study it has been found that the major motivational factor for working after retirement is the need for future financial security. Although income from work certainly plays an important role in maintaining financial security in retirement, the nonfinancial benefits of working in retirement may be even greater. The vast majority of current working retirees—80%—said they work because they want to, rather than because they have to. Retired people generally experience problems with the physical working environment and a heavy physical work. Due to the high pace of work, they hoped to cut back on their working time. Overall, they felt that their work was not useful or well rewarded, and the jobs were not an essential part of their lives.

REFERENCES