

Work-Role Attachment and Retirement Intentions of Public School Teachers in Calabar, Nigeria

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ABSTRACT This study investigated the work role attachment and retirement intentions of public school teachers in Calabar, Nigeria. It was motivated by the observation that most public school workers lack plans for retirement and as such do not prepare for it until it suddenly dawns on them. Few empirical studies were reviewed. Questionnaire was the main instrument used for data collection from a sample of 200 teachers. Independent t-test was used to test the stated hypotheses at 0.05 level of significance. Results showed that the committed/attached/involved workers have retirement intention to take a part-time job after retirement. The uncommitted/unattached/uninvolved workers have intention to retire earlier than those attached to their work. It was recommended that pre-retirement counselling should be adopted to assist teachers to develop good retirement plans.