

Behavioural Pattern Differences among Retired Persons In Relation To Their Previous Job

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ABSTRACT

The present study mainly focused on exploring the type of behavioural pattern in retired persons in relation to previous jobs. The Present problem is mainly related with the retired person who has retired from different designations. The main objective of the study is to find out the difference in behavioural patterns of male and female retired persons belonging to classes A,B, and C. In this study, the researcher took 150 retired persons belonging to Class A,B and C as the sample. To conduct the present study the investigator used Type A/B Behavioral Pattern Scale (ABBPS Upinder Dhar and Manisha Jai)1983 as a tool. The concluding report of the study revealed that There exists a significant difference in the behavioural pattern of male and female retired persons belonging to class B. Inference of data also indicates towards significant difference in the behavioural pattern of retired persons belonging to class B and class C.

Key Words: Behavioural Pattern, Retired Persons, Type A, B and C Employees

INTRODUCTION

All human beings have a typical life course that consists of successive phases of growth, each of which is characterized by a distinct set of physiological and behavioural features. Because of the interaction between the psychophysical environment and the concerned traits in human beings, corresponding to the stage of development, certain variations occur in individuals' behavioural pattern. These variations are quite visible in the different phases of life. Retirement age is one of them. Retirement might coincide with important life changes, a retired worker might move to a new location, thereby having less frequent contact with their previous social context and adopting a new lifestyle.

There are many families in which the retired members are well respected, well-treated, and very lovingly taken care of as long as they live. Such families have strong family bonds. Moreover, their family legacy is carried forward from generation to generation. In such case, there is nothing to worry about. But the avenues of expression and seeking fulfilment are not available to all; a large number of people are stymied in their search for inner joy and happiness in their retired life. Most elderly people are dependent upon others either children or someone close. Very few people have the freedom and provision to live independently in their own way. Even if they do, it may not be safe for them to do so. The Feeling of exclusion and isolation creates a vacuum in the life of elderly citizens. The post-retirement age brings many changes in the life of people especially differences in behaviour. After retirement people adopt different behavioural patterns. Behavioural patterns are the multiple modes of action and the reaction of persons in response to external and internal stimuli. A behavioural pattern is a common communication pattern or mode of human behaviour which individuals adopt in different situations towards different people.

There are different types of behavioural patterns like "Type A" and "Type B". Type A theory describes a Type A individual as ambitious, aggressive, business-like, controlling, highly competitive, impatient, preoccupied with his or her status, time-conscious, and tightly-wound. People with Type A personalities are often high-achieving "workaholics" who are engaged in multiple tasks and push themselves with deadlines and hate both delays and ambivalence. Friedman(1996) suggests that Type A behaviour is expressed in three major symptoms: free-floating hostility, which can be triggered by even minor incidents; time urgency and impatience, which causes irritation and exasperation; and a competitive drive, which causes stress and an achievement-driven mentality. The first of these symptoms is believed to be covert and therefore less observable, while the other two are more overt. Because of these characteristics, Type A individuals are often described as "stress junkies" by individuals with Type B or other personality types. Many successful business and political leaders have Type A personalities. Type B theory describes Type B individuals as perfect in contrast to those with Type A personalities. People with Type B personalities are generally patient, relaxed, easy-going, and at times lacking an overriding sense of urgency. Because of these characteristics, Type B individuals are often described as apathetic and disengaged by individuals with Type A or other

personality types. Apart from this, There is also a Type AB behaviour, which is a profile for people who cannot be clearly categorized as either Type A or Type B.

Mainly peoples have different behavioural patten. Such n idea has been supported by Siegel JM and Leitch (2006) who conducted a study to know about the assessment of the Type A behavioural pattern in adolescents. They found that 2/3 of adolescents were assessed for the Type A behavioural pattern by means of the Adolescent Structured Interview (ASI) and the Brother Adjective Rating Scale (BARC). Behaviour of human beings differs from each other. The causes behind such kind of differences vary from individual to individual. There are many factors responsible for such a change in behaviour. Change in behavioural patterns occurs at different stages of life. One such stage is of retirement age. Retirement, the end stage of a linear working life is mainly characterized by such behavioural changes which may be replaced with more learning, working and by utilizing leisure time.

Objectives

1. To study the behavioural pattern of male and female retired persons.
2. To find out the difference in the behavioural pattern of male and female retired persons belonging to class A, class B and class C.

Hypotheses

1. There exists no significant difference in the behavioural pattern of male and female retired persons belonging to class A.
2. There exists no significant difference in the behavioural pattern of male and female retired persons belonging to class B.
3. There exists no significant difference in the behavioural pattern of male and female retired persons belonging to class C.
4. There exists no significant difference in the behavioural pattern of retired persons belonging to class A and class B.
5. There exists no significant difference in the behavioural pattern of retired persons belonging to class B and class C.
6. There exists no significant difference in the behavioural pattern of retired persons belonging to class A and class C.

Delimitations Of The Study

In the present study, data was collected from 150 retired persons of Jaipur city only.

RESEARCH METHOD

Research methodology is a systematic procedure which carries on the research work in a scientific and valid manner. In the present study, the investigator adopted a descriptive survey method to collect the relevant information for research purposes. Descriptive research studies are designed to obtain precise and pertinent information concerning the current status of the phenomena and to draw the valid conclusions from the facts discovered.

Sample

In the present study, 150 subjects were selected as a sample. The subjects on the basis of their previous job were categorized mainly into three classes, namely A-class employees, B-class employees and C-class employees. Higher level Administrative officers and teachers were considered under A class employees, clerical staff was considered under B class employees and peons and helpers were taken under C class employees. For the present study, 150 subjects were selected belonging to Jaipur by adopting the Stratified Random Sampling technique. The three classes namely class A,B and C were divided under two heads i.e. male and female. In each group, data was collected from 25 female retired persons and 25 male retired persons only.

Tools : 1. Type A/B Behavioral Pattern Scale (ABBPS Upinder Dhar and Manisha Jain)1983

RESULTS AND DISCUSSION

On the basis of the results hypotheses were tested and the following analysis was done.

Hypothesis 1: There exists no significant difference in the behavioural pattern of male and female retired persons belonging to class A.

Table 1.1 Showing Mean, SD and t-Value of the Behavioural Pattern Between Male and Female Retired Persons Belonging to Class A

| Gender | N | M | SD | t-value | Remark |
|--------|----|-------|------|---------|---------------|
| Male | 25 | 59.92 | 3.86 | 1.46 | Insignificant |
| Female | 25 | 57.12 | 3.16 | | |

Interpretation

As per the above-mentioned table the mean score for behavioural pattern of male and female retired persons belonging to class A found to be 59.92 and 57.12 respectively. The calculated t-value for the behavioural pattern of male and female retired persons belonging to class A came out as 1.46 whereas the tabulated value is 2.68 at 0.01 levels of significance respectively. As the calculated value is less than the table value, hence the hypothesis i.e. there exists no significant difference in the Behavioural Pattern of male and female retired persons belonging to class A is accepted. The researcher is of the view that such results came out because gender doesnot play a significant role in determining the behavioural pattern of retired persons.

Hypothesis 2: There exists no significant difference in the behavioural pattern of male and female retired persons belonging to class B.

Table 1.2 Showing Mean, SD and t-Value of the Behavioural Pattern Between Male and Female Retired Persons Belonging to Class B

| Gender | N | M | SD | t-value | Remark |
|--------|----|-------|------|---------|---------------|
| Male | 25 | 61.22 | 5.16 | 2.75 | Insignificant |
| Female | 25 | 57.28 | 4.89 | | |

Interpretation

The mean score for the behavioural pattern of male and female retired persons belonging to class B was found to be 61.22 and 57.28 respectively. The calculated t-value for the behavioural pattern of male and female retired persons belonging to class A came out as 2.75 whereas the tabulated value is 2.68 at 0.01 levels of significance respectively. As the calculated value is greater than the table value, hence the hypothesis i.e. there exists no significant difference in the Behavioural Pattern of male and female retired persons belonging to class B is not accepted. This show that there exists a significant difference in the behavioural pattern of male and female retired persons belonging to class B.

Hypothesis 3: There exists no significant difference in the behavioural pattern of male and female retired persons belonging to class C.

Table 1.3 Showing Mean, SD and t-value of the Behavioural Pattern Between Male and Female Retired Persons Belonging to Class C

| Gender | N | M | SD | t-value | Remark |
|--------|----|-------|------|---------|---------------|
| Male | 25 | 56.16 | 7.07 | 0.57 | Insignificant |
| Female | 25 | 54.84 | 9.01 | | |

Interpretation

It is evident from the above-mentioned table that the mean score for the behavioural pattern of male and female retired persons belonging to class C was found to be 56.16 and 54.84 respectively. The calculated t-value for the behavioural pattern of male and female retired persons belonging to class C came out as 0.57 whereas the tabulated value is 2.68 at 0.01 levels of significance respectively. As the calculated value is smaller than the table value, hence the hypothesis i.e. there exists no significant difference in the Behavioural Pattern of male and female retired persons belonging to class C is accepted.

Hypothesis 4: There exists no significant difference in the Behavioural Pattern of retired persons belonging to class A and class B.

Table 1.4 Showing Mean , SD and t-value of the Behavioural Pattern among Retired Persons belonging to Class A and B

| Class | N | M | SD | t-value | Remark |
|-------|----|-------|-----|---------|---------------|
| A | 50 | 59.24 | 5.3 | 0.02 | Insignificant |
| B | 50 | 59.22 | 3.5 | | |

Interpretation

It is evident from the above-mentioned table that the mean score for the Behavioural Pattern of retired persons belonging to class A and class B was found to be 59.24 and 59.22 respectively. The calculated t-value for the behavioural pattern of retired persons belonging to class A and class B came out as 0.02 whereas the tabulated value is 2.63 at 0.01 levels of significance respectively. As the calculated value is less than the table value, hence the hypothesis i.e. there exists no significant difference in the behavioural pattern of retired persons belonging to class A and class B is accepted. This show that there exists no significant difference in the behavioural pattern of retired persons belonging to class A and class B.

Hypothesis 5: There exists no significant difference in Behavioural Pattern of retired persons belonging to class B and class C.

Table 1.5 Showing Mean, SD and t-value of Behavioural Pattern among Retired Persons belonging to Class B and C

| Class | N | M | SD | t-value | Remark |
|-------|----|-------|------|---------|---------------|
| B | 50 | 59.24 | 5.3 | | |
| C | 50 | 55.5 | 8.04 | 2.73 | Significant** |

** significant at 0.01 level

Interpretation

It is evident from the above-mentioned table that the mean score for the Behavioural Pattern of retired persons belonging to class B and class C was found to be 59.24 and 55.5 respectively. The calculated t-value for the behavioural pattern of retired persons belonging to class B and class C came out as 2.73 whereas the tabulated value is 2.63 at 0.01 levels of significance respectively. As the calculated value greater than the table value, hence the hypothesis i.e. there exists no significant difference in the behavioural pattern of retired persons belonging to class B and class C is not accepted. This shows that there exists a significant difference in the behavioural pattern of retired persons belonging to class B and class C. The mean value clearly shows that class B category is more directed towards easygoing, workaholic, patient, and domineering behaviour as compared to class C employees.

Hypothesis 6: There exists no significant difference in the Behavioural Pattern of retired persons belonging to class A and class C.

Table 1.6 Showing Mean, SD and t-value of the Behavioural Pattern among Retired Persons belonging to Class A and C

| Class | N | M | SD | t-value | Remark |
|-------|----|-------|-----|---------|---------------|
| A | 50 | 59.22 | 3.5 | | |
| C | 50 | 54.84 | 8.9 | 3.22 | Significant** |

** significant at 0.01 level

Interpretation

It is evident from the above-mentioned table that the mean score for the Behavioural Pattern of retired persons belonging to class A and class C found to be 59.22 and 54.84 respectively. The calculated t-value for the behavioural pattern of retired persons belonging to class A and class C came out as 3.22 whereas the tabulated value is 2.63 at 0.05 levels of significance respectively. As calculated value is greater than table value, hence the hypothesis i.e. there exists no significant difference in the behavioural pattern of retired persons belonging to class A and class C is not accepted. This show that there exists a significant difference in the behavioural pattern of retired persons belonging to class A and class C. The class A category is more directed towards easygoing, workaholic, patient, and domineering behaviour as compared to class C employees.

CONCLUSION

On the basis of the analysis and interpretation of data, the following conclusions can be drawn.

1. There exists no significant difference in the behavioural pattern of male and female retired persons belonging to class A.
2. There exists a significant difference in the behavioural pattern of male and female retired persons belonging to class B.
3. There exists no significant difference in the behavioural pattern of male and female retired persons belonging to class C.

4. There exists no significant difference in the behavioural pattern of retired persons belonging to class A and class B.
5. There exists a significant difference in the behavioural pattern of retired persons belonging to class B and class C.
6. There exists no significant difference in the behavioural pattern of retired persons belonging to class A and class C.

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