

Abstract

The present study was aimed to assess the reason of silver workers to work after retirement and also to assess the employer's attitude towards the employment of such silver workers who wants to work after retirement.

The study was explorative and analytical in nature. Population of the study comprised of elderly residing State who were working after retirement and the employers who recruit retired elderly in their organizations, firms, corporate, banks, and business houses. The sample consisted of 300 elderly and 50 employers residing in Vadodara City of Gujarat State

Primary data for the study was collected through questionnaire and personal interviews. Analysis of the study was using different statistical measures like mean, percentage, t-test, f-test, correlation, standard deviation, intensity indices, range and coefficient of correlation.

The study was set to investigate the reasons, factors that influence elderly to work after retirement, problems they face due to work and workplace, perceptions about old age, and satisfaction while working after retirement. It also focused on acquiring the suggestions that elderly workers wanted to give for the betterment of work sector, policies framing for retired people, change that they would like to in societies' attitudes towards them. In relation to the employers study aimed at investigating the attitudes of employers towards recruiting elderly after they retire, advantages and disadvantages of recruiting them

Many stereotypes and prejudices related to the employment of elderly persons that employers usually exhibit to avoid employing them find no justification today and cannot be taken as valid arguments. Primarily, the demand for manual work has decreased, which suits elderly workers to a large extent. Similarly, due to the advances in medicine and better life conditions, the physical and mental health of elderly population have improved, which enable them to be able to work longer hours than it was possible in the past. Besides, the living style has completely changed in the last two decades. All this has led to a situation that even those who count as the richest and who can safely retire, wish to continue to work and feel useful to themselves, to their families and to their society. The poor ones are forced to work even after they have formally retired because their pensions are small and often insufficient to allow a decent life.

The elderly are keen on redefining retirement. Instead of surfing and mountain-biking, the elderly will prefer spend at least part of retirement not in leisure but working. It may be sometimes for money or, out of necessity, or sometimes for no money but just because it is personally rewarding. Not long ago, many employers appeared to be askance at elderly workers. They thought that elderly workers lacked the spirit and imagination that youthful cohorts can display. But now the times are changing. The motives of elderly people to go out to work may differ; however, what is common to all of these people is that they want to be actively working as long as they are able to work.

It appears that population ageing is one of the most important and challenging issues in this millennium. It may infer that in this country, the ageing process has been largely influenced by socio-economic development of society. However, the problems call for serious thinking on a part that the government and civil society can play. In this context, the present research would like to find the reasons of silvers workers for working after retirement.