

Employee's Perception on Pre-Retirement Planning and Financial Security: A Case of Kilimani Immigration Office in Zanzibar

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ABSTRACT

Background: Retirement system is not the same across many countries, Some Public sectors provided old age pension is the primary component of retirement security in a particular country while in other countries individual, company and family sources comprise with older generations mainly be source of supports. The study aims to determine the employee's perception on pre-retirement planning and financial security (a case of Kilimani immigration office in Zanzibar). **Methods:** A study uses primary data collected through questionnaire at immigration office located at Kilimani Zanzibar according to sample size of 235. Moreover, correlation analysis was applied to analyze employee's perception on pre-retirement planning and financial security, this model gives necessary information for answering all three research's questions. **Results:** The findings reveal that, perceived trust has greater correlation with pre-retirement planning and financial security compared with perceived altitude and perceived usefulness. This suggests that higher perceived trust is associated with better pre-retirement planning and financial security. **Conclusion & Recommendations:** The study concluded that the correlation analysis reveals significant relationships among perceived altitude, perceived usefulness, perceived trust, and pre-retirement planning and financial security. The findings suggest that perceptions of altitude, usefulness, and trust are interrelated and collectively influence financial planning and security. The study recommends that; the office should create workshops or seminars explaining the benefits of pre-retirement planning. Explain how it helps employees achieve their retirement goals, such as maintaining their desired lifestyle, traveling, or pursuing hobbies.

Keywords: Perceived Attitude, Pre-Retirement Planning, Financial Security, Perceived Usefulness, Perceived Trust.

INTRODUCTION

Different nations have different retirement systems. In certain countries, the main source of retirement security is an old age pension given by the public sector, whereas in other countries, the older generations receive the majority of their support from family, company, and private sources. Institutional regulations concerning benefit levels and the means of financing these benefits also vary greatly throughout numerous countries. These structural variations suggest that country-to-country variations in the retirement system's economic impact are also present [1]. Concerns about people not saving enough for retirement are widespread, and the issue is made worse by the aging of the population in many wealthy nations [2]. Although the issue of

aging populations is not as great in developing nations presently, by 2050, it is predicted that over 80% of the world's population over 60 years of age would live in developing nations (UNCTAD, 2005). Around 72% of Australians plan to retire after turning 60, according to the Australian Government (2020). A further 13% plan to continue working for as long as they can. Retirement lifestyle expectations varied: 42% of Australians expect to have a better retirement than their parents, 33% expect to live roughly the same, and 25% expect to live a worse retirement than their parents. There was a gender difference in these expectations for lifestyle, too, which can be attributed in part to the greater pessimism of younger cohorts and the gloomier responses from female respondents.

Between now and 2050, it is predicted that the proportion of the African population over 60 would nearly treble. If action is not taken to provide income support for the elderly, the aging population is predicted to result in higher levels of poverty among the elderly [4]. The South African government has concentrated on retirement reform over the past 10 years in an effort to provide older citizens with more extensive care, which The creation of an obligatory national pension plan is one area of special attention. Although employees in the formal sector contribute significantly to retirement funds, 20% of the labor force is jobless and works outside of the official sector; as a result, half of the labor force does not typically have access to retirement funds. In light of these circumstances, it is projected that up to two-thirds of South Africans may not receive a funded pension benefit in retirement and will instead need to rely on social subsidies [2]

Furthermore, according to a World Bank assessment, only 45% of Tanzanians are financially literate, which indicates that financial literacy in Zanzibar is comparatively low. Employees' inability to make wise retirement plans is impacted by their lack of financial literacy because many do not understand the advantages of investing in pension plans or long-term savings. Furthermore, economic difficulties like inflation, which was estimated to have averaged 4.4% in Tanzania for 2023, devalue savings and make retirement financial security even more difficult. Because of the confluence of these variables, a large number of employees in Zanzibar view retirement with uncertainty and place a greater emphasis on short-term revenue sources than on long-term financial planning.

The Tanzanian Public Service Retirement Benefit Act of 1999 is the governing legislation for the country's public sector retirement program. However, the government of the Zanzibar Social Security Fund Act No. 2 of 2005 [5] also regulates retirement in Zanzibar, a semi-autonomous territory of the United Republic of Tanzania. Retirees are entitled to monies from the designated Fund under both Acts, which are determined by the contributions made by the specific employees and employer during their working lives. In addition, the United Republic of Tanzania has a 60-year-old mandatory retirement age and a 55-year-old voluntary retirement age. The nation's rules and regulations guarantee that retirees have a fulfilling post-retirement life [6]. Additionally, there are two ways that retirement benefits are paid: a lump amount (commuted pension) and a monthly pension. A person must reach statutory retirement age (60 years old is mandatory, 55–59 is optional) and pay a minimum of 120 contributions per month to PPF and 180 contributions per month for other schemes in order to be eligible for a pension and lump sum. Only a lump sum payment is made to those who do not meet the specified requirements [7].

PROBLEM STATEMENT

For workers worldwide, securing financial stability in retirement is a top priority. But according to a researcher, financial security is frequently overlooked, especially in some industries. Because of their distinct functions and responsibilities, immigration departments may make it difficult for their staff members to sufficiently prepare for life after retirement. Ahmed and Wang [6] state that the Revolutionary Government of Zanzibar worked to impose and carry out a public service reform agenda that included retirement plans and financial security as essential components of their daily operations. The aforementioned establishments comprise the President's Office Justice, Constitutional Affairs, Good Governance and Public Service, the Public Service Commission, the Zanzibar Social Security Agency, the Zanzibar Social Welfare Department, and the Ministry of Finance and Planning (which oversees the departments responsible for retiree payments and human resources planning and development).

As previously mentioned, there is an issue with employees' financial security notwithstanding government efforts. The specific concern is that the employee might not have a clear understanding of how much it really costs to live comfortably in retirement and might not have the confidence to make well-informed investment decisions for their retirement savings, which could result in less than ideal returns. Unexpected medical costs may also have an effect on retirement plans and financial stability. A 2022 internal study from the Zanzibar Ministry of Labor and Migration highlighted the significant financial security issues experienced by retired personnel of the migrant office in Zanzibar. According to the survey, almost 60% of these retirees are struggling financially, with many finding it difficult to cover their basic expenses as a result of insufficient pension benefits. The problem is made worse by the fact that a large percentage of these employees made sporadic or minimal pension plan contributions, which left them with inadequate retirement savings.

Thus, the purpose of this study is to ascertain how employees perceive their level of financial stability and readiness for retirement, with the goal of identifying any obstacles or worries that may be encountered by those employed in the immigration business. By examining this feature, the research provides insightful information that can be used to develop strategies and interventions to improve the general well-being and retirement readiness of the employee in this specific field. Therefore, in order to solve the stated problem above, a researcher comeup with the following research objectives, these are;

1. To examines the relationship between employee perceived attitude and pre-retirement planning and financial security.
2. To examine relationship between employee perceived usefulness and pre-retirement planning and financial security
3. To examine relationship between the employee perceived trust and pre-retirement planning and financial security.

THEORETICAL LITERATURE REVIEW

The Life-cycle Theory of Saving and Retirement

This theory was developed by Modigliani & Brumberg [8]. The Life Cycle Theory provides a framework for understanding how individuals should plan their savings, investments, and consumption to ensure financial security throughout their lives, particularly in retirement. It

highlights the importance of accumulating wealth during working years, adjusting investment strategies as retirement approaches, and planning for potential risks to maintain a stable standard of living in later life. Moreover, this theory argues that, people seek to maintain roughly the same level of consumption through their life time by taking on debt or liquidating assets early and late in life and saving during their prime earning years when their income is low. Also, Finite lives and perfect annuity markets to endogenously determine both retirement and the time path of consumption. This theory uses the model to show how optimal retirement and savings decisions respond to changes in wage levels and life expectancy. Standard concavity conditions usually imply the smoothing of leisure over time.

The Rational Planning Theory

One of the key contributors of this theory was Herbert Simon [9]. Rational Planning Theory, also known as classical planning or comprehensive rationality, posits that planning decisions should be made based on a rational analysis of data and objectives, aiming to maximize efficiency and achieve predetermined goals. The key points of this theory are; Systematic Decision-Making, Instrumental Rationality, Clear Objectives, Cost-Benefit Analysis, Optimization, Predictive Planning, Top-Down Approach and Critiques. They contend that planning contexts are often characterized by uncertainty, complexity, and conflicting interests, which limit the applicability of rational decision-making models. Additionally, they highlight the potential for unintended consequences and the exclusion of marginalized voices in top-down planning processes.

This study relates to the aforementioned theories as it provides guidance on how individuals should prepare for life beyond their working years. Therefore, this study underscores the significance of preretirement planning for employees prior to their retirement.

EMPIRICAL LITERATURE REVIEW

This section presents the available literature and offers actual evidence to support the theoretical frameworks and bring a practical conceptual underpinning. In addition, this section contributes a thorough knowledge by identifying the findings in previous empirical studies linked to the study title. Todd & Schuyler [10] conducted a study to identify what financial and nonfinancial retirement planning factors are important to service members and to determine which factors have the most significant influence on a service member's decision to financially prepare for retirement. The survey included questions regarding financial resources, resource constraints, and nonfinancial factors. Moreover, the findings indicate that saving for unexpected costs outside of retirement accounts, improving financial literacy, and establishing clear retirement goals were important to consider during retirement planning. This research also found that a service member's rank, savings outside of a dedicated retirement account, calculating necessary retirement savings, and conducting retirement planning activities were statistically significant at the 0.05% level. The mid-career employee's perception and strategies of pre-retirement planning and financial security in Gambling Company in Durban at 2021. Moreover, fifteen mid-career employees were selected using purposive sampling. These employees were interviewed, and resulting data was analyzed using content analysis. Furthermore, the findings reveal that mid-career employees perceive pre-retirement planning as financial distress and secondary to the clearing of debt and meeting children's needs (Jonah, 2021).

Ryana & Cudeb [11] assessed the Financial Advice, Plan Choice, and Retirement Plan Satisfaction at North Georgia in 2021. About 255 sample was selected by simple random sampling and multiple linear regression model was used for data analysis and results was reveal that, the R-squared values for final models was 0.142 and The exception was the model for satisfaction with plan portability, in which The R-squared was 0.420. Furthermore, Retirement plan knowledge was negatively associated with satisfaction with the decision period. Selection of a defined benefit plan was positively related to four aspects of satisfaction and negatively related to regret.

Clark, Lusardi, & Mit, [12] analyzed the employee financial literacy and retirement plan behavior. The study uses the administrative record as source of data on all active employees of the Federal Reserve System. The finding reveals that, those employees who completed the Learning Module were more likely to start contributing and less likely to have stopped contributing to the DC plan post-survey. In sum, employer-provided learning programs are shown to significantly impact employee retirement saving decisions and consistent with a lot of other research, higher levels of financial literacy are found to have a beneficial impact on retirement saving patterns.

Shacklock & Brunetto [13] examine the employee's perception of the factors affecting decision to retire. Moreover, the study uses simple random sampling to select the representative sample of 412 and regression approach was modeled for data analysis process. Furthermore, the findings from the quantitative analysis suggest that age has a significant moderating impact on the way employees perceive four traditional retirement factors (intrinsic, health, financial and organizational policies and practices). Similarly, the findings from the quantitative analysis suggest that employees' perceptions of autonomy in relation to when they retire are significantly affected by those four traditional retirement factors, with the factors of 'financial' and 'organizational policies and practices' being the two significant factors. The relationship between retirement confidence and preparedness, and the factors affecting retirement confidence and preparedness. A total of 150 working individuals between the ages of 21 to 55 participated in this study. The objectives of this study are to investigate the scenario of preparedness and confidence toward their retirement and to examine the relationship between attitude towards retirement, goal clarity and financial literacy and retirement preparedness and confidence. Results showed that goal clarity is significant in the prediction of working individuals' retirement confidence and preparedness. The results of this study have implications for working individuals to make early planning for retirement to enable them to have a strong financial base after retirement. Hence they will be more confident and prepared to face the reality of life during retirement [14].

Baloch [15] evaluate the source which develops perceptions, intentions and retirement behaviors in aging employees. About 251 participants qualified from the sugar factories to take part in this study aging from 35 to 65 years. Correlation statistics and Structural Equation Modeling were employed to obtain logical and comprehensive results. Findings suggest that adolescence age is not only and significant predictor for the retirement. Job strain, insecurity and perceived satisfaction on retired life accounted for retirement intentions and retirement behaviors. However, analyses revealed that the effect of retirement intentions on retirement behaviors was mediated by self-directedness.

Dugguh & Iliya, [16] examine the effect of retirement schemes on employee performance in Ashaka Cement Plc. The study employs the survey research design where structured questionnaires were administered to a sample of 266 staff of the company. Data collected and analyzed using regression analysis. Furthermore, Result of the analyses revealed that good retirement plans affect employee performance in cement manufacturing companies in Nigeria. Moreover, retirement plans as it has significant effect on employee work performance accounting for 21.7% of all plans offered by the company to enhance performance with a correlation co-efficient of 0.466.

The system of retirement preparedness in Sri Lanka, and to examine financial and pension literacy's role on the retirement preparedness. Specifically, this study evaluated three domains of retirement preparedness: planning for retirement and perceived retirement income adequacy. Moreover, a sample of 257 was used and Results show that financial literacy had a positive and statistically significant association with retirement preparedness, pension literacy had a positive and statistically significant association with both subjective and objective measures of retirement preparedness, and there was no synergic effect between financial literacy and pension literacy for retirement preparedness [17]

Ainol, [18] determine the factors influencing retirement planning among young professionals in private sector. There are three factors identified in this research which includes financial literacy, job satisfaction and savings behavior. Data used for this study are both primary and secondary data. A questionnaire is distributed and administered to extract data from the respondents consist of executives, non-executives and managers around Klang Valley, aged between 20 - 34 years old. The data is analyzed using frequency analysis, reliability test and Pearson correlation in order to obtain a clear findings and results. The findings show that financial literacy, job satisfaction and savings behavior has a positive association towards retirement planning. Furthermore, it is shown that financial literacy and saving behavior have a significant relationship with retirement planning.

CONCEPTUAL FRAME WORK

The framework is very useful because it helps to ensure that the study is focused, relevant and valid, and that the data is collected is reliable.

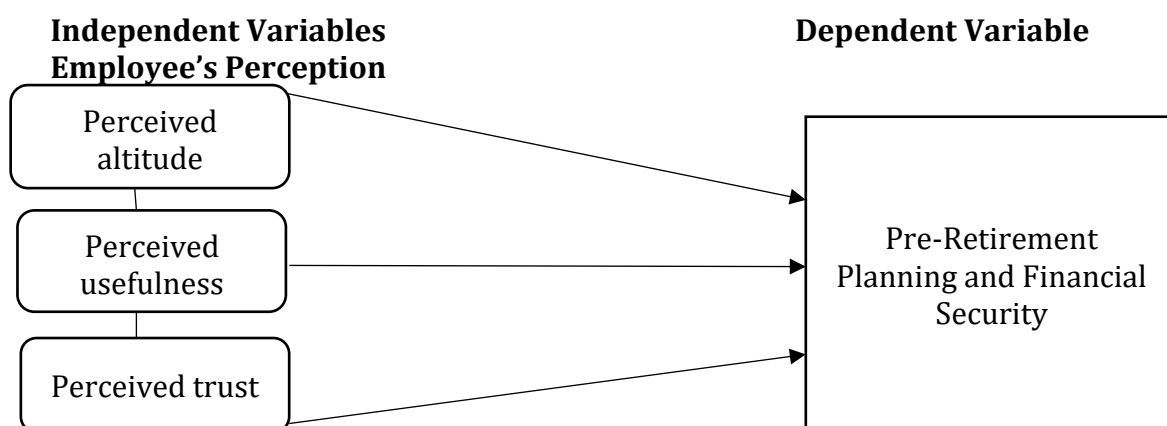


Figure 1: Conceptual framework

Source: author's creation (2024)

In this case, pre-retirement planning and financial security is dependent on employee's perception. Therefore, the research would try to understand how different aspects of pre-retirement planning influence the way employees think and feel about their financial security in retirement. However, pre-retirement planning is the dependent variable. The research might analyze different types of pre-retirement planning programs, levels of employee participation, or information provided to understand how they impact employee perceptions of financial security.

METHODOLOGY

The study was conducted at the immigration office in Kilimani, Unguja Zanzibar, to investigate the perceptions of pre-retirement planning and financial security among immigration employees in Zanzibar. The study area was chosen due to the lack of understanding of financial security among immigration employees, who face financial strain after retirement. The research design consisted of descriptive design, experimental design, correlation design, diagnostic design, and explanatory research design. For this study, a descriptive research design and correlation analysis were employed. The study population consisted of 724 immigration employees working in Zanzibar. The probability sampling technique, simple random sampling, was used to ensure proper sample representation and trustworthy data. The sample size was chosen from the immigration office randomly at Kilimani area using mathematical formulae developed by Yamane [19]. The study's validity and reliability were ensured through the use of statistical methods and the use of statistical analysis techniques. The ethical considerations were also considered in the selection of the sample size.

The data collection method for this study involved a self-administered questionnaire, which was used to gather information from respondents. The questionnaire was designed to be accurate and truthful, ensuring a high rate of return. The questionnaire included closed-ended and Likert scale questions with predetermined response options. Reliability was also assessed using Cronbach's alpha coefficient, which was calculated to validate internal stability of data. The Cronbach's Alpha of 0.815 for the 15 items in the questionnaire indicates good internal consistency and reliability for measuring study variables. Data analysis involved examining and interpreting data to uncover meaningful insights and trends. Various techniques were employed, including descriptive analysis and inferential statistics like correlation analysis. Data entry, cleaning, and analysis were performed using the Statistical Package for Social Science (SPSS).

STUDY FINDINGS

Demographic Findings of the Respondents

Based on data from Table 1 reveal that, about 42.55% of respondents were female and 57.45% of respondents in the Zanzibar immigration office are male, indicating that men constitute the majority of the workforce. These male employees often serve as the primary breadwinners, responsible for most or all household expenses and heavily reliant on their job salaries. As they approach retirement, they risk facing a significant drop in income, jeopardizing their ability to maintain their household expenditures. Also, Table 1 reveals that about 14.89% of respondents were 20-30 years old, about 27.23% of respondents were around 31-40 years, also about 43.4% of respondents are aged between 41 and 50 and 14.47% of respondents were around 51-60 years old, indicating that a significant portion of the employees are nearing retirement. Coupled

with the fact that most of these employees are male and primary breadwinners responsible for their household and relatives' expenses, it becomes clear that they need robust pre-retirement planning and financial security measures. This preparation is essential to maintain their income levels and manage expenditures post-retirement, thereby safeguarding them from financial stress and potential depression during their retirement years.

Table 1: Demographic Findings of the Respondents

Variables	Category	Frequency	Percentage
Sex of respondents	Male	135	57.45
	Female	100	42.55
Age	20-30	35	14.89
	31-40	64	27.23
	41-50	102	43.4
	51-60	4	14.47
	60 over	0	0
Marital status	Married	187	79.57
	Divorced	14	5.96
	Single	29	12.34
	Widow	5	2.13
Education Level	Secondary	9	3.83
	Professional Certificate	12	5.11
	Diploma	63	26.81
	Degree	94	40
	Master	57	24.26
Age remains for retirement	Less than 5 years	13	5.13
	5-10 years	28	11.97
	More than 10 years	183	78.21
	Not Sure	11	4.7

Furthermore, the results from the table 1 shows that 79.57% of respondents are married, about 5.96% of respondents were divorced, 12.34% of respondents were single and 2.13 were widow, this is highlighting that the majority of Zanzibar's immigration office employees are married. Given that most of these employees are also male and primary household heads nearing retirement, this underscores the urgent need for pre-retirement planning and training. Moreover, Table 1 reveals that 40% of respondents hold a bachelor's degree, 26.81% have a diploma, and 24.26% possess a master's degree. This indicates that the majority of employees in the Zanzibar immigration office are well-educated, primarily holding bachelor's degrees, with significant portions also having diplomas or master's degrees. Their high educational levels suggest an awareness of the financial challenges post-retirement, especially since many are household heads nearing retirement. Given their education and salary scales, they are likely to receive substantial retirement funds.

Finally, Table 1 indicates that 78.21% of respondents have more than 10 years until retirement, but also about 5.13% of respondent had less than 5 years to retire suggesting that the majority of Zanzibar's immigration office employees have ample time to undergo pre-retirement training and secure their financial future. This extended period allows them to receive the necessary guidance and support to manage their post-retirement lives effectively. Proper

planning and training during this time can significantly enhance their quality of life in retirement and help maintain their mental health.

Correlation Analysis

A Pearson correlation techniques was used in this study in order to explore the strength of the relationship between two continuous variables. The sign in front indicates whether there is a positive correlation (as one variable increases, so too does the other) or a negative correlation (as one variable increases, the other decreases). The size of the absolute value (ignoring the sign) provides information on the strength of the relationship. A perfect correlation of 1 or -1 indicates that the value of one variable can be determined exactly by knowing the value on the other variable. On the other hand, a correlation of 0 indicates no relationship between the two variables.

Specifically, in this study a researcher was interested to know the strength of the relationship between

1. Employee perceived attitude and pre-retirement planning and financial security.
2. Employee perceived usefulness and pre-retirement planning and financial security
3. Employee perceived trust and pre-retirement planning and financial security.

Thus, to determine/ interpret the value of correlation different authors suggest different interpretations; however, Cohen et.al., [20] suggests the following guidelines

Table 2: Interpretation of Person's correlation coefficient (r)

Values Of Pearson's Correlation Coefficient	Interpretation
R = 0.10 To 0.29	Small Correlation
R = 0.30 To 0.49	Medium Correlation
R = 0.50 To 1.0	Large Correlation

Source: Cohen (2013)

The results of the Pearson's correlation coefficient (r) as seen in the table 3 show that all predictor variables namely perceived altitude, perceived usefulness and perceived trust correlate positively with the dependant variable pre-retirement planning and financial security.

In looking at the strength of the relationship, it is clearly seen that the independent variable perceived trust has greater correlation with pre-retirement planning and financial security compared with other independents variables (perceived altitude and perceived usefulness). The table 3 indicates that the correlation coefficient is $r=0.334$, $p < 0.01$; two-tailed, indicating a weak to moderate positive relationship. This implies that higher perceived altitude is somewhat associated with better pre-retirement planning and financial security. Also, the correlation coefficient is $r=0.385$, $p < 0.01$; indicating a moderate positive relationship. Higher perceived usefulness is associated with better pre-retirement planning and financial security. Furthermore, the correlation coefficient is $r=0.449$, $p < 0.01$; indicating a moderate positive relationship. This suggests that higher perceived trust is associated with better pre-retirement planning and financial security.

Table 3: Correlations

		Perceived altitude	Perceived usefulness	Perceived trust	Pre-Retirement Planning and Financial Security
Perceived altitude	Pearson Correlation	1	.520**	.470**	.334**
	Sig. (2-tailed)		.000	.000	.000
	N	235	235	235	235
Perceived usefulness	Pearson Correlation	.520**	1	.651**	.385**
	Sig. (2-tailed)	.000		.000	.000
	N	235	235	235	235
Perceived trust	Pearson Correlation	.470**	.651**	1	.449**
	Sig. (2-tailed)	.000	.000		.000
	N	235	235	235	235
Pre-Retirement Planning and Financial Security	Pearson Correlation	.334**	.385**	.449**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	235	235	235	235

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Researcher, 2024

The implication of these findings indicated that the perceived altitude has a moderate impact on both perceived usefulness and perceived trust, and a weaker impact on pre-retirement planning and financial security. Also, the results implied that perceived usefulness is strongly linked to perceived trust, indicating that individuals who find a system useful are likely to trust it more. Furthermore, the perceived trust is moderately related to pre-retirement planning and financial security, suggesting that trust plays an important role in financial planning decisions. The moderate correlations between perceived usefulness and pre-retirement planning and financial security highlight the importance of perceived benefits in financial planning. Conclusively, the correlation analysis reveals significant relationships among perceived altitude, perceived usefulness, perceived trust, and pre-retirement planning and financial security. The findings suggest that perceptions of altitude, usefulness, and trust are interrelated and collectively influence financial planning and security. These insights can help in designing interventions and strategies aimed at improving financial security and planning through enhancing perceptions of trust, usefulness, and attitude.

DISCUSSION OF FINDINGS

The main idea of this study was to assess the employee's perception on pre-retirement planning and financial security at Immigration Office Zanzibar. There were three objectives for this study and their findings are consistence with the several studies conducted previous.

The Pearson correlation coefficient between perceived altitude and pre-retirement planning and financial security is 0.334 ($p < 0.01$), suggesting a moderate positive relationship. This

implies that individuals with a higher perception of altitude (potentially relating to a sense of control or status) tend to engage more in pre-retirement planning and feel more secure financially. This finding is consistent with previous studies, such as Jonah [21] examines the mid-career employee's perception and strategies of pre-retirement planning and financial security in Gambling Company in Durban. The findings reveal that mid-career employees perceive pre-retirement planning as financial distress and secondary to the clearing of debt and meeting children's needs. Also, Lusardi and Mitchell [22] which highlight the role of individual confidence and perceived control in financial planning behaviors.

Perceived usefulness has a Pearson correlation coefficient of 0.385 ($p < 0.01$) with pre-retirement planning and financial security, indicating a moderate positive relationship. This result suggests that when individuals perceive financial planning tools and resources as useful, they are more likely to engage in pre-retirement planning and feel secure about their financial future. This aligns with the Shacklock & Brunetto [13] examine the employee's perception of the factors affecting their decision to retire. The findings suggest that age has a significant moderating impact on the way employees perceive four traditional retirement factors (intrinsic, health, financial and organizational policies and practices). Also, the finding is consistency with the Technology Acceptance Model (TAM) proposed by Davis [23] which posits that perceived usefulness is a significant predictor of the acceptance and usage of technology, including financial planning tools.

The correlation between perceived trust and pre-retirement planning and financial security is 0.449 ($p < 0.01$), indicating a moderate to strong positive relationship. This result highlights that higher levels of trust in financial planning resources or advisors are associated with better pre-retirement planning and a stronger sense of financial security. Previous research by Dugguh & Iliya, [16] support this finding whereby they examines the effect of retirement schemes on employee performance in Ashaka Cement Plc. The result of the analyses revealed that good retirement plans affect employee performance in cement manufacturing companies in Nigeria. In addition to that the study of Guiso, Sapienza, and Zingales [24] supports this finding, demonstrating that trust is a critical factor in financial decision-making and planning.

The correlation analysis underscores the importance of perceived altitude, usefulness, and trust in influencing pre-retirement planning and financial security. These findings are consistent with previous literature, reinforcing the need for financial planners and advisors to build trust, demonstrate the usefulness of financial tools, and empower individuals to take control of their financial futures. By addressing these factors, financial professionals can better support individuals in achieving secure and well-planned retirements

CONCLUSION

The first research objectives were to examine the employee perceived attitude on pre-retirement planning and financial security. The findings reveal that, the coefficient of perceived ease of use (perceived attitude) is positive, but it is not statistically significant. This means that there is not enough evidence to conclude that perceived ease of use has a significant impact on pre-retirement planning.

The second research objective was to examine employee perceived usefulness on pre-retirement planning and financial security. Results show that, people who perceive pre-retirement planning to be more useful are more likely to engage in it. This suggests that interventions aimed at educating people about the benefits of pre-retirement planning could be effective in encouraging people to save for retirement.

Finally, the third research objectives were to investigate the employee perceived trust on pre-retirement planning and financial security. The findings reveal that, people who perceive pre-retirement planning to be more trustworthy are more likely to engage in it. This could be because people are more likely to save for retirement if they trust that the financial institutions or products involved will help them achieve their retirement goals.

RECOMMENDATIONS OF THE STUDY

A researcher recommends that, create workshops or seminars explaining the benefits of pre-retirement planning. Explain how it helps employees achieve their retirement goals, such as maintaining their desired lifestyle, traveling, or pursuing hobbies. Also, the employee should Partner with reliable financial institutions or retirement consultants to build trust in the planning process. Moreover, the employee focusing on both the perceived usefulness and trustworthiness of pre-retirement planning may be more effective than focusing on ease of use when designing interventions to encourage people to save for retirement. Therefore, by implementing these recommendations, the office of immigration Zanzibar can develop a comprehensive approach to encourage employees to engage in pre-retirement planning and achieve financial security.

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