

The Relationship Between Self-Esteem And Retirement Syndrome Among Angkasa Pura's Former Upper Managerial Retirees In Facing Retirement

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Abstract: Retirement syndrome is a symptom that may appear following a loss of power or position of authority. One of the leading causes of retirement syndrome is a person's self-esteem. Self-esteem is a form of self-assessment that reflects an attitude of acceptance or rejection toward oneself. The objective of the study is to learn whether there is a relationship between self-esteem and retirement syndrome among Angkasa Pura's upper managerial retirees in facing their retirement. The subjects' population in the study consisted of 40 members of Angkasa Pura Retirees Association, and the data are collected using a saturated sampling method. The instrument uses two scales, wherein 32 of the items are related to the self-esteem scale, and 25 of them are found to be valid with a reliability score of 0.938. Meanwhile, the retirement syndrome scale consists of 48 items, wherein 37 of them are valid with a reliability coefficient of 0.968. The results of the bivariate correlation data analysis show that there is a negative correlation between self-esteem and retirement syndrome among the subjects with a correlation coefficient (r) = -0.462. Therefore, the study concludes that there is a negative correlation between self-esteem and retirement syndrome among Angkasa Pura's upper managerial retirees in facing their retirement.

Keywords: self-esteem, retirement syndrome

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I. INTRODUCTION

When a person enters a period where he is no longer employed, it will be felt as a mental blow. For some individuals, having to step down from their position of power would be seen as a sign that they have become worthless and may make them overly sensitive, becoming subjective in their views and less realistic in dealing with their retirement. The condition may be exacerbated by a feeling of sadness, fear, anxiety, despair and confusion, which clearly will affect their mental and physical wellbeing. These symptoms may appear in any retired individual and may even lead to a condition referred to as Retirement Syndrome. Santaroso and Lestari (2008 in Faizal Ramadan, 2014:

2) argue that retirement syndrome mostly occurs among individuals who just reached their retirement or close to their retirement. The syndrome is present to individuals who become unsettled while approaching their retirement age, where they become stressed, overcome by depression, unhappy and begin to lose their self-esteem. Retirement is seen by these individuals as something that disconnect them from their routines.

The type of individuals susceptible to retirement syndrome are those who feel the need to be respected or revered by others; individuals who need recognition from others due to a lack of self-worth, or people who feels that others recognize them because they hold a certain position; individuals who put the meaning of their lives in the prestigious status of the position they previously held and the power to control the lives of other individuals, or to rule over other individuals. In other words, individuals who believe power is everything or the most significant thing in life are more susceptible to suffer from the retirement syndrome.

According to Handayani et al. (1998) (in Sugiyanto 2008: 5), self-esteem develops in accordance with the quality of the interaction between the individuals and their surroundings, and it could go either way: it could either boost or lessen an individual self-esteem. An individual may possess a high self-esteem when they are working due to the feeling of being useful to others and their surroundings. High self-esteem is characterized by high self-confidence, satisfaction, having clear goals and always maintains a positive outlook. Moreover, Atchley

177) argues that retirement may also lead to a number of negative effects. Being retired may lead to economic hardship, diminished self-esteem, reduced activity, and a drop in physical and mental capacity and a feeling of being useless to the surroundings and others. Losing a job, deteriorating health, and losing contacts with acquaintances and co-workers in the late stage of adulthood could trigger a drop in a person's self-esteem. Low self-esteem may lead to the emergence of negative conditions such as irritability, frustration,

disappointment, confusion, anxiety, uncertainty, and a lack of self-confidence. This generally happens to individuals who previously had power or held an important position, and suddenly they are no longer in office. Such symptoms of mental or emotional instability may appear for all to see.

The interviews and observations made by the researcher on several male members of the Association of Angkasa Pura's Retirees who previously held upper managerial positions in Jakarta and had been retired for 1-2 years reveal that most retirees could not adjust to retirement because they were not prepared. Meanwhile, men has been traditionally viewed as the head of a household and as such, they have an obligation to support their families. It was no wonder that these individuals felt pressured by the situation because of the loss of facilities they once had while they were still in office. Now that they were no longer held the position, they had no power or some even felt that they lost their dignity, not to mention a reduced income that eventually could lead to a physical and cognitive decline.

Therefore, it appears that most individuals who experience retirement syndrome felt that their self-esteem decreases because of their reduced social role (feeling dissatisfied with their condition after retirement, preferring to be alone rather than seeing and mingling with other people), the feeling of no longer being respected (no longer receiving praise from others, no longer admired by their coworkers), the lack of the routines rituals when they were still had jobs (getting up early, wearing uniforms, etc.), carrying out activities that are not usually done by people with jobs (going on a vacation, spending time with friends and family) and the loss of source of income from their previously held position. To make things worse, the concerned individuals may not even be aware of these changes. A feeling of irritability, aggressions, and unchecked anger would overwhelm them, because this type of individuals has been used to giving order and suddenly now has no authority to order anyone. The most frequent targets for these individuals' anger are their closest family members, i.e. their spouses, children or even the house servants.

FORMULATION OF THE ISSUES

Based on the issues outlined above, this paper will investigate whether there is a relationship between self-esteem and retirement syndrome among the former upper managerial members of the Association of Angkasa Pura's retirees in facing their retirement.

II. LITERATURE REVIEW

Retirement syndrome

Retirement syndrome is sometimes also referred to as 'post- power syndrome.' Hermi (2016: 15) states that the term 'post-power syndrome' is formed by three words, i.e. 'post', which means 'after', or 'something that follows'; 'power', which means 'strength or authority', and 'syndrome', which is 'a condition or pattern.' Therefore, retirement syndrome refers to a condition that appears after a loss of power or authority, or to be more precise, it is a psychological condition associated with an unbalanced mental capacity that tend to appear after an individual is stripped from the power and authority of his previous position.

Symptoms of Retirement syndrome

Dinsi (2006 in Handayani 2011: 2) states that the symptoms of retirement syndrome can be grouped as follows:

a. Physical symptoms

The individual may age prematurely compared to the times when he was still in office or still in power. The hair turns white, the face becomes wrinkled, and they may become moody, feeble and weak.

b. Emotional symptoms

The individual becomes irritable, withdrawn, and reclusive, and feels worthless.

c. Behavioral symptoms

The individual may feel withdrawn and reluctant to meet other people, be prone to engage in violence and to show anger to other people.

Factors Affecting Retirement Syndrome

Turner and Helms (in Apsari 2010:4) claim that retirement syndrome experienced by an individual is affected by the following:

a. No longer holding any position, i.e. the loss of self-esteem because an individual no longer hold any position, which, in turn, may make an individual feel that they no longer belong to any institution. In other words, by holding a certain position, an individual may feel that they are an important part of an institution. Moreover, by having a certain position an individual would feel more secure because they get recognition for their abilities. Ultimately, they may feel more content by having the power associated with such position.

b. No longer belong to any exclusive group, i.e. the loss of identity within a certain social group, which has a certain meaning to them or they are proud of. This social group could be a business group or a group of

people with the same profession. When that individual retired, they lost their identity and had to reconstruct and reevaluate their own identity and creating a new identity, which may be lower in either importance or substance.

c. Loss of real or perceived authority or losing a sense of belonging to a specific group., i.e. losing a position that provides a feeling of substance that gives a boost to the individual's self-confidence. The job performed by the individual before retiring is a job that gives personal satisfaction and a sense of achievement to the individual. When the individual retires, they have to abandon all their personal attributes they previously had, including the job that gives them the personal satisfaction. Consequently, they need to seek substitute activities to alleviate the loss.

d. Loss of work-associated social contacts, i.e. when an individual has a clear, established position, then that person has a framework for carrying out tasks that are specific to the position and along with that comes a number of social contacts. For a person who spent most of their time at work, their social contacts mostly involve their colleagues, subordinates, superiors or clients. To overcome a loss of work-associated social contacts, the individual must seek other activities and meet other people in a new surrounding as a source of social support.

e. Losing part of their income, which will lead to a change in the lifestyle or life pattern of the individual or their family, for example, where previously they could live in comfort, now they have to be prudent in their spending.

Aspects of Retirement syndrome Atamimi (in Pusadan 2014: 4) argues that there are four aspects of retirement syndrome, namely:

a. Economic aspect

A loss of the main and additional incomes when an individual is no longer working may lead to anxiety.

b. Social aspect

A loss of support from a person's social circle in the form of appreciation for his job will make an individual feel worthless.

c. Physical aspect

One of the consequences of getting older is to suffer from a decline in physical strength and memory capacity and to have a less than perfect health. These conditions may lead to a feeling of uselessness and may even lead to anxiety.

d. Psychological aspect

In retirement, a person may feel that they do not get the respect or reverence he believes he is entitled to, and as a result, they become irritable, depressed, unsatisfied, desperate, aggressive, and may be inclined to attack others either physically or verbally without provocation.

Action to Mitigate the Excess of Retirement syndrome

Hermi (2016:18) claims that there are a number of actions that can be taken to mitigate the excess of retirement syndrome in any individual, i.e.:

a. Preventive action

b. Perceporative action

c. Curative action

Self-esteem their needs, to be an individual who wants to achieve all their aspirations and enjoy the fruit of their efforts.

Characteristics of Self-Esteem

According to Santrock (in Euis Sri Damayanti 2012:4), the following are the characteristics of an individual with a low self-esteem:

a. The individual will demean other individuals with negative things, an important personality trait for every human being. Self-esteem is usually related to the ability to perform well in a specific field or a job or feeling of pleasure in doing a certain job.

Dimension of Self-Esteem

Branden (in Yanni Nurmalasari 2007:7), claims that there are two dimensions of self-esteem, i.e.:

a. It is a feeling of personal skill or self-confidence, i.e. a conviction in one's personal ability to think and act to solve a problem according to the challenges in their life.

b. It is a feeling of personal worth or self-respect, i.e. a feeling of self-confidence with an utmost certainty of being successful and happy, to be an individual who deserves respect and has all the rights to realize all of accept other individuals.

b. The individual's body movements are not appropriate to the social context and they tend to avoid physical contact.

c. The individual is exaggerating their own achievement, skills, and physical appearances and tends to speak loudly or in a dogmatic tone of voice.

In contrast, the following are characteristics of an individual with a high self-esteem.

a. The individual is able to give orders or instructions to other individuals

b. The individual is able to communicate well including making and maintaining eye contact when they talk to or converse with others and initiating a friendly contact with other individuals.

c. The individual is enjoying social activities and able to work cooperatively in groups as well as able to keep themselves apart from other individuals.

d. The individual speaks fluently when expressing opinions.

III. METHODOLOGY

Retirement syndrome is symptoms that appear when a person no longer held a position of power. The syndrome may appear as psychological symptoms or unstable emotions and are usually negative, which lead to somatic reactions in the form of a group of symptoms of illness or injury and disruption to bodily functions either physically or mentally. Retirement syndrome scale is operated using the following aspects: economic aspect, social aspect, physical aspect and psychological aspect.

Self-esteem is a self-assessment that reflects an attitude of acceptance or rejection and shows how far a person believes that he is capable, important, successful, and valuable. The self-esteem scale is operated using a dimension of self-esteem consisting of self-confidence and self-respect.

The type of scale used in this study is the self-esteem and retirement syndrome scales. The data are collected using questionnaires with a Likert scale model containing a number of written statements, each of which has five possible answers. The questionnaires were distributed to the respondents consisting of 40 retirees. This test is carried out using Pearson's product-moment correlation coefficient formula using the SPSS version 15.00 for Windows.

IV. RESULTS

Analysis of the data reveals that there is a correlation between a person's self-esteem and retirement syndrome with $r = -0.462$. It means that H_0 , which states that there is no correlation between self-esteem and retirement syndrome among upper managerial retirees in the Association of Angkasa Pura's Retirees, is rejected. Meanwhile, H_a , which states that there is a correlation between self-esteem and retirement syndrome among upper managerial retirees in the Association of Angkasa Pura's Retirees, is accepted.

Thus, the result of this study is "there is a significant correlation with a negative direction between self-esteem and retirement syndrome" among upper managerial retirees in Association of Angkasa Pura's Retirees in facing their retirement and vice versa.

Afterward, we performed a normality test to find out if there are data in the research with normal distribution. The test was performed using the Shapiro Wilk Normality Test because the respondents are less than 100 people. The Shapiro Wilk test is used if the number of respondents in a study is less than 100 people (Kuncoro, 2005:71). Since the study only involved 40 respondents, the application of Normality Test using the Shapiro Wilk is highly appropriate. The retirement syndrome in the study is categorized as having a normal distribution because result of the normality test is 0.226 ($p > 0.05$). The retirement syndrome variable yields a mean figure of 117.05,

i.e. it is at moderate level. The self-esteem in the study is also categorized as having a normal distribution with a result of the normality test at 0.117 ($p > 0.05$). The self-esteem variable yields a mean figure of 75.40, i.e. it is also at moderate level.

V. CONCLUSION

Based on the data and discussion on the correlation coefficient between self-esteem and retirement syndrome among the retirees where we get a value of $r = -0.462$, we conclude that there is a relationship between self-esteem and retirement syndrome among a group of Angkasa Pura's upper managerial retirees in facing their retirement. In this case, the direction of the two variables is negative, which means that a retiree with a high self-esteem will have a less severe retirement syndrome and vice versa, a retiree with a low self-esteem will have a more severe retirement syndrome.

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