CONTENTS

Acknowledgements				
Abstract				
List of Tables				
List of Figures				
Sr. No.	Contents Page No.			
1.	INTRODUCTION 1-52			
	1.1 Demography of Elderly Population			
	1.2 Elderly Defined			
	1.3 Elderly and Retirement			
	1.4 Work after Retirement amongst Elderly			
	1.5 Reasons of Working after Retirement			
	1.6 Perceptions about Retirement			
	1.7 Influence of Work on Elderly			
	1.8 Problems faced by Elderly at Workplace			
	1.9 Satisfaction at Workplace			
	1.10 Employers Attitude towards Recruiting Elderly after Retirement			
	1.11 Statement of the Problem			
	1.12 Research Questions			
	1.13 Justification			
	1.13.1 Justification of the Subject of the Study			
	1.13.2 Justification of the Sample of the Study			
	1.13.3 Significance of the Study in the Department of Extension and			
	Communication			
	1.13.4 Justification of the Variables			

	1.14 Objectives of the Study	
	1.15 Null Hypothesis of the Study	
	1.16 Delimitation of the Study	
	1.17 Assumptions of the Study	
	1.18 Operational Definitions of Silver Workers and Employers	
2.	REVIEW OF LITERATURE	53-82
	2.1 Studies Related to Reasons of Silver Workers to Work after	
	Retirement	
	2.2 Studies related to Employment Status of Silver Workers	
	2.3 Studies related to Factors Influencing Silver Workers to Work	
	beyond Retirement Age	
	2.4 Studies related to Employers Perspectives towards recruiting Silver	
	Workers	
	2.5 Studies related to Perceptions of Silver Workers related to	
	Retirement	
	2.6 Studies related to Problems faced by Silver Workers	
3.	METHODOLOGY	83-117
	(A) Methodology for Quantitative Data	
	(B) Methodology for Qualitative Data	
	3.1 Pilot Study	
	3.1.1 Findings of the Pilot Study	
	3.1.2 Conclusion of the Pilot Study	
	3.2 Population of the Study	
	3.3 Sampling Unit	
	3.4 Sampling Frame	
	3.5 Sample Size and Selection Procedure of the Sample (Silver Workers	
	and Employers)	
	3.5.1 Sample Size for Qualitative Data	
	•	

- 3.6 Construction of Research Tool
- 3.6.1 Description of Research tools used for Silver Workers
- 3.6.1.1 Section 1 Profile of Silver Workers
- 3.6.1.2 Section 2 Reasons of Working after Retirement and Perceptions about Retirement
- 3.6.1.3 Section 3 Influence of Work on Silver Workers
- 3.6.1.4 Section 4 Problems faced by Silver Workers at Workplace
- 3.6.1.5 Section 5 Satisfaction at Workplace
- 3.6.1.6 Suggestions
- 3.6.2 Description of Research tool Used for Employers
- 3.6.2.1 Research tool used for Data Collection of Employers
- 3.7 Validity of Research Tools
- 3.8 Reliability of Research Tools
- 3.9 Pre-Testing of Research Tools
- 3. 10 Procedure of Data Collection
- 3.11 Scoring and Categorization of the Data of Silver Workers
 - 3.11.1 Categorization of Variables
 - 3.11.2 Reasons to Work after Retirement
 - 3.11.3 Perception about Retirement
 - 3.11.4 Influence of Work on Silver Workers
 - 3.11.5 Problems faced by Silver Workers at Workplace
 - 3.11.6 Satisfaction at Workplace
 - 3.12 Scoring categorization of Data of Employers
 - 3.12.1 Qualities of recruiting Silver Workers
 - 3.12.2 Advantages of recruiting Silver Workers
 - 3.12.3 Disadvantages of recruiting Silver Workers
 - 3.12.4 Influential Factors in recruiting Silver Workers
 - 3.13 Statistical Analysis of the Data

- 3.14 Sampling Unit
- 3.15 Sampling Frame
- 3.16 Sample Size
- 3.17 Process of Conducting In-depth Interviews
- 3.18 Analysis of the Interviewed Data

4. FINDINGS and DISCUSSION

118-288

Part – 1 Silver Workers

A) Findings and Discussion of the Quantitative Data

- 4.1 Profile of the Selected Silver Workers
- 4.1.1 Details about Family
- 4.1.2 Silver Worker and their Present Occupation
- 4.1.3 Work History
- 4.1.4 Health Status
- 4.2 Overall and Aspects Wise Reasons of Silver Workers to Work after Retirement
- 4.3 Differences in the Reasons of Silver Workers to Work after Retirement in Relation to the Selected Variables
- 4.4 Item Wise Findings regarding Reasons Prompting Silver Workers to Work after Retirement
- 4.5 Perceptions of Silver Workers about Retirement
- 4.6 Item wise Findings of the Perceptions of Silver Workers about their Retirement
- 4.7 Preparation of Retirement
- 4.8 Influence of Work on Silver Workers
- 4.9 Differences in the Overall Influence of Work on Silver Workers in relation to the Selected Variables
- 4.10 Item Wise Findings of the Influence of Work on Silver Workers
- 4.11 Problems Confronted by Silver Workers due to Work and Workplace
- 4.12 Differences in the Problems Confronted by the Silver Workers due to

work and Workplace in relation to the Selected Variables			
4.13 Item Wise Findings of the Problems Confronted by the Silver Workers			
due to work and Workplace			
4.14 Satisfaction of the Silver Workers related to Work and Workplace			
4.15 Differences in the Satisfaction of Silver Workers related to Work and			
Workplace in relation to the Selected Variables			
4.16 Item wise Findings of the Satisfaction of Silver Workers related to			
Work and Workplace			
4.17 Suggestion by the Silver Workers			
Findings and Discussion of the Qualitative Data 289			
4.18 Profile of the Selected Silver Workers			
4.19 Interviews Conducted with Selected Silver Workers			
Part – 2 Employers			
4.20 Profile of the Employers			
4.21 Details about the Employees			
4.22 Item wise Findings Regarding Influential Factors in Deciding the			
Time to Retire			
4.23 Item Wise Findings in view of the Qualities Considered by the			
Employers While Recruiting Silver Workers			
4.24 Item Wise Findings Regarding Advantages of the Employers while			
Recruiting Silver Worker			
4.25 Item Wise Findings Regarding Disadvantages Considered by			
Employers in Recruiting Silver Workers.			
SUMMARY			
Cited literature			
Bibliography			
Webliography			

 \boldsymbol{B})

5.

Appendices

Tools