

## ANXIETY OF THE ELDERLY NEAR RETIREMENT BASED ON GENDER AND EMOTIONAL INTELLIGENCE

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### ABSTRACT

**Anxiety of the elderly near retirement based on gender and emotional intelligence.** Anxiety was a very common psychological problem that every people could have. Anxiety could be triggered by something challenging, threatening or a big change in life. One of a big change in life that an elderly could face was retirement. Retirement was the end of working phase for someone who has worked on an agency or office. Retirement limits range from 55 until 70 years. In other words people would be in an elderly age when they were retired. In a retirement phase, there would be some psychological change due to transition and role change, such as anxiety. And there were factors contribute to anxiety, such as gender an emotional intelligence. At Cimahi city, there were 248 civil servants preparing for their retirement. This research aimed to address the relation between gender and emotional intelligence with anxiety of elderly civil servant near retirement phase at Cimahi Selatan District, Cimahi City. This research used a cross sectional approach, with 85 sample being choosen used a purposive sampling techniques. Data collection used an Emotional Quotient Inventory (EQ-i) and Zung, Self-Rating Anxiety Scale (ZSRAS). Data analysis used a univariate analysis and bivariate analysis using a Mann-Whitney testing. Research result showed that 83,5 % respondent were in a mild anxiety state, 50,6 % respondent are male and 74,1 % have a high emotional intelligence. Bivariate testing showed that there is a significant relation between gender ( $p$  value = 0,0001) and emotional intelligence ( $p$  value = 0,0001) with anxiety in elderly near retirement phase. It was suggested to the government to plan programs to prepare the elderly to face their retirement, to anticipate higher level of anxiety.

**Keywords:** Anxiety, Elderly, Retirement, Gender, Emotional Intelligence, Cross sectional.

### INTRODUCTION

Elderly is an age stage of humans who have entered the final stages of life. When they have entered the elderly stage, they have limited productivity and decreased physical conditions. At this age and circumstances, elderly should make adjustments to changes that occur in their lives, one of which is in terms of retirement from work. Retirement is the end of the individual in carrying out his work in an agency or office. The retirement age limit ranges from 55-70 years according to Stuart (2013, in El-din, et al. 2012). Based on the results of data from the Cimahi City Human Resources and Human Resources Development Agency the total Civil Servants (PNS) in Cimahi City are included in the retirement preparation period as many as 248 people.

Pension time marked by transition and change of roles that cause psychosocial stress. The loss of social contact from the work area makes a retired elderly feel emptiness. This

is because retirement stage will disconnect someone from routine activities that have been carried out for many years and will break the social chain that has been fostered with colleagues and the most vital is to eliminate the identity of someone who has been attached for so long.

According to Darmojo and Marton (2004, in Azizah, 2011), one of the pension problems that will arise is financial loss, loss of status, loss of friends, acquaintances, loss of activities and jobs. Agustianto (2011), said that retirement is often considered an unpleasant reality so that before the time comes, some people already feel anxious because they do not know how is life their expect in the future.

Anxiety is an uncomfortable feeling or fear accompanied by an autonomic response, anxious feelings arising from self-anticipation of the dangers of this situation can also be interpreted as a change in the individual (Nanda, 2012). Signs of anxiety in advanced age are not

handled properly can cause sleep problems, cognitive impairment, reduce the function and quality of life of the elderly. Lenze and Wetherell (2011, in Stuart, 2013).

Factors that can cause anxiety in the elderly in facing retirement are external factors including the environment around individuals, competition, self-control of the environment, experience with friends and social support. Internal factors include personality, gender, family support, religious factors, repressed emotions. Based on the description above there are four important things that can affect anxiety in dealing with retirement namely gender, emotional intelligence, social support, and family support (Asmadi, 2012).

Nuraini (2011) research results showed that there was a relationship between emotional intelligence with anxiety facing retirement in the Civil Servants (PNS) in which the correlation coefficient ( $r$ ) of  $-0,677$  and a significant level  $p$  value  $= 0.000 < \alpha$  (0.05). This means that the higher the emotional intelligence that will lower the retirement anxiety, and vice versa.

Preliminary studies showed 18 respondents or 86% respondent said it was not in accordance with their expectation for their future when facing retirement preparation, while 3 respondents or 14% of respondents felt calm even though they were about to retire. From 18 (86%) respondents who approached retirement there were 9 respondents or (50%) who stated that their income would be drastically reduced when they retired while the dependency were still occur and the retirement preparation program was not guaranteed. Meanwhile, 5 respondents (28%) stated that upon entering retirement there would be a change in social status in the community and 4 respondents (22%) stated that they would lose their work activities and coworkers when they retired.

## METHODS

This research was a correlation study using *cross sectional methods*. With the variables was anxiety, gender and emotional intelligence of the elderly in facing retirement. Anxiety is measured using a modified instrument from the ZSAS (Zung Self-rating Anxiety Scale), with the results of the measurements was 'no anxiety', 'mild anxiety', 'moderate anxiety' and 'severe anxiety'. The emotional intelligence variable is measured using the Emotional Quotient Inventory (EQ-i) instrument, with the

measurement results 'high' and 'low'. The gender variable has the measurement results 'male' and 'female'. The research sample is ASN (State Civil Apparatus) in the range of elderly who are recorded to face retirement and work in the government agency of Cimahi City. A sample of 85 people was obtained by *purposive sampling technique*. The study was conducted in May 2019, in government agencies in the Cimahi Selatan District area of Cimahi City.

Data analysis consists of univariate and bivariate analysis. Univariate analysis based on measurement results and bivariate analysis was performed between anxiety variables with sex, and between anxiety and emotional intelligence. The test used is the Mann-Whitney test.

## RESULT AND DISCUSSION

### 1. Respondents Distribution by Gender

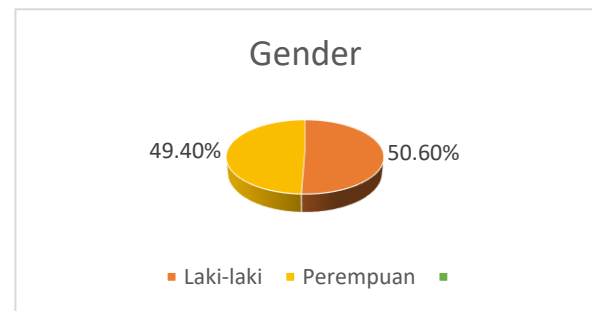


Chart 1. Respondents Distribution by Gender

In this study, the majority of respondents were men, 43 people and 42 women. The results of this study are in line with Dewi's research (2011) to distinguish anxiety levels facing retirement in civil servants by using gender differences, from the results of analysis of male sex has an average score higher than women that is equal to 68% while female gender is equal to 66.9%. Differences in the level of anxiety facing retirement in men and women, this study note that the elderly who will face retirement in the District of South Cimahi are more male than female. Because the total number of civil servants in the City of Cimahi according to the staffing and human resources of the City of Cimahi the number of male and female civil servants is not much different from the number of male civil servants as many as 1768 people while women as many as 1662 people.

Men are higher in anxiety than women, in general from the difference in scores, women are

more able to accept and immediately involve themselves in domestic life. While men think that they will feel lonely, feel worthless again, and it is difficult to find objects to change jobs.

According to Kaplan and Saddock (2010), women will return to their role as housewives when they retire, while men will lose their identity and role because of losing their jobs which gives them a sense of respect and usefulness for themselves and their families.

**2. Respondents Distribution by Emotional Intelligence**

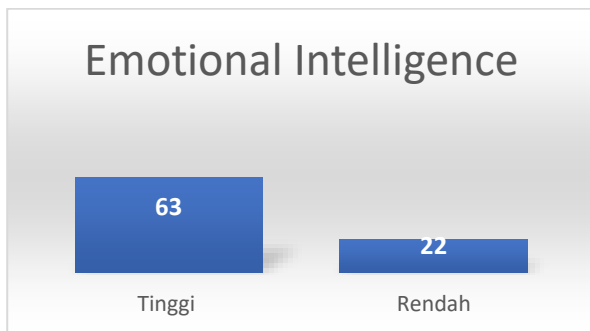


Chart 2. Respondents Distribution by Emotional Intelligence

Based on Chart 2 above note that in this study are 63 (74.1%) with high emotional intelligence. This shows that emotional intelligence is very necessary to increase the capacity of reasoning, use emotions properly, improve intuition policies and improve the ability to relate at a basic level with oneself and others (Reza, 2011).

The results of this study are in line with Dewi's research (2011) which explains that emotional intelligence in civil servants who will face retirement at UNS headquarters explains presentations with low emotional intelligence as much as 12, 9 %, and high emotional intelligence 40.8%. This proves that emotional intelligence reflects that emotional intelligence is needed to deal with a problem that is likely to cause stress or anxiety for the person. Supported by research conducted by Goleman (2003) at the University of Misissipi. Which explains that emotional intelligence is needed by each individual to understand themselves and others, control emotions, solve problems well, and help make objective judgments about others.

Based on this research note that the elderly who face retirement in the district of South

Cimahi many who have high emotional intelligence as many as 74, 1 %. High emotional intelligence will be able to manage the emotions that exist in individuals so that it will be a positive thing in managing emotional skills and make individuals skilled in breaking away from negative feelings so that anxiety that will arise when facing retirement can be minimized, managing emotions is managing the state within oneself and one's own resources, holding back emotions and negative impulses, maintaining the norms of honesty and integrity, being responsible for personal performance and for changes in the ability to control his feelings and not influence his behavior (Imama, 2011).

Based on the description above, the results of research on emotional intelligence can be concluded that the elderly who will face retirement in the District of South Cimahi many have high emotional intelligence. This shows that the elderly who will face retirement can still control their emotions, have motivation, empathy and establish relationships with others.

**3. Anxiety Level of Respondents**

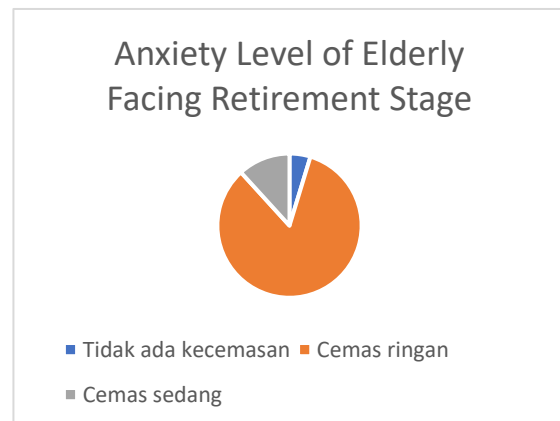


Chart 3. Anxiety Level of Elderly Facing Retirement Stage

Based on chart 3 it can be seen in this study that almost all respondents experienced mild anxiety namely 71 people (83,5 %). This is in line with research conducted by Setyaningsih (2013) of respondents with high social support 65,4 % with mild anxiety level is 15.0%. Mild anxiety is related to tension in daily life, this anxiety causes the individual to be alert and increase the perception of his field. This anxiety can motivate learning and produce growth and activity (Riyadi & Purwanto, 2009).

From this research we can know the level of anxiety of elderly who face retirement in the

category of mild anxiety by 83,5 %, this is because elderly people will face a pension gain high acceptance and social support, and the elderly who will face retirement have high emotional intelligence so that they can control emotions, motivate themselves so that anxiety that will arise when facing retirement can be minimized. This means that the higher the emotional intelligence and social support the lower the anxiety level experienced, and vice versa.

4. Relation between Gender and Anxiety of Elderly Facing Retirement Stage

Table 1. Retirement between Gender and Anxiety of Elderly Facing Retirement Stage

Gender	Anxiety						Total	p-value
	No anxiety		Mild Anxiety		Moderate Anxiety			
	N	%	N	%	N	%		
Male	0	0,0	33	76,7	10	23,3	43	100,0
Female	4	9,5	38	90,5	0	0,0	42	100,0
Total	4	4,7	71	83,5	10	11,8	85	100,0

Based on table 1 it was found that all (43) respondents with male sex experienced mild and moderate range anxiety. And from 42 female respondents none were in the moderate anxiety range. Statistical test showed a p-value of 0.000 (p <0.05) and it can be concluded that statistically there was a relationship between the gender with anxiety of elderly facing retirement stage.

The results showed that there was a significant relationship between sex with anxiety levels in the elderly who would face retirement in South Cimahi District, this was indicated by the obtained p value of 0,000 (p <0 , 05 ). So in this case it can be said that there is a relationship between the type of sex with the level of anxiety.

From the results of this study the male gender showed 0 , 0 % no one was not worried because in general men tend to experience anxiety due to psychological response to a problem before retirement. Man tend to be more prone to experience anxiety because men have high self-esteem in their work. While women can adjust to changes after retirement psychologically women return to the role of housewives. Comparable to research conducted by Purnomo (2007) about differences in anxiety facing retirement between men and women at the Jakarta Central Army Hospital. This study shows

that there is a relationship between sex and anxiety level with a p value of 0.024 (p < 0.05 ).

Anxiety facing retirement between the sexes of men and women shows that work has a very important meaning for men. According to Prastiti (2015) also shows that most men show feelings of destruction and worthless when men experience career and financial setbacks. While women will experience life satisfaction if successful in relationships with others. Men and women have different views on pensions where men assume the job is the most important thing in their lives, retirement perceived as b Eban and less able to adapt well to change the perceived role after retirement. Men also have few substitute sources that produce the means they get from their former jobs, whereas for women work is not the only way to achieve their true identity.

Men have more problems in adjusting to retirement than women (Kaplan & Sadock, 2010). Women will return to the role of housewives when they retire. While men will lose their identity and role because they also lose jobs that provide a sense of appreciation and sense of usefulness for themselves.

Based on the description above, it can be concluded that gender is one of the factors related to the anxiety level of men having more self-esteem for their work and having more problems adjusting to retirement and having different views about retirement where work is the most important thing in life.

Table 2. Relation between Emotional Intelligence and Elderly Anxiety.

Emotional Intelligence	Anxiety						Total	P-value
	No Anxiety		Mild Anxiety		Moderate Anxiety			
	N	%	N	%	N	%		
Low	0	0,0	12	54,5	10	45,5	22	100,0
High	4	6,3	59	93,7	0	0,0	63	100,0
Total	4	4,7	71	83,5	10	11,9	85	100,0

According to table 2 in the above found that of the 22 respondents who have low emotional intelligence as much as 10 (45.5%) respondents had moderate anxiety. While of the 63 respondents who had high emotional intelligence as many as 59 respondents (93,7 %) experienced mild anxiety. Statistical test results show there is a relationship between emotional intelligence with anxiety.

The relationship of emotional intelligence with anxiety levels in the elderly in facing retirement in the District of South Cimahi, it was found that from 22 respondents who had low emotional intelligence as many as 10 (45,5%) respondents experienced moderate anxiety. While of the 63 respondents who had high emotional intelligence as many as 59 respondents (93,7%) experienced mild anxiety. The results showed that there is a relationship between emotional intelligence with anxiety levels in the elderly who will face retirement in South Cimahi District, this indicated by the obtained *p value* 0,000 ( $p < 0,05$ ). So in this case it can be said that there is a relationship of emotional intelligence with anxiety levels.

From the results of this study showed that of 63 respondents who had high emotional intelligence as many as 59 respondents (93,7%) experienced mild anxiety. Because the elderly who are still working Emotional intelligence in the elderly, especially in the face of a change or pressure is needed to manage the situation in oneself and one's own resources is to hold negative emotions and encouragement, responsible for personal performance, flexible to change. This includes the ability to control one's own feelings so that they are not controlled and can eventually influence their behavior wrongly, including the ability to cope with pressure and motivate yourself. Seeing the role of emotional intelligence on anxiety facing retirement has a high enough role it is necessary to have an effort to increase emotional intelligence in order to minimize or avoid excessive anxiety.

This is comparable to Nuraini's research (2011), there is a relationship between emotional intelligence and anxiety facing retirement in civil servants where the correlation coefficient (*r*) of -0.677 and a significant level *p value* = 0.000 < *alpha* (0,05). This means that the higher the emotional intelligence that will lower the retirement anxiety, and vice versa.

Some other factors that can renew the anxiety level in the elderly in facing retirement are one of them is emotional intelligence. Emotional intelligence is the ability to recognize our own feelings and the feelings of others, the ability to motivate ourselves and the ability to manage emotions well in ourselves and relationships with others.

One model of the concept of emotional intelligence according to Spielberger (in Bar-On, 2006) is emotional intelligence according to Goelman (2000). High emotional intelligence refers to the ability to recognize one's own feelings and the feelings of others, the ability to motivate themselves, and the ability to manage emotions well in themselves and in relationships with others. Managing emotions (*self-awareness*) is managing the situation in oneself and one's own resources. Motivating yourself is also needed Motivating yourself to encourage yourself to do something good and beneficial in this case contains elements of hope, initiative, high optimism, so that someone has the power of enthusiasm to carry out a certain activity, self-confidence, and have the drive to achievers.

### CONCLUSION

- a. The male sex in the elderly who will face retirement in the District of South Cimahi is equal to 43 respondents (50,6%).
- b. Elderly who will face retirement in South Cimahi District with high emotional intelligence of 63 respondents (74,1%).
- c. Elderly who will face retirement in South Cimahi District with a mild anxiety level of 71 respondents (83,5%).
- d. There was a relation between sex with the level of anxiety in the elderly in facing retirement in the District of South Cimahi. With the statistical results *p-value* 0,000 ( $p < 0,05$ ).
- e. There was a relationship between emotional intelligence with anxiety levels in the elderly in facing retirement in South Cimahi District. With the statistical results *P value* 0,000 ( $p < 0,05$ ).

### SUGGESTION

From these results, it was expected to local authorities to give information about anxiety undergo a period of preparation for retirement, so it can take the steps or make the training program optimized to minimize anxiety undergo pensions for ASN workers and optimize the program preparation period pension for the elderly who will be facing retirement. And create an environment that can provide positive and friendly support to the elderly. Further research is needed to explore various psychosocial problems that can be experienced by the elderly before retirement.

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