

Abstract

The elder people has constituted more than 7% of population in Taiwan since 1993, which leads Taiwan achieving a elder society according to the standard proposed by the World Health Organization, United Nations. With the decrease of birth rate and increase of death rate, the problems emerging with the increase of elder population are the most critical challenges in the twenty-first century. Due to the early retirement trend and the abridgement of the human resources of the government, it is a critical issue to well reorganize those retired servants in order to keep contributing their ability to the society. Therefore, the purpose of this study is to analyze the accessibility of the employment for the retired people and their expectation for the job. The reasons of willing to work again or not for the retired people are also explored. According to the above analysis, this study would propose conclusions and suggestions to help the planning of retired human resources of related authorities.

This study collected the data by questionnaires. The respondents are composed by the retired servants of the Department of Transportation, Taipei City Government. The total number of surveyed respondents is and 209 completed questionnaires are returned. Thus, the return rate is about 97.2%. Those surveyed data was then analyzed by statistics methods such as described statistics, factor analysis, T-test, and one-way ANOVA.

The demographic characteristics of the surveyed data are that most of the respondents are male (83.3%), and most of the respondents are above 70 years old (67.9%), and the educational background of most respondents is college or university (45.9%). Besides, most of the respondents do not retire from the management-level positions (65%) and most of the respondents indicate that their mate does not have a job when they retired (59%). The major reason for the servants to retire early is that they have well-arranged their retired life. With respect to the living situation after retirement, 87% of respondents consider that they are in good health, 86% of respondents live with their family, and 54% of respondents think that they have a good economic condition. For the support of finance, 89% of respondents answer that their expense for daily life comes from the retirement pension. Moreover, about half of respondents would not yearn to go back to work again. Only about 20% of respondents own a job again after retirement and most of them get the jobs by themselves. Besides, most of jobs are irrelative to the ones they did before retirement.

According to the survey results, the possibility of the approaches for job seeking of

retired people is: finding job by oneself, job introducing by relatives and friends, and job introducing by the related department of government. The preference order of the expectation about job for the retired people is: the suitable working environment, good relationship with colleagues, good relationship with the chief. The order of possible reasons that the retired people would not wish to work again is: absence of the information for job seeking, consideration about age, consideration about safety. The order of possible reasons that the retired people would like to work again is: to provide feedback to the society, to provide service to the people, to have joyfulness from working. The order of the identification degree about the employment of elder persons for the general people is: the elder persons taking care of health very much, the elder persons having more enthusiasm about job, the elder persons having more self-confidence.

In conclusion, this study proposes seven suggestions as follows: 1. Due to the low proportion of second employment of the retired group, the related authority of government should seek for good arrangement of those human resources. 2. The government should provide more voluntary jobs and part-time jobs. 3. Build up a responsible authority to assist the life arrangement and job finding for those retired workers. 4. The government should work on the legislations of the encouragement and subsidy for the employment of elder workers to encourage those retired people to work again. 5. Finish the legislations related to re-work of retired people. 6. Amend the regulation about the retirement of workers. 7. Build up the responsible authority for the research of related issues about elder people.