



เรียนรู้อันเพื่อรับใช้สังคม

**THE QUALITY OF LIFE OF THE RETIREES UNDER
THE NEW SOCIAL SECURITY SYSTEM : A COMPARATIVE
ANALYSIS OF GOVERNMENT AND ENTERPRISE
RETIRED EMPLOYEES IN NANNING CITY,
THE PEOPLE'S REPUBLIC OF CHINA**

LI JIANWEN

**A DISSERTATION SUBMITTED IN PARTIAL FULFILLMENT
OF THE REQUIREMENTS FOR THE DOCTOR OF PHILOSOPHY
(SOCIAL WELFARE ADMINISTRATION)
FACULTY OF SOCIAL WORK AND SOCIAL WELFARE
HUACHIEW CHALERM PRAKIET UNIVERSITY**

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Abstract

The research objectives are three-fold: firstly, to study the existing social security and its new pension scheme for government and enterprise employees; secondly to study the relationship of variables of the retirees' personal qualifications on the quality of life between the government and enterprise employees; and thirdly to inquire into the suggestions for improving the new pension scheme for a better quality of life for government and enterprise employees. Mixed methods (quantitative and qualitative) are employed to collect the data. The 400 government and enterprise employees in Nanning city were the sample of the quantitative research. For the qualitative research, 3 policy directors from the Department of Human Resources and Social Security of the Guangxi Zhuang Autonomous Region and two people from different sub-bureaus, as well as 3 directors of the salary sector from different enterprises in Nanning city, were interviewed. Six case studies were conducted. The result of research reveals that there is no difference in the quality of life overall between government-retried employees and enterprise-retried employees. However, there are differences in some respects, i.e. financial situation, spiritual achievement, freedom and life control, social relationships, responsibility for family, living in good surroundings.

Keywords: The new pension scheme of China, Quality of live of aging in Nanning city

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Chapter 1

Introduction

1.1 Background and statement of the problems

China has the largest population in the world, with over 1,439 million in 2020. The population average growth rate is 5.63‰ during 2000-2016. However, the population will be declined to 1,301 million in 2050 (Internet world stats: 2017). Meanwhile, the population is growing old at a faster rate than almost all other countries. The effects of China's 36-year one-child policy, combined with dramatic improvements in health care, have contributed to increases in life expectancy and decreases in China's birth rate. During the years that the one-child policy was in effect, life expectancy in China improved from 67 years in 1979 to 75 years in 2015 and fertility rate decreased from 2.8 to 1.6 (Internet country economy: 2017). China's looming demographic shift presents considerable social and economic challenges. China has become aging country, the population of the elderly (60 or older) in China is about 128 million, or one in every 10 people. It is estimated that China could have up to 400 million people over 60 years of age by the year 2050 (Internet Unescap.org: 2017). The rapid aging process is not only changing the makeup of society, but it is also dramatically impacting China's future economic growth prospects and putting huge pressure on government finances.

The pension system plays a critical part in social security system. In order to keep a reasonable economic developing speed and maintain social stability, it is necessary to have a sustainable and effective pension system. Due to the complex historical reasons, China's government department and enterprise have two different types of pension system. State council Document NO.26 of July 1997 defined a pension policy requiring all State owned enterprise (SOE) employees to make contributions of up to 8% of their basic wages, along with employer contributions of 20% of the enterprise's pre-tax wage bill, under this document, the SOE pension system combining social pooling with individual account was instituted by 2000. Funds are pooled in the province level. The basic pension system of SOE consist of two parts, a pay-as-you-go (PAYG) component and a mandatory individual account, managed by a government entity. Document NO.42 of 2000 requires the segregation

of the management of individual accounts from the administration of the social pooling funds. However, this policy did not cover other workers from government, institution and non-SOEs such as private and joint-venture enterprises. Another pension system is only for the worker from government department and institutions, individuals working in government department or institutions pay nothing for the pension system, but after retirement, their pension are much higher than others retirees in the enterprises where individual and enterprises both need to make contributions of up to 8% of their basic wages, along with employer contributions of 20% of the enterprise's pre-tax wage bill. As a result, the enterprise can be seen as the main provider of social security. Some achievements have reached since these two different types of pension system were implemented; however, more problems are urged to be solved. One of the biggest is how to integrate the SEO and the Government two different types of pension system. Currently, the pension system in China has two elements, one is the individual account, which is directly linked to one's contribution, and the other is the social pooling fund, which differ from various pension projects. Pensioner might find it's difficult or even impossible to transfer his or her own parts of social pooling from one project to another. This becomes a big obstacle for labor force movements.

With the rapid development of China's socialist market economy, the gap government department/institutions and enterprises become more and more obviously, which strongly affected the social fairness and justice, social contradictions continue to intensify. It is the urgent time to reform and redesign China's the pension system. China's current government department/institutions pension system was established in 1955, for 60 years this system has played a significant role in protection the lives of retirees and stabling cadres. But along with the establishment and development of the socialist market economic system, gradually exposed some issues. From the internal system to analyze, there are two main contradictions: First of all, In China's case, the public pooling funds are still using the PAYG project. The PAYG project is simple and easy managed, while this project faces some problems such as low coverage, low replacement rate and uneven development among provinces. Under the PAYG project, the growth of the funds depends on the growth of the population, when the population growth rate is down, the pooling of pension contributed by the employees is exactly

down. After implementing the "one-child" policy, the population growth rate in China is decreasing, while the old over 60 years old of retirees is increasing, this situation means that the financial pressure of PAYG project is much more heavily than ever before. Government department and institutions retirees are managed and collect pension from their unit, government finance and unit commitment of pension, but some areas and units, especially some grass-roots institutions are facing pension costs overwhelmed and cannot guarantee fully payment every month on time. Second, the current pension of government/institutions is based on the worker of "the last month wage" before the retirement as the base, then according to the length of working years to divide into different levels, pension division is relatively simple, it is difficult to reflect the distinction and contributions in the whole working years of the same level of workers.

From the social situation to analyze, enterprises in 1990 have reformed the original pension system, the implementation of the social pooling and individual saving accounts combined with the pension system, other urban employment groups have also entered the pension system. Until 2015, only government department and institutions still implement the original pension system, two different types of systems causing a "poor treatment" contradiction, highlighted in two aspects: First, enterprises and employee both need to make contributions to pension system, with 20% and 8% of the pre-tax wage bill, then the treatment of pension depends on how much they made contributions before retirement, while government department/institutions and their workers do not need to make contributions to pension system, the treatment of their pension almost the same as their pre-tax wage bill of "the last month", approximate 3-8 times than the enterprises retirees, which led to the social security system on the question of fairness. Second, due to the different pension systems with the different treatment of pension, the staff flow and shift from government department/institutions to enterprises is very difficulties, and also the transfer of pension system is difficulties as well. To a certain extent, it has restricted the rational flow of human resources and optimal allocation. These contradictions are increasingly accumulated, resulting in a high degree of social concern, which is called for speeding up reform and the integration of two different types of system into only one system, in order to achieve a fair social security system.

In this situation, the reformation on merging two different types of pension insurance system of government department/institutions and enterprises was conducted by China government from 2015. The goal of this reformation is to unify the different pension systems, as a result two different types of system turned to the only one pension insurance system in China. State council Document NO.2 of Jan. 2015, with the fully name of the document as "Decision on the reform of the pension system for government department/institutions and enterprises "(hereinafter referred to as the "Decision"), marked the end of two different pension system in China. The document defined a brand-new pension policy that the existence of nearly 20 years of two different pension systems has been merged into only one system, which means nearly 40 million workers within government/institutions starting to make contributions to pension system as the employees in enterprises. It promotes the fair pension treatment, the optimal allocation of talent and social stability. As a result, everyone has to make contributions to pension system, and then enjoy the same pension treatment according to the new pension scheme. "Decision" also proposed the establishment of occupational pension for the workers in government/institutions with workers making contributions of 4% of pre-tax wage bill and government/institutions contributions of 8% of pre-tax wage bill, so as to supplement their empty individual account compared with the employees in enterprises who made contributions to their individual account for years. Next, State council Document NO.18 of Apr. 2015, with the fully name of the document as "Regulation on the occupational pension for government department/institutions" (hereinafter referred to as the "Regulation"), is defined as a supplementary document of the "Decision", which made more clear provisions on the occupational pension in government/institutions. It points out that the level of treatment of workers in government/institutions must be lower after the reformation than the existing pension level, but if the occupational pension is synchronized, the overall pension level should not be reduced. In 2015, the "Decision" and the "Regulation" marks the start of China pension insurance reformation, with achieving the merger, investing the pooling fund on market-oriented and launching delayed-retirement schedule.

The research on the integration of government department/institutions and enterprises pension system can improve and promote the development of China's pension system in a fair way. It has profound influence in the future.

First, it is conducive to deepening the reform of the income distribution system, and gradually resolves the "poor treatment" contradictions, to achieve social equity, and promote the harmonious development of society. Social security belongs to the category of income redistribution, and redistribution should be fairer. An important role of the pension system is income redistribution. It is through the adjustment of the income of different groups to provide the basic needs for the elderly living in poverty, to achieve social fairness and justice. At present, employees from the enterprises and the government department/institutions have totally different pension scheme in the payment methods, and treatment standards, so that their' pension are deeply unfair. The reform of pension system is of great practical significance to the fair treatment of every employee and reduction the gap.

Secondly, it is conducive to the implementation of social pension comprehensive coverage, the establishment of a more equitable and sustainable social security system. In recent years, with the comprehensive establishment of pension system for urban and rural residents, social pooling and individual account combined with the social pension system has covered more than 840 million people, but at present more than 50 million retirees working for government department/institutions are still outside this pension system. Reformation will be achieved the total full coverage of the social security system with no exception anymore. It is an important step in accelerating the formation of a more equitable and sustainable social security system. Thirdly, it is conducive to a comprehensive reflection of the employee's contributions to the work, keeping and mobilization of workers' enthusiasm. Fourthly, it is conducive to the formation of a unified labor market, to promote the free flow of talent. The implementation of a unified pension system can ensure the rational flow of human resources and enable talents transfer to the enterprise from government department/institutions to promote China industrial and economic construction development. Fifthly, it is conducive to reducing the burden on the government on the aging of the population. The aging of the population in China is a serious issue at present. As PAYG project, there is currently two un-retiree employee pensions in

China to support a retiree pension, resulting in a serious situation of enterprises with massive individual accounts empty. Government department/institutions retirees' pension were basically provided by the national financial burden, with the aging population increasing, the national financial burden has been difficult to maintain this system. Therefore, it must accelerate the pension system reform.

1.2 Research objectives

1. To study the existing social security system and its new pension scheme for government and enterprise employees.
2. To study the relationship of variables of the retirees' personal qualifications on the quality of life between the government and enterprise employees.
3. To inquire into the suggestions for improving the new pension scheme for a better quality of life for government and enterprise employees.

1.3 Research questions

Main research question:

To what extent does the existing social security and its new pension scheme affect the government and enterprise retired employees' quality of life?

Sub-research question:

1. Do the existing social security plays a critical part in social security in China?
2. What is the problem with the former social security system in China?
3. What is the difference of payment contributed by government and enterprise employees to pension scheme?
4. What is the difference of benefit of government and enterprise employees from pension scheme?
5. Do the government and enterprise retired employees have enough money to maintain satisfactory in their life?
6. What is the difference feeling of government and enterprise employees from pension scheme?

1.4 Scope of research

1. Scope of content: This research will focus quality of life of the government and enterprise retirees under the existing social security system and its new pension scheme.

2. Scope of area: This research will focus in Nanning city, Guangxi province, the People's Republic of China.

Figure 1 Location of Nanning in China



Nanning is the capital city of Guangxi Zhuang Autonomous Region, located in the South China, Southwest, Southeast Asian economic circle of the Department, one of the important economies along the northern part of the North Bay, living in the Han, Zhuang, Yao, Miao and many other nationality, the total population of 7.51 million people, the resident population of 7.06 million. According to Nanning City National Economic Development Statistics Bulletin, in 2016 Nanning City, the annual GDP of 370.339 billion Chinese Yuan, calculated at comparable prices, up 7% over the previous year. According to the resident population, the city's per capita GDP 52,724 Chinese Yuan, an increase of 5.9%, according to the average exchange rate converted to 7938 US dollars. Government financial income: 2016 annual fiscal

revenue of 61.383 billion Chinese Yuan, up 7.22% over the previous year, of which the general public budget income of 312.76 billion Chinese Yuan, an increase of 5.29%, but annual general public expenditure of 587.07 billion Chinese Yuan, an increase of 10.94% over the previous year. Fiscal expenditure, investment in social security and employment, general public service spending grew faster, social security and employment expenditure 6.625 billion Chinese Yuan, an increase of 15.75%; general public service expenditure of 5.276 billion Chinese Yuan, an increase of 14.29%.

China-ASEAN Exposition referred to as CAEXPO. The former State Council Premier Wen Jiabao raised, the China and ASEAN 10 countries economic and trade departments and the ASEAN Secretariat co-sponsored, and the Guangxi province government hosted the international economic and trade exchanges from 2004, onwards each year held China-ASEAN Expo in Nanning city of the capital of Guangxi province, while held in the same period China-ASEAN Business and Investment Summit. There are 10 countries exhibitions in the China-ASEAN Expo, at the same time carry out multi-level exchange activities, to build a platform for exchanges and cooperation between China and ASEAN.

Guangxi is the only coastal autonomous region in southern China. As of the end of 2016, the region's resident population of 48.38 million people, under the jurisdiction of 14 prefecture-level city. Located in the center of China-ASEAN Free Trade Area, it is the combination of the eastern coastal economic circle, the western economic circle and the China-ASEAN economic circle. It has the advantages of coastal, along the river and along the border. It is the only border with China. There are maritime access provinces, but also most of China's provinces into ASEAN, Europe, Africa, the most convenient channel. At present, Guangxi has been built into the sea, out of the big channel, the formation of the three-dimensional transport network with the ASEAN countries. Guangxi has 10 roads connected with Vietnam, the railway directly to the coastal port, and connected with the Trans-Asian Railway, Nanning to Hanoi only 418 km. The coastal ports of Guangxi are the nearest distance to ASEAN 9 countries. Guangxi location face to Southeast Asia backed the southwest, east Guangdong, Hong Kong and Macao, north of central China, hinterland vast, and two-way communication advantages. Choose to host the China-ASEAN Expo in Guangxi, where is very convenient for the personnel and exhibits of the exhibitors to transport, maritime and air transport. It can better connect and radiate the eastern, central and western regions of the country and ASEAN countries.

1.5 Research hypothesis

This research is intended to prove whether there are any statistically significant differences between the personal factor of government and enterprise retired employees on the quality of life, the following are the hypothesis:

1. Difference in gender of government and enterprise retired employees have difference quality of life.
2. Difference in education of government and enterprise retired employees have difference quality of life.
3. Difference in marital status of government and enterprise retired employees have difference quality of life.
4. Difference in position before retirement of government and enterprise retired employees have difference quality of life.
5. Difference in length of service of government and enterprise retired employees have difference quality of life.
6. Difference in last month salary before retirement of government and enterprise retired employees have difference quality of life.
7. Difference in the most interest after retirement of government and enterprise retired employees have difference quality of life.
8. Difference in the most interest after implementation of new pension scheme of government and enterprise retired employees have difference quality of life.
9. Difference in the most needs from children/grandchildren of government and enterprise retired employees have difference quality of life.
10. Difference in financial management after retirement of government and enterprise retired employees have difference quality of life.

1.6 Operational definition

Government department is the administrative organs of government which is divided into central administrative organs and local administrative organs. In this research the government department is defined as a local administrative organ, in Guangxi province.

Institutions are the notion of a unique social organization in China, those who are not for the purpose of profit for the community to provide science and education of the party's services or social organizations or organizations, including hospitals, university and other public institutions, which have been the implementation of the

same social security system with Government department. Therefore, the research of this study is to deem government department and institutions, not a separate study.

Enterprise are generally self-financing units of production. Market-oriented, to obtain profit as the main purpose, the required funds raised by their own, from the main business, alone bear the loss, to share the interests of the independent accounting, through the provision of social services and create wealth value, to meet the needs of the enterprise, corporate enterprises is the most important form of modern enterprises. In this research the enterprise is private enterprise and located at Nanning city, Guangxi province.

Pension insurance Scheme is one of the important components of social insurance, the government through the expenditure of the pension to protect retirees the basic life of needs, to make up for the lack of family pension and enhance the ability to resist risks. In this research the pension insurance scheme is to unify the different pension systems, as a result two different types of system turned to the only one pension insurance system in China.

Pension reform is to merge two different types of pension insurance system of government department/institutions and enterprises conducted by China central government from January 14, 2015. The State Council issued the document of "Decision" & "Regulation", which represents a historical milestone for China's pension reform.

Decision is a shortened form of "Decision on the reform of the pension system for government department/institutions and enterprises". The document was issued in Jan. 2015 to define a brand new pension policy that the existence of nearly 20 years of two different pension systems has been merged into only one system, which means nearly 40 million workers within government/institutions starting to make contributions to pension system as the employees in enterprises.

Regulation is a shortened form of "Regulation on the occupational pension for government department/institutions". The document was issued in Apr. 2015 to define as a supplementary document of the "Decision", which made more clear provisions on the occupational pension in government/institutions.

PAYG (pay-as-you-go) is a part of pension scheme in China where the employees decide how much they want to contribute either by having the specified amount regularly deducted from their saving account or by contributing the desired amount in a lump sum.

Individual account empty is that individual accounts were emptied because local government regularly “borrow” the account contributions of people in employment in order to finance deficits in the social pools paying current pensioners. Since 1997, China has implemented a pension fund management system that pools the money in individual pension accounts, which means personal accounts are managed within an accumulated social account. Since the beginning, the premiums paid by employees and employers into personal pension fund accounts have been used to pay the pensions of those that have already retired. At the end of 2014, the accumulated value of empty personal accounts was more than 3.5 trillion yuan (\$533 billion). In recent years, the number of empty personal accounts has grown bigger and bigger.

Occupational account is a new pension scheme aimed at creating an individual occupational account for employees working in the government/institutions only, offering entitlement to a range of social benefits throughout their career from 2015.

Quality of life is an individual’s perception of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, values and concerns incorporating physical health, psychological state, level of independence, social relations, personal beliefs and their relationship to salient features of the environment quality of life refers to a subjective evaluation which is embedded in a cultural, social and environmental context. Quality of life is a subjective concept, therefore, in this study, quality of life of aging is measured by 8 dimensions that are: life overall, financial situation, health, psychological, freedom of life, social relationships, family and neighborhood.

Mental support is like encourage, talking things over with advice, that sort of thing. Most importantly, continue to encourage and always let them know you love them no matter how many stupid mistakes they make along their life.

1.7 Expected outcome

Based on studying, the research has the following outcome:

1. The finding on background, development, and procedure of the existing social security system and its new pension scheme for the government and enterprise employees in Nanning.
2. The finding on the relationship of variables of the retirees’ personal qualifications on the quality of life between the government and enterprise employees in Nanning.

3. The suggestions for improving the existing social security system and its new pension scheme for better quality of life of the government and enterprise employees in Nanning.



Chapter 2

Literature review and related research

In this chapter, it will discuss 4 aspects of concepts concerning on history of China; social security, social welfare system, social insurance, pension; quality of life of aging and related research.

2.1 History of China in brief

The economic, politic, and social dynamic change in global, region and national level, people must face with the risks and unsecure way of life. In responding to these situations, the Chinese government must develop an appropriate social welfare system and provide social services for Chinese people.

China since 1978 embarked on the policy of reform and opening, it has gone through nearly 40 years. Reform and opening policies stimulate China's continuous development of productive forces, and China's international influence is also growing. With the development of the country, people's living standards have been greatly improved, it can be said that this is a significant leap, these changes involve all aspects of people life. In this situation, there are some aspects of the impact that should be noticed.

After the policy of reform and opening, class differentiation phenomenon has taken place in China's social system. In the past, class is relatively simple "two class+ one strata": working class, peasant class and intellectual stratum. Currently, the social structure has undergone significant differentiation, some new social stratum gradually formed, all these classes between socioeconomic status and lifestyle are obviously differences. According to the survey data in recent Chinese Academy of Social Sciences, the China society have been divided into ten main classes: 1) state and social management levels (i.e. cadres) in the class structure in the proportion of 1.2%; 2) the manager class, they accounted for 1.6%; 3) the stratum of private enterprise owners, they accounted for 1%; 4) professional and technical personnel class, they accounted for 4.6%; 5) staff class, they accounted for 8.1%; 6) the individual business class, they accounted for 11.1%; 7) business services staff class, they accounted for 11.2%; 8) industrial workers, they accounted for 13.5%; 9) agricultural laborers (i.e.

farmers), they accounted for 42.9%; 10) unemployed, unemployment and half unemployed in class, they accounted for Example 4.8%. According to the study, the social status and the economic status differences between the ten social classes continue to expand. The state and the social management class are in the most advantageous position because they hold the most important resources (i.e. the power resources) in the China society. The managers and the owners of the private enterprises occupy a dominant position because they have a large amount of economic resources. The level of professional and technical personnel in the process of market-oriented is promotion due to grasp cultural capital. The working class and the individual industrial and commercial households are in the middle of the society due to the small amount of cultural capital and economic resources. The social status and economic status of the staff and workers in the commercial service and industry have decreased significantly. The agricultural workers and unemployed, unemployed and underemployed are at the bottom of the society, many of whom are in poverty or poverty.

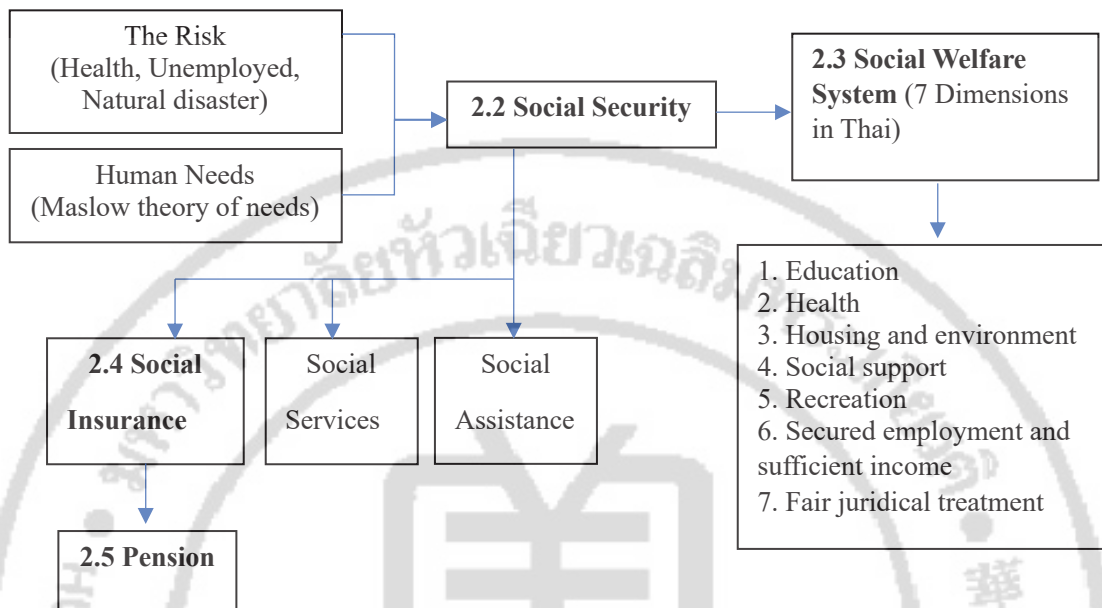
Since the late 1980s, the Chinese social income gap continues to expand. There is no sign that the widening income gap is under control. According to the national sample survey data, the current income gap between the different classes is obviously. The highest income of the private sector is 27 times than the income of the lowest income agricultural workers, industrial workers and services staff income of 6 to 9 times. The income of the social managers is 6 to 9 times that of the agricultural workers, which is about twice as much as that of the workers in the industrial works and services staff. The research data shows that the highest income of 20% of the income of employees is the lowest income of about 20% of the income of the employees of the times of 33. The income gap between urban and rural areas and different regions of the income gap are also obviously, the average monthly income of urban workers is 2.5 times the average income of rural workers, the average monthly income of workers in developed regions is 2.5 times of employment income in underdeveloped areas. The income gap between urban and rural areas is still expanding, although the government adopted some policies to narrow the regional differences, such as promoting the development of the western region with no significant effect.

After experienced in late 1990s weak consumption period, since 2001 Chinese consumption desire restarted. Many people, who saved substantial cash in the low tide period of consumption, began to buy large pieces of goods, such as real estate and car, and tourism abroad has become the popular lifestyles in the large and medium-sized city. Investment in real estate, the purchase of cars and holiday travel is no longer the privilege of a few upstarts, with stable work and income wage earners began to join. There is no doubt that it means a new lifestyle, but this new lifestyle has mainly arisen in the large cities, especially in Shanghai, Beijing and other large cities. In recent years, people have begun to invest the real estate market. Before 1990s, more than 90% of urban residents are public rental housing with government owned, and farmers are self-built housing. At that time, China basically does not exist in the real estate industry. After the government carried out the reform of the housing system, then the policy of company's housing as a kind of welfare to sell company's people with the lower price has stopped. Since 2001, more and more people buy or plan to buy commercial housing. Because of the work unit is no longer providing welfare housing, new employment of young people want to get housing only through market rent or buy commercial housing, and elderly employment with possessing welfare housing are eager to purchase second sets of housing to improve living conditions. Comparing with the new commercial housing than the original public housing, there are larger living area and modern facilities. The purchase of commercial housing at the same time, people also spend a lot of money for housing renovation and furniture. Another of the most popular consumer goods in the modern lifestyle is to buy car servicing for family. The new environment has brought a new lifestyle and consumer behavior.

To sum up, with the new government management, some new social policies are constantly adjusting: through the development of the social welfare system and insurance policies to assist vulnerable groups and poverty, and to strengthen the personal tax policy to control the trend of differentiation between rich and poor.

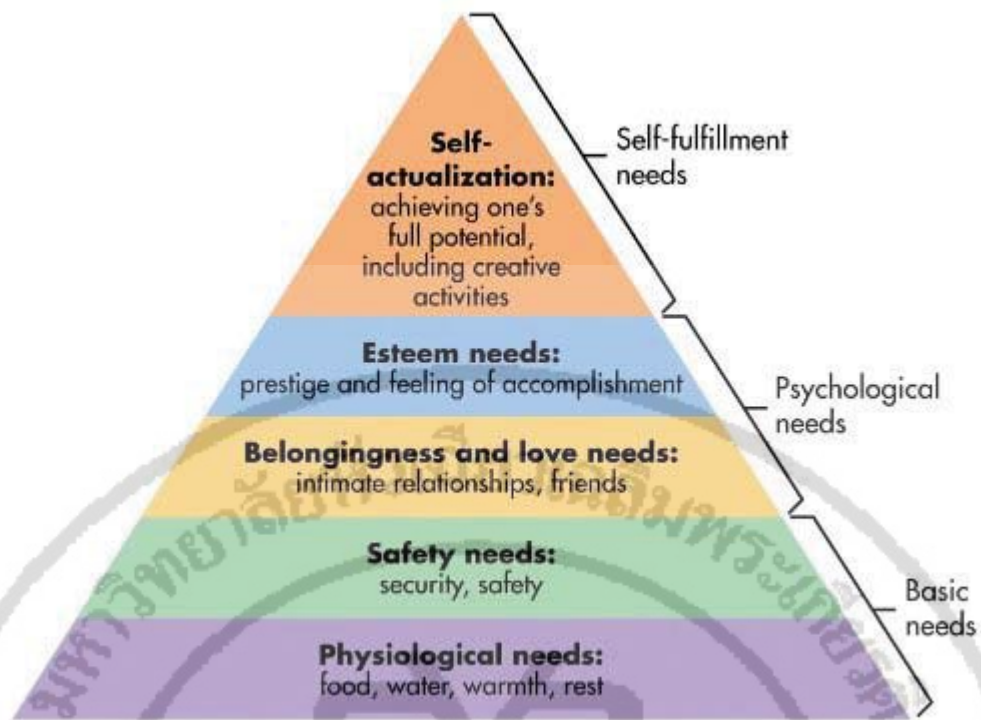
2.2 Social security

Diagram 1 The relation of social security, social welfare system, social insurance, and pension



People may encounter difficult circumstances, such as healthy, unemployed, natural disaster, etc. In the meantime, people have five-stages requires of human needs. According to the Maslow's hierarchy of needs (1943, 1954), people are motivated to achieve certain needs and that some needs take precedence over others. Our most basic need is for physical survival, and this will be the first thing that motivates our behavior. Once that level is fulfilled the next level up is what motivates us, and so on. It seems that social security is essential in our lifetime, because the majority of elderly people rely on social security benefits for most of their basic needs. Social security is the only government-sponsored inflation-adjusted retirement payment for life, thus, social security's importance is increasing.

Figure 2 Maslow hierarchy of needs



2.2.1 Concepts and theories in international level

Social security refers to: social insurance, social services and social assistance. It aims to improve quality of life by an effective application of social welfare system in order to reduce people's vulnerability to poverty and deprivation.

Social security is recognized as a fundamental human right by the international community. The right to social security can guarantee human dignity for all persons when they are faced with difficult circumstances that deprive them of their capacity to fully realize their covenant rights.

In addition, social security is a human right to promote social justice and equity. Issues of economic inequality and social justice have come to dominate global debates, together with rising levels of social unrest and worldwide discontent. Further, unstable economic conditions and increased globalization have intensified the necessity of social security. Social security has attracted global attention in order to prevent, reduce and eliminate economic and social vulnerabilities related to poverty and deprivation (Srivastava, 2013).

Thirdly, social security can play various critical roles, such as acting as an effective automatic stabilizer in times of economic crisis and supporting the well-being and quality of life of aging populations (Julie, 2016).

In summary, social security is concerned with protecting and helping those who are poor and vulnerable, such as children, women, older people, and people living with disabilities, the displaced, the unemployed, and the sick. Social security is commonly understood as all public and private initiatives that provide income or consumption transfers to the poor, protect the vulnerable against livelihood risks and enhance the social status and rights of the marginalized; with the overall objective of reducing the economic and social vulnerability of poor, vulnerable and marginalized groups. Social security is usually provided by the state; it is theoretically conceived as part of the 'state-citizen' contract, in which states and citizens have rights and responsibilities to each other.

The objectives of social security vary widely, from reducing poverty and vulnerability, building human capital, empowering women and girls, improving livelihoods, and responding to economic and other shocks. As a result, the form and function of social security programmes can be quite disparate, according to the objective. Typical short-term goals are to help people meet immediate basic needs in times of crisis, mitigate the immediate impact of shocks and to smooth consumption. The long-term goals are development and enabling people to move permanently out of poverty. Long-term goals include improving opportunities for inclusive growth, human capital development, equity and social stability. Some social protection programmes intend to be transformative, supporting equity, empowerment and human rights.

There are several different conceptual approaches to analyzing social security objectives and impacts. Devereux and Sabates-Wheeler (2004) provide the most used types of social security:

1. Social Insurance is to mitigate risks associated with unemployment, ill health, disability, work-related injury and old age, such as pension insurance.
2. Social Services are a range of public services provided by government, private, and non-profit organizations, which current focused on social work. It aims at effort to enhance social functioning and overall well-being.

3. Social Assistance is when resources, either cash or in-kind, are transferred to vulnerable individuals or households with no other means of adequate support, including single parents, the homeless, or the physically or mentally challenged.

2.2.2 Concepts, law and regulation concerning social security in China

Social services in China have undergone various changes throughout history. The Ministry of Human Resources and Social Security is responsible for the social services system.

As there are huge numbers of total population, employment population and population aging in China, special situation, so that social services model in China government include four aspects: social spending for public services as the main mode of public service expenditure, the priority to the development of science and education, social service the supply mode with wide coverage, moderate level, both fairness and efficiency in the public service of consumption patterns and the multicenter governance .

1. In order to strengthen the government's social service, the establishment of social spending for public services as the main public service expenditure pattern

From the field of public expenditure, government public service can be divided into two types: economic public service and social public service. The economy public service is the government to direct economic investment services in order to promote economic development, such as investment and management of state-owned enterprises and public utilities, public investment in infrastructure construction, subsidies for business activities. The social public service refers to the government through transfer payments and financial support for education, social security, public medical and health science and technology, environmental protection and other subsidies, public service and social development project. From the point of view of the history of the development of market economy, the transformation of governmental function in developed countries the law is: government functions from economic services, and gradually extended to the social public services; finally, the social public service has become the main content of government public service. In China, the aim of the government is to give priority to public expenditure for basic education, basic medical security, environmental protection, social security network construction and other social public service, by the economic construction of financial service extended to social service financial.

2. In order to give priority to the development of science and technology education social service, the establishment of "science and education first" social service growth model

The government social public services can be divided into two parts, one part is to promote social progress and maintain the fairness and efficiency of public service education, public services and other basic scientific research and public service, another part is the transfer of social security and welfare to equity as the main target of the payment of public service. Now the western developed countries' public finance model is based on the transfer payment expenditure, so it is the "transfer payment" public finance model. Since 1980s, in order to reduce the fiscal deficit, reduce the government's burden of social security, the western countries started to reform the social security system of the boom, have canceled some social security projects, reduce social security spending, promoting social security privatization. At the same time, in the face of the information economy era and the rise in structural unemployment, western countries have to increase education, scientific research and training investment in 1990s, and promote the development of high technology industries including information technology, more skilled workers. This is an attempt by western countries to adjust fiscal expenditure, reduce transfer payments and increase education expenditure. However, practice has proved that this adjustment is very difficult. In 1980s the social security reform, make the expenditure of social security in western countries has declined, the power of social insurance in the private sector has been strengthened, but the absolute amount of security expenditures declined, is still the largest financial expenditure in Western countries. According to the China conditions, China government establishes the public finance and expenditure, and spending led into account transfer payment. Investment in basic education and basic research, can not only improve efficiency, but also improve fairness, because education and technology investment not only improve the quality of the people, but also improve their income levels.

3. Everyone to enjoy basic public service as the goal, the establishment of wide cover age, moderate level, both fairness and efficiency in the public service of consumption patterns

In the process of development of public service China government, due to the total public expenditure and public expenditure structure, cannot take the western developed countries with high levels of public service consumption patterns, and should adopt the public service consumption patterns of wide coverage, moderate level, fairness and efficiency. The basic characteristics of the public service consumption mode is based on ensuring minimum living guarantee, primary health care, compulsory education, in order to protect the poor as the focus, expand public service coverage, so that everyone can enjoy basic public service, so as to promote the economic growth and achieve social justice effect. Specifically, this model has the following characteristics: First of all, with the minimum living guarantee for the bottom line, equal protection of each individual's right to exist; Secondly, the implementation of the employment priority strategy will promote employment, protection of fairness as the primary principle of government public service; Third, adhere to the principle of survival before enjoyment, give priority to the protection of people's survival needs; Fourth, arrange urban and rural public services to enable farmers to enjoy basic public service equal.

4. To promote the socialization of public service, the establishment of polycentric governance of the public service supply mode

With the transformation of socialist market economy system and perfecting the government functions deepening the process, state and society in China, the government and society had a great change, non-government organizations continue to grow, and constantly improve the grassroots self-government. Therefore, the establishment of multi center governance mode of government and other public management subjects to provide public services has the basis of organization and resources. China government has started to establish the government and society to provide public services to the polycentric governance mode. First of all, the basic areas of reform, part of the competitive business, strong traditional public products to the private sector to investment, reduce the financial burden, the financial of the production and business operation into the field to provide basic education, health, cultural and other public services and improve the social security system. Secondly, government establishes a multi-center governance structure of government and social cooperation, play the role of non-governmental organizations, and form a partnership

between the government and non-governmental organizations. Finally, government is to the establishment of the public service and social security network mechanism of government, society and individual. Help, mutual aid and self-help is three levels in the social safety net construction, it is associated with the government, society and individual responsibility.

2.3 Social welfare system

2.3.1 Concepts and theories in international level

Social welfare system focuses on the well-being of the entire society. Social welfare is not the same as standard of living but is more concerned with the quality of life that includes factors such as the quality of the environment (air, soil, and water), level of crime, extent of drug abuse, availability of essential social services, as well as religious and spiritual aspects of life. In most developed countries, welfare is largely provided by the government from tax income, and to a lesser extent by charities, informal social groups, religious groups, and inter-governmental organizations. Some the welfare state expands on this concept to include services such as universal healthcare and unemployment insurance.

Social welfare is often confused with social security. There are several important differences between social welfare and social security. Knowing the differences can help people decide which program is the best fit for their financial situation.

Social welfare and social security are two separate and different financial assistance programs designed to provide financial income to their recipients. Social welfare can take on many different meanings, including people who are working but do not earn enough to live comfortably. Social welfare's goals include helping families to care for children and helping needy adults' transition from welfare to employment. In comparison, social security benefits for elderly, disabled, or blind people support those with minimal incomes. In addition, social security benefits range from retirement and/or disability payments, which is a program designed to meet the basic financial requirements of the neediest residents. If people are in urgent need of life's basics, in some cases, people may request and ask for social security first.

Social welfare system in Thailand have 7 dimensions: Education, Health, Housing and environment, Social support, Recreation, Secured employment and sufficient income, Fair juridical treatment.

2.3.2 Concepts, law and regulation concerning social welfare in China

China has entered the aging society since 2000. In 2014, China's 65 years old population reached more than the age of 138 million, accounting for the proportion of the total population of 10.1%, and it is expected in 2020 this ratio reached a regular meeting of up to 12.8%. In 2010 China's elderly population reached 5 trillion baths and expected to reach the size of 2020 by the year of 15 trillion and 300 billion baths. From 2014 to 2050, the consumption potential of China's elderly population will grow from 20 trillion baths to 530 trillion baths, accounting for the proportion of GDP increased from 8% to 33%. China will become the world's largest potential market for aging industry.

In recent years, the State Council have issued pension related policies more than ten, such as the development of the pension service system, service standardization, pension institutions reform, pension system, pension merger and other aspects of guidance and support the pension industry in China. In February 2011, the Ministry of Civil Affairs issued the social pension service system construction plan, which was first put forward the "9073 Planning": 90% of the elderly assist from the society through family endowment care, 7% of the elderly through the purchase of community care services for the elderly pension, 3% of the elderly centralized at bead house. February 25, 2015, the Ministry of civil affairs, the national development and Reform Commission and other 10 ministries jointly issued the opinions on encouraging private capital to participate in the development of pension services, indicating that China's pension industry ushered in a new stage.

At present, over 60 years old aging in China reached 212 million, 60-69 years old reached up to 120 million (national population accounted for more than 8.72%), that is the main group of pension industry. They can take care of themselves just action inconvenience, as they just needed to daily chores, remote health management and occasional home care services. Considering with international experience, home-based care plays the most important role overseas, as a result that home care is the main way for aging in China. Therefore, suitable model for China's pension is based on home-based care, community care and nursing home. Home care is the main choice for the China elderly population, mainly in the following three

reasons: first of all, the elderly who can take care themselves and need less care, family and social services can fully meet the needs of China's pension; Secondly, "filial piety" and the concept of social culture determines the elderly and their families who are more willing to let the elderly stay at home pension; Third, elderly in China limited capacity to pay ,and the cost of home care is less.

The overall aim in China for the national pension service industry is to until 2020, fully completed with home-based, community-based, institutional support, functional, appropriate scale, covering urban and rural old-age service system. At the same time, it clearly defines the development orientation and the three kinds of pension mode: home care, community care, institutional pension.

2.4 Social insurance

2.4.1 Concepts and theories in international level

Social insurance is any government-sponsored program with the following four characteristics: First , the benefits, eligibility requirements and other aspects of the program are defined by statute; Secondly, explicit provision is made to account for the income and expenses; Thirdly, it is funded by taxes or premiums paid by participants; Fourthly, the program serves a defined population, and participation is either compulsory or so heavily subsidized that most eligible individuals choose to participate (Social insurance, 1998).

With social insurance, the beneficiary's contributions to the program are taken into account. A welfare program pays recipients based on need, not contributions. In the US, Medicare is social insurance, and Medicaid is welfare.

Thailand has a social insurance system which is funded by employee contributions as well as additional contributions from the employer and government. There are different contributions to the social insurance system. The social insurance system is for old age, disability and survivors. All those who are working between the ages of 15 and 60 can make contributions to this system. A worker will contribute 3% of their gross monthly earnings towards pensions and family benefits. If you want to make voluntary contributions, you can contribute 9% of earnings up to 4,800 THB each month. Those who earn less than 1,650 THB will not make contributions. The self-employed make an annual contribution of 3,360 THB. In addition to this, those

who are employed will have their contributions topped up by the employer by 3% and the government will add a further 1%.

In Thailand, in order to claim the old age, pension a person must be at least 55 years of age and have made at least 180 months contribution. The pension can only be claimed if the claimant is no longer working and if he/she begins work after claiming the pension it is suspended until they stop work again. If a pensioner dies within 60 months of beginning to claim the old age pension a lump sum is paid out to the spouse, children and any surviving parents. The pension that is paid out is the equivalent of 20% of the average wage earned in the previous 60 months before retirement. Payments are increased by 1.5% of this amount for each 12-month period of contributions over and above the minimum 180 months. As there is no minimum pension, low earners could find that their pension amount is not very high (Social Security Department, www.sso.go.th).

2.4.2 Concepts, law and regulation concerning social insurance in China

China's social insurance consists of the long standing five insurances + one fund plan: maternity insurance, medical insurance, unemployment insurance, pension, occupational injury insurance and housing fund. Meanwhile, the contributions of social insurance are various by region.

Figure 3 China's social insurance: Five insurances + One fund



Table 1 Social Insurance Cost as % of Wage

Social Insurance Cost as % of Wage		
	Employer	Employee
Pension	20%	8%
Unemployment	0.5%	0.5%
Medical	6-10%	2%
Maternity	0.4-1.2%	No contribution required
Occupational Injury	0.4-1.2%	No contribution required
Housing Fund	8-12%	8-12%
Total	35.3-44.9%	18.5-22.5%

According to the Socioeconomic Development Outline of the 13th Five-Year Plan in 2016, maternity insurance and medical insurance are very likely to be combined soon. This implies that in the future, China's social insurance schemes will be reduced from the long standing 'five insurances and one fund plan', to four insurances and one fund.

Table 2 Total Social Insurance Cost as % of Wage (Employer Contribution)

Total Social Insurance Cost as % of Wage* (Employer Contribution)	
China**	35%
India**	7.4%
Indonesia**	9.2%
Malaysia	13.75%
Philippines	8.8%
Thailand	5.2%
Vietnam	21%

*Includes pension and housing fund contributions, as well as medical, injury, maternity, and unemployment insurance

**Approximate social insurance cost, varies by region

In this comparison, Thailand looks competitive when compared with China. Because the cost of employing staff in China usually involves a mandatory social welfare contribution. These contributions need to be paid by the employer on top of the salary and are calculated on percentage basis against salary. There is some regional variation, but not so much as to make huge differences to the mean average.

2.5 Pension

2.5.1 Concepts and theories in international level

1. Germany is early as 1889 in the form of legislation to establish a national pension system, creating a modern country by the government to provide old age annuity. Germany's current pension insurance system, including statutory pension insurance, corporate pension insurance and private endowment insurance in three parts, of which the enterprise pension insurance part of the equivalent of occupational pension. Enterprise pension insurance to take the "direct payment principle", that is, employees in the work during the accumulation of the number of corporate pension insurance, after retirement he will be able to get the appropriate amount of pension. At present, the proportion of German pension insurance, corporate pension insurance and private endowment insurance pensions is about 70%, 20% and 10% respectively.

2. The American pension responsibility is shared by the government, society and the individual. In addition to the basic social security system, the US government and some companies also have their own pension system, that is, the US version of the "occupational annuity." In the case of the "federal employee retirement system" formulated by the US government, government workers, in addition to participating in the social security system and paying social bonded taxes, must also pay 1.3% of their monthly wage income. After retiring, government staff members can retire according to their retirement of the salary, length of service, etc. to receive the corresponding pension.

3. The pension system in the UK consists of three pillars of the National Pension Plan, the Occupational Pension Scheme and the Individual Pension Plan, among which the occupational pension participant accounts for about 45% of the total population of the UK and has become the most important of the UK pension system Component is the main source of income for most retirees. All annual income of more

than 7475 pounds, aged 22 years to the legal retirement age, did not participate in any occupational pension plan will "automatically join" occupational pension plan. Employers pay 3% of the employee's salary, the employee himself 4%, the government in the form of tax concessions into 1%, a total of 8% of the payment into the employee's personal account. Career pension plans to accumulate funds mainly to invest in stock-based capital markets

We usually refer to the foreign federal government, state government and nonprofit organization staff as public officials, roughly equivalent to our organs and institutions staff; foreign enterprise staff pension insurance system refers to the enterprise for its employees to provide endowment insurance benefits, the study of these people, mainly concentrated in the following aspects.

4. A study on the types of old-age insurance system for foreign officials

Robert Palacios and Edward Whitehouse (2006) divide the public pension system into a separate, fully integrated and well-integrated system of integration. The first single type system, mainly in Germany, France as the representative of its public officials is different from other staff, the implementation of a separate pension insurance system, according to the International Social Security Association statistics, nearly half of the world to take the system. Christine Leal (2003) argues that public pension benefits should be better than the average person, and public officials should have different endowment insurance schemes with other people or separate with other staff and adopt a supplementary pension plan. The second model is that public officials not only enjoy a unified national pension system, but also set up additional

Supplement the pension to compensate for the lack of treatment, the supplementary form is generally for all types of subsidies, annuities and savings plan, mainly in the United States, Sweden as the representative.

Elaine Fultz (2010) argues that some developed countries have added a supplementary insurance to public officials based on establishing a unified basic old-age insurance system for national workers, thus making the group more stable. The third model is the national public officials and other nationals as one, its implementation with all nationals consistent with the old-age insurance system, no longer provide other pension insurance, mainly in Singapore's "central provident fund

plan" as the representative, The plan for all citizens, all citizens in the pension insurance system is equal, according to the number of individual contributions to determine their treatment standards.

5. A study on the reform of pension insurance system for foreign officials

From the reasons for the reform of public officials abroad, the main reason is to reduce the financial burden. Rober Palacios and Edward Whitehouse (2006) found that in developing countries, the huge financial expenditure on public officials pays a financial burden on the state. Barry Bosworth and Gary Burtless (2004) argue that economic growth is slow, and the problems posed by population aging increase the burden on state finances. Second, strengthening the rational flow of labor is also an important reason for reform. Vinicus Carvalho Pinheiro (2005) argues that the introduction of supplementary pensions in public officials can reduce the burden on government finances, strengthen the rational flow of talent and build a more equitable pension system.

From the basic trend of foreign public official's reform, the establishment of a unified system of all workers become the theme of development. Robert Palacios and Edward Whitehouse (2006) argue that the cost of "dualism" of public officials and other employees' pension systems goes far beyond the gains, and there is no need to maintain an independent public service pension system in the future, To establish a national and national conditions to adapt to the reform measures. OECD (2007) argues that public relations in many countries are already or are being integrated with the private sector, such as the reforms of Portugal in 1993, the reforms in Luxembourg in 1998, and the reforms in Austria in 2004.

From a shared point of view, most scholars tend to share responsibility mechanisms between the state, the employer and the individual. Edwin C. Husted and Olivia S. Mitchell argues that government employees' endowment insurance is an extremely important part and should be shared by governments, employers and employees.

From the pension insurance system is whether the market-oriented reform, divided into support and opposition to two views. On the one hand, Aaron as the representative of the experts opposed to market-oriented reform, they believe that

the old-age insurance is only provided by the government in order to ensure its stability, is conducive to harmonious and stable social environment. On the other hand, scholars who are represented by Kotlikoff and Sachs support market-oriented reforms, arguing that marketization can introduce competition mechanisms, not only to improve the quality of services while reducing costs, but also to make up for the lack of government. Van der Hoeven and Sziraczki argue that market reform can not only give the insured more choices and improve the level of service it receives, but also improve the level of economic development by promoting the development of the insurance industry. Douglas Fore (2001) argues that the pension system for public officials should move towards market privatization, and the US public officials' pension system has moved from Defined Benefit to Defined Contribution.

6. A study on the pension insurance system for foreign enterprises

Employee pension insurance system, also known as the employee pension plan, is divided into three categories: First, the direct commitment to the way, refers to the enterprise itself to bear the retirement of its pension, in Germany and other European countries more popular. The method can be divided into two kinds of methods, namely, fund type and non-fund type. The former refers to the fact that the enterprise accumulates part of the funds for the retired workers in advance, which is used for the payment of the pension, which means that the enterprise does not specifically accumulate the pension for the retired workers, but from the current profit in the enterprise to allocate part of the funds to pay the pension. Second, the way of foreign insurance, refers to the enterprise and the insurance company signed a contract by the enterprises and workers to pay insurance companies together, the enterprise on behalf of the staff commissioned by the insurance company on behalf of the endowment insurance related services, the United States, Britain, Japan, This way. Third, the way to take the pension fund, refers to the enterprise commissioned by the corresponding qualifications of the Foundation to manage their retirement workers' pension.

But the pension fund itself does not provide services, but the choice of high-quality private management companies for pension insurance costs, pension management and pension payment work, this approach mainly exists in the United States and other countries.

2.5.2 Concepts, law and regulation concerning pension in China

1. A study on the problems of enterprise pension insurance system

The level of enterprise employees' pension insurance treatment

The World Bank has recommended that the standard of subsistence should not be reduced, and the pension replacement rate should be no less than 70 per cent, and the ILO proposes that the minimum replacement rate for pensions is 55 per cent. China's corporate pension replacement rate is under in the international warning line below. Yao Jinhai and Liu Mingqi (2014) believe that China's old-age insurance system is difficult to reunification of the root causes of institutions and institutions is not the replacement rate is too high, but the enterprise workers are too low, or even mostly below 55% of the international cordon. Wang Bin (2014) believes that the country in 2006 the enterprise retired workers replacement rate set to 69%, but the actual situation is not only far from reaching, and there is a downward trend.

2. The pension insurance system research

Zhang Chun'e and Zhang Shuya (2014) believe that the old-age insurance system is not perfect, fragmented serious, not only part of the institutions and enterprises to implement inconsistent system, and even part of the joint-stock enterprises and private enterprises did not implement the pension insurance system, the old pension system showed plate pattern. Liu Yue (2011) believes that the enterprise units according to the nature of the household registration and the different units, the provisions of the pension insurance rate and the proportion of individual accounts are also different.

3. Research on enterprise annuity

Feng Banyong (2015) believes that the business unit to successfully promote the national basic pension, personal savings pension and enterprise annuity of the "three pillars" model, it is necessary to the original voluntary enterprise annuity model to mandatory corporate annuity. Yu Xingkai (2014) believes that, because China's enterprise annuity coverage is far below the international level, so the state not only to introduce relevant measures to improve the development of enterprise annuity, but also to promote the establishment of specialized agencies to supervise the management of enterprise annuity.

4. A study on the issues of pension system of government department/institutions

In the planned economy period, the retirement system of government/institutions has played a positive role, but with the development of economy and society, the system caused many problems, not adapting to the development of current society, Chinese scholars generally think that the following problems:

(a) Lack of the relevant laws and regulations

Most scholars believe that it should have more guidelines of laws and regulations in social insurance system. He Heng (2007) believes that the existing problem of China's government department/institutions is the lack of relevant laws and regulations. Chen Zongli (2006) believes that the failure of institutions retirement system is due to the lack of mandatory laws and regulations of the constraints, making the relevant pensioner conflict seriously. Liu Huan (2014) states that "Social Insurance Law" of the highest-level pension law in China, is only used for the enterprise employees, but not including government department/institutions employees, which should be covered clear and specific defined.

(b) The huge gap of the treatment

Pension system treatment gap is too large, triggering a lot of unfair phenomenon. The government department/institutions workers do not pay the old-age insurance costs, but in retirement to receive higher than the enterprise employees, which makes the deeply imbalance, this contradiction is not conducive to the promotion of social stability and harmony. Zheng Gong (2012) argues that the current short-term goal should be to narrow the gap between the two, rather than completely concerned about the integration of this difficult to achieve the goal. Li Xiaomin (2004) argues that the current gap between the two is not only easy to cause instability, but also is not conducive to the free flow of personnel between the two units.

Xiao Yanhua (2008) states that the retired workers in China not only in the wages of the standard lower than the institutions of retired workers, and the former growth rate was significantly lower than the latter, the gap between the two gradually expanded. Wang Xinzi (2010) states that the implementation of different

pension insurance system to the national financial a great burden. Qin Jianguo (2007) states that the gap between the two is too large, restricting the flow of talent is not conducive to the development of socialist market economy and the construction of a harmonious society.

(c) The inequality of rights and obligations

The government department/institutions retirees in the enjoyment of superior rights at the same time should make part of the contributions as a prerequisite, so as to ensure the sustainable development of pension insurance system. Marxist materialism states that rights and obligations are complementary, dialectical unity, to enjoy the right to fulfill the obligations of the premise. Fan Lin (2014) states that all of employees should obey the rule of "paid more get more, less paid less gain", so as to mobilize and motivate fully the enthusiasm of the majority of employees.

2.6 Quality of life of aging

2.6.1 Concepts and theories in international level

1. Retirement is defined as the complete exit from the workforce. It is also called the ending of one's working or professional career (Atchley, 1982). The two major factors considered when making a retirement decision were wealth and health (Kim & Moen, 2001).

Individuals prepared for retirement by considering if their financial resources would be able to support their lifestyle for the remainder of their lifetime. In many cases, financial success was secured by employer-sponsored pension plans and entitlement programs such as Social Security that provided guaranteed lifetime benefits. Such guarantees provided individuals with confidence when they contemplated retirement and reduced anxiety.

Potential retirees also considered their quality of health and longevity. Individuals with poor health were encouraged to exit the workforce to prevent costly accidents due to human error. Pension schemes were developed as a solution for individuals with declining health who needed to work for financial reasons. The implementation of pension systems was as viewed as a "win-win" for employers and employees. Pension schemes allowed employers to retire aging employees with limitations that may have caused a hazard in the workplace. They also rewarded

employees with seniority with the freedom to enjoy life on their own terms until the end stages of life.

2. There are 8 stages in the life of human-being as Erikson mentioned, which is a comprehensive psychoanalytic theory that identifies a series of eight stages, in which a healthy developing individual should pass through from infancy to late adulthood. For the retirees, they experience in the last stage, which is Wisdom stage: ego integrity vs. despair (maturity, 65-death). In the stage, the retirees would like to ask themselves the question: Is it okay to have been me? When they look back on their lives and accomplishments, they have a better quality of life if they have achieved their goals and lead a successful life, if they did not accomplish their life goals, they become dissatisfied with life and develop despair, often leading to a sense of depression and hopelessness.

3. There are 3 major psychosocial theories that describe how people develop in old age and are defined as a focus on social and psychological aspects leading to successful aging, which are the disengagement theory, the activity theory, and the continuity theory.

The disengagement theory of aging states that "aging is an inevitable, mutual withdrawal or disengagement, resulting in decreased interaction between the aging person and others in the social system he belongs to", which was developed by Elaine Cumming and Warren Earl Henry in their 1961 book "Growing Old." Subsequently, the theory has been largely debunked. The disengagement theory of aging claims that it is natural and acceptable for older adults to withdraw from society and personal relationships as they age. The theory further suggests that society responds to the elder's disengagement with a sort of mutual recognition that the elder will soon pass and society must prepare to function in their absence. As such, the theory argues that it is natural and acceptable for older adults to withdraw from society.

The activity theory of aging was developed by Robert J. Havighurst as a response to the disengagement theory of aging, which proposes that older adults are happiest when they stay active and maintain social interactions. These activities, especially when meaningful, help the elderly to replace lost life roles after retirement and, therefore, resist the social pressures that limit an older person's world. The theory assumes a positive relationship between activity and life satisfaction. Activity theory reflects the functionalist perspective that the equilibrium that an individual

develops in middle age should be maintained in later years. The theory predicts that older adults that face role loss will substitute former roles with other alternatives.

The continuity theory of normal aging states that older adults will usually maintain the same activities, behaviors, personality traits, and relationships as they did in their earlier years of life. The theory considers the internal structures and external structures of continuity to describe how people adapt to their circumstances and set their goals. The internal structure of an individual – for instance, an individual's personality traits – remains relatively constant throughout a person's lifetime. Other internal aspects such as beliefs can remain relatively constant as well, though are also subject to change. This internal structure facilitates future decision-making by providing the individual with a strong internal foundation of the past. The external structure of an individual consists of relationships and social roles, and it supports the maintenance of a stable self-concept and lifestyle. The theory is criticized for including a distinction between normal and pathological aging that does not take into account older adults with chronic diseases. The theory is also criticized for not considering the influence of social institutions on the aging of individuals.

4. Quality of life means that the issues on quality of life are discussed widely in different scientific fields. In sociology quality of life is understood as subjective understanding of well-being taking into account individual needs and understanding. In economics it is the standard of living, in medicine it is ratio of health and illness with the factors influencing healthy lifestyle. Health factor is often given a priority in quality of life though the quality of life concept must be understood more widely.

The term quality of life is understood in many ways. There is no universally accepted definition of quality of life. Usually it is referred to the definition of World health organization introduced in 1995 Quality of life is an individual's perception of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, values and concerns incorporating physical health, psychological state, level of independence, social relations, personal beliefs and their relationship to salient features of the environment quality of life refers to a subjective evaluation which is embedded in a cultural, social

and environmental context (World Health Organization Quality of Life WHOQOL Group, 1995).

Based on academic research, the following 8 dimensions have been defined as an overarching framework for the measurement of well-being. Ideally, they should be considered simultaneously, because of potential trade-offs between them (Quality of life indicators-measuring quality of life): life overall, health, social relationships, family, freedom of life, neighborhood, financial situation, and psychological.

2.6.2 Concepts, law and regulation concerning quality of life in China

Pension insurance in China consists of three pillars, the first pillar is the state of retirees to provide the most basic protection of life, mainly social pooling and individual accounts two parts. Only up to the national legal retirement age (male 60 years old, female 55 years old), and then retirees are able to obtain pension. Insurance costs over 15 years before they can receive the basic pension in accordance with the provisions. Basic endowment insurance has three characteristics: one is mandatory, is to rely on national legislation to enforce the implementation of enterprises and individuals must pay pension insurance costs, workers in accordance with the law. After the break, you can receive monthly or one-time basic pension, so as to protect their basic life; refers to the pension insurance costs by the state, enterprises and individuals together to form a social co-ordination and within a certain range agent use; universal refers to a wide range of pension insurance, retirees enjoy a long time, involving all walks of life crowd. The second pillar is to supplement the old-age insurance, also known as the enterprise annuity, is based on the operating efficiency of the enterprise set the proportion of voluntary contributions for the staff to establish the endowment insurance, thereby enhancing the amount of pension funds received by corporate retirees, play a role in encouraging employees, the development of production. The third pillar is personal savings pension insurance, by the individual workers voluntary participation, free choice of handling agencies, individuals bear all the insurance costs, not only can raise a variety of pension insurance to reduce the pressure on countries and enterprises, but also help to enhance the awareness of self-protection of workers.

Due to the complex historical reasons, the retirement system and the pension system are the products of the era of planned economy to the era of market economy. Enterprises and enterprises' employee shall pay the amount of old-age

insurance by the enterprises and workers according to the corresponding proportion. However, the government department/institutions and individuals do not have to pay the amount, State finance full commitment. These two systems in the pension scheme, treatment methods and methods of adjustment are totally different, resulting in enterprises' retirees pension treatment level is far lower than the government department/institutions retirees, which lead to the social contradictions. In this case, the study of the old-age insurance problem will help reduce social contradictions and maintain social harmony and harmony.

In 1997, the basic old-age insurance system established by our country stipulated that the proportion of the unit payment shall be 20% of the contribution base by the unit and the individual in accordance with the fixed proportion of the old-age insurance system, and the cash payment system should be adopted. The proportion of the base for the payment of 8%, to take full accumulation system all included in the individual accounts of employees, corporate pension with the price level and the level of economic development to adjust.

While the government and institutions of the pension is still to maintain the old system, no reform, the implementation of the treatment is indeed

Stereotypes pension insurance, issued by the national financial unity, individuals do not have to pay, the implementation of pay-as-you-pay system, retirement after the treatment in accordance with the length of service before the retirement wage as the base, the higher the length of service, retirement pension after retirement the higher the proportion. The increase in pensions is related to the increase in wages of workers on duty. In case wages of employees have adjusted, then retirees also corresponding to the adjustment, which resulted in a two-track system.

In recent years, the state of the enterprise pension insurance has been adjusted several times, but the organs and institutions have been stagnant,

Has not been implemented reform, which makes the retirement rate of corporate retirees was significantly lower than the level of institutions and institutions retired personnel, the two systems in the direction of operation, financing, pension payment methods, enjoy the standard is also different, triggering social contradictions. Until 2015 the State Council issued a "Decision", the provisions of the organs and institutions to implement and enterprises workers of the same old-age insurance system, by the units and individuals to bear the pension insurance costs, which is the

cause of the cost units and corporate pension insurance system of the merger. But pension system current has not been well informed, there are still many problems, so it needs to improve the relevant follow-up problems.

The rate of pension replacement is the ratio between the level of pension receipts at the time of retirement and the wage level before retirement. It is one of the basic indicators to measure the difference in the level of living security before and after retirement. The lower the replacement rate is lower, the living standard of the retired workers is low, the replacement rate is high, the living standard of the retired worker is high, but the balance of income and expenditure of the old-age insurance fund is difficult to maintain and there may be a gap. The specific value of the pension replacement rate is usually obtained by dividing the "average pension of an annual new retiree" by "the average wage income of the employees in the same year". Such as: 2016 a city of new retirees to receive the average pension of 650 yuan/month, while the same year the city employees in the average wage income of 1,100 yuan/month, then: 2016 the city retiree pension replacement rate $(650 \div 1100) \times 100\% = 59.09\%$. The basic conditions for determining the replacement rate: First, the level of social and economic development, the affordability of the Fund; Second, the pension payment method; Third, the mechanism to deal with the pension growth. The international pension replacement rate is 55%.

2.7 Related research

The issue of fairness Professional pension is paid by the state finance, in the implementation of the intensity of the mandatory; and the establishment of the enterprise annuity at this stage is voluntary, but in accordance with the business situation is good or bad decision to establish or not, not every enterprise will be established, some scholars That this formed a new two-track system, and did not fully realize the fair. Yang Yan Sui (2015) believes that, because the enterprise annuity is not mandatory to pay the scope of the enterprise for profit purposes naturally do not want to pay for the enterprise annuity, and institutions and institutions by the state financial commitment, so the gap caused by occupational pension still exists, the system has been To achieve the merger, but the treatment and there is still a long way to go. Zheng Gongcheng also said that as the organs and institutions have occupational

pension as a guarantee, the overall pension is still higher than the general establishment of enterprise annuity business unit workers, but the gradual reduction between the two has become an inevitable trend. However, some scholars do not think there is a fair problem, Chu Fuling (2015) believes that, as long as the basic pension in the organs and institutions to achieve fairness between the business can be, occupational annuities, corporate annuities such supplementary pension insurance only play a complementary role, Not necessarily to cover all the workers, so as to better reflect the efficiency and fairness. Hu Ji (2015) also believes that the current in order to promote the implementation of the reform, we should first establish a mechanism, and then require the level of treatment of enterprises and institutions and institutions consistent.

In order to solve the problem of new unfairness after the merger of old-age insurance, scholars have the following research. Hu Xiaoyi (2015) believes that, in order to ensure that pension insurance is fair, the best way is to actively develop enterprise annuity, only the enterprise employees can enjoy the basic old-age insurance and supplementary pension insurance double protection. Yang Lixiong (2015) believes that in the world, China's pension insurance payment rate is high, in order to improve the participation of enterprises, business rates can be reduced from 20% to 15%, personal rates from 8% to 5% The Dong Dengxin and Deng Xianfeng (2015) argue that the enterprise annuity can be changed from "voluntary" to "semi-mandatory", starting with large enterprises that do not have an enterprise annuity, and then gradually transitioning to policies that have not previously been implemented through tax incentives Small and medium enterprises, to achieve a real sense of fairness. Xing Wenxia and Zhang Zhixin (2016) believe that the enterprise annuity should be introduced the corresponding preferential tax policies to promote the enterprise annuity in the country to promote a large area.

The financial pressure the financial pressure after the merger will continue to increase, first of all, the financial not only need to retire for the pension workers, the need for additional employees to pay 20%. Of the old-age insurance and 8% of the occupation annuity, this huge amount for the financial tight areas of the financial will cause great pressure. Second, due to the organs and institutions before the workers did not pay, the human "as payment" part of the gap needs to be borne by the state finance, which also need to inject enough funds into the financial. Hu Xiaoyi (2015)

argues that the reformed system appears to be financially necessary to raise two parts of the funds for the retirement of retirees and pensioners of active employees, with a large demand for funds, but in fact, International support policy, by the in-service workers to pay the old-age insurance into a pension has been retired workers, with the passage of time, this problem will be gradually resolved. For experts to reduce the financial burden, experts and scholars have the following recommendations. Chu Fuling (2015) believes that, due to the income and expenditure of various local pension insurance is not balanced, so the province to achieve the deployment of funds is particularly important, if necessary, can also be transferred across the country fund. Li Shi (2015) believes that the pension insurance system reform is to bring financial pressure depends on the individual account to take real or accounting way, if the real financial needs of the actual investment in real money, if the form of accounting to take the country Finance is only required to pay pensions for employees when they retire. China can learn from the international experience, take the nominal account system, thereby reducing the financial burden. At the same time, we can reduce the financial burden by streamlining the large organization of personnel institutions.

Pension investment operation It has always been a hot topic of social concerning pension investment, as pension is responsible for all of pensioners healthy, happiness and well-being. Hu Xiaoyi (2015) argues that investment in surplus pension has become an important issue to solve as the increasing coverage of the pension system and the increasing funding channel. Most scholars believe that the investment operation of the pension should be to ensure the safety of funds for the first principle, set up a rational portfolio, should not be large-scale access to the stock market. Zheng Gongcheng (2015) believes that, because China's stock market system is not perfect, high-yield and high risk is often co-exist, so we cannot put all of our pension money into the stock market, you can choose to invest in the real economy and public facilities. Zheng Bingwen (2015) also believes that a combination of ways should be set up a combination of investment, both to ensure that the benefits at the same time can guarantee the safety of pension funds. Chu Fu Ling (2015) believes that the supplementary pension insurance fund should also follow the principle of sound, on the one hand, can be issued for the pension insurance fund bonds, on the other hand, to develop a reasonable risk mechanism to ensure the safety of the fund.

Individual accounts empty Enterprises have been the existence of individual accounts empty problems, and after the merger institutions and institutions to increase the burden of social security funds, this problem may be more serious. In response to this problem, experts and scholars have the following suggestions: Zheng Bingwen (2015) believes that can learn from the Swedish model, the implementation of the nominal account system, in the financing of the implementation of pay-as-you-go system, that is, employees pay the pension for the current retirement workers , In the treatment of payment standards to implement the payment type, that is the amount of pension paid by an individual depends on how much the amount of the pension is paid and how much is paid. Yang Lixiong (2015) believes that by raising the retirement age of workers and narrowing the gap between men and women workers retirement age approach, not only can delay the workers to receive pension time, reduce the national financial pressure, and can extend the payment period, increase the accumulation of individual accounts The Chu Fu Ling (2015) believes that, to learn from the lessons of individual accounts account, social pool funds should not take up personal account funds, both to be managed separately, so that personal accounts from the initial has been doing real.

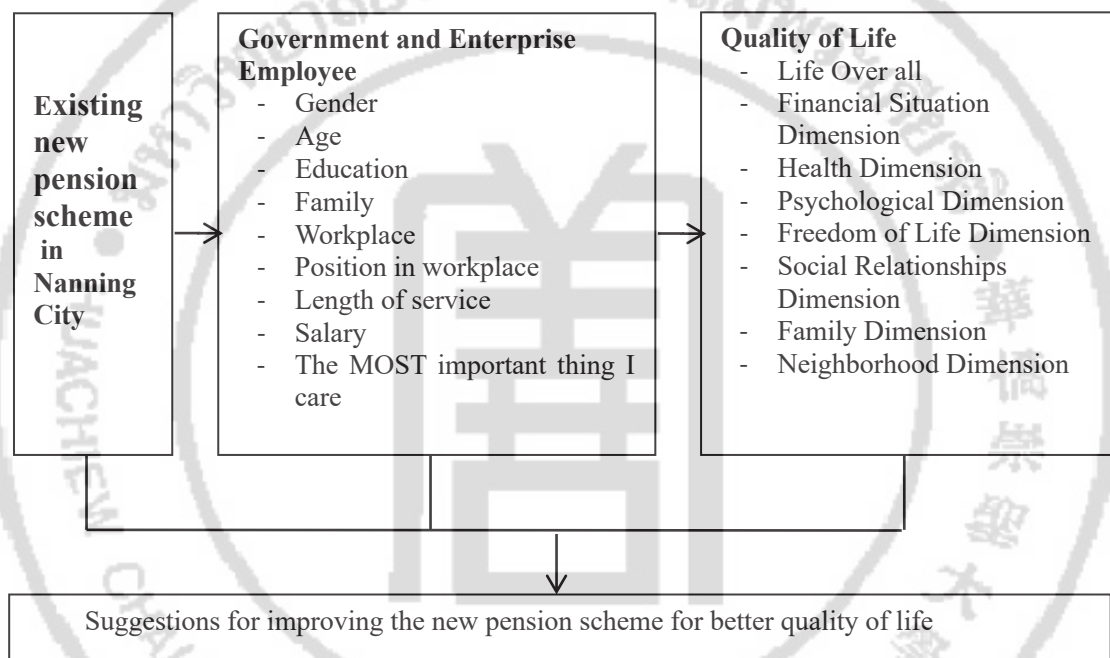
The summary of the literature review and related research To sum up, for the government/institutions retirement system and the enterprise unit pension insurance system their own problems, domestic scholars reached the following consensus: First, improve the old-age insurance system laws and regulations to legislation for the protection. Second, the difference between the government/institutions and the enterprise is huge, triggering an unfair phenomenon. There are still many problems to be solved after the merger of old-age insurance, experts believe that there are mainly the following aspects: First, the occupational annuity caused a new unfair phenomenon, the urgent need to develop the construction of enterprise annuity; the second is a huge financial pressure after the merger , can improve the level of co-ordination and other methods to ease; Third, the organs and institutions of pension investment operations should learn from the lessons learned to safety as the first principle, to develop a reasonable portfolio; Fourth, for individual accounts empty account problems, You can learn the Swedish nominal account system, you can also improve the retirement age to solve. The study of experts and scholars on the future theory of exploration provides a great reference, need to be further applied to practice.

Most of the researches of foreign scholars focus on the reform of the old-age insurance system. At present, the trend of the reform of the old-age insurance system in the world is from the separation to the unity, from the single pillar model to the multi-pillar model, learn from the experience of foreign pension insurance system reform, system and the completion of the early completion of a great reference.

2.8 Theoretical framework

The theoretical framework is showed in diagram 2

Diagram 2 Theoretical framework



Chapter 3

Research methodology

3.1 Type of research

This research employed a mixed-method approach, which combines qualitative and quantitative methods. Quantitative included instrument-based question and statistical analysis while qualitative included open-ended questions and in-depth interview. The goal of mixed methods research is to draw from the strengths and minimize the weaknesses from a single research method (Johnson & Onwuegbuzie, 2004).

3.2 Quantitative Method

3.2.1 Population

The population of quantitative research composed of retired employees in government and enterprise sector in Nanning city, Guangxi province. According to the information from Nanning Municipal Bureau of Statistics, there are approximate 288,000 retired employees in government and enterprise sector in 2017. This research will use this figure as population.

3.2.2 Sampling selection

This research will adopt the figure from Nanning Municipal Bureau of Statistics year 2017 for calculating the sampling size and the Taro Yamane (1973) will be used as a tool for this calculation as occurred below:

Formula $n = N / (1 + N * e^2)$

Where n: Size of example

N: Size of target population

e: Inconsistency from sampling at 95% confidence level

$$n = 288,000 / (1 + 288,000 * e^2)$$

$$n = 400$$

Thus, the sampling size is 400 composed of government retirees 200 and enterprise retirees 200.

3.3 Qualitative method

The in-depth interview is used to interview the key informants with the government informants and enterprises. I choose those people who in Nanning city are currently working in the government department. There are 7 zones in Nanning city, where have 7 sub-bureaus reporting the pension information to the Department of Human Resources and Social Security of Guangxi Zhuang Autonomous Region. The department is the top of social security department and controls over the Guangxi Province pension scheme. I interviewed 3 policy directors with one person from the Department of Human Resources and Social Security of Guangxi Zhuang Autonomous Region and two people from different sub-bureau. As to hear the different voices from these 3 people, so that I can compare these and get useful revelation.

For the enterprises key informant, I choose those people who in Nanning city are currently working in the large enterprises with employees more than 2000 people. I also interviewed 3 directors of salary sector from different enterprises. (See appendix C).

My aim is to explore their attitudes relating to the reform of social pension and the new pension scheme. After the survey, data were collected and analyzed. 6 cases study were conducted for retired people, of which 3 cases are in the government and 3 cases in the enterprises. The aim of this method aimed to acquire an integral perspective of the new pension scheme. Moreover, the case study method offered a good opportunity to research how impacts of the new pension scheme on quality of life. The purpose of case studies is to gain insight into how the government operate the new pension and whether retirees improve their quality of life. (See appendix D).

Secondary data was collected via online research, statistical information and related documents, which aims to understand the new pension scheme in China.

In order to understand how to operate the new pension scheme by the government, I read all the government policy documents relating to the reform of social pension from 2015 to 2017. I also examined the annual reports of the government agencies most involved in issues of the reform of pension were reviewed. A total of 3 of these annual reports were reviewed. In addition, information posted on their internet websites was also explored.

The documents I reviewed (I recorded direct quotations) provided the historical development of the concept of social security and social welfare in china and the important of the concept of social pension as being an important part in economic development. I translated these direct quotations and analyzed these in English. I also made extensive notes at the seminars and meetings I attended with the speakers and the responses of the participants.

3.4 Research instruments

3.4.1 Questionnaire uses for quantitative research contained a combination of closed and open-ended questions which comprises 3 sections as the following: (See appendix B).

Section 1: Personal Information

There are 12 questions in this part related to some personal information of the respondents. These are checklist questions which consist of gender, age, education, marital status, type of family, workplace before retirement, position before retirement, length of service, last month salary before retirement, after retirement and after implementation of new pension scheme the most important thing that the respondents care about, and the most important thing that expect children/grandchildren can do for the respondents.

Section 2: Ranking quality of life of the Respondents

There are 8 quality of life indicators composed of 60 questions to be asked the respondents. The answer is assigned 5 level of agreement: strongly agree, agree, neither agree or disagree, disagree, and strongly disagree.

Section 3: Any data/information that the respondents need to tell the researcher.

3.4.2 In-depth interview guideline

An in-depth interview has been used for qualitative research to obtain related information through the policy key informant with the following questions:

1. What is the existing new pension scheme?
2. What is the problem of the former pension scheme?
3. What is the difference of payment contributed by government and enterprise employees to pension scheme?

4. What is the difference of benefit of government and enterprise employees from pension scheme?

5. Do the government and enterprise retired employees have enough money to maintain satisfactory in their life?

6. What is the difference feeling of government and enterprise employees from pension scheme?

3.5 Data analysis

All collected data will be analyzed by the following methods:

3.5.1 Data analysis for quantitative research

Descriptive statistics i.e. frequency and percentage are used for describing the personal information of respondents.

Mean is used for describing the rank of agreement by using the five point of Likert scale which is used to allow the individual to express how much they agree or disagree with the indicators of quality of life as the following:

strongly agree	5 point
agree	4 point
neither agree nor disagree	3 point
disagree	2point
strongly disagree	1 point

The range is calculated by $(5 - 1 = 4)$ then divided by five as it is the greatest value of the scale ($4 \div 5 = 0.80$). Afterwards, number one which is the least value in the scale is added in order to identify the maximum of this cell. The length of the cells is determined below:

1.00 – 1.80	represents	Strongly Disagree
1.81 – 2.60	represents	Disagree
2.61 – 3.40	represents	Neither Agree nor Disagree
3.41 – 4.20	represents	Agree
4.21 – 5.00	represents	Strongly Agree

Analytical statistic in this research I use the one-way analysis of variance (ANOVA), T-test and F-test to determine whether there are any statistically significant differences between the quality of life of government and enterprise retired employees.

3.5.2 Data analysis for qualitative research

Content analysis is used for analysis the data from documentary research, in-depth interview and case study.

3.6 Study period

Table 3 Study plan

Activities	Duration
Data collection	Jan. 2018-Jan. 2019
Finalize dissertation	Jan. 2020
Send draft dissertation to committee	Feb. 2020
Defense dissertation	Jun. 2022
Finalize dissertation based on comments of committee	July. 2022
Send final dissertation to graduate school	July. 2022
Send article to journal	July. 2022

3.7 Ethical considerations

I received the certificate of research ethic from HuachiewChalermprakiet University on 6 February 2018(See Appendix A). Before collecting data, I introduced myself, informed all respondents/key in-formants/cases study my current status as a student in the HuachiewChalermprakiet University Doctor of Social Welfare Administration (DSWAM) Program. I explained the research objectives and asked them the voluntary participation to answer the questions. They are informed that their answer will be kept in strictest confidence, as well as the name of their current and/or past organizations. If they are uncomfortable with the interview, they can stop anytime. In case of in-depth interview, I asked the permission to record the conversation. If they are uncomfortable with the record, please let me know, and I will turn the recorder off. If these conditions are accepted, I start to collect the data.

Chapter 4

Research result

Based on the research objectives and research methods, this chapter will present the result of quantitative and qualitative study. The result of quantitative study includes the comparison of personal factor of government and enterprise retired employees followed by the comparison of quality of life of government and enterprise retired employee, one-way analysis of variance (ANOVA) to determine whether there are any statistically significant differences between the characteristic of government and enterprise retired employees on the quality of life. The result of qualitative study includes in-depth interview and case study.

4.1 Personal Factor and Quality of Life

The results of personal factors are divided into two groups: government and enterprise. The sample number of respondents are 400, government group is 200 and enterprise group is 200 as well. The findings revealed that most respondents of government retired employee were male (51%) while the enterprise retired employee were female (51%). The age between 61-70 years old accounted for most of government retired employee (54%), but the most of enterprise employee retires age between 55-60 years old (52.5%). For education, 39.5% of government employee completed collage while 40.5% of enterprise completed undergraduate. Most of government employee (94.0%) indicated that they were married while enterprise employee 91% were married. Position before retirement of government and enterprise were workers 76.5% and 61.5% respectively. Length of service of government and enterprise employee were 36-40 years 40% and 37% respectively. Most government employee (40.5%) had higher last month salary before retirement 3,500-4,823 CNY while enterprise employee (37.5%) had less than 3,500 CNY. The thing cares about the most after retirement of government and enterprise employee were healthy 44.5% and 47% respectively. More than half of respondents had the most interest whether my pension improvement after implementation of new pension scheme 78% of

government and 64% of enterprise respectively. The most needs from children/grandchildren of government employee were stay with me (32%) while enterprise employees were come to see me (34.5%). The financial management after retirement of government and enterprise employee were that do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living (41.5% and 52.5% respectively). The findings are shown in table 4

Table 4 Distribution of the respondents by Demographic details

Demographic Details	Category	Government/ Institution		Enterprise	
		n	%	n	%
Gender	Male	102	51.0	98	49.0
	Female	98	49.0	102	51.0
Age	55-60	83	41.5	105	52.5
	61-70	108	54.0	83	41.5
	71-80	5	2.5	10	5.0
	> 80	4	2.0	2	1.0
		Min = 55		Min = 55	
	Max = 86		Max = 81		
	Mean = 62		Mean = 61		
Highest Education	Postgraduate	21	10.5	6	3.0
	Undergraduate	56	28.0	81	40.5
	College	79	39.5	43	21.4
	Others	44	22.0	70	35.0
Marital Status	Single	12	6.0	18	9.0
	Married	188	94.0	182	91.0
Position before retirement	Worker	153	76.5	123	61.5
	Manager	28	14.0	62	31.0
	Senior manager	19	9.5	15	7.5

Table 4 Distribution of the respondents by Demographic details

Demographic Details	Category	Government/ Institution		Enterprise	
		n	%	n	%
Length of Service	<26	0	0.0	21	10.5
	26-30	52	26.0	33	16.5
	31-35	55	27.5	47	23.5
	36-40	80	40.0	74	37.0
	> 40	13	6.5	25	12.5
		Min = 26		Min = 15	
		Max = 46		Max = 44	
		Mean = 35		Mean = 35	
The last month salary before retirement	under 3500	31	15.5	75	37.5
	3500-4823	81	40.5	29	14.5
	4824-6000	67	33.5	31	15.5
	6001-8000	9	4.5	12	6.0
	8001-10000	8	4.0	19	9.5
	10001 and over	4	2.0	34	17.0
The most interest after retirement	Healthy	89	44.5	94	47.0
	Pension	46	23.0	69	34.5
	Travelling	6	3.0	10	5.0
	Family	59	29.5	24	12.0
	Other	0	0.0	3	1.5
The most interest after implementation of new pension scheme	Whether the gap become narrowing	35	17.5	60	30.0
	Whether my pension improvement	156	78.0	128	64.0
	Other	9	4.5	12	6.0

Table 4 (Continued)

Demographic Details	Category	Government/ Institution		Enterprise	
		n	%	n	%
The most needs from children/grandchil dren	Travelling with me	31	15.5	59	29.5
	Support my living cost	11	5.5	15	7.5
	Come to see me	57	28.5	69	34.5
	Phone me	36	18.0	18	9.0
	Stay with me	64	32.0	36	18.0
	Other	1	.05	3	1.5
Financial management after retirement	You try to increase the amount of your savings and investments each year, by either saving money or not withdrawing some of the earnings on your savings and investments.	56	28.0	46	23.0
	You try to maintain the amount of your savings and investments each year, by living only off the earnings on these savings and investments and other sources of income.	61	30.5	49	24.5
	You do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living.	83	41.5	105	52.5
Total		200	100	200	100

Table 5 There are no different on the enjoy life overall' between government and enterprise retired employee. They agree that they are' happy most of the time'(mean 3.78 and 3.80). They neither agree or disagree on' life gets me down after retirement' (mean 2.61 and 2.72). They agree on 'have more expectations on the new pension scheme' (mean 3.71 and 3.71). The findings are shown in table 5

Table 5 Distribution of the respondents by Life overall

Life overall	Government/ Institution			Enterprise		
	\bar{x}	S.D.	Rank	\bar{x}	S.D.	Rank
Enjoy my life overall	3.77	.851	Agree	3.69	1.040	Agree
Happy most of the time	3.78	1.021	Agree	3.80	.992	Agree
Life gets me down after retirement	2.61	1.088	Neither agree or disagree	2.72	.973	Neither agree or disagree
Have more expectations on the new pension scheme	3.71	.793	Agree	3.71	.950	Agree
Total	3.47	.938	Agree	3.48	.989	Agree

Table 6 The onlyone different on financial situation between government and enterprise retired employee is 'Cannot afford to do things would enjoy', government group are neither agree or disagree and enterprise group are agree (mean 3.35 and 3.56). The findings are shown in table 6

Table 6 Distribution of the respondents by Financial situation Dimension

Financial situation Dimension	Government/ Institution			Enterprise		
	\bar{x}	S.D.	Rank	\bar{x}	S.D.	Rank
Have enough money from what save before retirement	2.98	1.012	Neither agree or disagree	2.86	1.140	Neither agree or disagree
Have enough money from my family support	2.81	.976	Neither agree or disagree	2.83	1.071	Neither agree or disagree
Need more from my pension to maintain my quality of life in general	3.93	.924	Agree	3.76	1.132	Agree
Have enough money to pay for household bills	3.18	.841	Neither agree or disagree	2.98	1.032	Neither agree or disagree
Can afford to buy what want to	3.20	.889	Neither agree or disagree	3.00	1.059	Neither agree or disagree
Cannot afford to do things would enjoy	3.35	.933	Neither agree or disagree	3.56	.955	Agree
Need more money from my pension in case of unexpected crisis situation (sudden sickness, death of closed family member)	4.19	.953	Agree	4.01	.911	Agree
Get more money from the new pension scheme than the old one	3.22	.862	Neither agree or disagree	3.32	.922	Neither agree or disagree
Total	3.36	.924	Neither agree or disagree	3.29	1.028	Neither agree or disagree

Table 7 There are one different on health dimension between government and enterprise retired employee, which is ‘Still useful to others (physical help/healthy advices)’, government group are agree while enterprise group are neither agree or disagree (mean 3.45 and 3.38). The findings are shown in table 7

Table 7 Distribution of the respondents by Health Dimension

Health Dimension	Government/ Institution			Enterprise		
	\bar{x}	S.D.	Rank	\bar{x}	S.D.	Rank
Have a lot of physical energy	3.17	.897	Neither agree or disagree	3.25	.980	Neither agree or disagree
Pain affects my well-being	3.30	1.016	Neither agree or disagree	3.17	.878	Neither agree or disagree
Healthy enough to get out and about	3.50	.913	Agree	3.49	.897	Agree
Able to take care on my own healthy	3.70	.710	Agree	3.41	.863	Agree
Still useful to others (physical help/healthy advices)	3.45	.944	Agree	3.38	.927	Neither agree or disagree
Total	3.42	.896	Agree	3.34	.909	Neither agree or disagree

Table 8 There are two different on psychological and spiritual achievement between government and enterprise retired employee. One is that ‘Have chance to join cultural/religious events which I think important’, government group are agree while enterprise group are neither agree or disagree (mean 3.41 and 3.31). Another is that ‘Do paid or unpaid work or activities that give me a role in life’, government group agree but enterprise group neither agree or disagree, mean 3.41 and 3.31 respectively. The findings are shown in table 8

Table 8 Distribution of the respondents by Psychological and spiritual achievement

Dimension	Government/ Institution			Enterprise		
	\bar{x}	S.D.	Rank	\bar{x}	S.D.	Rank
Mostly have peace of mind	3.84	.622	Agree	3.64	.881	Agree
Have achieved my personal goal and fulfilled myself realization	2.92	1.024	Neither agree or disagree	3.03	1.000	Neither agree nor disagree
Have chance to join cultural/religious events which I think important	3.41	.828	Agree	3.31	.957	Neither agree nor disagree
Take life as it comes	3.65	.855	Agree	3.49	.885	Agree
Feel lucky compared to most people	3.41	.702	Agree	3.44	.872	Agree
Tend to look on the bright side	3.82	.790	Agree	3.69	.866	Agree
Have social or leisure activities/hobbies that enjoy doing	3.77	.665	Agree	3.52	.885	Agree
Will compensate and find something else can do when health limits social/leisure activities	3.85	.582	Agree	3.61	.912	Agree
Do paid or unpaid work or activities that give me a role in life	3.54	.693	Agree	3.36	.839	Neither agree nor disagree

Table 8 (Continued)

Psychological and spiritual achievement Dimension	Government/ Institution			Enterprise		
	\bar{x}	S.D.	Rank	\bar{x}	S.D.	Rank
Have relieved my anxious of quality of life since the new scheme implementation	3.37	.829	Neither agree or disagree	3.37	.941	Neither agree nor disagree
I would be better quality of life if the new pension scheme coming earlier	3.68	.775	Agree	3.62	.866	Agree
Total	3.57	.760	Agree	3.46	.900	Agree

Table 9 The only one different on freedom and life control dimension between government and enterprise retired employee is 'Have a lot of control over the important things in my life', agree of government group, but neither agree or disagree of enterprise group (mean 3.44 and 3.35) The findings are shown in table 9

Table 9 Distribution of the respondents by Freedom and life control Dimension

Freedom and life control Dimension	Government/ Institution			Enterprise		
	\bar{x}	S.D.	Rank	\bar{x}	S.D.	Rank
Healthy enough to have my own independence	3.73	.663	Agree	3.41	.892	Agree
Can please myself what I do	3.72	.758	Agree	3.65	.819	Agree
The cost of things compared to pension/income restricts my life	3.51	.808	Agree	3.46	.912	Agree
Have a lot of control over the important things in my life	3.44	.677	Agree	3.35	.830	Neither agree nor disagree
Total	3.60	.727	Agree	3.47	.863	Agree

Table 10 There are three different on social relationships between government and enterprise retired employee. One is ‘Would like more companionship or contact with other people’, government group are agreeing an enterprise group are neither agree nor disagree (mean 3.63 and 3.38). Secondly, it is ‘Have chance to learn more (formal/ informal) if needed’, government group are agreed, and enterprise group are neither agree or disagree (mean 3.47 and 3.22). Thirdly, it is ‘Always get support from anyone acquainted’, government group are agreed, and enterprise group are neither agree nor disagree (mean 3.62 and 3.40). The findings are shown in table 10

Table 10 Distribution of the respondents by Social relationships Dimension

Social relationships Dimension	Government/ Institution			Enterprise		
	\bar{x}	S.D.	Rank	\bar{x}	S.D.	Rank
Family, friends or neighbors would help me if needed	3.87	.725	Agree	3.48	.997	Agree
Would like more companionship or contact with other people	3.63	.660	Agree	3.38	.854	Neither agree or disagree
Have enough people who give me love and affection	3.55	.714	Agree	3.50	.845	Agree
Would like more people to enjoy life with	3.88	.572	Agree	3.73	.831	Agree
Have chance to learn more (formal/ informal) if needed	3.47	.657	Agree	3.22	.945	Neither agree nor disagree
Always get support from anyone acquainted	3.62	.647	Agree	3.40	.827	Neither agree nor disagree
Total	3.67	.663	Agree	3.45	.883	Agree

Table 11 The only one different on family dimension between government and enterprise retired employee is ‘Still have to take responsibility for my spouse/life partner’, government group are agreed, and enterprise group are neither agree nor disagree (mean 3.53 and 3.34). The findings are shown in table 11

Table 11 Distribution of the respondents by Family Dimension

Family Dimension	Government/ Institution			Enterprise		
	\bar{x}	S.D.	Rank	\bar{x}	S.D.	Rank
Have good spouse/life partner which makes me happy	3.83	.726	Agree	3.51	.919	Agree
Have good children/grandchildren which make me happy	3.86	.730	Agree	3.70	.834	Agree
Have good close relatives which mostly make me happy	3.69	.872	Agree	3.52	.862	Agree
Still have to take responsibility for my spouse/life partner	3.53	.750	Agree	3.34	1.048	Neither agree nor disagree
Still have to take responsibility for my children/grandchildren	3.59	.809	Agree	3.48	.945	Agree
Still have to take responsibility for my close relatives	2.91	.903	Neither agree or disagree	3.07	1.003	Neither agree nor disagree
Total	3.57	.798	Agree	3.44	.935	Agree

Table 12 There are two different on neighborhood and environment dimension between government and enterprise retired employee. One is ‘Live in a good surroundings’, government group are agreed, and enterprise group are neither agree or disagree (mean 3.69 and 3.35). Another is ‘Live in a good and safety house’, government group are agreed, and enterprise group are neither agree or disagree (mean 3.61 and 3.40). The findings are shown in table 12

Table 12 Distribution of the respondents by Neighborhood and environment Dimension

Neighborhood and environment Dimension	Government/ Institution			Enterprise		
	\bar{x}	S.D.	Rank	\bar{x}	S.D.	Rank
Live in good surroundings	3.69	.746	Agree	3.35	.873	Neither agree nor disagree
Live in a good and safety house	3.61	.769	Agree	3.40	.930	Neither agree nor disagree
Feel safe where I live	3.75	.707	Agree	3.43	.882	Agree
Can easily access to local shops, or services whenever need	3.70	.789	Agree	3.52	.839	Agree
Get pleasure from my home	3.88	.776	Agree	3.67	.870	Agree
Find my neighborhood friendly	3.66	.746	Agree	3.46	.769	Agree
Total	3.72	.756	Agree	3.47	.861	Agree

4.2 Hypothesis testing

By using one-way analysis of variance (ANOVA), T-test and F-test to determine whether there are any statistically significant differences between the personal factor of government and enterprise retired employees on the quality of life, the following are findings:

1. Gender

Table 13 From the comparative analysis by using T-test between gender and quality of life, the findings are following.

In the government sample group, there are significant difference of gender and quality of life at 0.05 level on Financial situation dimension ($p = 0.002$) and Neighborhood & environment dimension ($p \text{ value} = 0.012$), while in the enterprise group has no difference significantly.

It is indicated that different gender of the government retired employee has different quality of life in financial situation dimension, including difference in neighborhood and environment dimension. Therefore, the result of statistical hypothesis testing accepted only 2 dimensions, i.e., Financial situation dimension and Neighborhood & environment dimension. The findings are shown in table 13

Table 13 Significant Difference between Gender and Quality of Life`

Source of variation	Gender	Government/ Institution				Enterprise					
		N	\bar{x}	S.D.	t	p	N	\bar{x}	S.D.	t	p
Life overall	Male	102	3.63	.770	-.541	.589	98	3.66	.773	.929	.354
	Female	98	3.68	.698			102	3.56	.815		
Financial situation	Male	102	3.57	.622	3.132	.002*	98	3.30	.840	-.070	.944
	Female	98	3.32	.510			102	3.30	.781		
Healthy	Male	102	3.58	.737	1.189	.233	98	3.20	.873	-1.398	.164
	Female	98	3.47	.541			102	3.36	.728		
Psychological and spiritual achievement	Male	102	3.80	.564	1.681	.094	98	3.59	.823	.301	.764
	Female	98	3.67	.533			102	3.56	.725		
Freedom and life control	Male	102	3.79	.680	.455	.650	98	3.56	.826	.107	.915
	Female	98	3.76	.519			102	3.55	.791		
Social relationships	Male	102	3.89	.543	1.083	.280	98	3.62	.806	1.869	.063
	Female	98	3.66	.439			102	3.41	.788		

Table 13 (Continued)

Source of variation	Gender	Government/ Institution				Enterprise					
		N	\bar{x}	S.D.	t	p	N	\bar{x}	S.D.	t	p
Family	Male	102	3.89	.616	1.240	.216	98	3.53	.899	1.100	.273
	Female	98	3.65	.536			102	3.39	.881		
Neighborhood and environment	Male	102	3.89	.688	2.535	.012*	98	3.58	.884	1.393	.165
	Female	98	3.65	.644			102	3.42	.737		

** Significant 0.001

* Significant 0.05

2. Age

Table 14-15 From the result of One-Way Analysis of Variance (ANOVA) and significant test (F- test) to compare the difference between age and quality of life in government and enterprise retired employee. The findings are as follow.

In the government retired employee group, there are significant difference of age and quality of life in 4 dimensions, i.e., Financial situation) $p = .032^*$,(Healthy) $p = .000^*$,(Freedom and life control) $p = .003^*$,(and Neighborhood &environment) $p = .002^*$). While in the enterprise group has no difference significantly.

It is revealed that difference age of the government retired employee has different quality of life in financial situation, healthy, freedom and life control, neighborhood and environment. Therefore, the result of statistical testing accepted hypothesis only 4 dimensions, i.e., Financial situation, Healthy, Freedom and life control, and Neighborhood & environment. The findings are shown in table 14-15

Table 14 Number, Mean and Standard Deviation of Quality of Life by Age

Age	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Life overall						
55-60	83	3.67	0.734	105	3.7	0.748
61-70	108	3.6	0.723	83	3.46	0.801
71-80	5	3.8	0.447	10	3.9	1.101
> 80	4	4.5	1	2	4	0
Total	200	3.66	0.734	200	3.61	0.794
Financial situation						
55-60	83	3.35	0.528	105	3.3	0.833
61-70	108	3.55	0.617	83	3.27	0.734
71-80	5	3.2	0.447	10	3.4	1.174
> 80	4	3	0	2	4	0
Total	200	3.45	0.582	200	3.3	0.808
Healthy						
55-60	83	3.71	456	105	3.31	0.8
61-70	108	3.47	0.69	83	3.25	0.73
71-80	5	2	0	10	3.1	1.37
> 80	4	3	0	2	4	0

Table 14 (Continued)

Age	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Total	100	3.53	0.649	100	3.29	0.804
Psychological and spiritual achievement						
55-60	83	3.76	0.554	105	3.65	0.772
61-70	108	3.72	0.561	83	3.49	0.722
71-80	5	3.8	0.447	10	3.4	1.174
> 80	4	3.75	0.5	2	4	0
Total	100	3.74	0.551	100	3.58	0.773
Freedom and life control						
55-60	83	3.81	0.505	105	3.62	0.801
61-70	108	3.8	0.652	83	3.51	0.802
71-80	5	2.8	0.447	10	3.2	0.919
> 80	4	3.75	0.5	2	4	0
Total	100	3.78	0.605	100	3.56	0.806
Social relationships						
55-60	83	3.83	0.437	105	3.49	0.81
61-70	108	3.9	0.528	83	3.55	0.753
71-80	5	3.8	0.447	10	3.4	1.174
> 80	4	3.25	0.5	2	4	0
Total	100	3.86	0.495	100	3.52	0.802
Family						
55-60	83	3.81	0.454	105	3.55	0.888
61-70	108	3.64	0.648	83	3.33	0.885
71-80	5	4	0	10	3.5	0.972
> 80	4	3.5	1	2	4	0
Total	100	3.72	0.579	100	3.46	0.89
Neighborhood and environment						
55-60	83	3.71	0.654	105	3.48	0.822
61-70	108	3.76	0.668	83	3.49	0.771
71-80	5	4.8	0.447	10	3.7	1.16
> 80	4	4.25	0.5	2	4	0
Total	100	3.78	0.676	100	3.5	0.058

Table 15 One-way analysis of variance of Quality of Life by Age

Source of variation	Government/ Institution					Enterprise				
	SS	df	MS	F	P	SS	df	MS	F	P
Life overall										
between groups	3.299	3	1.1	2.074	0.105	3.83	3	1.277	2.055	0.107
within groups	103.896	196	0.53			121.75	196	0.621		
Total	107.195	199								
Financial situation										
between groups	2.959	3	0.986	3	.032*	1.184	3	0.395	0.6	0.616
within groups	64.436	196	0.329			128.816	196	0.657		
Total	67.395	199				130	199			
Healthy										
between groups	15.898	3	5.299	15.28	.000**	1.54	3	0.513	0.791	0.5
within groups	67.977	196	0.347			127.215	196	0.649		
Total	83.875	199				128.755	199			
Psychological and spiritual achievement										
between groups	0.083	3	0.028	0.089	0.966	1.766	3	0.589	0.985	0.401
within groups	60.397	196	0.308			117.109	196	0.597		
Total	60.48	199				118.875	199			
Freedom and life control										
between groups	4.891	3	1.63	4.7	.003*	2.286	3	0.762	1.175	0.32
within groups	67.984	196	0.347			127.109	196	0.649		
Total	72.875	199				129.395	199			

Table 15 (Continued)

Source of variation	Government/ Institution						Enterprise					
	SS	df	MS	F	P	SS	df	MS	F	P		
Social relationships												
between groups	1.727	3	0.576	2.397	0.069	0.82	3	0.273	0.422	0.738		
within groups	47.068	196	0.24			127.135	196	0.649				
Total	48.795	199				127.955	199					
Family												
between groups	1.923	3	0.641	1.938	0.125	3.001	3	1	1.268	0.287		
within groups	64.832	196	0.331			154.679	196	0.789				
Total	66.755	199				157.68	199					
Neighborhood and environment												
between groups	6.524	3	2.175	5.053	.002*	0.963	3	0.321	0.48	0.697		
within groups	84.351	196	0.43			131.037	196	0.669				
Total	90.875	199				132	199					

** Significant 0.001

* Significant 0.05

3. Highest Education

Table 16-17 From the result of One-Way Analysis of Variance (ANOVA) and significant test (F- test) to compare the difference between education and quality of life in government and enterprise retired employee. The findings are as follow.

In the government retired employee group, there are significant difference of education and quality of life in 5 dimensions, i.e., Financial situation ($p=.031^*$), Psychological and spiritual achievement($p=.004^*$), Social relationships($p=.017^*$), Family($p=.000^{**}$), Neighborhood and environment ($p=.010^*$).

The sample group of enterprise retired employee are found the statistical significance of education and quality of life, including Life overall($p=.000^{**}$), Psychological and spiritual achievement($p=.018^*$).

It is revealed that difference education of the government retired employee has different quality of life in Financial situation, Psychological and spiritual achievement, Social relationships, Family, Neighborhood and environment. While the difference education and quality of life of enterprise retired employee have influenced in Life overall, Psychological and spiritual achievement. The result of statistical testing accepted hypothesis only 5 dimensions, i.e., Financial situation, Psychological and spiritual achievement, Social relationships, Family, Neighborhood and environment. The findings are shown in table 16-17

Table 16 Number, Mean and Standard Deviation of Quality of Life by Highest Education

Highest Education	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Life overall						
Postgraduate	21	3.43	0.598	6	4.5	0.837
Undergraduate	56	3.84	0.682	81	3.37	0.679
College	79	3.62	0.789	43	3.6	0.849
Others	44	3.59	0.726	70	3.81	0.786
Total	200	3.66	0.734	200	3.61	0.794
Financial situation						
Postgraduate	21	3.14	0.478	6	3.67	0.816
Undergraduate	56	3.55	0.57	81	3.31	0.664
College	79	3.41	0.494	43	3.23	0.649
Others	44	3.52	0.731	70	3.3	1.026
Total	200	3.45	0.582	200	3.3	0.808
Healthy						
Postgraduate	21	3.71	0.845	6	3.67	0.816
Undergraduate	56	3.64	0.699	81	3.36	0.747
College	79	3.43	0.523	43	3.05	0.925
Others	44	3.45	0.663	70	3.31	0.772
Total	200	3.53	0.649	200	3.29	0.804
Psychological and spiritual achievement						
Postgraduate	21	3.43	0.598	6	4.17	0.408
Undergraduate	56	3.91	0.345	81	3.46	0.759
College	79	3.68	0.52	43	3.44	0.796
Others	44	3.77	0.711	70	3.74	0.755
Total	200	3.74	0.551	200	3.58	0.773
Freedom and life control						
Postgraduate	21	3.9	0.625	6	3.67	0.816
Undergraduate	56	3.84	0.654	81	3.54	0.807
College	79	3.81	0.482	43	3.35	0.783
Others	44	3.57	0.695	70	3.69	0.808
Total	200	3.78	0.605	200	3.56	0.806
Social relationships						
Postgraduate	21	3.09	0.625	6	4.17	0.408
Undergraduate	56	3.88	0.384	81	3.49	0.793
College	79	3.73	0.524	43	3.35	0.686
Others	44	4.02	0.457	70	3.59	0.876
Total	200	3.86	0.495	200	3.52	0.802

Table 16 (Continued)

Highest Education	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Family						
Postgraduate	21	4.1	0.625	6	4	0.632
Undergraduate	56	3.88	0.47	81	3.31	0.875
College	79	3.53	0.502	43	3.65	0.686
Others	44	3.66	0.68	70	3.47	1.003
Total	200	3.72	0.579	200	3.46	0.89
Neighborhood and environment						
Postgraduate	21	3.76	1.136	6	4	0.632
Undergraduate	56	4	0.572	81	3.47	0.808
College	79	3.61	0.541	43	3.33	0.944
Others	44	3.8	0.668	70	3.6	0.73
Total	200	3.78	0.676	200	3.5	0.814

Table 17 One-way analysis of variance of Quality of Life by Highest Education

Source of variation	Government/ Institution						Enterprise					
	SS	df	MS	F	P		SS	df	MS	F	P	
Life overall												
between groups	3.255	3	1.085	2.046	0.109		12.326	3	4.109	7.111	.000**	
within groups	103.94	196	0.53				113.254	196	0.578			
Total	107.195	199					125.58	199				
Financial situation												
between groups	2.969	3	0.99	3.011	.031*		1.008	3	0.336	0.511	0.675	
within groups	64.426	196	0.329				128.992	196	0.658			
Total	67.395	199					130	199				
Healthy												
between groups	2.456	3	0.819	1.971	0.12		3.812	3	1.271	1.993	0.116	
within groups	81.419	196	0.415				124.943	196	0.637			
Total	83.875	199					128.755	199				
Psychological and spiritual achievement												
between groups	3.968	3	1.323	4.587	.004*		5.967	3	1.989	3.453	.018*	
within groups	56.512	196	0.288				112.908	196	0.576			
Total	60.48	199					118.875	199				
Freedom and life control												
between groups	2.565	3	0.855	2.383	0.071		3.11	3	1.037	1.609	0.189	
within groups	70.31	196	0.359				126.285	196	0.644			
Total	72.875	199					129.395	199				

Table 17 (Continued)

Source of variation	Government/ Institution						Enterprise					
	SS	df	MS	F	P		SS	df	MS	F	P	
Social relationships												
between groups	2.465	3	0.822	3.477	.017*		4.122	3	1.374	2.175	0.092	
within groups	46.33	196	0.236				123.833	196	0.632			
Total	48.795	199					127.955	199				
Family												
between groups	7.263	3	2.421	7.976	.000**		5.186	3	1.729	2.222	0.087	
within groups	59.492	196	0.304				152.494	196	0.778			
Total	66.755	199					157.68	199				
Neighborhood and environment												
between groups	5.071	3	1.69	3.861	.010*		3.585	3	1.195	1.824	0.144	
within groups	85.804	196	0.438				128.415	196	0.655			
Total	90.875	199					132	199				

** Significant 0.001

* Significant 0.05

4. Marital Status

Table 18 From the comparative analysis by using T-test between marital status and quality of life, the findings are following.

In the government retired employee group, there are significant difference of marital status and quality of life in 6 dimensions, i.e., Life overall (.000**), Healthy (.000**), Psychological and spiritual achievement (.008*), Social relationships (.000**), Family (.000**), Neighborhood and environment (.008*).

The sample group of enterprise retired employee are found the statistical significance of marital status and quality of life, including Financial situation (.040*), Healthy (.000**), Family (.000**).

It is revealed that difference marital status of the government retired employee has different quality of life in Life overall, Healthy, Psychological and spiritual achievement, Social relationships, Family, Neighborhood and environment. While the difference marital status and quality of life of enterprise retired employee have influenced in Financial situation, Healthy, Family. The findings are shown in table 18

Table 18 Significant Difference between Marital Status and Quality of Life

Source of variation	Marital Status		Government/ Institution				Enterprise				
	N	\bar{x}	S.D.	t	p	N	\bar{x}	S.D.	t	p	
Life Overall	Single	12	3.00	.000	-3.265	.000**	18	3.39	.502	-1.240	.078
	Married	188	3.70	.738			182	3.63	.815		
Financial situation Dimension	Single	12	3.33	.492	-.685	.494	18	3.11	.323	-1.040	.040*
	Married	188	3.45	.588			182	3.32	.839		
Health Dimension	Single	12	4.00	.000	2.654	.000**	18	3.00	.000	-1.582	.000**
	Married	188	3.49	.658			182	3.31	.838		
Psychological and spiritual achievement Dimension	Single	12	3.33	.492	-2.676	.008*	18	3.50	.514	-.431	.667
	Married	188	3.77	.546			182	3.58	.795		
Freedom and life control Dimension	Single	12	4.00	.389	.344	.731	18	3.50	.514	-.303	.762
	Married	188	3.85	.617			182	3.56	.830		
Social relationships Dimension	Single	12	4.00	.000	1.046	.000**	18	3.50	.514	-.083	.934
	Married	188	3.70	.593			182	3.52	.826		
Family Dimension	Single	12	3.33	.492	1.768	.000**	18	3.11	.323	-1.752	.000**
	Married	188	3.80	.677			182	3.49	.921		

Table 18 (Continued)

Source of variation	Marital Status		Government/ Institution					Enterprise				
	N	\bar{x}	S.D.	t	p	N	\bar{x}	S.D.	t	p		
Neighborhood and environment Dimension	12	3.33	.492	-2.362	.008*	18	3.50	.514	.000	.101		
	188	3.80	.677			182	3.50	.839				

** Significant 0.001

* Significant 0.05

5. Position before retirement

Table 19-20 From the result of One-Way Analysis of Variance (ANOVA) and significant test (F- test) to compare the difference between position before retirement and quality of life in government and enterprise retired employee. The findings are as follow.

In the government retired employee group, there are significant difference of position before retirement and quality of life in 4 dimensions, i.e., Life overall (.000**), Financial situation (.031*), Healthy (.002*), Family (.003*).

The sample group of enterprise retired employee are found the statistical significance of position before retirement and quality of life, including Life overall (.000**), Neighborhood and environment (.029*).

It is revealed that difference position before retirement of the government retired employee has different quality of life in Life overall, Healthy, Psychological and spiritual achievement, Social relationships, Family, Neighborhood and environment. While the difference position before retirement and quality of life of enterprise retired employee have influenced in Life overall, Neighborhood and environment. Therefore, the result of statistical testing accepted only some hypothesis. The findings are shown in table 19-20

Table 19 Number, Mean and Standard Deviation of Quality of Life by Position before retirement

Position before retirement	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Life overall						
Worker	153	3.57	0.732	123	3.48	0.813
Manager	28	4.18	0.67	62	3.94	0.698
Senior manager	19	3.58	0.507	15	3.33	0.617
Total	200	3.66	0.734	200	3.61	0.794
Financial situation						
Worker	153	3.5	0.608	123	3.28	0.795
Manager	28	3.21	0.418	62	3.31	0.879
Senior manager	19	3.32	0.478	15	3.4	0.632
Total	200	3.45	0.582	200	3.3	0.808

Table 19 (Continued)

Position before retirement	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Healthy						
Worker	153	3.49	0.608	123	3.28	0.833
Manager	28	3.39	0.832	62	3.26	0.767
Senior manager	19	4	0.471	15	3.47	0.743
Total	200	3.53	0.649	200	3.29	0.804
Psychological and spiritual achievement						
Worker	153	3.76	0.559	123	3.56	0.801
Manager	28	3.79	0.499	62	3.65	0.749
Senior manager	19	3.47	0.513	15	3.4	0.632
Total	200	3.74	0.551	200	3.58	0.773
Freedom and life control						
Worker	153	3.72	0.567	123	3.52	0.853
Manager	28	4	0.77	62	3.66	0.745
Senior manager	19	3.89	0.567	15	3.4	0.632
Total	200	3.78	0.605	200	3.56	0.806
Social relationships						
Worker	153	3.86	0.487	123	3.45	0.812
Manager	28	3.71	0.535	62	3.68	0.805
Senior manager	19	4	0.471	15	3.4	0.632
Total	200	3.86	0.495	200	3.52	0.802
Family						
Worker	153	3.64	0.545	123	3.46	0.89
Manager	28	3.89	0.629	62	3.45	0.935
Senior manager	19	4.05	0.621	15	3.47	0.743
Total	200	3.72	0.579	200	3.46	0.89
Neighborhood and environment						
Worker	153	3.72	0.601	123	3.39	0.874
Manager	28	4.04	0.793	62	3.73	0.657
Senior manager	19	3.84	0.958	15	3.47	0.743
Total	200	3.78	0.676	200	3.5	0.814

Table 20 One-way analysis of variance of Quality of Life by Position before retirement

Source of variation	Government/ Institution						Enterprise					
	SS	df	MS	F	P	SS	df	MS	F	P		
Life overall												
between groups	8.927	2	4.463	8.948	.000**	9.806	2	4.903	8.342	.000**		
within groups	98.268	197	0.499			115.774	197	0.588				
Total	107.195	199				125.58	199					
Financial situation												
between groups	2.327	2	1.164	3.523	.031*	0.182	2	0.091	0.138	0.871		
within groups	65.068	197	0.33			129.818	197	0.659				
Total	67.395	199				130	199					
Healthy												
between groups	4.961	2	2.481	6.192	.002*	0.549	2	0.275	0.422	0.656		
within groups	78.914	197	0.401			128.206	197	0.651				
Total	83.875	199				128.755	199					
Psychological and spiritual achievement												
between groups	1.499	2	0.75	2.504	0.084	0.789	2	0.394	0.658	0.519		
within groups	58.981	197	0.299			118.086	197	0.599				
Total	60.48	199				118.875	199					
Freedom and life control												
between groups	2.17	2	1.085	3.024	0.051	1.209	2	0.604	0.929	0.397		
within groups	70.705	197	0.359			128.186	197	0.651				
Total	72.875	199				129.395	199					

Table 20 (Continued)

Source of variation	Government/ Institution					Enterprise				
	SS	df	MS	F	P	SS	df	MS	F	P
Social relationships										
between groups	0.963	2	0.482	1.983	0.14	2.4	2	1.2	1.883	0.155
within groups	47.832	197	0.243			125.555	197	0.637		
Total	48.795	199				127.955	199			
Family										
between groups	3.9	2	1.95	6.112	.003*	0.006	2	0.003	0.004	0.996
within groups	62.855	197	0.319			157.674	197	0.8		
Total	66.755	199				157.68	199			
Neighborhood and environment										
between groups	2.469	2	1.235	2.751	0.066	4.66	2	2.33	3.604	.029*
within groups	88.406	197	0.449			127.34	197	0.646		
Total	90.875	199				132	199			

** Significant 0.001

* Significant 0.05

6. Length of service

Table 21-22 From the result of One-Way Analysis of Variance (ANOVA) and significant test (F- test) to compare the difference between length of service and quality of life in government and enterprise retired employee. The findings are as follow.

In the government retired employee group, there are significant difference of length of service and quality of life in 7 dimensions, i.e., Life overall (.001*), Financial situation (.000**), Psychological and spiritual achievement (.000**), Freedom and life control (.011*), Social relationships (.050*), family (.000**), Neighborhood and environment (.000**).

The sample group of enterprise retired employee are found the statistical significance of length of service and quality of life, including Life overall (.050*), Financial situation (.011*), Freedom and life control (.018*).

It is revealed that difference length of service of the government retired employee has different quality of life in Life overall, Financial situation, Psychological and spiritual achievement, Freedom and life control, Social relationships, family, Neighborhood and environment. While the difference length of service and quality of life of enterprise retired employee have influenced in Life overall, Financial situation, Freedom and life control. The result of statistical testing accepted hypothesis. The findings are shown in table 21-22

Table 21 Number, Mean and Standard Deviation of Quality of Life by Length of service

Length of service	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Life overall						
<26	-	-	-	21	3.67	0.73
26-30	52	3.62	0.53	33	3.36	0.699
31-35	55	3.36	0.778	47	3.51	0.688
36-40	80	3.83	0.776	74	3.81	0.946
>40	13	4	0.577	25	3.48	0.51
Total	200	3.66	0.734	200	3.61	0.794

Table 21(Continued)

Length of service	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Financial situation						
<26	-	-	.-	21	3.29	0.717
26-30	52	3.25	480	33	2.85	0.667
31-35	55	3.31	0.573	47	3.38	0.709
36-40	80	3.63	0.603	74	3.43	0.893
>40	13	3.69	0.48	25	3.36	0.81
Total	200	3.45	0.582	200	3.3	0.808
Healthy						
<26	-	-	-	21	3.19	0.402
26-30	52	3.52	0.505	33	3.24	0.502
31-35	55	3.45	0.538	47	3.49	0.804
36-40	80	3.59	0.774	74	3.23	0.973
>40	13	3.46	0.776	25	3.2	0.816
Total	200	3.53	0.649	200	3.29	0.804
Psychological and spiritual achievement						
<26	-	-	-	21	3.71	0.717
26-30	52	3.42	0.499	33	3.48	0.566
31-35	55	3.71	0.599	47	3.6	0.712
36-40	80	3.98	0.449	74	3.51	0.925
>40	13	3.69	0.48	25	3.72	0.678
Total	200	3.74	0.551	200	3.58	0.773
Freedom and life control						
<26	-	-	-	21	3.71	0.717
26-30	52	3.94	0.308	33	3.36	0.783
31-35	55	3.58	0.658	47	3.79	0.75
36-40	80	3.83	0.689	74	3.38	0.887
>40	13	3.62	0.506	25	3.76	0.597
Total	200	3.78	0.605	200	3.56	0.806
Social relationships						
<26	-	-	-	21	3.33	0.73
26-30	52	3.94	0.308	33	3.33	0.816
31-35	55	3.73	0.489	47	3.6	0.771
36-40	80	3.91	0.556	74	3.55	0.878
>40	13	3.69	0.63	25	3.64	0.638
Total	200	3.86	0.495	200	3.52	0.802

Table 21(Continued)

Length of service	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Family						
<26	-	-	-	21	2.95	1.024
26-30	52	3.58	0.499	33	3.64	0.549
31-35	55	3.42	0.534	47	3.47	0.975
36-40	80	4.01	0.515	74	3.49	0.91
>40	13	3.69	0.63	25	3.56	0.821
Total	200	3.72	0.579	200	3.46	0.89
Neighborhood and environment						
<26	-	-	-	21	3.19	0.402
26-30	52	3.44	0.539	33	3.39	0.609
31-35	55	3.49	0.54	47	3.6	0.771
36-40	80	4.13	0.603	74	3.54	1.009
>40	13	4.15	0.899	25	3.6	0.707
Total	200	3.78	0.676	200	3.5	0.814

Table 22 One-way analysis of variance of Quality of Life by Length of service

Source of variation	Government/ Institution				Enterprise				P	F	MS	P
	SS	df	MS	F	P	SS	df	MS				
Life overall												
between groups	8.61	3	2.87	5.706	.001*	5.941	4	1.485	2.421	1.485	.050*	
within groups	98.585	196	0.503			119.639	195	0.614		0.614		
Total	107.195	199				125.58	199					
Financial situation												
between groups	6.38	3	2.127	6.832	.000**	8.443	4	2.111	3.386	2.111	.011*	
within groups	61.015	196	0.311			121.557	195	0.623		0.623		
Total	67.395	199				130	199					
Healthy												
between groups	0.64	3	0.213	0.502	0.681	2.617	4	0.654	1.011	0.654	0.403	
within groups	83.235	196	0.425			126.138	195	0.647		0.647		
Total	83.875	199				128.755	199					
Psychological and spiritual achievement												
between groups	9.723	3	3.241	12.515	.000**	1.501	4	0.375	0.624	0.375	0.646	
within groups	50.757	196	0.259			117.374	195	0.602		0.602		
Total	60.48	199				118.875	199					
Freedom and life control												
between groups	4.039	3	1.346	3.834	.011*	7.635	4	1.909	3.057	1.909	.018*	
within groups	68.836	196	0.351			121.76	195	0.624		0.624		
Total	72.875	199				129.395	199					

Table 22 (Continued)

Source of variation	Government/ Institution				Enterprise					
	SS	df	MS	F	P	SS	df	MS	F	P
Social relationships										
between groups	1.902	3	0.634	2.65	.050*	2.592	4	0.648	1.008	0.404
within groups	46.893	196	0.239			125.363	195	0.643		
Total	48.795	199				127.955	199			
Family										
between groups	12.924	3	4.308	15.686	.000**	6.743	4	1.686	2.178	0.073
within groups	53.831	196	0.275			150.68	195	0.774		
Total	66.755	199				157.68	199			
Neighborhood and environment										
between groups	21.86	3	7.287	20.694	.000**	3.186	4	0.796	1.206	0.31
within groups	69.015	196	0.352			128.814	195	0.661		
Total	90.875	199				132	199			

** Significant 0.001

* Significant 0.05

7. The last month salary before retirement

Table 23-24 From the result of One-Way Analysis of Variance (ANOVA) and significant test (F- test) to compare the difference between the last month salary before retirement and quality of life in government and enterprise retired employee. The findings are as follow.

In the government retired employee group, there are significant difference of the last month salary before retirement and quality of life in 5 dimensions, i.e., Financial situation (.002*), Healthy (.018*), Psychological and spiritual achievement (.000**), Freedom and life control (.008*), Neighborhood and environment (.000**).

The sample group of enterprise retired employee are found the statistical significance of the last month salary before retirement and quality of life in all of dimensions, including Life overall (.017*), Financial situation(.000**), Healthy (.002*), Psychological and spiritual achievement (.002*), Freedom and life control (.008*), Social relationships (.001**), Family (.007*), Neighborhood and environment (.000**).

It is revealed that difference the last month salary before retirement of the government retired employee has different quality of life in Financial situation, Healthy, Psychological and spiritual achievement, Freedom and life control, Neighborhood and environment. While the difference the last month salary before retirement and quality of life of enterprise retired employee have influenced in all of dimensions, such as Life overall, Financial situation, Healthy, Psychological and spiritual achievement, Freedom and life control, Social relationships, Family, Neighborhood and environment. The findings show that salary is the most important factor in enterprise retired employee. The result of statistical testing accepted hypothesis. The findings are shown in table 23-24

Table 23 Number, Mean and Standard Deviation of Quality of Life by the last month salary before retirement

The last month salary before retirement	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Life overall						
Under 3,500	31	3.77	0.762	75	3.51	0.705
3,500-4,823	81	3.58	0.722	29	3.93	0.884
4,824-6,000	67	3.63	0.795	31	3.61	0.919
6,001-8,000	9	3.78	0.667	12	3.5	0.905
8,001-10,000	8	4	0	19	4	0.667
10,001 and over	4	3.75	0.5	34	3.38	0.697
Total	200	3.66	0.734	200	3.61	0.794
Financial situation						
Under 3,500	31	3.29	0.588	75	2.96	0.706
3,500-4,823	81	3.6	0.54	29	3.79	0.726
4,824-6,000	67	3.27	0.566	31	3.39	0.989
6,001-8,000	9	3.44	0.726	12	3.33	0.778
8,001-10,000	8	3.88	354	19	3.53	0.697
10,001 and over	4	3.5	0.577	34	3.41	0.701
Total	200	3.45	0.582	200	3.3	0.808
Healthy						
Under 3,500	31	3.32	0.541	75	3.04	0.603
3,500-4,823	81	3.56	0.548	29	3.66	0.769
4,824-6,000	67	3.48	0.725	31	3.19	1.25
6,001-8,000	9	4	0.707	12	3.17	0.577
8,001-10,000	8	4	0	19	3.47	0.612
10,001 and over	4	3.25	1.5	34	3.53	0.706
Total	200	3.53	0.649	200	3.29	0.804
Psychological and spiritual achievement						
Under 3,500	31	3.74	0.631	75	3.44	0.598
3,500-4,823	81	4	0.316	29	4.1	0.557
4,824-6,000	67	3.39	0.576	31	3.39	1.202
6,001-8,000	9	3.89	0.333	12	3.5	0.674
8,001-10,000	8	4	0	19	3.74	0.653
10,001 and over	4	3.5	1	34	3.53	0.706
Total	200	3.74	0.551	200	3.58	0.773

Table 23 (Continued)

The last month salary before retirement	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Freedom and life control						
Under 3,500	31	3.61	0.615	75	3.4	0.658
3,500-4,823	81	3.73	0.633	29	4.03	0.626
4,824-6,000	67	3.88	0.537	31	3.42	1.177
6,001-8,000	9	4.11	0.601	12	3.33	0.651
8,001-10,000	8	4	0	19	3.63	0.597
10,001 and over	4	3	0.816	34	3.65	0.849
Total	200	3.78	0.605	200	3.56	0.806
Social relationships						
Under 3,500	31	3.81	0.543	75	3.28	0.669
3,500-4,823	81	3.84	0.432	29	4	0.707
4,824-6,000	67	3.88	0.508	31	3.42	1.089
6,001-8,000	9	4	0.707	12	3.5	0.674
8,001-10,000	8	4	0	19	3.84	0.765
10,001 and over	4	3.5	1	34	3.53	0.706
Total	200	3.86	0.495	200	3.52	0.802
Family						
Under 3,500	31	3.81	0.477	75	3.32	0.872
3,500-4,823	81	3.65	0.595	29	4.03	0.626
4,824-6,000	67	3.66	0.565	31	3.48	1.122
6,001-8,000	9	4	0.707	12	3.42	0.669
8,001-10,000	8	3.88	0.354	19	3.47	0.841
10,001 and over	4	4.25	0.957	34	3.26	0.828
Total	200	3.72	0.579	200	3.46	0.89
Neighborhood and environment						
Under 3,500	31	3.84	0.523	75	3.35	0.626
3,500-4,823	81	3.9	0.464	29	4.14	0.516
4,824-6,000	67	3.46	0.725	31	3.06	1.237
6,001-8,000	9	4.22	0.833	12	3.33	0.778
8,001-10,000	8	4.38	0.518	19	3.95	0.405
10,001 and over	4	3.75	1.893	34	3.5	0.707
Total	200	3.78	0.676	200	3.5	0.814

Table 24 One-way analysis of variance of Quality of Life by the last month salary before retirement

Source of variation	Government/ Institution					Enterprise				
	SS	df	MS	F	P	SS	df	MS	F	P
Life overall										
between groups	2.07	5	0.414	0.764	0.577	8.587	5	1.717	2.848	.017*
within groups	105.125	194	0.542			116.993	194	0.603		
Total	107.195	199				125.58	199			
Financial situation										
between groups	6.388	5	1.278	4.063	.002*	17.368	5	3.474	5.983	.000**
within groups	61.007	194	0.314			112.632	194	0.581		
Total	67.395	199				130	199			
Healthy										
between groups	5.634	5	1.127	2.794	.018*	11.61	5	2.322	3.846	.002*
within groups	78.241	194	0.403			117.145	194	0.604		
Total	83.875	199				128.755	199			
Psychological and spiritual achievement										
between groups	14.745	5	2.949	12.509	.000**	11.196	5	2.239	4.034	.002*
within groups	45.735	194	0.236			107.679	194	0.555		
Total	60.48	199				118.875	199			
Freedom and life control										
between groups	5.562	5	1.112	3.206	.008*	10.029	5	2.006	3.26	.008*
within groups	67.313	194	0.347			119.366	194	0.615		
Total	72.875	199				129.395	199			

Table 24 (Continued)

Source of variation	Government/ Institution						Enterprise					
	SS	df	MS	F	P		SS	df	MS	F	P	
Social relationships												
between groups	0.998	5	0.2	0.81	0.544		13.29	5	2.658	4.497	.001**	
within groups	47.797	194	0.246				114.655	194	0.591			
Total	48.795	199					127.955	199				
Family												
between groups	2.866	5	0.573	1.74	0.127		12.381	5	2.476	3.306	.007*	
within groups	63.889	194	0.329				145.299	194	0.749			
Total	66.755	199					157.68	199				
Neighborhood and environment												
between groups	12.634	5	2.527	6.265	.000**		23.58	5	4.716	8.439	.000**	
within groups	78.241	194	0.403				108.42	194	0.559			
Total	90.875	199					132	199				

** Significant 0.001

* Significant 0.05

8. The most interest after retirement

Table 25-26 From the result of One-Way Analysis of Variance (ANOVA) and significant test (F- test) to compare the difference between the most interest after retirement and quality of life in government and enterprise retired employee. The findings are as follow.

In the government retired employee group, there are significant difference of the most interest after retirement and quality of life in 7 dimensions, i.e., Life overall(.000**), Healthy (.000**), Psychological and spiritual achievement(.006*), Freedom and life control (.000**), Social relationships (.001**), Family (.000**), Neighborhood and environment (.001**).

The sample group of enterprise retired employee are found the statistical significance of the most interest after retirement and quality of life, including Life overall(.035*), Financial situation (.003*), Healthy (.004*), Psychological and spiritual achievement(.002*), Freedom and life control (.001**), Social relationships (.000**), Family (.001**), Neighborhood and environment (.000**).

It is revealed that difference the most interest after retirement of the government retired employee has different quality of life in Life overall, Healthy, Psychological and spiritual achievement, Freedom and life control, Social relationships, Family, Neighborhood and environment. While the difference the most interest after retirement and quality of life of enterprise retired employee have influenced in all of dimensions, such as Life overall, Financial situation, Healthy, Psychological and spiritual achievement, Freedom and life control, Social relationships, Family, Neighborhood and environment. The result of statistical testing accepted hypothesis. The findings are shown in table 25-26

Table 25 Number, Mean and Standard Deviation of Quality of Life by The most interest after retirement

The most interest after retirement	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Life overall						
Healthy	89	3.69	0.763	94	3.6	0.738
Pension	46	4.02	0.715	69	3.62	0.824
Travelling	6	3.5	0.548	10	4	0
Family	59	3.34	0.576	24	3.63	0.924
Other	-	-	-	3	2.33	1.155
Total	200	3.66	0.734	200	3.61	0.794
Financial situation						
Healthy	89	3.47	0.566	94	3.19	0.752
Pension	46	3.33	0.668	69	3.28	0.82
Travelling	6	3	0	10	3.3	0.483
Family	59	3.54	0.536	24	3.88	0.797
Other	-	-	-	3	2.67	1.528
Total	200	3.45	0.582	200	3.3	0.808
Healthy						
Healthy	89	3.47	0.641	94	3.32	0.722
Pension	46	4	0.516	69	3.07	0.792
Travelling	6	2.67	0.816	10	3.8	0.422
Family	59	3.32	0.507	24	3.63	0.875
Other	-	-	-	3	2.67	2.082
Total	200	3.53	0.649	200	3.29	0.804
Psychological and spiritual achievement						
Healthy	89	3.84	0.474	94	3.59	0.663
Pension	46	3.76	0.565	69	3.43	0.866
Travelling	6	3.17	0.753	10	3.5	0.527
Family	59	3.63	0.584	24	4.08	0.654
Other	-	-	-	3	2.67	1.528
Total	200	3.74	0.551	200	3.58	0.773
Freedom and life control						
Healthy	89	3.64	0.589	94	3.57	0.695
Pension	46	4.22	0.513	69	3.36	0.891
Travelling	6	3.33	0.816	10	3.7	0.483
Family	59	3.68	0.507	24	4.08	0.717
Other	-	-	-	3	2.67	1.528
Total	200	3.78	0.605	200	3.56	0.806

Table 25 (Continued)

The most interest after retirement	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Social relationships						
Healthy	89	3.82	0.441	94	3.55	0.697
Pension	46	4.07	0.533	69	3.26	0.852
Travelling	6	3.33	0.816	10	4	0
Family	59	3.8	0.446	24	4	0.78
Other	-	-	-	3	2.67	1.528
Total	200	3.86	0.495	200	3.52	0.802
Family						
Healthy	89	3.72	0.564	94	3.38	0.856
Pension	46	4.04	0.362	69	3.3	0.896
Travelling	6	3.33	0.516	10	3.8	0.422
Family	59	3.49	0.626	24	4.13	0.68
Other	-	-	-	3	3	2
Total	200	3.72	0.579	200	3.46	0.89
Neighborhood and environment						
Healthy	89	3.87	0.66	94	3.56	0.649
Pension	46	3.89	0.64	69	3.17	0.89
Travelling	6	2.83	0.983	10	4	0
Family	59	3.64	0.609	24	4.04	0.751
Other	-	-	-	3	3	2
Total	200	3.78	0.676	200	3.5	0.814

Table 26 One-way analysis of variance of Quality of Life by the most interest after retirement

Source of variation	Government/ Institution						Enterprise					
	SS	df	MS	F	P	SS	df	MS	F	P		
Life overall												
between groups	12.305	3	4.102	8.472	.000**	6.447	4	1.612	2.638	.035*		
within groups	94.89	195	0.484			119.133	195	0.611				
Total	107.195	199				125.58	199					
Financial situation												
between groups	2.462	3	0.821	2.478	0.063	10.287	4	2.572	4.189	.003*		
within groups	64.933	195	0.331			119.713	195	0.614				
Total	67.395	199				130	199					
Healthy												
between groups	17.841	3	5.827	17.201	.000**	9.8	4	2.45	4.016	.004*		
within groups	66.394	195	0.339			118.955	195	0.61				
Total	83.875	199				128.755	199					
Psychological and spiritual achievement												
between groups	3.683	3	1.228	4.236	.006*	10.099	4	2.525	4.526	.002*		
within groups	56.797	195	0.29			108.776	195	0.558				
Total	60.48	199				118.875	199					
Freedom and life control												
between groups	12.34	3	4.113	13.318	.000**	11.874	4	2.969	4.926	.001**		
within groups	60.535	195	0.309			117.521	195	0.603				
Total	72.875	199				129.395	199					

Table 26 (Continued)

Source of variation	Government/ Institution						Enterprise					
	SS	df	MS	F	P		SS	df	MS	F	P	
Social relationships												
between groups	3.974	3	1.325	5.793	.001**		14.75	4	3.687	6.352	.000**	
within groups	44.821	195	0.229				113.205	195	0.581			
Total	48.795	199					127.955	199				
Family												
between groups	8.785	3	2.928	9.901	.000**		14.634	4	3.658	4.987	.001**	
within groups	57.97	195	0.296				143.046	195	0.734			
Total	66.755	199					157.68	199				
Neighborhood and environment												
between groups	7.678	3	2.559	6.029	.001**		18.012	4	4.503	7.703	.000**	
within groups	83.197	195	0.424				113.988	195	0.585			
Total	90.875	199					132	199				

** Significant 0.001

* Significant 0.05

9. The most interest after implementation of new pension scheme

Table 27-28 From the result of One-Way Analysis of Variance (ANOVA) and significant test (F- test) to compare the difference between the most interest after implementation of new pension scheme and quality of life in government and enterprise retired employee. The findings are as follow.

In the government retired employee group, there are significant difference of the most interest after implementation of new pension scheme and quality of life in 6 dimensions, i.e., Life overall (.000**), Healthy (.000**), Freedom and life control (.000**), Social relationships (.038*), Family (.000**), Neighborhood and environment (.001**). While in the enterprise group has no difference significantly.

It is revealed that difference the most interest after implementation of new pension scheme of the government retired employee has different quality of life in Life overall, Healthy, Freedom and life control, Social relationships, Family, Neighborhood and environment. The result of statistical testing accepted hypothesis. The findings are shown in table 27-28

Table 27 Number, Mean and Standard Deviation of Quality of Life by The most interest after implementation of new

The most interest after implementation of new	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Life overall						
Whether the gap become narrowing	35	4.23	0.69	60	3.5	0.701
Whether my pension improvement	156	3.49	0.677	128	3.68	0.851
Other	9	4.22	0.441	12	3.42	0.515
Total	200	3.66	0.734	200	3.61	0.794

Table 27 (Continued)

The most interest after implementation of new	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Financial situation						
Whether the gap become narrowing	35	3.49	0.702	60	3.27	0.686
Whether my pension improvement	156	3.43	0.558	128	3.36	0.867
Other	9	3.56	0.527	12	2.83	0.577
Total	200	3.45	0.582	200	3.3	0.808
Healthy						
Whether the gap become narrowing	35	3.86	0.601	60	3.13	0.122
Whether my pension improvement	156	3.42	0.643	128	3.36	0.065
Other	9	4	0	12	3.25	0.179
Total	200	3.53	0.649	200	3.29	0.057
Psychological and spiritual achievement						
Whether the gap become narrowing	35	3.74	0.657	60	3.42	0.11
Whether my pension improvement	156	3.72	0.54	128	3.65	0.066
Other	9	4	0	12	3.58	0.149
Total	200	3.74	0.551	200	3.58	0.055
Freedom and life control						
Whether the gap become narrowing	35	4.09	0.507	60	3.45	0.852
Whether my pension improvement	156	3.67	0.583	128	3.6	0.797
Other	9	4.44	0.527	12	3.58	0.669
Total	200	3.78	0.605	200	3.56	0.806
Social relationships						
Whether the gap become narrowing	35	4.03	0.568	60	3.55	0.811
Whether my pension improvement	156	3.81	0.483	128	3.53	0.822
Other	9	4	0	12	3.17	0.389
Total	200	3.86	0.495	200	3.52	0.802

Table 27 (Continued)

The most interest after implementation of new	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Family						
Whether the gap become narrowing	35	4.03	0.453	60	3.4	0.785
Whether my pension improvement	156	3.63	0.593	128	3.52	0.922
Other	9	4	0	12	3.17	1.03
Total	200	3.72	0.579	200	3.46	0.89
Neighborhood and environment						
Whether the gap become narrowing	35	3.83	0.707	60	3.4	0.96
Whether my pension improvement	156	3.72	0.651	128	3.57	0.75
Other	9	4.56	0.527	12	3.25	0.622
Total	200	3.78	0.676	200	3.5	0.814

Table 28 One-way analysis of variance of Quality of Life by The most interest after implementation of new

Source of variation	Government/ Institution					Enterprise				
	SS	df	MS	F	P	SS	df	MS	F	P
Life overall										
between groups	18.474	2	9.237	20.511	.000**	1.796	2	0.898	1.429	0.242
within groups	88.721	197	0.45			123.874	197	0.628		
Total	107.195	199				125.58	199			
Financial situation										
between groups	0.206	2	0.103	0.301	0.74	3.131	2	1.566	2.431	0.091
within groups	67.189	197	0.341			126.869	197	0.644		
Total	67.395	199				130	199			
Healthy										
between groups	7.512	2	3.756	9.69	.000**	2.103	2	1.051	1.635	0.197
within groups	76.363	197	0.388			126.652	197	0.643		
Total	83.875	199				128.755	199			
Psychological and spiritual achievement										
between groups	0.647	2	0.323	1.065	0.347	2.195	2	1.098	1.853	0.159
within groups	59.833	197	0.304			116.68	197	0.592		
Total	60.48	199				118.875	199			
Freedom and life control										
between groups	9.243	2	4.622	14.308	.000**	0.949	2	0.474	0.727	0.484
within groups	63.632	197	0.323			128.446	197	0.652		
Total	72.875	199				129.395	199			

Table 28 (Continued)

Source of variation	Government/ Institution						Enterprise					
	SS	df	MS	F	P		SS	df	MS	F	P	
Social relationships												
between groups	1.593	2	0.796	3.324	.038*		1.563	2	0.782	1.218	0.298	
within groups	47.795	197	0.24				126.392	197	0.642			
Total	48.795	199					127.955	199				
Family												
between groups	5.348	2	2.674	8.578	.000**		1.645	2	0.822	1.038	0.356	
within groups	61.407	197	0.312				156.035	197	0.792			
Total	66.755	199					157.68	199				
Neighborhood and environment												
between groups	6.092	2	3.046	7.077	.001**		1.983	2	0.991	1.502	0.225	
within groups	84.783	197	0.43				130.017	197	0.66			
Total	90.875	199					132	199				

** Significant 0.001

* Significant 0.05

10. The most needs from children/grandchildren

Table 29-30 From the result of One-Way Analysis of Variance (ANOVA) and significant test (F- test) to compare the difference between the most needs from children/grandchildren and quality of life in government and enterprise retired employee. The findings are as follow.

In the government retired employee group, there are significant difference of the most needs from children/grandchildren and quality of life in 6 dimensions, i.e., Financial situation (.000**), Healthy (.006*), Psychological and spiritual achievement (.000**), Freedom and life control (.000**), Social relationships (.000**), Neighborhood and environment (.014*).

The sample group of enterprise retired employee are found the statistical significance of the most needs from children/grandchildren and quality of life, including Life overall (.000**), Financial situation (.014*), Freedom and life control (.049*).

It is revealed that difference the most needs from children/grandchildren of the government retired employee has different quality of life in Financial situation, Healthy, Psychological and spiritual achievement, Freedom and life control, Social relationships, Neighborhood and environment. While the difference the most needs from children/grandchildren and quality of life of enterprise retired employee have influenced in Life overall, Financial situation, Freedom and life control. The result of statistical testing accepted hypothesis. The findings are shown in table 29-30

Table 29 Number, Mean and Standard Deviation of Quality of Life by The most needs from children/grandchildren

The most needs from children/grandchildren	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Life overall						
Travelling with me	31	3.58	0.72	59	3.71	0.671
Support my living cost	11	3.45	0.82	15	2.87	0.915
Come to see me	57	3.75	0.763	69	3.39	0.623
Phone me	36	3.5	0.737	18	3.94	0.725
Stay with me	64	3.73	0.696	36	4.06	0.924
Other	1	3	.	3	3	0
Total	200	3.66	0.734	200	3.61	0.794
Financial situation						
Travelling with me	31	3.52	0.724	59	3.22	0.494
Support my living cost	11	4	0.632	15	3.07	1.033
Come to see me	57	3.37	0.522	69	3.14	0.692
Phone me	36	3.72	0.454	18	3.61	0.698
Stay with me	64	3.23	0.496	36	3.64	1.199
Other	1	3	.	3	3.67	0.577
Total	200	3.45	0.582	200	3.3	0.808
Healthy						
Travelling with me	31	3.68	0.748	59	3.19	0.73
Support my living cost	11	4	0.632	15	3.27	1.1
Come to see me	57	3.61	0.559	69	3.23	0.598
Phone me	36	3.28	0.454	18	3.11	0.323
Stay with me	64	3.42	0.708	36	3.58	1.156
Other	1	4	.	3	4	1
Total	200	3.53	0.649	200	3.29	0.804
Psychological and spiritual achievement						
Travelling with me	31	3.9	0.7	59	3.54	0.652
Support my living cost	11	4.18	0.405	15	3.07	1.033
Come to see me	57	3.72	0.526	69	3.55	0.607
Phone me	36	3.94	0.232	18	3.78	0.428
Stay with me	64	3.5	0.535	36	3.78	1.124
Other	1	3	.	3	3.67	0.577
Total	200	3.74	0.551	200	3.58	0.773

Table 29 (Continued)

The most needs from children/grandchildren	Government/ Institution			Enterprise		
	N	\bar{x}	S.D.	N	\bar{x}	S.D.
Freedom and life control						
Travelling with me	31	3.9	0.539	59	3.54	0.678
Support my living cost	11	4.27	0.467	15	3.07	1.033
Come to see me	57	3.75	0.576	69	3.51	0.74
Phone me	36	3.31	0.577	18	3.56	0.511
Stay with me	64	3.91	0.555	36	3.86	1.046
Other	1	4	.	3	3.67	0.577
Total	200	3.78	0.605	200	3.56	0.806
Social relationships						
Travelling with me	31	3.71	0.643	59	3.61	0.616
Support my living cost	11	4.09	0.701	15	3	1.195
Come to see me	57	3.82	0.468	69	3.42	0.651
Phone me	36	3.81	0.401	18	3.61	0.502
Stay with me	64	3.97	0.355	36	3.69	1.142
Other	1	2	.	3	3.67	0.577
Total	200	3.86	0.495	200	3.52	0.802
Family						
Travelling with me	31	3.74	0.729	59	3.32	0.776
Support my living cost	11	4.18	0.405	15	3	1.195
Come to see me	57	3.75	0.51	69	3.55	0.718
Phone me	36	3.61	0.494	18	3.5	0.514
Stay with me	64	3.66	0.597	36	3.67	1.242
Other	1	3	.	3	3.67	1.155
Total	200	3.72	0.579	200	3.46	0.89
Neighborhood and environment						
Travelling with me	31	3.74	0.855	59	3.47	0.838
Support my living cost	11	4.27	0.467	15	3.07	1.033
Come to see me	57	3.65	0.551	69	3.46	0.608
Phone me	36	4	0	18	3.39	0.502
Stay with me	64	3.7	0.83	36	3.83	1.028
Other	1	3	.	3	3.67	1.155
Total	200	3.78	0.676	200	3.5	0.814

Table 30 One-way analysis of variance of Quality of Life by The most needs from children/grandchildren

Source of variation	Government/ Institution					Enterprise				
	SS	df	MS	F	P	SS	df	MS	F	P
Life overall										
between groups	2.874	5	0.575	1.069	0.379	22.477	5	4.495	8.459	.000**
within groups	104.321	194	0.538			103.103	194	0.531		
Total	107.195	199				125.58	199			
Financial situation										
between groups	9.683	5	1.937	6.51	.000**	9.13	5	1.826	2.931	.014*
within groups	57.712	194	0.297			120.87	194	0.623		
Total	67.395	199				130	199			
Healthy										
between groups	6.76	5	1.352	3.401	.006*	6.055	5	1.211	1.915	0.094
within groups	77.115	194	0.397			122.7	194	0.632		
Total	83.875	199				128.755	199			
Psychological and spiritual achievement										
between groups	8.736	5	1.747	6.551	.000**	6.225	5	1.245	2.144	0.062
within groups	51.744	194	0.267			112.65	194	0.581		
Total	60.48	199				118.875	199			
Freedom and life control										
between groups	12.346	5	2.469	7.914	.000**	7.155	5	1.431	2.271	.049*
within groups	60.529	194	0.312			122.24	194	0.63		
Total	72.875	199				129.395	199			

Table 30 (Continued)

Source of variation	Government/ Institution						Enterprise					
	SS	df	MS	F	P	SS	df	MS	F	P		
Social relationships												
between groups	5.677	5	1.135	5.108	.000**	6.526	5	1.305	2.085	0.069		
within groups	43.118	194	0.222			121.429	194	0.626				
Total	48.795	199				127.955	199					
Family												
between groups	3.629	5	0.726	2.23	0.053	6.56	5	1.312	1.684	0.14		
within groups	63.126	194	0.325			151.12	194	0.779				
Total	66.755	199				157.68	199					
Neighborhood and environment												
between groups	6.416	5	1.283	2.947	.014*	7.251	5	1.45	2.255	0.051		
within groups	84.459	194	0.435			124.749	194	0.643				
Total	90.875	199				132	199					

** Significant 0.001

* Significant 0.05

11. Financial management after retirement

Table 31-32 From the result of One-Way Analysis of Variance (ANOVA) and significant test (F- test) to compare the difference between financial management after retirement and quality of life in government and enterprise retired employee. The findings are as follow.

In the government retired employee group, there are significant difference of financial management after retirement and quality of life in 5 dimensions, i.e., Life overall(.015*), Financial situation(.000**),Healthy(.018*), Family (.001**), Neighborhood and environment (.039*).

The sample group of enterprise retired employee are found the statistical significance of financial management after retirement and quality of life, including Life overall (.001**), Freedom and life control (.026*).

It is revealed that difference financial management after retirement of the government retired employee has different quality of life in Life overall, Financial situation, Healthy, Family, Neighborhood and environment. While the difference financial management after retirement and quality of life of enterprise retired employee have influenced in Life overall, Freedom and life control. The result of statistical testing accepted hypothesis. The findings are shown in table 31-32

Table 31 Number, Mean and Standard Deviation of Quality of Life by The Activities During Retirement

	Government/ Institution		Enterprise	
	N	\bar{x}	N	\bar{x}
		S.D.		S.D.
Life overall				
Try to increase the amount of your savings and investments each year, by either saving money or not withdrawing some of the earnings on your savings and investments.	56	3.89	46	3.35
Try to maintain the amount of your savings and investments each year, by living only off the earnings on these savings and investments and other sources of income.	61	3.54	49	3.43
Do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living.	83	3.58	105	3.81
Total	200	3.66	200	3.61
		0.734		0.794
Financial situation				
Try to increase the amount of your savings and investments each year, by either saving money or not withdrawing some of the earnings on your savings and investments.	56	3.7	46	3.5
Try to maintain the amount of your savings and investments each year, by living only off the earnings on these savings and investments and other sources of income.	61	3.3	49	3.12
Do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living.	83	3.39	105	3.3
Total	200	3.45	200	3.3
		0.582		0.808

Table 31 (Continued)

	Government/ Institution		Enterprise	
	N	\bar{x}	N	\bar{x}
		S.D.		S.D.
Healthy				
Try to increase the amount of your savings and investments each year, by either saving money or not withdrawing some of the earnings on your savings and investments.	56	3.73	46	3.43
Try to maintain the amount of your savings and investments each year, by living only off the earnings on these savings and investments and other sources of income.	61	3.43	49	3.31
Do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living.	83	3.46	105	3.21
Total	200	3.53	200	3.29
		0.649		0.804
Psychological and spiritual achievement				
Try to increase the amount of your savings and investments each year, by either saving money or not withdrawing some of the earnings on your savings and investments.	56	3.8	46	3.61
Try to maintain the amount of your savings and investments each year, by living only off the earnings on these savings and investments and other sources of income.	61	3.62	49	3.39
Do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living.	83	3.78	105	3.65
Total	200	3.74	200	3.58
		0.551		0.773

Table 31 (Continued)

	Government/ Institution		Enterprise	
	N	\bar{x}	N	\bar{x}
		S.D.		S.D.
The Activities During Retirement				
Freedom and life control				
Try to increase the amount of your savings and investments each year, by either saving money or not withdrawing some of the earnings on your savings and investments.	56	3.79	46	3.65
		0.624		0.875
Try to maintain the amount of your savings and investments each year, by living only off the earnings on these savings and investments and other sources of income.	61	3.89	49	3.29
		0.551		0.89
Do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living.	83	3.69	105	3.64
		0.623		0.709
Total	200	3.78	200	3.56
		0.605		0.806
Social relationships				
Try to increase the amount of your savings and investments each year, by either saving money or not withdrawing some of the earnings on your savings and investments.	56	3.86	46	3.65
		0.483		0.766
Try to maintain the amount of your savings and investments each year, by living only off the earnings on these savings and investments and other sources of income.	61	3.97	49	3.35
		0.446		0.925
Do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living.	83	3.77	105	3.53
		0.526		0.748
Total	200	3.86	200	3.52
		0.495		0.802

Table 31 (Continued)

	Government/ Institution		Enterprise	
	N	\bar{x}	N	\bar{x}
		S.D.		S.D.
Family				
Try to increase the amount of your savings and investments each year, by either saving money or not withdrawing some of the earnings on your savings and investments.	56	3.96	46	3.43
Try to maintain the amount of your savings and investments each year, by living only off the earnings on these savings and investments and other sources of income.	61	3.59	49	3.39
Do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living.	83	3.64	105	3.5
Total	200	3.72	200	3.46
Neighborhood and environment				
Try to increase the amount of your savings and investments each year, by either saving money or not withdrawing some of the earnings on your savings and investments.	56	3.95	46	3.59
Try to maintain the amount of your savings and investments each year, by living only off the earnings on these savings and investments and other sources of income.	61	3.79	49	3.33
Do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living.	83	3.65	105	3.54
Total	200	3.78	200	3.5
		0.676		0.814
		0.466		0.86
		0.588		0.837
		0.596		0.932
		0.579		0.89
		0.519		0.777
		0.798		0.774
		0.652		0.844
		0.676		0.814

Table 32 One-way analysis of variance of Quality of Life by The Activities During Retirement

Source of variation	Government/ Institution					Enterprise				
	SS	df	MS	F	P	SS	df	MS	F	P
Life overall										
between groups	4.449	2	2.225	4.265	.015*	8.955	2	4.477	7.563	.001**
within groups	102.746	197	0.522			116.625	197	0.592		
Total	107.195	199				125.58	199			
Financial situation										
between groups	5.205	2	2.602	8.243	.000**	3.387	2	1.694	2.635	0.074
within groups	62.19	197	0.316			126.613	197	0.643		
Total	67.395	199				130	199			
Healthy										
between groups	3.372	2	1.686	4.126	.018*	1.652	2	0.826	1.28	0.28
within groups	80.503	197	0.409			127.103	197	0.645		
Total	83.875	199				128.755	199			
Psychological and spiritual achievement										
between groups	1.216	2	0.608	2.022	0.135	2.324	2	1.162	1.964	0.143
within groups	59.264	197	0.301			116.551	197	0.592		
Total	60.48	199				118.875	199			
Freedom and life control										
between groups	1.394	2	0.697	1.921	0.149	4.713	2	2.356	3.723	.026*
within groups	71.481	197	0.363			124.682	197	0.633		
Total	72.875	199				129.955	199			

Table 32 (Continued)

Source of variation	Government/ Institution					Enterprise				
	SS	df	MS	F	P	SS	df	MS	F	P
Social relationships										
between groups	1.353	2	0.676	2.809	0.063	2.285	2	1.142	1.791	0.17
within groups	47.442	197	0.241			125.67	197	0.638		
Total	48.795	199				127.395	199			
Family										
between groups	4.916	2	2.458	7.83	.001**	0.495	2	0.248	0.31	0.733
within groups	61.442	197	0.314			157.185	197	0.798		
Total	66.755	199				157.68	199			
Neighborhood and environment										
between groups	2.939	2	1.469	3.292	.039*	2.015	2	1.008	1.527	0.22
within groups	87.936	197	0.446			129.985	197	0.66		
Total	90.875	199				132	199			

** Significant 0.001

* Significant 0.05

4.3 In-depth interview

In-depth interview is a qualitative research method to allow a wealth of detail and high accuracy on the insights into how people think and feel. In the research, the in-depth interview was adopted to gain intensive perspectives, of key-informants include directors and staffs from the government and enterprise, about the content of new pension scheme, the problem of the former pension scheme, the difference of payment contributed by government and enterprise employees to pension scheme, the difference of benefit of government and enterprise employees from pension scheme, the satisfaction degree in life, as well as the difference feeling of government and enterprise employees from pension scheme (See appendix C).

Six key-informants were interviewed at their office by using the mandarin Chinese language approximately 2 hours per one. The in-depth interview was conducted on Jun 2018. Based on ethical principle, the author will use the alias for all interviewees. The following are the result of in-depth interviewed:

Key-informant 1: Mr. Leo (alias) is the director of the Department of Human Resources and Social Security of Guangxi province, who is 50 years old and already got married. His experience in working for the government is 27 years, and his highest education is undergraduate. His salary is 15,000Yuan (75,000 Bath) per month.

Mr. Leo(alias)mentioned the existing new pension scheme that more times is needed to operate and then adjust gradually, because there are no previous experiences to fall back on, we have to “wade across the stream by feeling the way,” as Chinese old saying. He said that:

“In my opinion, the new pension scheme will be able to benefit all of people than the old one, but government needs to consider how to make the majority of people comprehension the value of the new pension scheme as soon as possible”.

Mr. Leo(alias)mentioned about the problem of the former pension scheme that the employees in government do not need to contribute to pension system, but others do. Right now, there are not much different of payment contributed by government and enterprise employees to pension scheme. All of employees need to contribute to pension system.

In term of benefit of government and enterprise employees from pension scheme, Mr. Leo(alias) said that the employees in government will obtain more pension than working in enterprise in nearly years, but the gap is getting narrow then coming to the zero in the near future.

In term of the money to maintain their life, the government and enterprise retired employees have enough money to maintain satisfactory in their life depending on themselves saving and contribution to pension system before retirement. However, there are some differences feeling of government and enterprise employees from pension scheme. The employees who are working on the pension scheme department understand very well that the new pension scheme benefits all of people, but they are not able to explain it to everyone, in another word, they do not have many channels to talk to people unless people come to their offices seeking for answers. Nevertheless, most of enterprise employees have some misunderstood about new pension scheme. The main reason caused this is that the new pension scheme just has issued two years, substantial rules and regulations still have been reforming, therefore people are difficulty to find out a formal version of new pension scheme through the internet.

Key-informant 2: Mrs. Yun (alias) is the director of the Department of Human Resources and Social Security of Xi Xiangtang sub-bureau in Nanning city, Guangxi province, who is 47 years old and already got married. Her experience in working for the government is 24 years, and her highest education is undergraduate. Her salary is 8,500Yuan (42,500 Bath) per month.

Mrs. Yun(alias) mentioned the existing new pension scheme that everyone has to contribute to the pension system, not the same as the former pension system that government retired people do not need to contribute which some employees in enterprise think that the old pension scheme was not fair.

Mrs. Yun (alias) said that since 2015, all of employees have not much different. Everyone needs to contribute to pension system according to the percentage of salary. In the former pension system, the pension of employees in enterprise has less than ones working in government. However, the gap is becoming to the zero as the new pension scheme implementing.

In term of the money to maintain satisfactory in their life, Mrs. Yun said that some retired people in enterprises may have a little bit difficult if no more help from family than ones in government within 3 years, but the situation will be changed once the new pension scheme widespread implementing.

However, according to Mrs. Yun there are some differences feeling of government and enterprise employees from pension scheme.

“The employees of enterprise are happy to see the reform and expect it to improve their life of retired. Government’s employees realize the advantages and the benefit of new pension scheme are earlier than others, they are also full of confidences to the reform of pension scheme”.

Key-informant 3: Mrs. Hong (alias) is the director of the Department of Human Resources and Social Security of Qingxiu sub-bureau in Nanning city, Guangxi province, who is 50 years old and already got married. Her experience in working for the government is 27 years, and her highest education is undergraduate. Her salary is 9,500 Yuan (47,500 Bath) per month.

Mrs. Hong (alias) mentioned that the country has built a fair, unified and standardized pension system for all of retired people since 2015. The new pension scheme, together with other social assistance and benefits, will better safeguard seniors' basic lives. However, some of people do not understand the new policies very clearly. She said that there are 2 different pension systems in the past, which employees in government are not asked to contribute to pension system, but others do. Right now we have the only one pension system rather than two. As a result, all of employees need to contribute to pension system now according to the percentage of salary. She said that:

“The pension both employees of government and enterprise are almost the same in the future. Therefore, the employees in enterprise are able to see the rapid growth of pension in the near future than employees of government”.

In order to maintain satisfactory retired life, Mrs. Hong(alias) said that the older needs to take into account the saving of themselves and the contribution to pension system before retirement. She mentioned that according to a new rule announced by the Ministry of Human Resources and Social Security and the Ministry of Finance, a unified pension system ensures that every employee will have the opportunity to receive pensions after they pay relevant monthly contributions for 15 years. Employees in enterprise are able to look forward to the more benefit from the new pension scheme soon. Government’s employees understand very well that the purpose of the new pension scheme is to benefit all of people, therefore they do not have questions than others.

Key-informant 4: Mr. Wang (alias) is the director of the Department of Salary and Welfare of enterprise of investment, who is 53 years old and already got married. His experience in working for the enterprise is 30 years, and his highest education is undergraduate. His salary is 26,000 Yuan (130,000 Bath) per month.

Mr. Wang (alias) mentioned that the social security system covers almost the entire Chinese population, and people's quality of life is ensured with improved pension system, as long as people contribute to pension system for 15 years. In the past, there are 2 different pension systems. As a result, employees of enterprise receive the very few pension than government's employee. The quality of life of employees in enterprise has been declining.

In terms of contribution to pension system, there are not much differences now. However, he said that government's employees do not need to contribute to pension system before in 2015, whereas enterprise's employees have contributed to pension system year by year. For the sake of keeping satisfactory retired life, the critical factor of enterprise's employee is to depend on our saving, but most of the government's employees may not worry about the issue too much. He said that:

"Employees in government receive more pension than working in enterprise in years, while employees of enterprise need to consider more in terms of retired life during in employment".

Mr. Wang (alias) also mentioned that we understand that we will obtain the less pension after retired than government's employees, therefore we have to deposit as much as possible or invest in a way to keep the wealth in order to resolve some unexpected incident after retired. However, government's employees may not have too many problems.

Key-informant 5: Mrs. Fang (alias) is the director of the Department of Salary and Welfare of enterprise of media industry, who is 51 years old and already got married. Her experience in working for the enterprise is 30 years, and her highest education is college. Her salary is 18,000 Yuan (90,000 Bath) per month.

Mrs. Fang (alias) mentioned that the new pension scheme is to unify the two different pension systems created in the past, which means employees of government will contribute to pension system from in 2015. The former pension scheme is not quite fair to the employees who work in the enterprise. Now it is the same to payment contributed by government and enterprise employees to pension scheme. All of employees need to contribute to pension system. She also said that

“Although employees in government will receive more pension than working in enterprise during the former pension system, we look forward to the gap narrow now”.

She said that the employees of enterprise prefer to save so as to have enough money to maintain satisfactory in their life, whereas government’s employees may not have many problems. In regard to the difference feeling of government and enterprise employees from pension scheme, most of enterprise employees have a little known about new pension scheme, the main reason caused this is that the new pension scheme just has issued two years, substantial rules and regulations still have been reforming, therefore people are difficulty to find out a formal version of new pension scheme through the internet.

Key-informant 6: Mr. Zhou (alias) is the director of the Department of Salary and Welfare of enterprise of financial, who is 45 years old and already got married. His experience in working for the government is 24 years, and his highest education is college. His salary is 22,000 Yuan (110,000 Bath) per month.

Mr. Zhou (alias) mentioned that employees will be entitled to social pension as long as they can make modest contributions for 15 years. The country has unified the two different pension system. Before 2015, there are 2 different pension system. Employees of government have entitled to social pension even without any prior contribution. Since 2015, all of employees need to contribute to pension system. To payment contributed by government and enterprise employees to pension scheme, there are not much different now.

He also said that employees in government receive more pension than working in enterprise in the past so that saving is the main source for enterprise’s employees to maintain quality of life after retired. However, according to Mr. Zhou there are some differences feeling of government and enterprise employees from pension scheme.

“Sometimes, we have the question that why people receive pension depending on education background. We start working at earlier ages with a lower education background, so we have to accept the lower pension than those who get higher education background, but many issues such as the healthy problem in older happen to everyone with no relevant to the education background”

Summarization of In-depth interview

Based on the information of 6 key-informants in-depth interview, It can be synthesized as follow:

Employees of government understand the new pension scheme well. They believe that the country has built a fair, unified and standardized pension system for all of retired people since 2015. The new pension scheme, together with other social assistance and benefits, will better safeguard seniors' basic lives.

Employees of enterprise understand the new pension scheme within limit. They are acquainted with the former pension scheme that covers almost the entire Chinese population, and the retired people are able to receive the pension as long as employees contribute to pension system at least 15 years. However, they do not have many channels to explore the new pension scheme and are difficulty to find out a formal version of new pension scheme through the internet as a result of some misunderstanding.

Employees of government have a high expectation on the new policy. They agree that the new pension scheme will be able to benefit all of people than the old one in the end. Nevertheless, there are no previous experiences to fall back on, the new pension scheme is needed more time to operate and then adjust gradually.

Employees of enterprise also believe that the new pension scheme will change their life in a good way. Although there are 2 different pension system in the past, there are not much different now. Since 2015, all of employees need to contribute to pension system. They believe in the motherland. Everyone can feel the quality of life of every year better than that of last year, therefore the implementation of new pension scheme will affect on their life in a good way. They are looking forward to the differentiation narrow in the near future.

Employees of government have not showed plenty of anxiety about the retired life. They argue that government employees have lower salary in the whole employment life than enterprise employees, meanwhile enterprise employees have saved numerous money in their employment as higher salary or invested in some way to maintain their wealthy in order to satisfy demand for the retired life. Therefore, it is fair that government employees should receive higher pension than enterprise employees as it is hard for people working with the government to save money in employment.

Employees of enterprise mention repeatedly that the saving is the critical factor for their retired life. Most employees have realized that they will obtain the less pension after retired than government employees, therefore they have to deposit as much as possible or invest in a way to keep the wealth in order to resolve some unexpected incident after retired. To maintain satisfactory retired life for the employees of enterprise, the main factor depends on their saving, therefore they are deeply concerned about salary and saving in employment.

Meanwhile, a key-informant from enterprise had an interesting comment that pension after retirement based on education background would not be fair, according to his experience, he thinks that the trouble such as the healthy problem in older happens to everyone with no relevant to the education background.

4.4 Cases study

Case studies are an in-depth investigation of one particular individual, group, time-period or event. They encompass a range of qualitative and quantitative research tools to investigate underlying principles of an occurrence within a real-life context.

The most significant benefit of case studies is that they enable a holistic review. Unlike standalone research techniques which give more of a snapshot, e.g. surveys, a case study offers the opportunity for a researcher to use a range of tools on one subject. This gives time and space to build a detailed understanding of the topic, establishing a sound platform from which to explore the factors influencing the case study in greater detail.

In this research, the case study was adopted to acquire intensive perspective of 8 dimensions of quality of life of interviewees include directors and staffs from the government and enterprise, about the content of Life overall, Financial situation, Healthy, Psychological spiritual achievement, Freedom & life control, Social relationships, Family, Neighborhood & environment, as well as any further suggestions for new pension scheme (See appendix D).

Two parts questions questionnaire were designed. Part one are brief background questions, and part two are the specific questions in terms of 8 dimensions of quality of life. On the same issue, different questions were asked, or questions were addressed in different ways to interviewees.

Six interviewees were interviewed at office or home or on the phone by using the mandarin Chinese language approximately 2 hours to 3 hours per one. The case study was conducted over the period from June 2018 to Jul 2018. Based on ethical principle, the author will use the alias for all interviewees. The following are the result of case study:

Case Study 1: Mr. Hai (alias) is the retired from government 6 year ago, currently he is 66 years old. His highest education was undergraduate. He has one child. His experience in the government is 38 years. His pension is 10,000 Yuan (50,000 Bath) per month.

He describes himself as *“quite satisfied with my life overall after retirement.”* As the retiree do not have many social activities like employment, his financial situation meets the needs of his retired life. Healthy is the most issue that he is more concerned recently years. Psychological spiritual achievement is not the key for him right now, he would be willing to focus on his freedom & life control. He said that

“Right now, I am able to do that I want to do but cannot do in employment as not much free time at that time. The first thing after retirement that I am going to do is to apply for a passport, and then going to travel with partner for days. I need a journey to feel the freedom”

In terms of social relationships, he said that it has been reduced year by year, and now he loves to see family members together after retirement. Neighborhood & environment is the important problem that he has played more attention before retirement. Regarding any further suggestions for new pension scheme, he is proud of China growing trend, and then said that he deeply believed in the government. He said that

“I have retired for 6 years, my pension grew approximately 3%-5% per year that I am very satisfied. With the implement of new pension scheme, I believe that pension's trend growth rate has almost certainly increased in the future, the older does benefits from country.”

Case Study 2: Mrs. Ping (alias) is the retired from government 3 years ago. Currently, she is 58 years old. The official retiring age for male is 60, and female is 55. She already got married and has one child. Her highest education was undergraduate. Her experience in the government was 33 years. Her pension is

7,000Yuan (35,000 Bath) per month.

Mrs. Ping (alias) said that her life overall was happy after retirement, particularly chatting with friends, and financial situation basically meets the needs of her retired life. She said that she has being noticed the healthy problem in employment, and then after retirement she attaches more importance to the healthy details. She was happy that she has achieved her psychological spiritual achievement before retirement. In terms of freedom & life control, she said that

“I spend many time on dancing with other older on the playground after retirement and join some interest classes at university of the elderly people where I make lots of new friends. I am happier than that in employment.”

Mrs. Ping (alias) mentioned that she would like to meet new people with the same ages, social relationships play the quite importance parts in her retired life. Neighborhood & environment is the important part for her because she likes to talk with neighborhood as plenty of free time after retirement. Regarding any further suggestions for new pension scheme, she appreciated the China government making the peaceful and glorious society context for the older and hoped that the pension can be increased fast every year. She would like all elderly people to know that

“life is a wonderful thing, once you open eyes in the morning everyday then you will receive the hundreds of Yuan pension that will be more in the near future.”

Case Study 3: Mr.Jie (alias) is the retired from government 2 year ago, currently he is 62 years old. His highest education was undergraduate. He has one child. His experience in the government is38 years. His pension is 9,000Yuan (45,000 Bath) per month.

He said that he was quite satisfied with his life overall after retirement. At financial aspect, most of his pension was used in living expenses, therefore he tried to find items where he could easily make some reductions. He thought that

“A good quality of life depends greatly on economic factors and your state of healthy. If you have a good pension, a satisfactory pension, and you are healthy, then you have a satisfactory quality of life. If you are sick, of course, there are lots of things that you cannot do, I supposed. Therefore, both economic factors and physical healthy are the same importance of things for the elderly people.”

Mr. Jie (alias) mentioned that he still has some of social interaction, but most of time spent on his grandson. He was pleased to help family members.

Case Study 4: Mr. Tao (alias) is the retired from enterprise 8 year ago, currently he is 68 years old. His highest education was undergraduate. He has one child. His experience in the enterprise is 40 years. His pension is 4,000 Yuan (20,000 Bath) per month.

He mentions that *“overall of his life after retirement is quite simple.”* Social activities are hardly, and he meets old friends every week, but the family member’s matters is the most important for him now. Pension is able to cover the cost of his retired life and he also has some deposit as the salary high in the employment, therefore he does not worry about life too much. *“I have 2 houses plus 1 apartment, one house for me, another house is prepared for my son marriage, the apartment contributes 2500 Yuan rental to my family every month.”*

He keeps physical checkup at hospital every year, healthy cannot be ignored. He said that he works very hard before retirement, as a result psychological spiritual achievement have been achieved in employment. For freedom & life control, he thinks that he still has a lot of control over the important things in his life, in terms of social relationships, he said that

“Although I am retired, my experience is quite useful for newbie. If a new employee shows his respect to the elder like me, they can do a job very well in a short time, however, a few young people do not believe their advice and feel them out of dated.”

He said that his neighborhood & environment are well-educated and pleasant. Regarding any further suggestions for new pension scheme, he mentioned that he has benefited from motherland for years, and believed every year is better than that of last year.

Case Study 5: Mrs. Dan (alias) is the retired from enterprise 3 year ago, currently she is 58 years old. Her highest education was diploma. She has one child. Her experience in the enterprise is 36 years. Her pension is 2,200 Yuan (11,000 Bath) per month.

The life overall is tough after retirement, she said that her son who needs her help now is a university student, but her pension just covers her basic life needs. *“I do*

not know where to obtain more money now. During employment, if I work overtime then enterprise will pay extra salary, but pension is my only income after retirement, no extra money. I feel a little bit depressed.”

Mrs. Dan(alias)has many friends so that social activities is quite a lot. She said healthy is important, but she is more concerned about how to make more money recently years, as her son is a university student. Psychological spiritual achievement is not the key for her, she would be willing to focus on her freedom & life control. She said that

“I really enjoy the time with friends, because that is happy time, no need to consider my son tuition fee and so on, just talking with old friends. As a result, I want to go out meeting friends, however, sometimes I do not want to go out as it costs money.”

In terms of social relationships, she loves to make lunch and dinner for her family members. Neighborhood & environment is not the problem for Mrs. Dan, she said that there are many old friends around her house. Regarding any further suggestions for new pension scheme, she hopes that the country can increase pension for retired people soon.

Case Study 6: Mr. Ma (alias) is the retired from enterprise 2 year ago, currently he is 62 years old. His highest education was diploma. He has one child. His experience in the enterprise is 42 years. His pension is 3,600 Yuan (18,000 Bath) per month.

He mentions that the overall of his life now is to take things as they are. Social activities are not very necessary for him, and sometimes he meets old friends, however, most of time he enjoys with his wife. Pension is not as much as his employment, but he has a piece of mindset.

“I only care about two things now. One is my child’s life; another is my healthy that I hope that I have a healthy body so that it is not troubling my child in the future.”

He has body check up at the hospital every two year. Psychological spiritual achievement have been a target long time ago, which he cannot remember now. For freedom & life control, he thinks that he still has a lot of control over the important things in his life. In terms of social relationships, he said that

“During employment, colleagues have good relationship to each other, but when I meet those people who are not retired now, they look different and do not want to greet me, sometimes there are a psychological gap for me. Maybe society does not require me anymore.”

His neighborhood & environment are so-so. Regarding any further suggestions for new pension scheme, he hope that his pension can be increased more, because the situation of pension currently is that the poor is getting poorer, and the rich is getting richer, he mentioned above.



Chapter 5

Conclusion, discussion, and recommendations

China has the largest population in the world and getting old at a faster rate than almost all other countries. China has become an aging country, the population of the elderly (60 years old or over) in China is about 128 million, or one in every 10 people. It is estimated that China could have up to 400 million people over 60 years of age by the year 2050 (Internet Unescap.org: 2017). The rapid aging process is not only changing the makeup of society, but it is also dramatically impacting China's future economic growth prospects and putting huge pressure on government finances.

The pension system plays a critical part in the social security system. Due to complex historical reasons, the basic pension system of SOEs consists of two parts, a pay-as-you-go (PAYG) component and a mandatory individual account, managed by a government entity. However, this policy did not cover other workers from government, institutions and non-SOEs such as private and joint-venture enterprises. Another pension system is only for workers from government departments and institutions, individuals working in government departments or institutions pay nothing for the pension system, but after retirement, their pensions are much higher than others. Retirees in enterprises where individual and enterprises both need to make contributions of up to 8% of their basic wages, along with employer contributions of 20% of the enterprise's pre-tax wage bill. Currently, the pension system in China has two elements, one is the individual account, which is directly linked to one's contribution, and the other is the social pooling fund, which differs from various pension projects. Pensioners might find it difficult or even impossible to transfer his or her own parts of social pooling from one project to another. This becomes a big obstacle for labor force movements.

China's current pension system was established in 1955, for 60 years this system has played a significant role in protecting the lives of retirees and stabilizing cadres. But along with the establishment and development of the socialist market economic system, it gradually exposed some issues. In this situation, the reformation of merging two different types of pension insurance systems was conducted by the Chinese government in 2015. The goal of this reformation is to unify the different pension

systems, as a result two different types of system turned to the only one pension insurance system in China. The new pension policy that the existence of nearly 20 years of two different pension systems has been merged into only one system, which means nearly 40 million workers within government/institutions starting to make contributions to pension system as the employees in enterprises. It promotes the fair pension treatment, the optimal allocation of talent and social stability. As a result, everyone must make contributions to pension system, and then enjoy the same pension treatment according to the new pension scheme.

The objectives of this research include: to study the existing new pension scheme for the government and enterprise employees, to study the impact of new pension scheme on the quality of life between the government and enterprise employees, and to inquire the suggestions for improving the new pension scheme for better quality of life of the government and enterprise employees.

The main research question is to what extent the new pension scheme has impact on the quality of life of the government and enterprise retired employees?

The sub-research question composed of: (1) What is the existing new pension scheme? (2) What is the problem of the former pension scheme? (3) What is the difference of payment contributed by government and enterprise employees to pension scheme? (4) What is the difference of benefit of government and enterprise employees from pension scheme? (5) Do the government and enterprise retired employees have enough money to maintain satisfactory in their life? (6) What is the difference feeling of government and enterprise employees from pension scheme?

This research focus on China's the reform of the pension system and its impacts on the quality of life comparing between the government and enterprise retirees and focus in Nanning city, Guangxi province, the People's Republic of China.

The research hypothesizes are:

1. Difference in gender of government and enterprise retired employees have difference quality of life.
2. Difference in education of government and enterprise retired employees have difference quality of life.
3. Difference in marital status of government and enterprise retired employees have difference quality of life.

4. Difference in position before retirement of government and enterprise retired employees have difference quality of life.

5. Difference in length of service of government and enterprise retired employees have difference quality of life.

6. Difference in last month salary before retirement of government and enterprise retired employees have difference quality of life.

7. Difference in the most interest after retirement of government and enterprise retired employees have difference quality of life.

8. Difference in the most interest after implementation of new pension scheme of government and enterprise retired employees have difference quality of life.

9. Difference in the most needs from children/grandchildren of government and enterprise retired employees have difference quality of life.

10. Difference in financial management after retirement of government and enterprise retired employees have difference quality of life.

This research employed a mixed-method approach, which combines qualitative and quantitative methods. The population of quantitative research composed of 400 retired employees in government and enterprise sector in Nanning city, Guangxi province. The Questionnaire is used for quantitative data collection. The in-depth interview had been used for qualitative research to obtain related information through the policy key informant in 7 zones in Nanning city, where have 7 sub-bureaus reporting the pension information to the Department of Human Resources and Social Security of Guangxi Zhuang Autonomous Region. The department is the top of social security department and controls over the Guangxi Province pension scheme. Three policy directors with one person from the Department of Human Resources and Social Security of Guangxi Zhuang Autonomous Region and two people from different sub-bureau were interviewed. For the enterprises key informant, three directors of salary sector from different enterprises were also interviewed.

In order to understand how to operate the new pension scheme by the government, six cases study was conducted for retired people, of which 3 cases are in the government and 3 cases in the enterprises. The case study offered a good opportunity to gain insight into how the government operated the new police and whether retirees improve their quality of life.

5.1 Conclusion

5.1.1 The quantitative research

1. Profile of respondents

The findings revealed that most respondents of government retired employee were male (51%) while the enterprise retired employee were female (51%). The age between 61-70 years old accounted for most of government retired employee (54%), but the most of enterprise employee retires age between 55-60 years old (52.5%). For education, 39.5% of government employee completed collage while 40.5% of enterprise completed undergraduate.

Most of government employee (94.0%) indicated that they were married while enterprise employee 91% were married. Position before retirement of government and enterprise were workers 76.5% and 61.5% respectively.

Length of service of government and enterprise employee were 36-40 years 40% and 37% respectively. Most government employee (40.5%) had higher last month salary before retirement 3,500-4,823 CNY while enterprise employee (37.5%) had less than 3,500 CNY.

The thing cares about the most after retirement of government and enterprise employees were healthy 44.5% and 47% respectively.

More than half of respondents had the most interest whether my pension improvement after implementation of new pension scheme 78% of government and 64% of enterprise respectively.

The most needs from children/grandchildren of government employee were stay with me (32%) while enterprise employee was come to see me (34.5%).

The financial management after retirement of government and enterprise employees were that do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living (41.5% and 52.5% respectively).

2. Quality of life of respondents

There are no different on the enjoy life overall between government and enterprise retired employees. They agree that they are 'happy most of the time' (mean 3.78 and 3.80). They neither agree nor disagree on 'life gets me down after retirement' (mean 2.61 and 2.72). They agree on 'have more expectations on the new pension scheme' (mean 3.71 and 3.71).

The only one different on financial situation between government and enterprise retired employee is 'Cannot afford to do things that would enjoy', government group are neither agree nor disagree and enterprise group are agreed (mean 3.35 and 3.56).

There are one different on health dimension between government and enterprise retired employee, which is 'Still useful to others (physical help/healthy advices)', government group are agree while enterprise group are neither agree nor disagree (mean 3.45 and 3.38).

There are two different on psychological and spiritual achievement between government and enterprise retired employee. One is that 'Have chance to join cultural/religious events which I think important', government group are agree while enterprise group are neither agree or disagree (mean 3.41 and 3.31). Another is that 'Do paid or unpaid work or activities that give me a role in life', government group agree but enterprise group neither agree nor disagree, mean 3.41 and 3.31 respectively.

The only one different on freedom and life control dimension between government and enterprise retired employee is 'Have a lot of control over the important things in my life', agree of government group, but neither agree nor disagree of enterprise group (mean 3.44 and 3.35).

There are three different on social relationships between government and enterprise retired employee. One is 'Would like more companionship or contact with other people', government group are agreed, and enterprise group are neither agree nor disagree (mean 3.63 and 3.38). Secondly, it is 'Have chance to learn more (formal/ informal) if needed', government group are agreed, and enterprise group are neither agree nor disagree (mean 3.47 and 3.22). Thirdly, it is 'Always get support from anyone acquainted', government group are agreed, and enterprise group are neither agree or disagree (mean 3.62 and 3.40).

The only one different on family dimension between government and enterprise retired employee is 'Still have to take responsibility for my spouse/life partner', government group are agreed, and enterprise group are neither agree nor disagree (mean 3.53 and 3.34).

There are two different on neighborhood and environment dimension between government and enterprise retired employee. One is 'Live in a good surroundings', government group are agreed, and enterprise group are neither agree nor disagree (mean 3.69 and 3.35). Another is 'Live in a good and safety house', government group are agreed, and enterprise group are neither agree or disagree (mean 3.61 and 3.40).

3. Hypothesis testing

By using one-way analysis of variance (ANOVA), T- test and F-test to determine whether there are any statistically significant differences between the personal factor of government and enterprise retired employees on the quality of life, the following are findings:

3.1 Gender

In the government sample group, there are significant difference of gender and quality of life at 0.05 level on Financial situation dimension ($p = 0.002$) and Neighborhood & environment dimension ($p \text{ value} = 0.012$), while in the enterprise group has no difference significantly. It is indicated that different gender of the government retired employee has different quality of life in financial situation dimension, including difference in neighborhood and environment dimension. Therefore, the result of statistical hypothesis testing accepted only 2 dimensions, i.e., Financial situation dimension and Neighborhood & environment dimension.

3.2 Age

In the government retired employee group, there are significant difference of age and quality of life in 4 dimensions, i.e., (Financial situation $p = .032^*$ (Healthy) $p = .000^{**}$, (Freedom and life control) $p = .003^*$, (and Neighborhood & environment) $p = .002^*$). While in the enterprise group has no difference significantly. It is revealed that difference age of the government retired employee has different quality of life in financial situation, healthy, freedom and life control, neighborhood and environment. Therefore, the result of statistical testing accepted hypothesis only 4 dimensions, i.e., Financial situation, Healthy, Freedom and life control, and Neighborhood & environment.

3.3 Highest Education

In the government retired employee group, there are significant difference of education and quality of life in 5 dimensions, i.e., Financial situation

($p=.031^*$), Psychological and spiritual achievement($p=.004^*$), Social relationships($p=.017^*$), Family($p=.000^{**}$), Neighborhood and environment ($p=.010^*$).

The sample group of enterprise retired employee are found the statistical significance of education and quality of life, including Life overall($p=.000^{**}$), Psychological and spiritual achievement($p=.018^*$).

It is revealed that difference education of the government retired employee has different quality of life in Financial situation, Psychological and spiritual achievement, Social relationships, Family, Neighborhood and environment. While the difference education and quality of life of enterprise retired employee have influenced in Life overall, Psychological and spiritual achievement. The result of statistical testing accepted hypothesis only 5 dimensions, i.e., Financial situation, Psychological and spiritual achievement, Social relationships, Family, Neighborhood and environment.

3.4 Marital Status

In the government retired employee group, there are significant difference of marital status and quality of life in 6 dimensions, i.e., Life overall ($.000^{**}$), Healthy ($.000^{**}$), Psychological and spiritual achievement($.008^*$), Social relationships($.000^{**}$), Family($.000^{**}$), Neighborhood and environment ($.008^*$).

The sample group of enterprise retired employee are found the statistical significance of marital status and quality of life, including Financial situation ($.040^*$), Healthy ($.000^{**}$), Family ($.000^{**}$).

It is revealed that difference marital status of the government retired employee has different quality of life in Life overall, Healthy, Psychological and spiritual achievement, Social relationships, Family, Neighborhood and environment. While the difference marital status and quality of life of enterprise retired employee have influenced in Financial situation, Healthy, Family.

3.5 Position before retirement

In the government retired employee group, there are significant difference of position before retirement and quality of life in 4 dimensions, i.e., Life overall ($.000^{**}$), Financial situation ($.031^*$), Healthy ($.002^*$), Family ($.003^*$).

The sample group of enterprise retired employee are found the statistical significance of position before retirement and quality of life, including Life overall ($.000^{**}$), Neighborhood and environment ($.029^*$).

It is revealed that difference position before retirement of the government retired employee has different quality of life in Life overall, Healthy, Psychological and spiritual achievement, Social relationships, Family, Neighborhood and environment. While the difference position before retirement and quality of life of enterprise retired employee have influenced in Life overall, Neighborhood and environment. Therefore, the result of statistical testing accepted only some hypothesis.

3.6 Length of service

In the government retired employee group, there are significant difference of length of service and quality of life in 7 dimensions, i.e., Life overall(.001*), Financial situation (.000**), Psychological and spiritual achievement(.000**), Freedom and life control(.011*), Social relationships(.050*), family(.000**), Neighborhood and environment (.000**).

The sample group of enterprise retired employee are found the statistical significance of length of service and quality of life, including Life overall (.050*), Financial situation (.011*), Freedom and life control (.018*).

It is revealed that difference length of service of the government retired employee has different quality of life in Life overall, Financial situation, Psychological and spiritual achievement, Freedom and life control, Social relationships, family, Neighborhood and environment. While the difference length of service and quality of life of enterprise retired employee have influenced in Life overall, Financial situation, Freedom and life control. The result of statistical testing accepted hypothesis.

3.7 The last month salary before retirement

In the government retired employee group, there are significant difference of the last month salary before retirement and quality of life in 5 dimensions, i.e., Financial situation (.002*), Healthy (.018*), Psychological and spiritual achievement (.000**), Freedom and life control (.008*), Neighborhood and environment (.000**).

The sample group of enterprise retired employee are found the statistical significance of the last month salary before retirement and quality of life in all of dimensions, including Life overall (.017*), Financial situation(.000**), Healthy (.002*), Psychological and spiritual achievement(.002*), Freedom and life control (.008*), Social relationships (.001**), Family (.007*), Neighborhood and environment (.000**).

It is revealed that difference the last month salary before retirement of the government retired employee has different quality of life in Financial situation, Healthy, Psychological and spiritual achievement, Freedom and life control, Neighborhood and environment. While the difference the last month salary before retire mentand quality of life of enterprise retired employee have influenced in all of dimensions, such as Life overall, Financial situation, Healthy, Psychological and spiritual achievement, Freedom and life control, Social relationships, Family, Neighborhood and environment. The findings show that salary is the most important factor in enterprise retired employee.

3.8The most interest after retirement

In the government retired employee group, there are significant difference of the most interest after retirement and quality of life in 7 dimensions, i.e., Life overall(.000**), Healthy (.000**), Psychological and spiritual achievement(.006*), Freedom and life control (.000**), Social relationships (.001**), Family (.000**), Neighborhood and environment (.001**).

The sample group of enterprise retired employee are found the statistical significance of the most interest after retirement and quality of life, including Life overall (.035*), Financial situation (.003*), Healthy (.004*), Psychological and spiritual achievement(.002*), Freedom and life control (.001**), Social relationships (.000**), Family (.001**), Neighborhood and environment (.000**).

It is revealed that difference the most interest after retirement of the government retired employee has different quality of life in Life overall, Healthy, Psychological and spiritual achievement, Freedom and life control, Social relationships, Family, Neighborhood and environment. While the difference the most interest after retirement and quality of life of enterprise retired employee have influenced in all of dimensions, such as Life overall, Financial situation, Healthy, Psychological and spiritual achievement, Freedom and life control, Social relationships, Family, Neighborhood and environment. The result of statistical testing accepted hypothesis.

3.9 The most interest after implementation of new pension scheme

In the government retired employee group, there are significant difference of the most interest after implementation of new pension scheme and quality of life in 6 dimensions, i.e., Life overall (.000**), Healthy (.000**), Freedom and life control (.000**), Social relationships (.038*), Family (.000**), Neighborhood and environment (.001**). While in the enterprise group has no difference significantly.

It is revealed that difference the most interest after implementation of new pension scheme of the government retired employee has different quality of life in Life overall, Healthy, Freedom and life control, Social relationships, Family, Neighborhood and environment.

3.10 The most needs from children/grandchildren

In the government retired employee group, there are significant difference of the most needs from children/grandchildren and quality of life in 6 dimensions, i.e., Financial situation (.000**), Healthy (.006*), Psychological and spiritual achievement (.000**), Freedom and life control (.000**), Social relationships (.000**), Neighborhood and environment (.014*).

The sample group of enterprise retired employee are found the statistical significance of the most needs from children/grandchildren and quality of life, including Life overall (.000**), Financial situation (.014*), Freedom and life control (.049*).

It is revealed that difference the most needs from children/grandchildren of the government retired employee has different quality of life in Financial situation, Healthy, Psychological and spiritual achievement, Freedom and life control, Social relationships, Neighborhood and environment. While the difference the most needs from children/grandchildren and quality of life of enterprise retired employee have influenced in Life overall, Financial situation, Freedom and life control. The result of statistical testing accepted hypothesis.

3.11 Financial management after retirement

In the government retired employee group, there are significant difference of financial management after retirement and quality of life in 5 dimensions, i.e., Life overall(.015*), Financial situation(.000**),Healthy (.018*), Family (.001**), Neighborhood and environment (.039*).

The sample group of enterprise retired employee are found the statistical significance of financial management after retirement and quality of life, including Life overall (.001**), Freedom and life control (.026*).

It is revealed that difference financial management after retirement of the government retired employee has different quality of life in Life overall, Financial situation, Healthy, Family, Neighborhood and environment. While the difference financial management after retirement and quality of life of enterprise retired employee have influenced in Life overall, Freedom and life control. The result of statistical testing accepted hypothesis.

5.1.2 The qualitative research

1. In-depth interview

Based on the in-depth interview of 6 key-informants, it can be synthesized that employees of government understand the new pension scheme well. They believe that the country has built a fair, unified and standardized pension system for all retired people since 2015. The new pension scheme, together with other social assistance and benefits, will better safeguard seniors' basic lives.

Employees of enterprise understand the new pension scheme within limit. They are acquainted with the former pension scheme that covers almost the entire Chinese population, and the retired people can receive the pension as long as employees contribute to pension system at least 15 years. However, they do not have many channels to explore the new pension scheme and are difficulty to find out a formal version of new pension scheme through the internet as a result of some misunderstanding.

Employees of government have a high expectation on the new policy. They agreed that the new pension scheme will be able to benefit all of people than the old one in the end. Nevertheless, there are no previous experiences to fall back on, the new pension scheme is needed more time to operate and then adjust gradually.

Employees of enterprise also believe that the new pension scheme will change their life in a good way. Although there are 2 different pension system in the past, there are no much different now. Since 2015, all of employees need to contribute to pension system. They believe in the motherland. Everyone can feel the quality of life of every year better than that of last year, therefore the implementation of new pension scheme will be affected on their life in a good way. They are looking forward to the differentiation narrow soon.

Employees of government didn't show plenty of anxiety about the retired life. They argue that government's employees have lower salary in the whole employment life than enterprise's employees, meanwhile enterprise's employees have saved numerous money in their employment as higher salary or invested in some way to maintain their wealthy in order to satisfy demand for the retired life. Therefore, it is fair that government's employees should receive higher pension than enterprise's employees as it is hard for people working in the government to save money in employment.

Employees of enterprise mention repeatedly that the saving is the critical factor for their retired life. Most employees have realized that they will obtain the less pension after retired than government's employees, therefore they have to deposit as much as possible or invest in a way to keep the wealth in order to resolve some unexpected incident after retired. To maintain satisfactory retired life for the employees of enterprise, the main factor depends on their saving, therefore they are deeply concerned about salary and saving in employment.

Meanwhile, a key-informant from enterprise had an interesting comment that pension after retirement based on education background would not be fair, according to his experience, he thinks that the trouble such as the healthy problem in older happens to everyone with no relevant to the education background.

2. Cases study

Six cases study can be summarized based on the 8 quality of life dimensions as follow:

2.1 Life Overall

All the retiree from government satisfied with their overall life while there are differences in satisfaction with their life of retiree from enterprise. The 1st case satisfies life overall while the 2nd case is not so satisfied but trying take it easy to any problem, and the 3rd case is not satisfied who has a hard life. The reason behind differences in satisfaction among the retiree from enterprises is they got a lower pension than the retirees from the government which results in the satisfaction rate. The 1st and the 2nd case have more adaptive skills than the 3rd case which has more responsibility on the study expenses of their kid, so he would worry with the higher expenses, this factor would influence less satisfaction comparing to the 1st and 2nd case.

2.2 Health

All the retiree from government are concerned about their health and want to take care of the health issues while 3 cases of retiree from enterprise are concerned about health, but some of them did not take any action for some reasons. Although all of them agree on the importance of healthy, some retirees from the enterprise did not take any action because they get less pension, so making money will more appeal to retirees from enterprises.

2.3 Social Relationships

The retiree from government are different in social relationship satisfaction. The first case did not have many social activities, and enjoys living with family, the second case still had many socializations with the same generation friends, and the third case has some of social interaction, but most of time spends on his grandson. While the first case of retiree from enterprise had few social activities, and the second case like to meet new friends. Retirees from government enjoy staying with family members, however, enterprises' retirees prefer to meet new friends, maybe they have many friends, or sometimes it is a escape from reality.

2.4 Family

1 case of retiree from government likes to mention kids quite often, and 2 cases have good relationship within their family, and they usually talk about family members. While 1 case of retiree from enterprise gets supporting from son, and enjoy family time, and 2 cases did not get any support from family, but acceptable with peaceful mind. Retirees from government have less mentioned support from family, more care about family member. Enterprises' retirees hope that they can get support from family, but they do not have, and not talking partner too much.

2.5 Freedom & Life Control

There teree from government are different in freedom & life control. The first case spent more time on travelling, the second case spends more time on dancing with friends, and the third case spends more time on family. All of cases believe that they still have lots of control over the important things in life. Government's retirees prefer travelling or going outside and seem not worry about kids' job or study too much. While two cases of retiree from enterprise spend more time on family, and one case spend more time on meeting friends. All of cases believe that they still have lots of control over the important things in life, but sometimes pension restricts their life or hobby

2.6 Neighborhood and environment

Two cases of retiree from government pay more attention on neighborhood and environment, but one case does not care too much. While three cases of retiree from enterprise pay more attention on neighborhood and environment. All of enterprise's retirees point out that neighborhood and environment are very important, it is probably for this reason that their live in commercial housing district, however, most of government's retirees live in the same district where government agency built housing and then sale only to government staffs.

2.7 Financial situation

one case of retiree from government was very satisfied with his retired life, and two cases meet the basic needs of his retired life. While the retiree from enterprise are different in financial situation. The first case does not worry about life too much, the second case had hard life, and the third case peace of mind set. The satisfaction of government retirees is higher than that of enterprises retirees, it is the most likely that pension of government is more than of enterprises.

2.8 Psychological spiritual achievement

Two case of retiree from government and two cases of retiree from enterprise didn't care about psychological & spiritual achievement, while one case of retiree from government and one case of retiree from enterprise has achieved psychological & spiritual.

5.2 Discussion

According to the findings, the pension system in China plays a critical part in social security system. China want to keep a reasonable economic developing speed and maintain social stability. Therefore, it is necessary to have a sustainable and effective pension system. China hadtwo different types of pension system, joint-venture enterprises and the pension for the worker from government department. The individuals working in government department pay nothing for the pension system, but after retirement, their pension are much higher than others retirees in the enterprises where individual and enterprises both need to make contributions of up to 8% of their basic wages, along with employer contributions of 20% of the enterprise's pre-tax wage bill. As a result, the enterprise is the main provider of social security. Chines government reformed the original pension system by merging two different types of pension insurance system of government department/institutions and

enterprises was conducted by China government in 2015. The goal of this reformation is to unify the different pension systems which means nearly 40 million workers within government/institutions starting to make contributions to pension system as the employees in enterprises. It promotes the fair pension treatment, the optimal allocation of talent and social stability. Everyone must make contributions to pension system which promote the China's pension system in a fair way.

This reformation in accordance with the concepts and theories of pension in international level like Germany in 1889 was formed of legislation to establish a national pension system, creating a modern country by the government to provide old age annuity. Germany's current pension insurance system, including statutory pension insurance, corporate pension insurance and private endowment insurance in three parts, of which the enterprise pension insurance part of the equivalent of occupational pension. Enterprise pension insurance to take the "direct payment principle", that is, employees in the work during the accumulation of the number of corporate pension insurance, after retirement they will be able to get the appropriate amount of pension.

The American pension responsibility is shared by the government, society and the individual. The federal employee retirement system formulated by the US government, government workers, in addition to participating in the social security system and paying social bonded taxes, must also pay 1.3% of their monthly wage income. After retiring, government staff members can retire according to their retirement of the salary, length of service, etc. to receive the corresponding pension.

In the UK's pension consists of three pillars of the National Pension Plan, the Occupational Pension Scheme and the Individual Pension Plan, among which the occupational pension participant accounts for about 45% of the total population of the UK and has become the most important of the UK pension system and the main source of income for most retirees.

From the basic trend of foreign public official's reform, the establishment of a unified system of all workers become the theme of development which most scholars tend to share responsibility mechanisms between the state, the employer and the individual.

On the finding of Chinese government want to reform the pension system based on the market-oriented is relevant with scholars who are represented by Kotlikoff and Sachs support market-oriented reforms, pointed out that marketization can introduce competition mechanisms, not only to improve the quality of services

while reducing costs, but also to make up for the lack of government. Van der Hoeven and Sziraczki argue that market reform can not only give the insured more choices and improve the level of service it receives, but also improve the level of economic development by promoting the development of the insurance industry.

The findings on the relationship of variables of the retirees' personal qualifications on the quality of life between the government and enterprise employees.

On gender dimension, in the government sample group, there are significant difference of gender and quality of life at 0.05 level on Financial situation dimension and Neighborhood & environment dimension. It is indicated that different gender of the government retired employee has different quality. While in the enterprise group has no difference significantly.

On age dimension, in the government retired employee group, there are significant difference of age and quality of life in 4 dimensions, i.e., Financial situation, Healthy, Freedom and life control, and Neighborhood & environment. It is revealed that difference age of the government retired employee has different quality of life.

On highest education dimension, in the government retired employee group, there are significant difference of education and quality of life in 5 dimensions, i.e., Financial situation, Psychological and spiritual achievement, Social relationships, Family, Neighborhood and environment. It is revealed that difference education of the government retired employee has different quality of life. While the sample of enterprise retired employee are found the statistical significance of education and quality of life, including Life overall, Psychological and spiritual achievement.

On marital status dimension, in the government retired employee group, there are significant difference of marital status and quality of life in 6 dimensions, i.e., Life overall, Healthy, Psychological and spiritual achievement, Social relationships, Family, Neighborhood and environment while the sample of enterprise retired employee are found the statistical significance of marital status and quality of life, including Financial situation, Healthy, and Family.

On position before retirement dimension, in the government retired employee group, there are significant difference of position before retirement and quality of life in 4 dimensions, i.e., Life overall, Financial situation, Healthy, and Family while the sample of enterprise retired employee are found the statistical significance of position before retirement and quality of life, including Life overall, Neighborhood and environment.

On length of service dimension, in the government retired employee group, there are significant difference of length of service and quality of life in 7 dimensions, i.e., Life overall, Financial situation, Psychological and spiritual achievement, Freedom and life control, Social relationships, family, Neighborhood and environment. While the sample of enterprise retired employee are found the statistical significance of length of service and quality of life, including Life overall, Financial situation, Freedom and life control.

On the last month salary before retirement dimension, in the government retired employee group, there are significant difference in 5 dimensions, i.e., Financial situation, Healthy, Psychological and spiritual achievement), Freedom and life control, Neighborhood and environment. While the sample of enterprise retired employee are found the statistical significance in all of dimensions, including Life overall, Financial situation, Healthy, Psychological and spiritual achievement, Freedom and life control, Social relationships, Family, Neighborhood and environment.

The findings reveal that under the new pension scheme the government and enterprise employees still have different quality of life in all dimensions.

However, most respondents (60.8 percent) are satisfied with their quality of life, but they are in the top 2 for health and wealth. This finding is the same as the research of Kim & Moen, (2001) found that the two major factors considered when making a retirement decision were wealth and health.

The finding that China the new pension system provides the widest coverage to China's retirees, but the basic pension fund's payment pressure will keep rising from this year as the aging population's impact, is similar to the point of view of Barry Bosworth and Gary Burtless (2004) argue that economic growth is slow and the problems posed by population aging increase the burden on state finances, and Vinicus Carvalho Pinheiro (2005) argues that the introduction of supplementary pensions in public officials can reduce the burden on government finances, strengthen the rational flow of talent and build a more equitable pension system.

These findings in accordance with the literature review on the dissertation (Chapter 2) identify China's social insurance implements five insurances and one fund plan. To examine the findings, the government should improve the basic old-age insurance and basic medical insurance systems to set up an annuity and supplementary medical insurance programs for further steps shall be taken to improve

the unemployment insurance system and make the basic livelihood guarantee system for laid-off enterprises. Development of the industrial injury and childbirth insurance systems should be accelerated. The basic old-age pension insurance system for enterprise employees should be improved. We shall accelerate community building and promote the socialization of social security. We shall explore diverse forms of social security and push it forward. We need to improve our policies concerning social relief, social mutual aid, the special care, and placement system, and social welfare, and safeguard the legal rights and interests of women, minors, the elderly, and the handicapped.

5.3 Suggestion

5.3.1 Suggestion on Policy

1. To support China's pension reforms which are different from the preceding pension system, implementing the new pension system is a considerable challenge in the new economic environment. In order to solve the problem of new unfairness after the merger of old-age insurance, the Chinese government should develop enterprise annuity, only the enterprise employees can enjoy the basic old-age insurance and supplementary pension insurance double protection.

2. China's pension insurance payment rate is high, in order to improve the participation of enterprises, payment rates should be reduced from 20% to 15%. The annuity of pension insurance payment rate of the enterprise should be introduced to the corresponding preferential tax policies to promote a large area.

3. The enterprise annuity should be changed from "voluntary" to "semi-mandatory", starting with large enterprises that do not have an enterprise annuity and then gradually transitioning to policies that have not previously been implemented through tax incentives to achieve a real sense of fairness.

4. To strengthen the existing social security system and mainstream wellbeing, the government should carry out the policy of vigorously increasing employment, promoting employment through economic growth, implementing some policies of employment, and adopting various effective measures to improve the rate of employment., readjust the employment structure rationally, guide the development expanding the domestic demand and maintaining the high-speed development of the

national of enterprises so as to offer more job opportunities, including guarantee women's right to employment, carry out the principle of equal pay for equal work to men and women, and especially protect women during the menstrual period, pregnancy, maternity, and breastfeeding, attach great importance to the rights of the disabled and help the disabled and other special groups to find work, adopt preferential policies, such as reducing and waiving taxation for enterprises, to increase employment for the disabled and other special groups. Meanwhile, the government requires all enterprises and institutions to hire a certain proportion of the disabled, and those who fail to do so will find a certain amount of money.

5. With the rapid economic growth of China, which is speeding up the economic restructuring, the long-accumulated contradictions in the operating mechanism of enterprises have become increasingly apparent, and large numbers of redundant employees in enterprises have been laid off. Most of the laid-off from state-owned enterprises are relatively older, poorly educated, and skilled. Therefore, it is rather difficult for them to find reemployment. To support the fair treatment of older employees, the government should reduce or waive taxes and fees, and simplify the procedures of granting loans, improve and implement preferential reemployment policies to help laid-off and unemployed people seek reemployment or find their own means of livelihood.

5.3.2 Suggestion on an implementation

1. China is still in the middle of the process of building social security systems with high coverage rates, multi-layers, and financial sustainability. Although there is now a system in place that theoretically includes the whole Chinese population. In terms of pension, the administration should be decentralized to the local government for implementation.

2. The reform strategy of pension should rely on experimentation in certain areas, and then adjusting policy guidelines on the basis of findings would fit the context of the rapidly aging population in China.

3. With rapid economic growth and domestic demands expanding, the government should implement some vigorous policies for promoting employment and do everything possible to enlarge the scale of employment and increase total employment. The employment structure for the labor force should be improved, and

preferential policies should be further carried out to help laid-off and unemployed people to find reemployment.

4. The government should establish a unified and standardized labor market and ameliorate the employment service system. The reform of the employment service system should be deepened and made to guide the employee and employer.

5. The government should improve the quality of workers in an all-around way and adopt flexible forms of employment. Meanwhile, vocational education, continuing education, and reemployment training should be strengthened. Flexible forms of employment should be encouraged.

6. The government should promote the reform of the wage and income distribution system and establish an incentive and retraining mechanism for income distribution. The minimum wage should be improved.

7. The government should deepen the reform of the social security system and speed up the update of the social security system for its improvement. Meanwhile, it needs to establish a reliable and stable social security mechanism, rationally adjust the payment rate and substitution level, and improve the operational efficiency of social security funds and the efficiency rate of investment so as to ensure the stable, healthy, and orderly operation of the social security system.

8. The government should establish a supervision and management system concerning social security funds. While establishing and improving the social security system, the government should explore the right path for investment management and establish a fund supervision and management system coordinative with the fund management system in accordance with the fund management principles of different security projects. The government should try its best to guarantee or increase the value of the social security funds and resolve the operational risks of the security funds, to safeguard social safety and stability.

9. The government should enhance workers' quality. To stress all forms of education through various channels, raise the cultural level and professional skill of the workforce. At present, it is aiming to establish an all-around, multi-level vocational and technical education and training system by developing higher vocational and technical schools, thereby strengthening the training of new workers, on-the-job employees, and laid-off workers. Pre-job training courses are necessary to

set up covering workers at all levels, from basic workers to senior technicians.

10. The government should develop the employment service system rapidly, covering employment agencies, employment training, unemployment insurance, and employment service enterprises. The aim of the employment service system is to offer guidance, consultancy, and agency services to job seekers and employers to offer pre-job training and vocational training courses to seekers of employment and reemployment and provides unemployment insurance.

11. In recent years, with the implementation of the urbanization strategy and the development of non-agricultural industries, the employment percentage of the primary industry has dropped markedly, while the employment percentages of the secondary and tertiary industries have risen rapidly. Particularly, the growth rate of the employment percentage of the tertiary industry has increased dramatically. Therefore, the government should effort to optimize the employment structure.

5.3.3 Suggestion for the next research

Aging populations are set to impact China drastically by 2050 with the number of people aged 65 and over will rising by almost 200 million from 132 million in 2015 to 331million in 2050. The adjustment of the pension scheme is unable to avoid. In order to have sufficient and comprehensive information, the next research should be expanded to the big city like Shanghai, Beijing, Shenzhen, and Guangzhou.

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Appendix A
Certificate of Research Ethic



เรียนรู้เพื่อรับใช้สังคม

เอกสารรับรอง

(Certificate of Exemption)

คณะกรรมการจริยธรรมการวิจัย

มหาวิทยาลัยหัวเฉียวเฉลิมพระเกียรติ

วันที่ 4 กุมภาพันธ์ 2561

ชื่อเรื่อง แผนการบำนาญแบบใหม่และผลกระทบต่อคุณภาพชีวิต: การวิเคราะห์เปรียบเทียบ
ระหว่างพนักงานของรัฐและลูกจ้างในวิสาหกิจเอกชนในนครหนานหนิง สาธารณรัฐ
ประชาชนจีน

ชื่อนักวิจัย/หัวหน้าโครงการ นายเจี๊ยน เวน ลี
คณะวิชา/หลักสูตร หลักสูตรปรัชญาดุษฎีบัณฑิต
สาขาวิชาการบริหารสวัสดิการสังคม

มหาวิทยาลัยหัวเฉียวเฉลิมพระเกียรติ

ขอรับรองว่า งานวิจัยดังกล่าวข้างต้นได้ผ่านการพิจารณาเห็นชอบโดยสอดคล้องกับ
ประกาศเสลซิงกิ จากคณะกรรมการจริยธรรมการวิจัย มหาวิทยาลัยหัวเฉียวเฉลิมพระเกียรติ

ลงนาม

(รองศาสตราจารย์ ดร.เจริยาวัตร คมพัยค์)

ประธานคณะกรรมการจริยธรรมการวิจัย
มหาวิทยาลัยหัวเฉียวเฉลิมพระเกียรติ

วันที่รับรอง

วันที่ 4 กุมภาพันธ์ 2561

เลขที่รับรอง

อ.655/2561 /

วันที่ให้การรับรอง: 4 กุมภาพันธ์ 2561

วันหมดอายุใบรับรอง: 3 กุมภาพันธ์ 2563

Appendix B
Survey Questionnaire

SERIAL NO.□□□□

Research Title: The new pension scheme and its impact on the quality of life comparing between the government and enterprise retired employees in Nanning city, Guangxi province, the People's Republic of China

Instruction: Please identify your real thinking/ situations by tick ✓□ and in the ranking of agreement.

Section 1: Identification:

1. Gender: Male Female
2. Age: years old
3. Highest Education:

<input type="checkbox"/> Postgraduate	<input type="checkbox"/> Undergraduate
<input type="checkbox"/> College	<input type="checkbox"/> Others
4. Marital Status:

<input type="checkbox"/> Single	<input type="checkbox"/> Married
---------------------------------	----------------------------------
5. Work place before retirement:

<input type="checkbox"/> Government/Institution	<input type="checkbox"/> Enterprise
---	-------------------------------------
6. Position before retirement:

<input type="checkbox"/> Worker	<input type="checkbox"/> Manager	<input type="checkbox"/> Senior manager
---------------------------------	----------------------------------	---
7. Length of service:years
8. The last month salary before retirement (CNY):

<input type="checkbox"/> Under 3500	<input type="checkbox"/> 3500-4823
<input type="checkbox"/> 4824-6000	<input type="checkbox"/> 6001-8000
<input type="checkbox"/> 8001-10000	<input type="checkbox"/> 10001 and over

9. The thing I care about the **MOST** after retirement:

- Healthy Pension
 Travelling Family
 Public services Other (please specify)

10. The thing I care about the **MOST** after implementation of new pension scheme:

- Whether the gap become narrowing
 Whether my pension improvement
 Other (please specify)

11. The thing I want the **MOST** my children/grandchildren to do for me:

- Travelling with me Support my living cost
 Come to see me Phone me
 Stay with me Other (please specify)

12. Of the three statements below, please indicate which one best describes what you are doing during retirement:

- You try to increase the amount of your savings and investments each year, by either saving money or not withdrawing some of the earnings on your savings and investments
 You try to maintain the amount of your savings and investments each year, by living only off the earnings on these savings and investments and other sources of income
 You do not mind gradually reducing the amount of money in your savings and investments, if the money is required to maintain your standard of living

Section 2: Ranking your own quality of life

No.	Quality of Life Indicators	Rank of agreement				
		5 Strongly agree	4 Agree	3 Neither agree or disagree	2 Disagree	1 Strongly disagree
I	Life Overall					
1	I enjoy my life overall					
2	I am happy much of the time					
3	Life gets me down after retirement					
4	I have more expectations on the new pension scheme					
II	Financial situation Dimension					
5	I have enough money from what I save before retirement					
6	I have enough money from my family support					
7	I need more from my pension to maintain my quality of life in general					
8	I have enough money to pay for household bills					
9	I can afford to buy what I want to					
10	I cannot afford to do things I would enjoy					
11	I need more money from my pension in case of unexpected crisis situation (sudden sickness, death of closed family member)					
12	I get more money from the new pension scheme than the old one					

Section 2 (Continued)

No.	Quality of Life Indicators	Rank of agreement				
		5	4	3	2	1
		Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
	Health Dimension					
13	I have a lot of physical energy					
14	Pain affects my well-being					
15	I am healthy enough to get out and about					
16	I am able to take care on my own healthy					
17	I am still useful to others (physical help/healthy advices)					
	Psychological and spiritual achievement Dimension					
18	I mostly have peace of mind					
19	I have achieved my personal goal and fulfilled myself realization					
20	I have chance to join cultural/religious events which I think important					
21	I take life as it comes					
22	I feel lucky compared to most people					
23	I tend to look on the bright side					
24	I have social or leisure activities/hobbies that I enjoy doing					
25	If my health limits social/leisure activities, then I will compensate and find something else I can do					
26	I do paid or unpaid work or activities that give me a role in life					
27	I have relieved my anxious of quality of life since the new scheme implementation					

Section 2 (Continued)

No.	Quality of Life Indicators	Rank of agreement				
		5	4	3	2	1
		Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
28	I would be better quality of life if the new pension scheme coming earlier					
	Freedom and life control Dimension					
29	I am healthy enough to have my own independence					
30	I can please myself what I do					
31	The cost of things compared to my pension/income restricts my life					
32	I have a lot of control over the important things in my life					
	Social relationships Dimension					
33	My family, friends or neighbors would help me if needed					
34	I would like more companionship or contact with other people					
35	I have enough people who give me love and affection					
36	I would like more people to enjoy life with					
37	I have chance to learn more (formal/informal) if needed					
38	I always get support from anyone acquainted					
	Family Dimension					
39	I have good spouse/life partner which makes me happy					
40	I have good children/grandchildren which make me happy					
41	I have good close relatives which mostly make me happy					

Section 2 (Continued)

No.	Quality of Life Indicators	Rank of agreement				
		5	4	3	2	1
		Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
42	I still have to take responsibility for my spouse/life partner					
43	I still have to take responsibility for my children/grandchildren					
44	I still have to take responsibility for my close relatives					
	Neighborhood and environment Dimension					
45	I live in good surroundings					
46	I live in a good and safety house					
47	I feel safe where I live					
48	I can easily access to local shops, or services whenever I need					
49	I get pleasure from my home					
50	I find my neighborhood friendly					

Section 3: Any data/information that you need to tell the researcher

.....

.....

.....

.....Thank you very much for your cooperation

Appendix C

The in-depth interview guideline

Introduction (interviewer): “Hello (name_____). Thank you so much for taking the time to meet with me today. I really appreciate it. Before getting started, there are a couple of things I would like to cover.”

Purpose and Format of the Interview (Interviewer): “As a current student in the HuachiewChalermprakiet University Doctorate of Social Welfare Administration (DSWAM) Program, I am interested in developing a greater understanding of the new pension scheme in China. I will ask you a series of open-ended questions on this topic, and I will also ask one or more follow-up questions as you respond. The interview will last approximately 60 – 90 minutes.”

Confidentiality (Interviewer): “Everything you share in this interview will be kept in strictest confidence, and your comments will be transcribed anonymously, with omitting your name, anyone else you refer to in this interview, as well as the name of your current organization and/or past organizations. Your interview responses will be included with all the other interviews I conduct.”

Audio Taping (Interviewer): “To help me capture your responses accurately and without being overly distracting by taking notes, I would like to record our conversation with your permission. Again, your responses will be kept confidential. If at any time, you are uncomfortable with this interview, please let me know, and I will turn the recorder off.”

“Any questions before we begin?”

Part 1 – Initial / Background Questions:

1. Please tell me about yourself, both personally and professionally?
2. Please describe your current roles and responsibilities

Part 2 – Core Questions:

1. What is the existing new pension scheme?

Additional probing inquiries:

- 1.1 What are the government’s provisions of the new pension scheme?
- 1.2 What is your attitude and understanding about the new pension scheme?

- 1.3 What factors did the government consider when making the new pension polices?
- 1.4 How was the government's policy operation now?
- 1.5 Who should be responsible for the new social pension issues?
- 1.6 How accessible is this social policy to all of employees?
- 1.7 How long do you think enable people understand better for the new policy?
- 1.8 Should the new pension schemes for government employees be treated preferably the same or preferably differently than schemes for enterprise employees?

2. What is the problem of the former pension scheme?

Additional probing inquiries:

- 2.1 What were the risks involved of the former pension scheme?
- 2.2 Why has the government currently decided to focus on population aging issues?
- 2.3 How are we able to solve the issues?
- 2.4 How did define the contributions versus the benefits schemes in the former pension scheme?
- 2.5 How concerned are you about the new pension policy?

3. What is the difference of payment contributed by government and enterprise employees to pension scheme?

Additional probing inquiries:

- 3.1 Do you know approximately how much you & employer contribute to the new pension scheme to pay for your retirement benefits?
- 3.2 What percentage of your salary do you & employer contribute to the retirement plan?

4. What is the difference of benefit of government and enterprise employees from pension scheme?

Additional probing inquiries:

- 4.1 Why government believes that the new pension plan provided the greatest benefit at retirement?
- 4.2 Have you received any increases in your monthly benefit since the new pension police have been implemented?

- 4.3 How well you understand your retirement plan and estimate how much benefits you would obtain from this plan?
5. Do the government and enterprise retired employees have enough money to maintain satisfactory in their life?

Additional probing inquiries:

- 5.1 What type of organization do you work for?
- 5.2 At what age do you expect to retire?
- 5.3 What factors have you considered when thinking about when and how to retire?
- 5.4 Do you feel ready financially?
- 5.5 How would you rate your standard of living now?
- 5.6 How much each month do you think you are able to survive your life?
- 5.7 What is the average pension income now in Nanning?
- 5.8 What factors are the influences on satisfaction of life between the government and enterprises retired employees?
6. What is the difference feeling of government and enterprise employees from pension scheme?

Additional probing inquiries:

- 6.1 What are some basic features of different types of retirement plans?
- 6.2 How important is each to you in a retirement plan?
- 6.3 How well informed are you about the details of the new pension scheme?
- 6.4 How concerned are you regarding the impact on merge pension system?
- 6.5 How satisfied are you overall with the current retirement program offered by your employer?

Appendix D

The case study guideline

Introduction (interviewer): “Hello (name_____). Thank you so much for taking the time to meet with me today. I really appreciate it. Before getting started, there are a couple of things I would like to cover.”

Purpose and Format of the Interview (Interviewer): “As a current student in the HuachiewChalermprakiet University Doctor of Social Welfare Administration (DSWAM) Program, I am interested in developing a greater understanding of the new pension scheme in China. I will ask you a series of open-ended questions on this topic, and I will also ask one or more follow-up questions as you respond. The interview will last approximately 60 – 90 minutes.”

Confidentiality (Interviewer): “Everything you share in this interview will be kept in strictest confidence, and your comments will be transcribed anonymously, with omitting your name, anyone else you refer to in this interview, as well as the name of your current organization and/or past organizations. Your interview responses will be included with all the other interviews I conduct.”

Audio Taping (Interviewer): “To help me capture your responses accurately and without being overly distracting by taking notes, I would like to record our conversation with your permission. Again, your responses will be kept confidential. If at any time, you are uncomfortable with this interview, please let me know, and I will turn the recorder off.”

“Any questions before we begin?”

Part 1 – Initial / Background Questions:

1. Please tell me about yourself, both personally and professionally?
2. Please describe your current roles and responsibilities

Part 2 – Core Questions:

1. Life Overall

Additional probing inquiries:

- 1.1 How do you enjoy your life overall?
- 1.2 How do you think about the new pension scheme?

- 1.3 What do you expect to happen in the new pension scheme over the next 5-10 years?

2. Health

Additional probing inquiries:

- 2.1 How do you feel your physical energy?
 2.2 How often do you feel pain then need to take rest
 2.3 How often do you go out? Is it easier?
 2.4 How can you assist family members healthy?

3. Social Relationships

Additional probing inquiries:

- 3.1 Describe that how your family, friends or neighbors help you if needed.
 3.2 Describe that how you get love and affection from your family or friends.
 3.3 How would you like to meet new friends?

4. Family

Additional probing inquiries:

- 4.1 Who made you happier in family?
 4.2 How far do you stay with your family members?
 4.3 How do you have to take responsibility for family members?

5. Freedom & Life Control

Additional probing inquiries:

- 5.1 How do you spend on your own independence time?
 5.2 How do pension/ income restrict your life or not?

6. Neighborhood and environment

Additional probing inquiries:

- 6.1 Describe that how is your living surroundings.
 6.2 Describe that how is your neighborhood.
 6.3 How often do you meet your neighborhood?

7. Financial situation

What are the potential benefits from the new pension scheme?

Additional probing inquiries:

- 7.1 How much money do you think enough to maintain your life as employed?
 7.2 How do you plan your pension as employed?

7.3 How often do you get support from family members?

7.4 How do you deal with in case of unexpected crisis situation (sudden sickness)?

8. Psychological and spiritual achievement

Additional probing inquiries:

8.1 How is your feeling after retirement?

8.2 How do you achieve your personal goal?

8.3 How often do you join cultural/religious events?

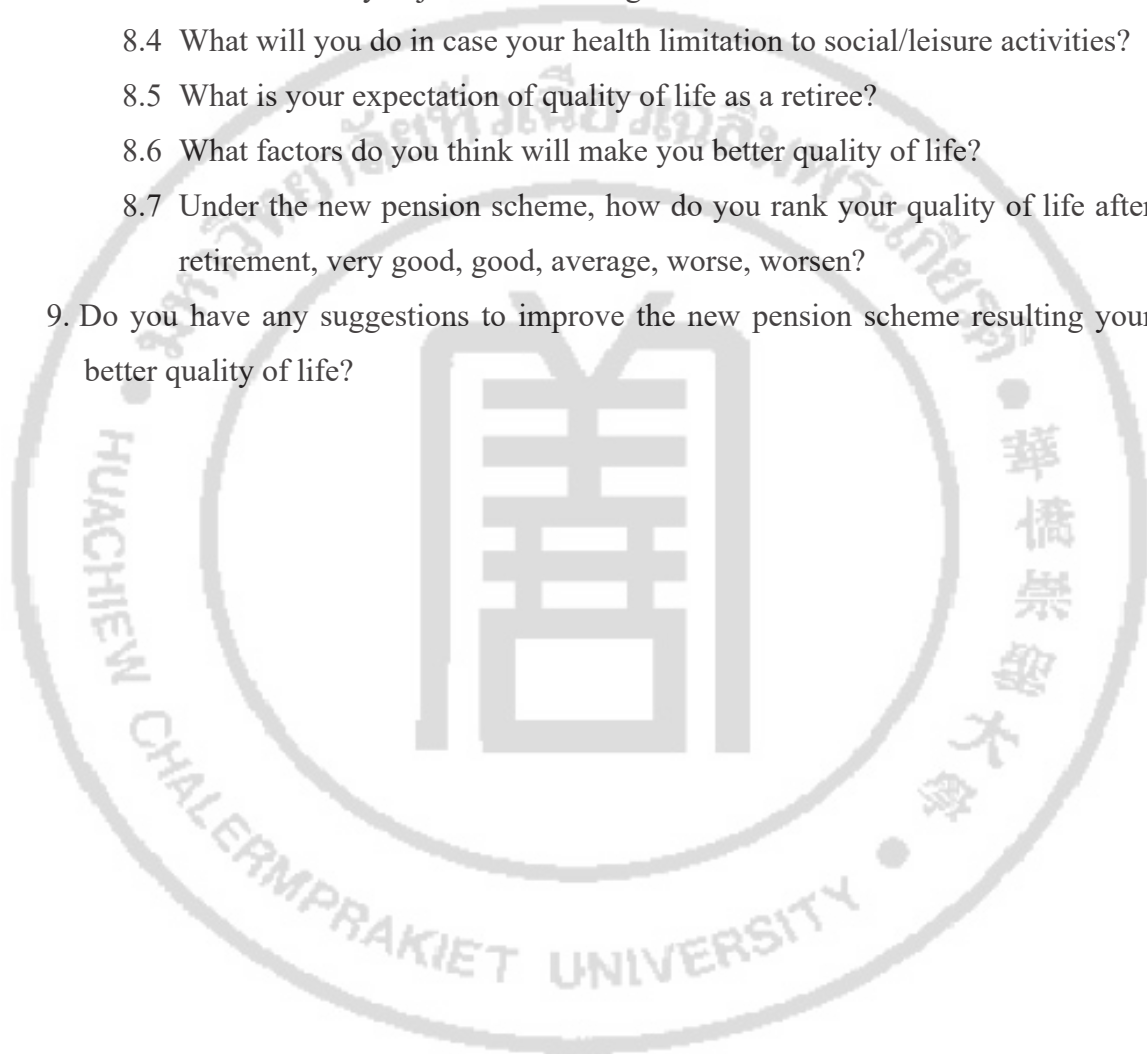
8.4 What will you do in case your health limitation to social/leisure activities?

8.5 What is your expectation of quality of life as a retiree?

8.6 What factors do you think will make you better quality of life?

8.7 Under the new pension scheme, how do you rank your quality of life after retirement, very good, good, average, worse, worsen?

9. Do you have any suggestions to improve the new pension scheme resulting your better quality of life?





เรียนรู้เพื่อรับใช้สังคม

Letter of Consent for Publication of Research

At Huachiew Chalermprakiet University
Date 20th July 2022

Mr. Jianwen Li Student ID 596083

Level Master's degree Ph.D.

Courses: Doctor of Philosophy field of study: Social Welfare Administration

Faculty: Social Work and Social Welfare Email: 814575164@qq.com

Title: The quality of life of the retirees under the new social security system

: A comparative analysis of government and enterprise retired employees in Nanning city, the People's Republic of China

(Thai Title): คุณภาพชีวิตผู้เกษียณอายุภายใต้ระบบความมั่นคงแบบใหม่: การวิเคราะห์เปรียบเทียบพนักงานเกษียณอายุราชการและวิสาหกิจในเมืองหนานหนิง สาธารณรัฐประชาชนจีน

Permit the Information Center at Huachiew Chalermprakiet University to publish my research to the public as an academic achievement through the Thai LIS research database system.

Not permitted

Sign.....*Jianwen LI*.....Researcher

(Mr. Li Jianwen)