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PRE-RETIREMENT PROGRAM FOR RETIRED ARMY IN MALAYSIA

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Abstrak

Kajian ini bertajuk Pra-Persaraan Program untuk Pesara Tentera di Malaysia. Kajian ini adalah mengenai program pra-persaraan yang disediakan oleh PERHEBAT. PERHEBAT adalah organisasi utama yang menganjurkan program pra-persaraan untuk Angkatan Tentera Malaysia (ATM). Secara umumnya, matlamat kajian ini adalah untuk mengkaji pelaksanaan dan keberkesanan program pra-persaraan untuk tentera bersara. Kaedah kualitatif akan digunakan dalam kajian ini. Sumber-sumber utama akan dikumpulkan dengan melakukan wawancara dan analisis statistik mengenai program pra-persaraan. Dapatan kajian menunjukkan bahawa terdapat beberapa faktor yang menyebabkan masalah-masalah yang dihadapi oleh ahli-ahli tentera tentera atau bekas dalam menyediakan diri secara mental, kemahiran, pengetahuan dan pengalaman untuk menghadapi hidup sebagai orang biasa, dengan itu melibatkan diri dalam bidang kerjaya. Faktor-faktor ini datang daripada sumber-sumber yang berbeza, iaitu peraturan-peraturan yang dikenakan oleh angkatan tentera, proses memilih program peralihan, pelaksanaan program, proses penyelarasan itu dan sikap ahli-ahli sendiri.

Kata Kunci: persaraan, pra persaraan, PERHEBAT, ATM.



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Abstract

The research is entitled **Pre-Retirement Program for Retired Army in Malaysia**. This research is mainly about the pre-retirement program that provided by PERHEBAT. PERHEBAT is the main organization that organized this pre-retirement program for Malaysia Armed Forces (ATM). Generally, the goal of this study was to examine the implementation and effectiveness of the pre-retirement program for retired army. The qualitative method will be use in this research. The primary sources would be collected by doing the interview and statistical analysis on pre-retirement program. The research finding shows that there are several factors causing the problems faced by the military or former military members in preparing themselves mentally, skills, knowledge and experience to cope with life as a layman, thus engaging in a career field. These factors come from different sources, namely the regulations imposed by the armed forces, the process of selecting a transition program, the implementation of the program, the adjustment process and attitude of its own members.

Keywords: retirement, pre-retirement, PERHEBAT, ATM.



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Table of Contents

Permission to Use	i
Abstrak.....	ii
Abstract.....	iii
Acknowledgement	iv
Table of Contents.....	v
List of Tables	vii
List of Appendices	viii
List of Abbreviations	ix
CHAPTER ONE INTRODUCTION	1
1.1 Background	1
1.2 Problem Statement	4
1.3 Research Objectives	7
1.4 Research Questions	8
1.5 Significant of the Study.....	9
CHAPTER TWO LITERATURE REVIEW	11
2.1 Introduction.....	11
2.2 Literature Review.....	11
CHAPTER THREE RESEARCH METHODOLOGY	18
3.1 Introduction.....	18
3.2 Research Method.....	18
3.3 In-depth Interview	21
CHAPTER FOUR FINDING	23
4.1 Introduction.....	23
4.2 Interview Finding	23
CHAPTER FIVE ANALYSIS	30
5.1 Introduction.....	30
5.2 Analysis.....	30
5.3 Suggestions	32
5.4 Future Study	36

CHAPTER SIX CONCLUSION	40
6.1 Conclusion	40
REFERENCES	42



List of Tables

Table 3.1: Proposition of the respondent	19
Table 4.1: Overall enrolment for the pre-retirement program for 2012.....	24
Table 4.2: Post-Retirement Courses.....	26



List of Appendices

Appendix A.....46



List of Abbreviations

ATM – Angkatan Tentera Malaysia
ATM PPSEV TBP – Program Pembangunan Sosioekonomi Veteran ATM Tidak Berpencen
BOS - Blue Ocean Strategy
CIDB - Construction Industry Development Board
FITEC - Furniture Industry Technology Center
IKK – Institut Kemahiran dan Keusahawan
JHEV – Jabatan Hal Ehwal Veteran
JPK - Jabatan Pembangunan Kemahiran
JPPK – Jabatan Penyelidikan dan Pembangunan Kompetensi
MARDI – Malaysian Agricultural Research and Development Institute
MOD – Ministry of Defence
NGO – Non Governmental Organization
NRA-USA - National Restaurant Assosiation
PBTM – Persatuan Bekas Tentera Malaysia
PERHEBAT – Perbadanan Hal Ehwal Bekas Angkatan Tentera
PMAT – Perintah Majlis Angkatan Tentera
PPUV – Program Pembangunan Usahawan Veteran
RMK 10 – Rancangan Malaysia Ke-10
SPAN - Suruhanjaya Pengurusan Air Negara
SPM – Sijil Pelajaran Malaysia
SRP – Sijil Rendah Pelajaran
ST - Suruhanjaya Tenaga
TAFE – Technical and Further Education

CHAPTER ONE

INTRODUCTION

1.1 Background

Back to the public after years of serving in the Armed Forces (ATM) may not be easy for retired army encountered. To adapt to the new environment would be quite difficult in the beginning, especially if the pensioner get involved in a career that is quite different from the work area before. To overcome the problem, the ATM provides a transition to the training program prior to terminating the service to enable them to acquire the skills and experience to step into the world of public.

For military personnel, particularly for lower-ranking officers were given the choice to serve in the Armed Forces. Length of service in the armed forces is 10 years, 13 years, 15 years, 18 years, 21 years, 22 years and 23 years. However, the present members of the military can serve up to 25 years if their services are needed. Minimal level of education received at one time is six degrees or *Sijil Rendah Pelajaran* (SRP) and *Sijil Pelajaran Malaysia* (SPM).

After reaching a certain period, the soldiers are going through the retirement process. For military retirees, retirement occurs due to a number of factors that allow them to retire the mandatory retirement in a timely manner or voluntary. This means they can retire on completion of service. Next, the soldiers who have health problems and is

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