

## **CHAPTER 5**

### **SUMMARY, CONCLUSION AND RECOMMENDATION**

#### **1.1 Introduction**

Chapter 5 contains the conclusions, the relationship between the variables under study, and the researcher's recommendations based on the obtained results.

#### **1.2 Summary of the findings**

1. There is a significant influence of financial literacy on retirement planning.
2. There is a significant influence of gender on retirement planning.
3. There is a significant combined influence of financial literacy and gender on retirement planning.

#### **1.3 Relationship Between Determining Factors**

1. The significant influence of financial literacy on retirement planning, as evidenced by the robust statistical findings ( $t = 9.938$ ,  $p = 0.000$ ; unstandardized  $B = 0.412$ ), underscores the importance of addressing financial education initiatives within retirement planning programs
2. The t-test results, indicating a t-value of 2.149 with a significance level of 0.034, suggest a statistically significant relationship between gender and retirement planning.
3. The F-test results, with an F-value of 49.381 and a significance level of 0.000, indicate that the overall regression model, which includes both Financial Literacy and Gender as predictors, is statistically significant. The coefficient of determination results presented in Table 4.7 indicate that the regression model has an R value of 0.710, suggesting a strong positive correlation between the independent variables (Financial Literacy and Gender) and the dependent variable (Retirement Planning). The R Square value is 0.505, meaning that approximately 50.5% of the variability in Retirement Planning can be explained by Financial Literacy and Gender. The Adjusted R Square value, which

accounts for the number of predictors in the model, is 0.494, indicating that even after adjusting for the number of variables, the model still explains about 49.4% of the variance in Retirement Planning.

#### **1.4 Recommendation**

Based on the conclusions above, the researcher provides the following recommendations:

1. Enhance Financial Education Programs

Given the significant influence of financial literacy on retirement planning, it is crucial to implement comprehensive financial education programs targeted at young adults in Malaysia. These programs should focus on key aspects of retirement planning, such as savings, investment strategies, and risk management. Educational institutions, employers, and government agencies should collaborate to provide accessible and engaging financial literacy workshops and resources.

2. Promote Gender-Sensitive Financial Planning Initiatives

The significant impact of gender on retirement planning suggests the need for gender-sensitive approaches in financial planning. Policymakers and financial institutions should develop and promote retirement planning tools and resources that address the unique financial challenges faced by different genders. This includes considering factors such as income disparities, career interruptions, and caregiving responsibilities that disproportionately affect women.

3. Encourage Early Retirement Planning

To maximize the benefits of financial literacy and gender-specific strategies, it is essential to encourage young adults to start planning for retirement early in their careers. Awareness campaigns and incentive programs, such as tax benefits or matching contributions, can motivate young adults to begin saving and investing for their future retirement.

4. Implement Supportive Policies and Programs

Government policies and programs should support the enhancement of financial literacy and address gender disparities in retirement planning. This could include mandating financial literacy education in school curricula, offering subsidies or grants for financial education programs, and creating policies that promote equal pay and work-life balance.

5. Foster a Culture of Continuous Learning

Financial markets and retirement planning options are constantly evolving. Therefore, fostering a culture of continuous learning among young adults is vital. Regular updates, seminars, and online courses on financial topics can help individuals stay informed about the latest trends and best practices in retirement planning