Determinants of Investment Decisions among Retirables: Towards an Investment Planning Model

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ABSTRACT

This study is about the determinants of investment decisions among retirables to evaluate their preparedness of retirables in terms of investment before they retire, the perceived factors that influence them to invest, and their knowledge and education in financial management. It also creates an investment planning model that will fit the needs of the individual depending on their income and risk appetite to invest. The study uses a descriptive correlational method, and the results revealed no significant difference between the respondents according to the three determinants (Investment Behavior, Financial Preparedness, and Investment Influencers). Therefore, they do not differ in terms of determinants in making decisions. However, there was a significant

relationship between investment determinants of retirables and investment influencers. The correlation of 0.864 between investment determinants and investment influencers for the retirables was highly correlated and statistically significant. The investment determinants influence investment decision-making; thus, it is claimed that determinant factors are extremely important to implement their investment plan for retirement preparedness. Consequently, knowing the investment determinant behavior is the key to practicing Investment planning. It is recommended, therefore, to strengthen the level of financial preparedness and education of employed people at an early age to raise awareness and improve their understanding of financial risks when they are no longer earning (retired) and make necessary investments.

INTRODUCTION

Investment is defined as accumulating money into an asset with the expectation of capital appreciation, dividends, and/or interest earnings or services. Investors invest in direct or indirect investments. Investment is an art and science having rules and regulations. It requires thorough knowledge and practical experience to assist one in choosing what is better among the various available investment opportunities in the market. To have a sound investment portfolio, there is a need for knowledge and information about the investment process, risk spread, returns, etc. This awareness is a continuous process and would be learned from the market as they stick to it, but that would be costly to learn the hard way to make losses (Clark & d'Ambrosio, 2003).

In the Philippines, Banko Sentral ng Pilipinas, other financial institutions, and other government agencies have been organizing programs to increase personal financial consciousness on the values and benefits of being financially empowered. Specifically, BSP Economic and Financial Learning Program (BSP-EFLP) has been expanding investment awareness programs to spread awareness and knowledge regarding investments, including understanding financial issues, financial decisions, and choices (BSP Economic and Financial Learning Program, 2015).

The economy of a country is driven by investment and consumption. Investment leads to capital formation, while consumers can be attained if individuals have income and save for future consumption. Savings lead to investments. In the Philippines, the household sector occupies the prime place as far as saving is concerned compared to institutional sectors, whether private or public. Governments worldwide would like households to save, as personal

saving comprises the largest segment of national savings in most countries. Savings from the corporate sector follows, with government savings being the least or negligible in most countries. According to economists and central bankers, a rise in domestic savings is necessary for the sustained economic growth of a country (Ferrolino, 2019).

Every individual makes and earns money to meet their personal needs or fulfill the family's fundamental needs. Income earned generally supports immediate expenses or is saved to meet future needs. Those who spend less than what they earn end up with savings. These savings can be accumulated and grown to fund various goals, such as education, marriage, vehicle purchase, house purchase, acquiring any other asset, medical emergencies, and meeting post-retirement financial needs. Based on the results of our study, the amount saved is not held in cash but invested in different asset classes or investment avenues to a return, which can be in the form of regular income, capital appreciation, or sometimes both.

OBJECTIVES OF THE STUDY

The motivation for this study is to depict the effectiveness, influence, and role of external social mediums like agents, brokers, consultants, and media in investor awareness programs organized by e-governance services. This study aims at understanding and knowing the determinants of investment decisions of employees in the private and public sectors as the basis for an investment planning model among retirables.

METHODOLOGY

Research Design

This study employed mixed methods. A mixed methods research design is a process for collecting, analyzing, and "combining" quantitative and qualitative research and methods in a single study to understand a research problem. The first part of the study consists of a series of well-structured questionnaires. At the same time, the other part is semi-structured interviews with key respondents in participating organizations. Interviewing employees is important to know how they feel about their current investment practices and to validate their responses in the questionnaire.

Research Site

The study was conducted in Dumaguete City, the capital city of Negros Oriental, where despite its smallness, numerous businesses are being established. Dumaguete City prided itself as the City of Gentle People and has been referred to as the university town due to the presence of universities that have made their mark nationally and abroad and some colleges where students of the province converge to enroll for tertiary education.

Respondents

The researcher surveyed private and public employees with investments, aged 45 to 60 years old, in various institutions. Private institutions, namely: cooperatives, banks, shipping companies, Business Process Outsourcing (BPO), Schools, Motor/automobile companies, hospitals, and construction industries, comprised the private agencies. For public institutions: government-owned banks, Schools for both tertiary and Basic Education, Department of Social Welfare and Development (DSWD), government hospital, Philippine National Police, Division Office of Negros Oriental, Department of Justice employees, and city government. There were 65 respondents from the government, and 65 from the private sector, who composed the 130 respondents.

Instrumentation

The researcher used a survey questionnaire as a primary tool for the study. The survey Questionnaire was divided into four (4) parts, namely: the profile of the respondents, determinant factors in investment decisions, financial preparedness, and investment influencer of respondents. Furthermore, the pre-test is conducted to make the tool valid in terms of content and consistency. The pilot study administered the questionnaire to 20 public and private employees per the statistician's advice. The Cronbach Alpha during the pre-test was .801. This means that the tool used was highly acceptable.

Data Gathering

Before the data gathering, consent from the respondents themselves was sought. Respondents were required to sign an informed consent form before the survey. Prompt questions will be used to clarify some statements of the participants. Before the analysis, data coding of responses and analysis were made. Data obtained from the questionnaire were coded to analyze the data obtained, and this involved identifying, classifying, and assigning a numeric or character

symbol to data, which was done in only one way pre-coded.
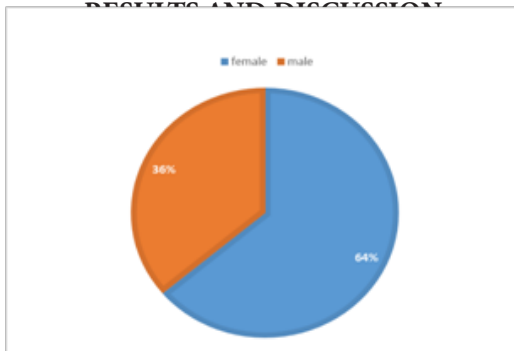
Figure 1. Respondent's Sex

Figure 1 shows that most of the respondents were females, 64%, while males constituted 36%. This would mean that out of 130 respondents, 83 were females compared to 47 males.

Women, in general, are savers, according to the Association of Bankers 2013 report. Even in the Philippines, recently, a large number of new bank accounts were opened. In rural areas, a major part of the new accounts is opened in the names of women, according to the report released in 2016 by Philippine National Bank, resulting in a greater contribution by women.

Figure 2. Respondent's Age

The age bracket of the respondents is shown in Figure 2. Most of the respondents are within the range of 45-50 years old (57%), followed by 56-60 years old (22%), and lastly, 51-55 years old (21%). This would show that most of

the respondents are in their mid-year life.

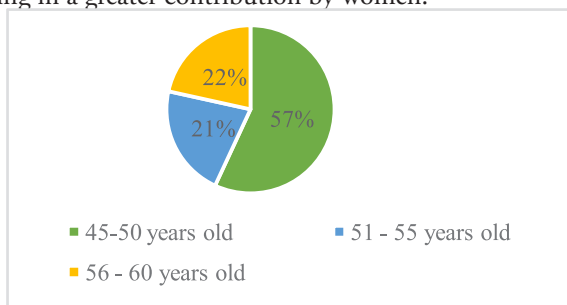In their study, Keating and Marshall (1980) concluded that, on average, individuals do not become interested in retirement finances until they are 48. The study also reflected that most of these people start to engage in business while just about to retire or even when they have retired. However, it's never too late to begin sound financial planning, and one can avoid unnecessary difficulties by starting to plan early. Existing saving for future consumption requires undertaking the trade-off between spending and saving. One can be considered prepared for retirement when accumulated savings is adequately high to generate an income equal to a given pre-retirement level of consumption (Yuh et al., 1998).
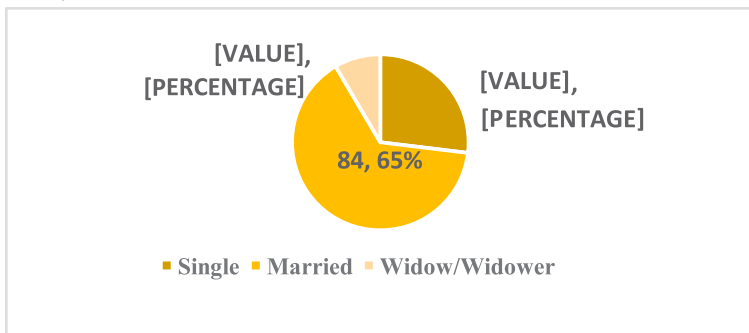
Figure 3. Respondent's Civil Status

This figure presents the civil status of the respondents. There were 84 (65%) out of 130 respondents who were married; 11 (8%) were widows; 35 (27%) were single. The result tells us that there are more married respondents, and their spouses are still alive. The next in rank were single employees.

Figure 4 shows the employment category of the respondents. Of the 130, fifty percent work in government agencies, while the other half are employed in private agencies. In the result of a study by Blank (1985), putting other things equal, government employment is favored. In addition to the result of Blank's study, highly educated and more qualified workers are more likely to choose the public sector for employment.

Figure 4. Type of Employment Agency

Based on the correlation between occupation and investment objective, it was found that investment objective had no relation to the occupation of the respondent. Liquidity and tax reduction were found to be the two important criteria for the selection of the investment portfolio in this study. It was found that liquidity was the most important factor when choosing an investment portfolio for government employees and private entrepreneurs.

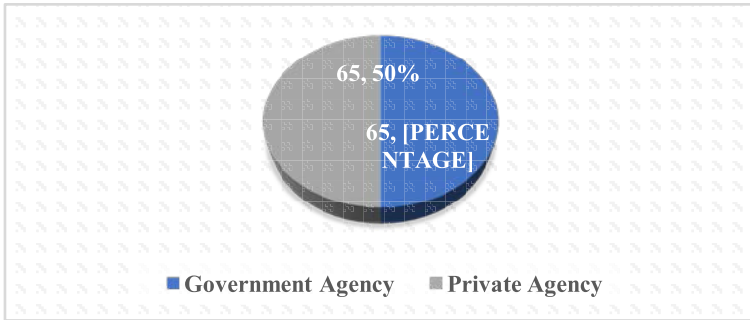On the level of education among respondents, there were 83 (64%) "College graduates," 29 (22%) attained up to a "master's degree," while 10 (8 %) had a doctoral degree. Vocational or technical course account for 7 (5%), other degrees (Medicine) only 1(1%). This implies that most or more than half of the retirees belong to the "college level" category. Based on the result, most respondents had not prepared themselves for higher education, which is perceived to be important for their rank. Higher educational attainment is important to have higher ranks, which results in higher benefits upon retirement. It manifests "extremely important," which they could have possibly done during their employable productive years.

Table 1

Respondent's Income Per Month

Income Range	Frequency	Percentage
Php 15, 000 below	13	10
Php 15, 001 – Php 25, 000	25	19
Php 25, 001 – Php 35, 000	19	15
Php 35, 001 – Php 45, 000	21	16

Income Range	Frequency	Percentage
Php 45, 001 – Php 55, 000	15	12
Php 55, 001 – Php 65, 000	12	9
Php 65, 001 – Php 75, 000	6	5
Php 75, 001 and above	19	15
Total	130	100

Table 1 presents the estimated income of the respondents per month. Among the 130 respondents, 19% have an income range of Php 15,001 – Php 25,000, while an income range of Php 35,001 – Php 45,000, 16% percentage, while the lowest percentage of 5% is an income range of Php 65,001 – Php 75,000.

As shown in the table, the income brackets simply show that more than half are below the poverty line threshold. Those who fall below the 15,000php income bracket. The concerned respondents may be labeled "income poor" for having only P500 or less to spend on daily consumptions, including maintenance of prescribed medicines for geriatrics. Only 21 retirees belong to the above P35,000php -45,000php income level. This could probably be the 29 with master's degrees who may receive higher pay and those perhaps with other investments.

Table 2
Family's Life Expectancy

Age Range	Frequency	Percentage
Less than 60 years old	8	6
61- 70 years old	26	20
71 – 80 years old	45	35
81 – 90 years old	43	33
91 years old and above	8	6
Total	130	100

The table above represents the family life expectancy of the respondents. The highest belongs to 71-80 years old (45 or 35%), followed by 81-90 years old (43 or 33%). This would mean that the respondents' siblings can enjoy their remaining years after retirement, in which their investment is more needed during these years. Lastly, the more years between today and their retirement, the

more their money has to grow.

Current, at retirement, and death – Ages (Current, at retirement, and death) provides the length of the savings and retirement periods. The first age is given, but the latter two must be estimated. The age at retirement is a goal associated with the model. Age at death is based on the expected life span of each household member. Statistics report that the average life expectancy for a male is 77 years, while for females, it is 82. With some margin of safety, these figures could be used in the model.

Table 3
Current Investment Availed

Investment Availed	Frequency
Regular Savings Account	121
Time Deposit Account	52
Jewelries (Silver, Gold, et al.)	51
Additional Health Insurance	43
Additional Retirement Plan/Insurance	41
Real Estate (rentals, buy and sell)	41
Mortuary Fund	38
Pag-Ibig MP2	34
Investment Insurance	34
Mutual Fund	26
Foreign Currency Deposit	22
Current Account (Check)	21
Unit investment Trust Fund (UITF)	17
Provident Fund	16
Stocks	15
Long-Term Negotiable Certificate of Deposit (LTNCD)	8
Retail Treasury Bonds (RTBs)	6
Retail Treasury Bills (RTBs)	5
Peer-to-Peer Lending	1
Sand and gravel	1

Table 3 shows the current investment availed by the respondents. Regular saving with a frequency of 121 is ranked first, while Peer-to-Peer Lending and

sand and gravel are ranked last in the list of current investments.

Finally, analyzing the number of respondents with investments in banks and cooperatives, it seems that only a few made their investments outside these categories. For comparison's sake, in mutual funds, only 26 15 are in stock investment and only 16 with a provident fund. The highest investment where the respondents put their money is in regular cooperative savings. Almost all the respondents agree that investment in banks and cooperatives is very important.

Samudra and Bhurghate (2012) carried out a study to understand the investment behavior among middle-class investors from Nagpur. The study found that bank deposit was the most preferred investment option, followed by life insurance Investment in provident funds and post office deposits were in the third and fourth place. This is similar to the findings of (Gupta & Agarwal, 2013). Real estate was found to be the least preferred investment avenue. Investment in equity was not figured in the preferred investment avenue across all age categories.

The survey conducted by the Federal Reserve in 2019 found that nearly four in ten Americans wouldn't be able to pay an unexpected expense of just $400 with cash or savings. Over 63% of African Americans and 69% of Latinos had not even designated one penny for retirement. Those two racial groups within the United States would form more than 50% of the population by 2050. Then it would not be a brown or a black problem. It would either be an American crisis.

Table 4

Reasons for availing of Investment

Responses	Frequency
As a retirement preparation	86
Peace of mind	77
Financial independence from family	66
Preparation for aged-related diseases	66
Attain financial goals	62
Supplements for retirement	58
As passive income	57
Future business	54
A means for force savings	37
To support others	25
For the children	1

Table 4 presents the reasons for having an investment. Although almost all items mentioned, the respondents feel it is the number one reason for retirement preparation, probably because they think their retirement benefits are insufficient. On the other hand, others invest in supporting their children ranked last. As per the interview found in appendix B, according to some, 'Investing to achieve financial goals can be exciting and challenging. And most of the participants say the reason they invest is for the family and future emergency uses, for health, retirement preparation, and backups.

Table 5
Financial Status

Indicator	Private		Government	
	WM	Description	WM	Description
I can handle a major unexpected expense	3.69	Agree	3.87	Agree
I am securing my financial future	4.14	Agree	4.05	Agree
With my financial situation, I feel like I will never have the things I want in life	2.94	Neutral	3.98	Agree
I can enjoy my life because of the way I am managing my money	3.74	Agree	4.05	Agree
I can pay my debts and loans on time	4.15	Agree	4.33	Strongly Agree
My investment amounts are based on my current financial status and incomes	3.85	Agree	3.8	Agree
I only invest in instruments that are within my financial capability	4.12	Agree	4.02	Agree
I segregate a portion of my monthly income for investment purposes	3.83	Agree	4.25	Strongly Agree
The investments amount I have changed according to my incomes	3.89	Agree	3.82	Agree
CWM	3.82	Agree	4.01	Agree

Part two measures the investment determinants of the respondents. Table 5 shows the results of the first determinant, financial status. The government employees strongly agreed that they could pay their debts and loans on time and segregated a portion of their income for investment purposes with a respective weighted mean of 4.22 and 4.25. Among other statements, both the government and private employees agreed. This would mean that the respondents have a

common understanding of the statements about their financial status.

Table 6

Risk Taking Behavior

Indicator	Private		Government	
	WM	Description	WM	Description
I Put my money on an investment that I am sure of interest (Savings Accounts, Savings Bonds, Money market funds, etc.)	4.12	Agree	4.28	Strongly Agree
I put my money into mutual funds, real estate, and other related products.	3.38	Agree	3.77	Agree
I put my money on high-earning investments like stocks, currency trading, and high-yield bonds.	3.37	Neutral	3.31	Neutral
CWM	3.66	Agree	3.78	Agree

The risk the respondents take determines how they invest their money and whether it gives a higher income. The table above shows that government employees strongly agreed (wm 4.28) on putting their money on an investment that will earn sure interest, while private employees only agreed (wm 4.12). This simply means that most of the respondents are low-risk takers. However, government employees are lesser compared to their private counterparts.

Risk tolerance is an important factor influencing many personal financial decisions (Snelbecker et al., 1990). Risk tolerance is an underlying factor within financial planning models, investment suitability analyses, and consumer decision frameworks. The debt versus savings decision individuals regularly makes, the type of mortgage selected, and the use and management of credit cards are examples of situations where a person's financial risk tolerance can influence behavior (Campbell, 2006).

Table 7

Investment Performance

Indicator	Private		Government	
	WM	Description	WM	Description
I experienced gains or income from investment	4.05	Agree	4.08	Agree
I make my expected rate return of my investment	3.68	Agree	3.74	Agree

I use my expected rate of return as the basis for choosing an investment option	3.74	Agree	3.77	Agree
I invest in instruments with the highest return	3.58	Agree	3.62	Agree
I find unit trust to have a lower investment return	3.00	Neutral	3.52	Agree
The expected revenue of an instrument affects my investment decision	3.65	Agree	3.94	Agree
My recent investment meets my expectation.	3.77	Agree	3.97	Agree
My rate of return is equal to or higher than the average return rate of the market.	3.29	Neutral	3.83	Agree
I feel satisfied with my investment decisions last year (including selling, buying, choosing stocks, and deciding the stock volumes).	3.57	Agree	3.62	Agree
CWM	3.59	Agree	3.79	Agree

Table 7 shows the investment performance of the respondents. Government and private employees agreed on all statements about their investments except for two items. In contrast, private employees were neutral on finding unit trust as having a lower investment return. They experienced that the return rate is equal to or higher than the average rate of return of the market. Experiencing gains or income from investment got the highest weighted mean (4.05, private) and (4.08, government). Nobody disagrees that investing does not work, which would mean that there is real income from investment. In line with the interview, the interviewees' profit from their respective investments, and according to most of them, they just use the profit for necessities and or reinvest it. Moreover, although government employees rated higher, there is only a slight difference in the weights between the two groups of employees.

Table 8
Sources of Investment Information

INDICATOR	Private		Government	
	WM	Description	WM	Description
I choose the information that is published by investment banks and financial institutions	3.71	Agree	3.54	Agree

I also utilize the information that experts publish to aid my investment decisions	3.69	Agree	3.63	Agree
I had formal education concerning business, finance, investment, and financial management	3.43	Agree	3.92	Agree
I rely on the advice of my friends, relatives, and co-workers who have investments themselves	3.57	Agree	3.80	Agree
I refer to investment websites	3.23	Neutral	3.45	Agree
I rely on professional Advisers	3.46	Agree	3.62	Agree
I consider the past revenues and prices of the products in the market when making decisions.	3.60	Agree	3.69	Agree
CWM	3.53	Agree	3.66	Agree

Sources of investment information are the key to having a good investment. Table 8 shows that both respondents agreed that all sources of information aid them in choosing the kind of investment to take.

Table 9
Financial Preparedness

INDICATOR	Private		Government	
	WM	Description	WM	Description
It helps me understand how much money I spend and save.	4.42	Extremely Important	4.09	Very Important
Helps me know the current net worth.	4.09	Very Important	3.71	Very Important
Helps me prepare better during the time of emergency.	4.25	Extremely Important	4.03	Very Important
Enlightens me to save and create income flow.	4.14	Very Important	3.82	Very Important
Allows me to help boost our country's economy.	3.34	Very Important	3.05	Very Important
Allows me to invest for retirement.	4.14	Very Important	3.89	Very Important
Helps me equip myself with the knowledge and skills I need to manage money effectively.	4.14	Very Important	4.15	Very Important
It helps me become self-sufficient and achieve financial freedom.	4.29	Extremely Important	4.20	Very Important

INDICATOR	Private		Government	
	WM	Description	WM	Description
It enables me to understand what is needed to achieve a financially balanced lifestyle and sustainable life.	4.22	Extremely Important	3.98	Very Important
It can help me ensure that I have enough savings for a comfortable retirement.	4.20	Very Important	3.98	Very Important
CWM	4.12	Very Important	3.89	Very Important

Financial capability is an eclectic construct that cuts across many aspects of one's life and is essential to one's overall financial wellness (Joo, 2008). One must be knowledgeable about mathematics, financial products, taxes, and numerous other issues at a macro level while also being able to deploy this knowledge strategically, in the context of long-term planning, and tactically, in day-to-day affairs (Braunstein & Welch, 2002).

The findings in Table 9 highlight the respondents' perceptions of the importance of financial preparedness. The result indicates that respondents find it extremely important that financial preparedness has helped them become self-sufficient and achieve financial freedom, with a weighted mean of 4.20. In contrast, they find it fairly important that financial preparedness has helped boost the country's economy, with a weighted mean of 3.05.

The finding further emphasizes the need for all government instrumentalities and private educational institutions to venture into financial education schemes to raise awareness of the entire Filipino citizenry to undergo a sustaining financial literacy program for everyone. Thus, elevating the quality of life or standard of Filipinos in taking care of their finances while they were still young as they prepared themselves for life beyond the threshold of retirement age.

Financial preparedness is the beginning of an individual's journey toward financial freedom. The possession of skills allows people to make smart decisions with their money. In the Philippines, there are a lot of financial educators who share their knowledge and help Filipinos to be financially literate. With proper knowledge, everyone can make the right decision, take action, and prepare a good investment plan.

Investment Decision Influencers
Culture
The first reason why respondents were able to invest. Being the breadwinner

in the family, followed by supporting their parents in times of their need, was considered very influential to both government and private employees.

Supporting their niece/nephews, religious support and encouragement, and the practice of the family to invest and save, were both rated as fairly influential. This culture sometimes prevailed in Filipinos to save money for their future security. Respondents said, "They should help because giving is more fulfilling than receiving."

This was attested during the interview when some participants said that they invest because they are the breadwinner of the family or that they support their parents, nephews, and nieces.

Attitude and Values

The data shows the attitude and value orientation of the respondents as to what moved them to invest. Both private and government employees rated as very influential in that they save even how minimal their income, while rated as slightly influential private employees is they invest in sustaining their love for shopping, buying gadgets, clothes, and appliances, among others.

Family Pressure

Family pressure could hamper investment plans. Giving back to their parents, coping with the family's monthly bills, and giving back to their parents as a payment of gratitude were very influential for private employees. Government employees considered family pressure as fairly influential. Like that attitude and values, private and government employees differ in ratings.

Investment Education

Investment education is the last reason that influenced the respondents to invest. As shown in the previous page, training, seminar, or workshop on investment encourage them to invest, investment decisions interest them, and they find it easy to understand and apply investment strategies. Both government and private employees unanimously agreed that education is very influential for them, therefore, very important.

Need for financial literacy and financial education are a must and is very vital in managing one's finances. A sustainable provision for training, seminars, and workshops must be conducted among middle-aged and post-middle-aged people, especially the young generation. The academe must educate our young

generation on how to make, save, accumulate, and protect money.

Table 10

Significant Difference between Government and Private Employees in Terms of Determinants in Making Decisions

Test Variables	Sig. @ p=0.05	Decision	Remarks
Financial Status	0.166	Accept the null hypothesis	No Significant
Risk Behavior	0.743	Accept the null hypothesis	No Significant
Investment Performance	0.117	Accept the null hypothesis	No Significant
Sources of Investment Information	0.145	Accept the null hypothesis	No Significant

Table 10 shows the difference between government and private employees in terms of determinants in making investment decisions. An independent sample t-test was conducted to compare the difference between private and public employees regarding what made them decide to invest. The result shows that there was no significant difference between the respondents according to the four variables mentioned with a sig value of 0.166 (for financial status), 0.743 (for risk-taking behavior), 0.117 (for investment performance), 0.145 (for sources of investment information) @ p=0.05. Therefore, they don't differ in terms of determinants in making decisions.

Table 11

Significant Relationship between Respondents' Investment Determinants and Investment Decision Influencers

Test Variables	Correlation Coefficient	Sig @ p=0.05	Decision	Remarks
Investment Determinants and Investment Decision Influencers	r=0.864	0.036	Reject the null hypothesis	Significant

Coefficient of Correlation
0.0 - ±0.01 – Little Correlated
±0.02 - ± 0. – Weak Correlated
±0.04 - ± 0.7 – Correlated
±0.07 - ± 0.9 – Strong Correlated
±0.09 - ± 1.0 –Very Strong Correlated

The results show that the correlation coefficient for investment determinants and investment decision influencers was r=0.864 was significant at p=.036

@ 0.05 level of significance. Therefore, there was a statistically significant relationship between investment determinants of retirables and investment decision influencers. Based on the results, the decision was to reject the null hypothesis since the p-value of .036 was lower than the 0.05 level of significance. The correlation of 0.864 between investment determinants and investment decision influencers for the retirables was highly correlated and statistically significant. This means that the four investment determinant behaviors influence their investment decision. Most respondents claimed these determinant factors are extremely important to implement their investment plan for retirement preparedness. The investment influencers do not prevail over them to have additional investment; thus, knowing the investment determinant behavior is the key to practicing Investment planning.

Though significant numbers of the movement collaborated by BSP and other financial institutions, there are still various areas wherein financial planning is necessary. It is evident that most of the respondents were female, married and middle age and in their prime years; they have a decade or more to invest and prepare for a secure and happy retirement. This is because the majority have a life expectancy of living up to 71 – 80 years old, this means that they can enjoy life after retirement, and the more years between today and their retirement, the more years their money has to grow. Furthermore, most respondents have a college degree and earn between 25,000php - 55,000php belonging to the lower-middle to middle-class income bracket in the Philippines.

In a typical Filipino family culture, the woman is responsible for budgeting funds for the family. Being the "finance officer," she needs to think about what is needed daily and ensure that the family and her future are secured. Thus, family-oriented, they set aside investments for future use, peace of mind, and preparation for retirement. And most of the investments are into savings, time deposits and jewelry pieces. This means being secure and putting investments with sure returns.

The key factors that drive them to think and behave in such a way are influenced by their current financial status, risk-taking behavior, the investment performance of their existing investment, and course, the knowledge and information they have acquired.

There is still a need for an investment planning model because even if the research confirms that respondents have investments, most of them started investing only later in their careers and only focused on low-risk and low-return investments. They must be educated and trained to diversify their portfolio to have various income streams today and when they retire.

Lastly, it is relevant that investment planning decisions should not only focus on retirables, but target young professionals, newbies in the workplace, and low income both in public and private institutions. This is to help them ensure financial freedom and happy retirement.

CONCLUSION

Though significant numbers of the movement collaborated by BSP and other financial institutions, there are still various areas wherein financial planning is necessary.

Most respondents were female, married and middle age and in their prime years. They have a decade or more to invest and prepare for a secure and happy retirement. This is because the majority have a life expectancy of living up to 71 – 80 years old, this means that they can enjoy life after retirement, and the more years between today and their retirement, the more years their money has to grow. Furthermore, most respondents have a college degree, earn between Php 25,000 and Php 55,000, and belong to the lower-middle to middle-class income bracket.

In a typical Filipino family culture, the woman is responsible for budgeting funds for the family (Tiongson, 2018). Being the "finance officer," she needs to think about what is needed daily and ensure that the family and her future is secured. Thus, family-oriented, they set aside investments for future use, peace of mind, and preparation for retirement. And most of the investments are into savings, time deposits and jewelry pieces. This means being secure and putting investments with a sure return.

The key factors that drive them to think and behave in such a way are influenced by their current financial status, risk-taking behavior, the investment performance of their existing investment, and course, the knowledge and information they have acquired.

There is still a need for an investment planning model because even if the research confirms that respondents have investments, most of them started investing only later in their careers and only focused on low-risk and low-return investments. They must be educated and trained to diversify their portfolio to have various income streams today and when they retire.

Lastly, it is relevant that investment planning decisions should not only focus on retirables but target young professionals, newbies in the workplace, and low-income both in public and private institutions. This is to help them ensure

financial freedom and happy retirement.

TRANSLATIONAL RESEARCH

The result of this study can be interpreted into an investment planning model that can serve as a basis for decision-makers and responsible bodies to become aware of the current financial situations of our retirables. Whether government or private, institutions may find ways or create additional programs to assist retirables with investment planning to have a worry-free and satisfied retirement when they retire from work.

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