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Determinants of Retirement Planning and Retirement Readiness among Indonesian Civil Servants: The Roles of Financial Literacy and Financial Risk Tolerance

Jenny Pardede[1*], Umi Widyastuti[2], I Gusti Ketut Agung Ulupui[3]
Faculty of Economics and Business, State University of Jakarta
Corresponding Author: Jenny Pardede jenny: pardede@gmail.com

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A B S T R A C T
This study examines retirement planning and retirement readiness among Indonesian civil servants by evaluates how variations in financial literacy and individual financial risk tolerance influence these preparatory behaviors. Using a quantitative approach, data were collected through an online survey of 208 civil servants from Institution X in Indonesia and analyzed using PLS-SEM with SmartPLS 4. The findings show that financial literacy significantly affects financial risk tolerance, retirement planning, and retirement readiness. Financial risk tolerance also significantly influences retirement planning, while retirement planning significantly improves retirement readiness. Retirement planning further mediates the effects of financial literacy and financial risk tolerance on retirement readiness. These results imply that improving financial literacy and structured retirement planning is essential to strengthen civil servants' retirement preparedness.

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INTRODUCTION

Demographic shifts toward an older population present significant global challenges for pension frameworks and the economic security of elderly populations. Enhanced medical interventions and elevated societal conditions drive the expansion of human longevity, which extends the duration of post-career life and intensifies financial requirements in later years. For this reason, citizens must amass adequate economic capital to sustain their standard of living once they exit the labor market. Data from the Organisation for Economic Co-operation and Development (OECD) indicate a growing divergence between statutory retirement thresholds and average lifespans across numerous nations. This trend escalates the probability that elderly individuals will exhaust their accumulated savings prior to death. Such vulnerabilities underscore the vital role of comprehensive post-employment preparation in achieving enduring economic stability.

In Indonesia, retirement readiness has become increasingly important, particularly among civil servants. Although civil servants are covered by a formal pension scheme administered through the national pension system, pension benefits may not be sufficient to maintain pre-retirement living standards. OECD reports indicate that pension replacement rates in many developing countries generally remain below the recommended level required to sustain financial well-being during retirement. Furthermore, inflation and rising healthcare costs may gradually reduce the purchasing power of pension income, making additional financial preparation necessary. Therefore, relying solely on pension benefits is insufficient, and individuals must actively engage in retirement planning to achieve financial security in later life.

Economic comprehension serves as a foundational element that shapes decisions regarding post-employment capital management. Citizens who possess a robust grasp of financial mechanisms demonstrate a stronger ability to evaluate complex monetary instruments, analyze potential investment avenues, mitigate asset volatility, and make strategic choices about their future stability. Empirical literature confirms that individuals with high levels of financial competence routinely engage in superior preparatory behaviors and achieve greater overall readiness for their post-career transition. However, financial literacy alone may not fully explain differences in retirement preparedness, as individuals also vary in their willingness to accept financial risks when making investment and savings decisions.

The propensity for financial risk reflects the baseline capacity and psychological openness of a person to navigate economic volatility in anticipation of future asset appreciation. Those who exhibit greater comfort with uncertainty frequently direct their capital toward investment vehicles that yield superior growth over extended horizons, thereby accelerating the expansion of their long-term nest egg. In contrast, risk-averse citizens typically select highly secure monetary options, an approach that can severely restrict their capacity to compound sufficient capital for their non-working years. Accordingly, this internal threshold for economic volatility acts as a powerful driver that governs the trajectory of post-career preparatory activities and shapes eventual readiness for retirement.

The structured organization of long-term savings serves as the primary conduit through which economic knowledge and risk preferences convert into actual post-career stability. Comprehensive preparation requires establishing clear objectives for later life, calculating future expenditure patterns, tracking asset growth, and executing specific methods to meet long-term targets. People who systematically execute these preparatory steps generally possess a stronger capacity to withstand economic disruptions after leaving the workforce. Consequently, systematic preparation operates as a vital intervening element that clarifies the pathways through which financial competence and risk thresholds bolster ultimate readiness.

While existing literature addresses the connections linking financial knowledge, risk orientation, savings execution, and eventual readiness, empirical data centering specifically on public sector employees in Indonesia are scarce. The bulk of foundational research targets private sector workers, existing retirees, or broader demographics within advanced economies. This inquiry addresses that gap in the literature by analyzing these dynamics among Indonesian civil servants, a specific demographic defined by high job security and mandatory inclusion in state-managed pension frameworks. Furthermore, this research expands on earlier models by concurrently assessing how economic literacy and risk thresholds directly affect post-work readiness alongside their indirect tracking through structural planning behaviors.

To achieve this, the present project investigates how financial competence influences risk thresholds, systematic preparation, and ultimate retirement readiness among Indonesian public servants. It further evaluates the direct impact of risk tolerance on preparatory activities while isolating how structured planning optimizes final readiness. Finally, this analysis quantifies the degree to which personal preparation acts as an intervening mechanism between economic knowledge, risk comfort, and eventual readiness. The resulting conclusions aim to deepen theoretical frameworks surrounding post-career stability and offer actionable guidelines for state agencies designing financial literacy initiatives and retirement transition workshops for the civil servants.

LITERATURE REVIEW

Behavioral Finance Theory

Behavioral finance explains that individual financial decisions are not always fully rational, as assumed in traditional finance theory. Instead, financial decisions are influenced by knowledge, attitudes, emotions, risk perception, and psychological tendencies. In the context of retirement preparation, behavioral finance is relevant because individuals may delay retirement planning, underestimate future financial needs, or avoid investment decisions due to limited financial understanding and risk aversion. Therefore, financial literacy and financial risk tolerance are important behavioral factors that may influence how individuals prepare for retirement.

Financial competence defines the capacity of an individual to comprehend economic principles and execute effective decisions regarding personal capital. Those who possess elevated levels of economic literacy demonstrate superior skills in appraising monetary instruments, accounting for inflationary pressures, estimating prospective living expenditures, and mitigating long-term fiscal exposures. Extant research demonstrates that financial comprehension correlates positively with risk capacity, asset allocation choices, post-career preparation, and eventual retirement readiness. Specifically Yılmaz Bayar et al. (2020) established that baseline financial literacy heavily shapes individual risk boundaries, whereas Lusardi & Mitchell (2011), Sekita (2011), and Van Rooij et al. (2012) confirmed that strong economic knowledge optimizes structured retirement planning and accelerates asset growth.

H1: Financial literacy has a significant effect on financial risk tolerance.

H2: Financial literacy has a significant effect on retirement planning.

H5: Financial literacy has a significant effect on retirement readiness.

Theory of Planned Behavior

The Theory of Planned Behavior posits that personal actions stem from three core elements: individual attitudes, subjective norms, and perceived behavioral control. Within this analytical framework, long-term post-career preparation represents a deliberate financial action driven by baseline economic knowledge and individual risk preferences. Individuals who grasp complex fiscal principles and maintain a high comfort level with volatility are significantly more prone to cultivate positive intent and execute structured saving routines. Essentially, robust financial competence amplifies an individual's sense of perceived behavioral control, whereas a high threshold for financial risk provides the psychological support necessary to commit to long-term capital decisions.

Financial risk tolerance characterizes the explicit willingness of a person to navigate volatility during economic decision-making processes. Regarding long-term preparation, this threshold is critical because citizens must select specific monetary strategies and investment vehicles that align risk exposures with potential returns. People who exhibit elevated comfort with market fluctuations show a greater tendency to participate in capital markets and commit to extended asset accumulation, which directly facilitates structured post-career planning. Prior empirical works by Grable & Rabbani (2023), Putu Kepramareni et al. (2025), and Yılmaz Bayar et al. (2020) establish that this comfort level with volatility heavily governs monetary choices and strategic post-employment saving behaviors. Consequently, the research advances the following hypothesis:

H3: Financial risk tolerance has a significant effect on retirement planning.

Life Cycle Hypothesis

The Life Cycle Hypothesis states that individuals make consumption, saving, and investment decisions by considering income and financial needs across different stages of life. During working years, individuals are expected to accumulate resources to finance consumption during retirement. This theory is highly relevant to retirement readiness because retirement preparation requires individuals to plan long-term financial goals before leaving the workforce. Civil servants may have formal pension benefits, but these benefits may not fully cover future living costs, healthcare expenses, and inflation risk. Therefore, retirement planning becomes essential to achieve financial security in later life.

Retirement planning refers to the process of setting retirement goals, estimating future financial needs, preparing financial resources, and evaluating progress toward retirement objectives. Individuals who actively plan for retirement are more likely to understand their future needs and prepare adequate financial resources. Prior studies have shown that retirement planning improves retirement preparedness and financial well-being in later life. Therefore, the following hypothesis is proposed:

H4: Retirement planning has a significant effect on retirement readiness.

Retirement Planning as a Mediating Variable

Structured preparation for later life functions as an intermediary pathway that clarifies the precise manner in which economic knowledge and risk preferences translate into actual post-career security. Financial competence equips individuals with the analytical skills required to accurately project future living costs, appraise available monetary options, and execute sound long-term choices. Nevertheless, theoretical comprehension does not spontaneously yield practical post-work readiness unless it manifests as concrete, goal-oriented savings behavior. For this reason, individuals who possess robust financial literacy are projected to achieve superior levels of retirement readiness primarily when they systematically participate in organized planning activities.

By the same token, a high threshold for financial volatility enhances eventual post-employment security through the channel of systematic preparation. Citizens who exhibit elevated levels of risk comfort demonstrate a greater willingness to commit their personal capital to long-term fiscal strategies and sophisticated investment vehicles. Yet, this psychological openness yields tangible benefits only when it operates in tandem with a highly structured saving and investment roadmap. Existing empirical research confirms that organized post-career preparation serves as an intervening variable connecting baseline financial capability and risk orientations to final retirement outcomes. Guided by this theoretical framework, the research advances the following hypotheses:

H6: Retirement planning mediates the effect of financial literacy on retirement readiness.

H7: Retirement planning mediates the effect of financial risk tolerance on retirement readiness.

Conceptual Framework

Grounded in established theoretical paradigms and prior empirical evidence, this study constructs a conceptual framework that integrates four primary constructs: financial literacy, financial risk tolerance, retirement planning, and retirement readiness. The model posits that financial literacy functions as an antecedent influencing an individual's risk tolerance, their subsequent engagement in retirement planning, and their final state of post-career preparedness. Furthermore, the framework anticipates that an individual's financial risk tolerance dictates their approach to long-term retirement planning. Crucially, this research identifies retirement planning as both a direct driver of retirement readiness and an intervening mechanism that explains the pathway linking financial literacy and risk tolerance to overall readiness. Figure 1 provides a graphical illustration of this conceptual architecture.

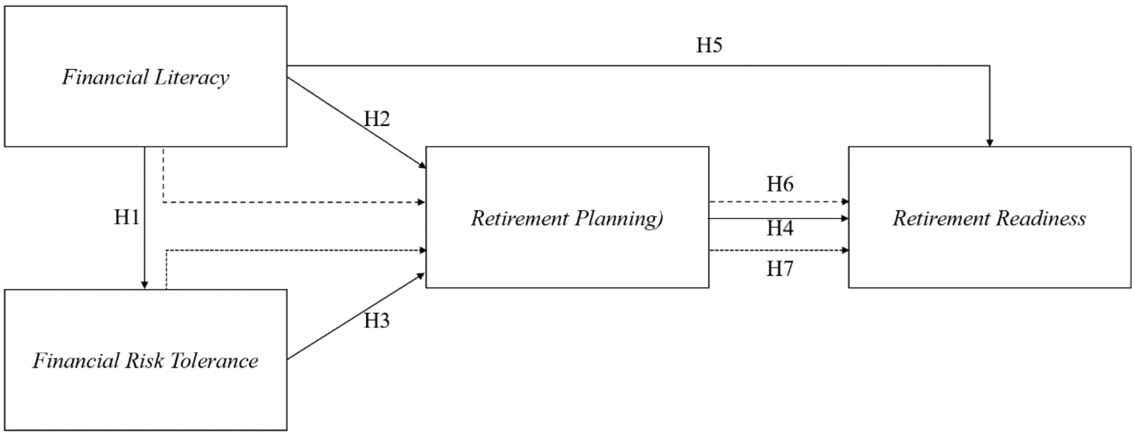

Figure 1. Conceptual Framework

METHODOLOGY

This inquiry utilized a quantitative research framework based on a cross-sectional survey methodology to evaluate the empirical connections linking economic comprehension, risk boundaries, structured savings behavior, and post-employment preparation. The investigation took place within Institution X, a prominent public sector agency operating in Indonesia. Active civil servants currently employed at this specific organization formed the target population for the assessment. To gather participants, the study implemented a purposive sampling strategy, requiring respondents to hold active public servant status and voluntarily commit to completing the assessment instrument. Following data collection, a final sample of 208 valid submissions was retained for statistical processing.

Primary data collection relied on a digital instrument deployed via the Google Forms platform. This questionnaire was split into two distinct parts to capture comprehensive data points. The initial section gathered respondent background characteristics, documenting variables such as biological sex, chronological age, relationship status, completed schooling, professional rank, tenure duration, monthly earnings, proximity to the statutory retirement age, and possession of supplementary investment portfolios. The subsequent section appraised the core theoretical constructs of the model through a five-point Likert response format, with anchor values spanning from 1 (indicating strong disagreement) to 5 (indicating strong agreement).

To operationalize financial literacy, the study utilized assessment metrics derived from the foundational frameworks of Lusardi & Mitchell (2011), Sekita (2011), and Van Rooij et al. (2012), which specifically evaluate participant understanding of compound growth, currency devaluation, and asset allocation strategies. Measurement of financial risk tolerance depended on specific indicators that captured the personal willingness of respondents to handle asset volatility and market exposure. Structured saving behavior was evaluated through items assessing the formulation of post-career targets, concrete tracking habits, and ongoing self-assessments of personal preparations. Finally, retirement readiness was quantified via parameters reflecting projected capital sufficiency, perceived economic protection, and self-reported psychological and material preparedness for workforce departure.

Hypothesis testing and path modeling were executed via Partial Least Squares Structural Equation Modeling (PLS-SEM) utilizing the SmartPLS 4 software engine. The analytical routine progressed through a standard two-phase sequence that involved evaluating the measurement model prior to testing the structural equations. Measurement properties were validated by calculating convergent validity, discriminant validity, and internal consistency through an inspection of item loadings, Average Variance Extracted (AVE) values, the Heterotrait-Monotrait Ratio (HTMT), Composite Reliability (CR) metrics, and Cronbach's alpha coefficients. Evaluation of the structural pathway model relied on estimating the coefficient of determination (R^2), calculating Cohen's effect sizes (f^2), evaluating predictive relevance metrics (Q^2), and conducting path significance analysis via a non-parametric bootstrapping routine. Path relationships achieved statistical significance when the resulting t-statistics exceeded a threshold of 1.96 and corresponding p-values fell below the 0.05 alpha level.

RESEARCH RESULT

Common Method Bias Assessment

Because the data originated from self-reported instruments within a single-source field design, the potential intrusion of Common Method Bias (CMB) required explicit statistical evaluation via Harman’s Single Factor Test and Variance Inflation Factor (VIF) diagnostics. The output from Harman's extraction indicated that the primary latent factor accounted for only 38.51% of the aggregate variance. This falls safely beneath the standard 50% critical limit, suggesting that shared method variance does not distort the integrity of the data.

Additionally, the generated VIF metrics spanned a narrow spectrum between 1.000 and 2.182. Because these values remain well below the conservative threshold of 3.3, the diagnostics verify that the structural model is free from significant common method contamination.

Table 1. Common Method Bias Assessment

Assessment	Value	Criterion	Result
Harman's Single Factor Test	38.51%	< 50%	Accepted
VIF Range	1.000–2.182	< 3.3	Accepted

Measurement Model Assessment

The validation of the measurement framework involved a systematic examination of convergent validity, discriminant validity, and internal consistency. Average Variance Extracted (AVE) metrics served as the primary criteria for establishing convergent validity. The data compiled in Table 2 demonstrate that every latent construct generated an AVE score exceeding 0.50, which confirms an acceptable level of convergence among the indicators.

To confirm discriminant validity, the analysis utilized the Heterotrait-Monotrait Ratio (HTMT). The resulting HTMT coefficients remained entirely below the strict 0.90 standard boundary, verifying that each construct represents a distinct underlying concept. Lastly, the evaluation of internal consistency relied on Cronbach’s alpha and Composite Reliability (CR) coefficients. Every construct surpassed the minimum required baseline of 0.70 on both metrics, demonstrating robust reliability across all measurement scales.

Table 2. Measurement Model Assessment

Construct	AVE	Cronbach's Alpha	Composite Reliability
Financial Literacy	0.598	0.939	0.947
Financial Risk Tolerance	0.623	0.945	0.952
Retirement Planning	0.698	0.946	0.954
Retirement Readiness	0.728	0.953	0.960

These diagnostics confirm that all latent constructs successfully fulfill the established criteria for both psychometric validity and scale reliability. Consequently, the measurement framework demonstrates the necessary empirical strength to justify proceeding with the evaluation of the structural model.

Structural Model Assessment

The explanatory capability of the structural framework was evaluated by calculating the coefficient of determination (R^2), Cohen's effect sizes (f^2), and predictive relevance metrics (Q^2). For the Financial Risk Tolerance construct, the resulting R^2 value reached 0.379, demonstrating that Financial Literacy accounts for 37.9% of its underlying variance. Retirement Planning generated an R^2 value of 0.586, which reveals that Financial Literacy combined with Financial Risk Tolerance explains 58.6% of the variance for this variable. Finally, Retirement Readiness produced an R^2 value of 0.483, indicating that Financial Literacy and Retirement Planning collectively account for 48.3% of the total variance in post-career preparedness.

The calculated Q^2 metrics for every endogenous variable in the model exceeded the baseline value of zero. This outcome confirms that the analytical framework exhibits satisfactory predictive relevance for all dependent constructs.

Table 3. Structural Model Assessment

Construct	R^2	Q^2
Financial Risk Tolerance	0.379	0.368
Retirement Planning	0.586	0.539
Retirement Readiness	0.483	0.423

The effect size analysis revealed that Financial Literacy had a large effect on Financial Risk Tolerance ($f^2 = 0.610$) and Retirement Planning ($f^2 = 0.491$), while its effect on Retirement Readiness was moderate ($f^2 = 0.145$). Retirement Planning ($f^2 = 0.103$) and Financial Risk Tolerance ($f^2 = 0.106$) showed small effects on their respective endogenous constructs.

Hypothesis Testing

Hypothesis testing was conducted using the bootstrapping procedure in SmartPLS 4. A hypothesis was considered supported when the t-statistic exceeded 1.96 and the p-value was below 0.05.

Table 4. Hypothesis Testing Results

Hypothesis	Relationship	β	t-value	p-value	Result
H1	Financial Literacy → Financial Risk Tolerance	0.619	10.507	<0.001	Supported
H2	Financial Literacy → Retirement Planning	0.573	7.802	<0.001	Supported
H3	Financial Risk Tolerance → Retirement Planning	0.264	3.628	<0.001	Supported
H4	Retirement Planning → Retirement Readiness	0.343	3.995	<0.001	Supported
H5	Financial Literacy → Retirement Readiness	0.405	4.850	<0.001	Supported
H6	Financial Literacy → Retirement Planning → Retirement Readiness	0.195	3.539	<0.001	Supported
H7	Financial Risk Tolerance → Retirement Planning → Retirement Readiness	0.091	2.661	0.008	Supported

The statistical outputs confirm that every advanced hypothesis receives empirical verification. Financial competence exerts a substantial direct effect on individual risk boundaries, structured post-career preparation, and eventual retirement readiness. Similarly, an individual's threshold for economic volatility heavily dictates their engagement in retirement planning, which in turn acts as a powerful driver of actual readiness for the workforce transition. Furthermore, systematic post-career planning functions as an intervening mechanism that clarifies the indirect pathways linking both economic literacy and risk preferences to final retirement preparedness.

DISCUSSION

The empirical evidence generated by this investigation establishes that economic comprehension operates as a foundational driver of post-employment saving habits among public sector employees in Indonesia. The analysis indicates that baseline financial competence exerts a significant direct impact on individual risk boundaries, structured retirement preparation, and ultimate retirement readiness. These insights align with core tenets of Behavioral Finance, which posit that citizens possessing superior financial expertise maintain a stronger capacity to appraise complex market data, navigate risk-return dynamics, and execute logical monetary choices. People who grasp fundamental economic concepts generally demonstrate a superior ability to project long-term fiscal outcomes, an advantage that translates into greater confidence when managing market volatility.

The demographic characteristics of the respondents provide additional context for these findings. Most respondents were in the middle-to-late stages of their careers, with the majority aged above 30 years and having more than five years of work experience. Such characteristics indicate that respondents have accumulated both professional and financial experience over time. Direct exposure to monetary decision-making can enhance personal comprehension of core fiscal principles, including currency devaluation, compound growth, and strategic asset allocation. This elevated comprehension subsequently reinforces an individual's psychological capacity to handle asset volatility and commit to post-career savings. These outcomes mirror prior structural observations recorded by Lusardi & Mitchell (2011), Van Rooij et al. (2012), and Yılmaz Bayar et al. (2020), which collectively underscore the critical role of economic literacy in optimizing personal capital allocation and accelerating long-term retirement preparation.

The statistical output further demonstrates that economic competence exerts a profound impact on structured post-career preparation. This relationship implies that individuals who maintain a robust grasp of foundational monetary principles are far more likely to engage in strategic behaviors, such as establishing clear long-term objectives, projecting prospective living expenditures, and tracking their asset accumulation trajectories. Evaluated through the lens of the Theory of Planned Behavior, financial literacy serves to amplify an individual's sense of perceived behavioral control by equipping them with the specific insights needed to execute strategic choices. As a direct consequence, public sector employees exhibit both heightened willingness and greater practical capacity to commit to long-term capital management plans.

This interpretation is supported by the characteristics of the respondents. More than half of the respondents reported having additional retirement funds beyond the formal pension benefits provided by their institution. This finding suggests that many respondents have translated their financial knowledge into concrete retirement preparation activities. Furthermore, the descriptive results indicate a high level of awareness regarding the importance of retirement preparation. Such awareness reflects an understanding that formal pension benefits alone may not be sufficient to maintain living standards throughout retirement, particularly in the presence of inflation and increasing healthcare costs.

Financial risk tolerance was also found to significantly influence retirement planning. Retirement planning inherently involves uncertainty regarding future economic conditions, inflation rates, longevity, and investment returns. Individuals who are more willing to accept financial risk are generally more prepared to consider various investment and savings strategies that can support long-term retirement objectives. Therefore, higher levels of risk tolerance encourage proactive retirement planning behavior.

The findings further reveal that retirement planning significantly contributes to retirement readiness. This result supports the Life Cycle Hypothesis, which argues that individuals accumulate financial resources during their working years to support consumption after retirement. Retirement planning enables individuals to establish financial goals, estimate retirement needs, and allocate resources more effectively throughout their working lives.

Consequently, individuals who engage in structured retirement planning are more likely to achieve higher levels of retirement readiness.

The cross-tabulation results provide further support for this relationship. The proportion of respondents who owned additional retirement funds increased among individuals who were closer to retirement age. This pattern indicates that awareness of approaching retirement encourages more active financial preparation. The finding suggests that retirement planning serves as an important mechanism through which individuals transform retirement awareness into actual financial readiness.

Another important finding of this study is the significant direct effect of financial literacy on retirement readiness. Although Indonesian civil servants are generally covered by a formal pension system, financial literacy remains an important determinant of retirement preparedness. This finding suggests that retirement readiness depends not only on the availability of pension benefits but also on an individual's ability to understand financial products, evaluate future financial needs, and make appropriate financial decisions. In other words, institutional pension protection alone does not guarantee retirement readiness without adequate financial knowledge.

The mediation diagnostics provide important clarity regarding the structural pathways through which economic knowledge and risk thresholds govern ultimate post-career readiness. The statistical modeling confirms that organized retirement planning serves as an intervening mechanism between baseline financial literacy and retirement readiness, while simultaneously mediating the relationship between personal risk tolerance and eventual readiness. These outcomes demonstrate that technical financial knowledge and psychological comfort with market volatility do not spontaneously generate comprehensive post-work preparedness. Rather, their operational value expands significantly only when citizens actively funnel these capacities into concrete planning behaviors, such as establishing saving targets and auditing asset growth. This pattern establishes structured retirement planning as a pivotal behavioral conduit that connects latent financial capabilities to tangible retirement outcomes.

Overall, the findings contribute to the retirement preparedness literature by demonstrating that retirement readiness among Indonesian civil servants is influenced not only by financial literacy and financial risk tolerance but also by the extent to which these factors encourage retirement planning behavior. The study extends previous research by examining these relationships within the context of civil servants who participate in a formal pension system. The findings suggest that improving retirement readiness requires not only enhancing financial knowledge but also encouraging individuals to convert that knowledge into concrete retirement planning actions. Such efforts may help strengthen long-term financial security and improve retirement outcomes among civil servants.

CONCLUSIONS AND RECOMMENDATIONS

This study evaluated the structural connections linking economic competence, risk thresholds, structured savings habits, and eventual post-employment preparedness among public sector employees in Indonesia. The empirical evidence demonstrates that baseline financial literacy exerts a significant direct impact on individual risk boundaries, systematic retirement planning, and ultimate retirement readiness. Additionally, a high comfort level with financial volatility positively shapes the formulation of post-career savings strategies, while active engagement in retirement planning directly accelerates final readiness for the workforce transition. Finally, organized retirement planning functions as a vital intervening mechanism that translates latent financial knowledge and risk preferences into tangible post-work economic security.

The results highlight the importance of financial literacy as the most influential factor in improving retirement preparedness. Although civil servants participate in a formal pension system, retirement readiness cannot rely solely on institutional pension benefits. Adequate financial knowledge, appropriate risk management, and proactive retirement planning remain essential for achieving long-term financial security.

From a practical perspective, institutions are encouraged to strengthen financial education programs, retirement planning workshops, and financial counseling services throughout employees' careers rather than limiting retirement preparation to pre-retirement programs. Such initiatives may help employees develop stronger financial capabilities and improve their readiness for retirement.

ADVANCED RESEARCH

This study This investigation carries specific limitations that establish clear pathways for subsequent empirical inquiry. First, the sample selection was confined exclusively to public sector employees within a single organizational body, a constraint that potentially limits the generalizability of these insights to broader public or private sector workforces. Future research should recruit participants from diverse institutions and varied occupational industries to strengthen external validity.

Second, the structural model focused tightly on the interactions between financial literacy, risk boundaries, structured savings habits, and eventual post-employment preparation. Subsequent studies could expand this scope by integrating complementary variables, such as general financial behaviors, psychological attitudes toward money, financial self-efficacy, familial support systems, localized retirement confidence metrics, and specific financial product ownership, to construct a more comprehensive portrait of post-career security.

Third, the research design relied on a cross-sectional framework and utilized self-reported survey data captured at a single point in time. Future projects could implement longitudinal methodologies to track individual trajectories in retirement preparation over extended durations, or deploy mixed-methods research designs to capture deeper, qualitative insights into the nuanced personal experiences, cultural perceptions, and systemic challenges that govern the retirement planning process.

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