

Relationship between Military-Civilian Transition and Psychological Well-Being, Social Adjustment among Retired Military Personnel in Nigeria

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Abstract. The paper examined the relationship between Military-Civilian Transition and Psychological Well-being, Social adjustment among retired military personnel in Nigeria. The study adopted a descriptive cross-sectional survey design to sample 119 participants using purposive and convenient sampling method from the five (5) military locations in Nigeria. 8(6.7%) from NDA, 8(6.7%) from 1 Div, 26(21.8%) from Jaji, 55(46.2%) from Kachia resettlement center, 12(10.1%) from Oshodi Lagos resettlement center while 10(8.4%) with no response. 88(73.9%) were Male and 31(26.1%) were Female. Their age ranged from 30-70years with a mean age of 45 and STD age of 65. Their Arms of service are 29(24.4%) were Army, 61(51.3%) were Navy and 29(24.4%) were Air force retired personnel. The military-civilian transition scale, psychological well-being scale and social adjustment scales were used for data collection and were analyzed using Pearson product-moment correlation and regression analysis to test the hypotheses stated in the study. The results in hypothesis 1 clearly indicated a statistically significant $r(117) = -0.473$, $P < 0.05$ moderately negative relationship between Military-Civilian transition and psychological well-being among retired military personnel in Nigeria. Hypothesis two (2) indicated a statistically significant $r(117) = -0.266$, $P < 0.05$ negative relationship between military-civilian transition and social adjustment among retired military personnel in Nigeria. Results in hypothesis three (3) also revealed predictor factors

influencing psychological well-being of retired military personnel $R=0.534$; $F=9.005$, $P < 0.05$. The predictors also revealed that military-civilian transition ($B = -0.385$; $t = -4.475$, $P < 0.01$) and social adjustment ($B = -0.225$; $t = 2.681$, $P < 0.01$) significantly predicted psychological well-being. While age ($B = -0.050$; $t = -0.593$, $P > 0.05$). Gender ($B = 0.093$; $t = 1.072$, $P > 0.05$) and educational status ($B = 0.00$; $t = 0.026$, $P > 0.05$) do not significantly predict psychological well-being among retired military personnel. Summarily the study found that there is a statistically significant relationship between military-civilian transition and psychological well-being and social adjustment among retired military personnel and also revealed that military-civilian transition and social adjustment as individual predictors of psychological well-being among retired military personnel in Nigeria. Therefore, recommended the establishment of psychological services at all military resettlement and post military barracks to provide psychological diagnoses assessment and treatment of perceived psychological and adjustment disorders.

Keywords: Military-Civilian, Psychological, Well-being, Social adjustment, Nigeria

1. Introduction

The Military service is a unique form of employment and way of life, engendering a strong culture and camaraderie amongst personnel, which for some may

have a lasting impact even after they have returned to civilian life. Due to the pervasiveness and uniqueness of these experiences there exist a tension between military identity and post discharge resettlement within the civilian environment (Jolly, 1996).

Sadly when re-entering civilian life, ex-service men and women continue to conform to this military culture, which in many instances are incongruent with civilian norms (Maurin, 2012). It goes without saying that for most, transition is a smooth experience, followed by easy adaptation to new lives in new homes. For others however transition is difficult, especially when physical or mental health problems create barriers to successful reestablishment into civilian life (Stow, 1997; Doucette, 2008). They are more likely to face the extra burden of not just retirement but also coping with the challenges that comes with life after the military.

The consequence of not successfully transiting from the military to the civilian lifestyle affects the psychological well-being and social adjustment of these retirees (Brunger, Serrato & Ogden, 2013; Morin, 2011; Yanos, 2004) Military to civilian transition is an extremely meaningful but poorly researched event in the life courses of military Veterans particularly in Africa (MacLean, Van, Thompson, Poirier, Adams, Hartigan & Sudom 2010; Sweet & Thompson, 2009). Furthermore majority of the literature predominantly focused on mental health, and was heavily weighted on PTSD, rather than the larger transitional experience thus, ignoring the psychological well-being and adjustment challenges that comes with it (Ray & Heaslip, 2010). In the case of the Nigerian Armed Forces what makes this a more compelling area of study is the challenges retired soldiers go through due to the lack of adequate preparations before retirement and the lack of effective rehabilitation programs that aid successful transition into civilian life. In a nut shell an attention is drawn to the social processes through which individuals adopt a common collective identity and culture through military training and how this affects their psychological well-being and social adjustment when transitioning into retirement or civilian life.

The military is a closed social system where individual experiences of work, living, and emotional expression are controlled. It is also important to note that while on active duty, soldiers reverently follow codes of conduct twenty-four hours a day, seven days a week, on and off base, from the moment they enter the military until the moment they leave. (Arkin, 1978). This process of acculturation into the military culture which is heavily and continuously enforced

does not decline easily especially after retirement (Maurin, 2012).

The shift from a civilian to a recruit then back to a civilian life after years of serving in the military is usually underestimated (Higate, 2001; Moskos, 1988). Schlossberg, Waters & Goodman (1995) views this as a sequence of “moving in, moving through, and moving out phases” (p. 27). After going through intense training, recruits are further segregated and isolated from the civilian populace into barracks and military camps. Admittedly, most military personnel in Nigeria spend most of their active years in the barracks with their families. The military unit is known to be an autonomous entity (Harris, Gringart & Drake 2003), thus due to its independence most barracks and military installations are well resourced with adequate facilities limiting their interaction with the civilian populace.

Military retirement largely resembles civilian retirement in some ways. Retirement for both military and civilian workers involves loss of a work role. There are, however, three basic differences concerning retirement of civilian and military retirees. The differences are age of retirement, years needed for investment in pensions and career skills (Yanos, 2004). The age at the time of retirement has a major impact on a military retiree and on their family that will not be felt by a civilian retiree who typically retires at age sixty (60) years. In contrast to a civilian retiree, military retirement has historically been based on length of service whereas civilian retirement is based on age plus length of service. Non-commissioned officers in the Nigerian Armed Forces spend a maximum of twenty-five (25) years in service. They often exit as intake mates. Secondly civilians who are vested in retirement plans may be able to tap into their retirement funds at any point in time. Military personnel however must wait until they retire fully before they have full access to any form of pension benefits (McNeil, 1983). An example of such a fund is the provident fund, where an amount of money is usually deducted at source from their salaries. Lastly most military retirees have career specialties which are not transferable to the civilian job market. For instance there is no civilian job equivalent for personnel who specialized in the infantry, armour, artillery or other (detachments/squadrons) operational branches (Yanos, 2004). Additionally at the time their civilian peers are at the peak years of earning and productivity, the career military man might be getting ready to pursue a second job where as it is an adjustment to a leisure period for civilians when they hit retirement. Often the difficulty in finding a new job shifts the burden of

economic support of the family on the wife and older children (Bradburn, 1969).

2. Statement of the Problem

It should be understood that for years they lived regimented lives and most upon returning to a once familiar setting, that is the civilian environment, often feel a loss of purpose and direction (Doenges, 2011; Early, 2011; Greene, 2010).

Though a significant amount of work has been done on their exit from the military back into their civilian life, more work still needs to be done to highlight the difficulty that arises during the period of transitioning back to civilian life especially in the Nigerian context. Previous studies have centred on retirement after deployment, but this study also focuses on personnel who were equally not deployed just before retirement.

In the case of the Nigerian Armed Forces, personnel are usually involved in peace-keeping missions, consensus building and reconciliatory roles rather than play an active combat role in countries they have been assigned to.

The main strength of this study is to address the knowledge gap in the scholarly literature on post military adjustment to civilian life and is timely for policy formulation for all the stakeholders who work with veterans in their transition to civilian life. This will go a long way to bring to the attention of Nigerian Armed Forces and the Veterans Administration, the challenges these retired military personnel go through and consequently endowing them with vital skills for successful adjustment and integration back into civilian life.

Lastly most scholars are basing their understanding of transitioning to civilian life on studies from the USA and Canada where majority of the studies have been conducted. This study seeks to understand transitioning within a Nigerian context by determining whether Military-Civilian Transition influenced the psychological wellbeing and social adjustment of these retired personnel

3. Objectives of study

- To examine whether there will be a significant relationship between military-civilian transition and psychological well-being among retired military personnel in Nigeria

- To determine the nexus between military-civilian transition and social adjustment among retired military personnel in Nigeria
- To investigate if age gender educational status military-civilian transition and social adjustment will significantly predict retired military personnel's psychological well-being in Nigeria

4. Hypotheses

- There will be a significant relationship between military-civilian transition and psychological well-being among retired military personnel in Nigeria
- There will be a significant relationship between military-civilian transition and social adjustment among retired military personnel in Nigeria
- Age gender educational status military-civilian transition and social adjustment will significantly predict retired military personnel's psychological well-being in Nigeria.

5. Conceptual Clarification

5.1 Psychological Well-being

Demers (2011), conducted a study that examined the experiences of Iraq and Afghanistan war veterans in order to understand the challenges they were confronted with when they reintegrated into civilian life and its impact on their mental health. The purposive sampling technique was used to identify and recruit participants who had served in Afghanistan, Iraq, or both since the beginning of the wars in those countries. Respondents completed a preliminary electronic survey and participated in one of six focus groups. At the end of the study, the findings revealed that, high levels of distress existed among veterans who were either caught between military and civilian cultures, felt alienated from family and friends or experienced crisis with their identity.

Consequently, Harris, Gringart and Drake (2013), investigated the impact of identity and culture on transitioning of members of Special Forces by exploring the personal experiences of five (5) former Special Forces members transiting into civilian life. This was done using a semi-structured interview schedule, which scrutinized the participants' perception, causes, processes and experiences of retirement from the Special Forces Unit. Generally the core themes obtained from the interview included positive factors relating to personal attachment to the units, post-exit psychological responses of grief,

avoidance, replication and the rejection of the military conversations.

In a related study, Eshan, (2011) investigated the effect of retirement on psychological well-being. This was done using seven longitudinal studies of the Canadian National Population Health Survey, spanning between 1994 to 2006. Generally, it was observed that retirement had a significant positive effect on individual's psychological well-being. Unlike the previous studies, the results suggested that retirement had a significant positive impact on happiness. The marginal effect analysis shows that retirement improved psychological well-being by .029 units (or 2.9%). The regression results further showed that being married, post-secondary education, health, income, and having one's own home positively impacted happiness, while urban location had a negative impact. Estimations showed that the marginal effect of retirement on psychological well-being was a little higher in males than for females.

From the literature just reviewed, the studies focused on the impact of retirement on mental health and psychological well-being. However, some of the studies were inconclusive, as some of them suggested that retirement neither improved nor reduced psychological well-being (Golberg, Shore & Lipka, 2008), other studies indicated that retirement actually had a negative impact on psychological well-being (Yanos, 2004).

5.2 Social Adjustment and Integration

A survey conducted by Morin (2011) among 1,853 veterans illustrated that seven-in-ten veterans constituting 72% had an easy time readjusting to civilian life, while 21% had somewhat difficulty, 6% found it very difficult re-entering into civilian life. A logistic regression examined the impact on the re-entry of 18 demographic and attitudinal variables. Four variables were found to have significantly increased the chances of veterans having an easier transition and six factors predicted how difficult transition would be. It was also observed that Commissioned officers had less difficulty in readjusting or transiting into civilian life than Non-commissioned officers. Again veterans who had college education had an easier time readjusting to life after military than those who only had a high school certificate or a diploma

Likewise, Herman and Yarwood (2014) in their paper titled "From service to civilian" explored the impact of Post military identity beyond the service by demonstrating the continuous impact of having to belong to a military community even after some

years after retirement. The study was conducted by interviewing (n=44) former service personnel living within the UK. These tri-service respondents consisting of the Navy, Air Force and Army highlighted the challenges that included loss and separation even by those who had successfully transitioned. In the results it was observed that though the sense of loss was generally felt by all the interviewees, they had a positive attitude towards the transition experience. For some the loss was in reference to the past and had simply accepted it as an element in their life course. Others acknowledged it as a traumatic separation from the spaces, relations and practices that made them who they were. The paper further made three contributions by firstly highlighting the challenges that occur when a retiree cannot blur or differentiate the boundaries between military and civilian space particularly due to the hybrid nature of the military and civilian settings hence making integration very challenging. Secondly recognizing how the armed forces changes the identities of civilians when they become soldiers and thirdly recognizing soldiers are more than just passive beings who have been shaped by military training, but are also agents of complex identities. The paper sought to contribute to human centred understanding of the people living in, or who have lived in military places.

5.3 Military to Civilian Transition

Demers (2013) using a survey, interview and focus group gathered the experiences of 17 female Iraq War veterans to understand the challenges of reintegrating into civilian life and their impact on their mental health. The participants were purposively sampled with the least age being 18 years who had served in Afghanistan or Iraq or both. They had a challenge to recruit enough participants, so conducted the study on two separate focus groups within a period of three (3) years. It emerged that all the participants were grappling with their transition into civilian life. They were caught again between two cultures and identities. They identified themselves as not being "normal" and not "fitting into society" since they were struggling to overcome their sense of alienation. Further, some female veterans were diagnosed of mental health disorders and those diagnosed struggled to articulate their experiences.

A related study by MacLean, Til, Thompson, Sweet, Poirier, Sudom and Pedlar (2014) employed a cross sectional survey called The Survey on Transition to Civilian Life, gathered data from a national sample of 3154 veterans from the regular Canadian forces

spanning from 1998 to 2007. There was a 71% response rate. The main objectives of the study was to explore dimensions of post military adjustment to civilian life and to identify the demographic and military service characteristics associated with difficulty in adjustment. This was done using the multivariate logistic regression analysis. Results showed that 25% of the subjects had difficulty in adjusting to civilian life. In comparing the overall prevalence of difficult adjustment, it was discovered that there was a significantly lower prevalence rate between those who were released younger or older and also for those who served shorter periods (less than two years), those who were released voluntarily or due to having reached retirement age, those who were of higher rank (officer) and lower rank (recruits) at release. In contrast, the prevalence rate was higher amongst those who were released mid-career (in their 30's), medically released, veterans who were deployed multiple times and junior non-commissioned. In the area of health and disability there was a significantly lower prevalence of difficult adjustment among veterans who reported positive health be it physical or mental, those satisfied with life, those without chronic conditions and those with no activity limitation. Those who belonged to the high prevalence of difficult adjustment included those who reported negative health and mental health, those who were indifferent about their level of satisfaction about life and those who reported at least one physical or mental condition, particularly those with both conditions. Those who reported suicidal ideation over the past 12 months were not excluded. A significantly higher prevalence was found among veterans who were daily smokers, those who were unemployed, not in the labour force, or unable to work, those who were not satisfied with their finances, and those with a low sense of mastery. A limitation of this study was the finding could not be generalized because most of the characteristics were self-reported.

Schmidt, Simmonds and Sulfaro (2014) in their study sought to gain a deeper understanding of the experience of transition from a combat zone to civilian life for Veterans returning to a large urban area of California. This study was qualitative and conducted using the transcendental phenomenological method. It was made up of six (6) combat veterans who served in Operation Iraqi Freedom and Operation Enduring Freedom were recruited and participated in two semi structured interviews. Data were recorded and later transcribed verbatim. Personal accounts of the transition from combat to civilian life provided content for "textural" and "structural" descriptions used to describe the

"essence" of their shared experience. Participants emphasized the role of occupation in facilitating their transition. Veterans reported challenges with learning to structure time, feelings of culture shock and isolation and overwhelming feelings of hyper vigilance. Participants valued support from family and other veterans as well as engaging in purposeful work. All six participants described the value of having the support of fellow combat veterans with whom the participant had served with. The meaning of family support varied from participant to participant depending upon varying factors. Also, Davis (2015) examined the relationship between veterans' combat experiences and their transition into civilian college life. The constructs of transition were defined using grade point average (GPA) and their current well-being. It was hypothesized that certain personality traits had an influence of on their relationship and it was considered and evaluated. The purpose of the study was to explore which factors of personality trait either positively or negatively had influenced the direction and or strength of the combat transition relationship.

5.4 Relationship between Military to Civilian Transition, Psychological Well-Being and Social Adjustment

Serrato and Ogden (2013) explored experiences of the transition from military to civilian life and to identify some of the barriers and facilitators to re-employment. In-depth interviews seeking their subjective experiences were carried out with 11 ex-servicemen who had previously served in the UK armed forces and analysed using interpretative phenomenological analysis (IPA). Participants ranged in age from 19 to 63 years. Time served in the forces ranged from one to twenty-eight years. Participants described their experiences in terms of three broad themes: characteristics of a military life; loss as experienced upon return to civilian life; and the attempt to bridge the gap between these two lives. Transcending these themes was the notion of identity, illustrating that the transition from military to civilian life can be viewed as a shift in sense of self from soldier to civilian. Additionally observations made from one of the three themes which was "loss as experienced upon return to civilian life", where participants believed that their transition back from military to civilian life could be characterized extensively in terms of loss.

In a survey conducted by Morin (2011) using 1,853 veterans, it was established that, while military service itself was difficult, demanding and dangerous; returning to civilian life also posed challenges for the men and women who had served in

the armed forces. Results from the survey indicated that, while more than seven-in-ten veterans (43%) reported they had an easy time readjusting to civilian life, 29% said re-entry was “somewhat easy”, 21% said they had a “somewhat difficult” time, and 6% had major problems integrating back into civilian life. The report however revealed that, there was gender difference in the readjustment to civilian life.

Salami (2010), conducted a study that sought to investigate the relationship between retirement context and psychological factors with well-being using 284 retirees. The moderating effects of gender on the retirement expectations and psychological well-being was also investigated. The bivariate correlations between contextual factors, psychological variables and psychological well-being indicated that financial situation, activity level, social support, retirement status (involuntary retirement), self-efficacy, stress and optimism had significant correlations with life satisfaction with correlations ranging from $r = .19$ to $r = .35$ $p < .05$, except marital quality, physical health, job challenge, retirement expectations, age and gender. All the independent (predictor) variables had significant negative correlations with depressive symptoms ($r = -.19$ $p < .05$ to $r = -.28$, $p < .05$). However results from the hierarchical multiple regression analysis, findings indicated that that age and gender did not predict psychological well-being among retirees. Contextual variables made significant contribution to the prediction of psychological well-being, life satisfaction ($R^2 = .26$, $F(12,272) = 15.74$, $p < .05$); and depressive symptoms ($R^2 = .27$, $F(12,272) = 11.87$, $p < .05$). Also retirement status (involuntary retirement), job challenges, financial situation, physical health, activity level and social support significantly predicted psychological well-being. Again results suggest that retirement status (Voluntary retirement), adequate financial situation, adequate physical health, high activity level and high social support are related to high life satisfaction and low depressive symptoms. High job challenges had significant effect on lower life satisfaction and greater depressive symptoms among retirees.

However, Kim and Moen (2012) adopting a longitudinal study approach investigated the relationship between retirement transitions and subsequent psychological well-being using data on 458 married men and women who were either still in their primary career jobs, retired or had just retired within a space of two years. The instrument they used measured employment history, retirement health, activities and psychological and attitudinal. These domains were analyzed using the hierarchical

regression. Data was drawn from two waves. The first wave of data was collected from 1994 to 1995. The second wave of data was collected from 1996 to 1997 and that of the third from 1998 to 1999. Results indicated that Men were higher than women in morale, and women reported more depressive symptoms than men did. Differences were observed regarding depressive symptoms in of men during the second wave of data collection. Men who retired over the first and second wave with average age of 54 years reported the highest numbers of depressive symptoms compared to men who had recently retired.

However for women there was no strong evidence of the effect of retirement transition from all the waves of data collected on psychological well-being. But a decline in subjective health, marital quality and personal control was related to increase depressive symptoms amongst women. Results further indicate that the relationship between retirement and psychological well-being between men and women was partially mediated by changes in financial, personal and social resources.

5.5 Continuity theory

Atchley (2009) states that people tend to maintain earlier lifestyle patterns, self-esteem, and values even as they exit their primary career jobs. Continuity theory focuses on how people continue their roles after retirement in order to adjust to change which brings about a relative level of satisfaction. Thus, maintaining continuity is crucial for an individual's well-being, either by maintaining his or her lifestyle or activities or viewing the retirement as a fulfilment of prior goal. The theory asserts that retirement is an opportunity to maintain social relationships and lifestyle patterns rather than the loss of work role (Wang, 2007). Continuation of activities are important because it helps maintain the qualities that people attribute to themselves, help them to adapt and express their identities appropriately across their life stages (Atchley, 1999 ; Hoppmann, Gerstorf, Smith, & Klumb, 2007).

Similarly, for those who view work role as not necessarily the most central role, the continuity theory suggests that retirement offers the opportunity to spend more time in the important roles of friends and family. The continuity of these roles into retirement would prevent an overall negative consequence of retirement. The theory further argues that retirement may offer relief from job pressure and performance expectations that may actually improve psychological well-being. It affords retirees an opportunity to maintain social contacts, while

avoiding the negative outcomes that comes with retirement (Ehsan, 2010).

However for most veterans after the initial „honeymoon period“ of being freed from work, retirees usually experience varying degrees of adjustment problems (Victor, 1994), because they continue to operate within the military culture and identity long after retirement mainly due to the difficulty in adjusting to the civilian way of life. Brunger et al (2013) suggested that, individuals who seek to maintain continuity between their military and civilian lives, with the loss of potential experiences and opportunities to try new things felt more keenly because civilian spaces cannot recreate a similarly high-stake environment as compared to a military setting. This was evident in a study they undertook where it was observed that ex- service personnel did not totally cede their very core identity and activities as soldiers. When comparing the role theory and continuity theory from the theoretical perspective, continuity theory provides a new dimension that treats retirement as an opportunity to maintain social contacts, while avoiding the negative outcomes that come with retirement.

5.6 Role theory

The role theory by George (2013) postulates that one’s profession is central to their identity and the loss of this critically important work role, and or the environmental loss accompanying the retirement, produces a concomitant decline in life satisfaction and increases depressive symptoms. According to this theory, retirement brings to an end work role and the retired individual suffers psychologically since he or she no longer views themselves as productive and contributing member to society (Ehsan, 2010). This is further underscored by Kim and Moen (2012) who posits that men and women who retire from their careers or jobs are susceptible to role loss and this can lead to psychological distress. Role theory suggests that if a work role has been central role in one’s life, transition to the role of being a retiree may be stressful, leading to poor adjustment (Quick & Moen, 2018). These roles shape the norms and expectations regarding behaviour and attitudes critical to self-identity (Carter & Cook, 2015). The shift in role may be detrimental to health if not properly prepared for (Atchley, 2019). In both the civilian and military populations, retirement represents a role transition. However what makes a role loss more pronounced amongst military retirees is the fact that in addition to adjusting to life after retirement like every other retiree they also have to cope with adjusting to life after the military. This is

due to the fact that the military way of life has a continuous and a deep-rooted impact on a retiree’s identity even after retirement. This is a grave concern especially for those who have to adjust to a non-work roles and a change in financial security (McNeil, 2017).

Further our attention is brought to the fact that the decision to retire and the process of psychological adaptation to retirement must be analysed from a broader perspective. This must be done by looking at the macro-social phenomena which speaks of how pension systems operates, norms in the society, retirement timing employment patterns of spouse amongst many others. In addition several factors such as age at retirement and length of the retirement and its associated challenges cannot be ignored because they also influence the transition into retirement. Although having proved helpful in understanding retirement adjustment, both theories neglect the varying qualitative experiences to adjustment of veterans. Factors such as varying military organizational structures and culture can influence their experiences. The retirement experiences of retirees are not always similar across board (Potocnik, Tordera, Peiro, 2013).

6. Research Methodology

6.1 Design

A descriptive, cross-sectional survey design was used in collecting data for this study. Questionnaires were administered to the sample respondents, and the data collected was used to generalize the findings. The variables used in this study comprised of the psychological well-being and social adjustment which are the dependent variables. The Military-Civilian Transition which is the independent variable was measured on two groups. The control group which is the active group serves as a baseline for comparison.

6.2 Participants

Participants comprised of 119 retired military personnel thus 8(6.7%) Nigerian Defence Academy, 8 (6.7%) 1 Mechanized Div NA, 26(21.8%) Jaji cantonment, 55(46.2%) Kachia resettlement center, 12(10.1%) Lagos resettlement center oshodi and 10(8.4%) had no response. Participants comprised of 88(73.9%) male retired personnel and 31(26.1%) female retired personnel who were selected through purposive and convenient sampling method. As such, only those who indicated interest in the research were selected. Their age ranged between 30-70 years and

the mean age of 45 and their standard deviation age is 65. Their educational qualifications are as thus 7(5.9%) had FLC, 20(16.8%) had SSCE, 27(22.7%) ND, 47(39.5%) B.Sc, 18(15.1%) had M.Sc. Participants Arm of service: 29(24.4%) were in the Army, 61(51.3%) Naval retired personnel, 29(24.4%) were Air force retired personnel.

6.4 Instruments

The instrument used in data collection was a standardized questionnaire which is categorized into four sections. (Sections A through to D). Section A: Demographic Data of Participants. Section B: Measured the Military-Civilian Transition (Military-Civilian Questionnaire). Section C: Measured Psychological Well-being (Psychological Well-being Scale). Section D: Measured Social Adjustment (Social Adjustment Scale)

6.5 Procedure

The researcher sought permission from the heads of each military establishment where retired military personnel are working or residing. Accordingly, the researcher met with the respondents, after briefing

them on the nature of the research he administered the questionnaire. The respondents filled the questionnaires and completed copies of the questionnaires were collected from participants.

6.6 Method of Data Analysis

Descriptive statistics such as frequencies, percentages, simple percentage, means, and standard deviations was used to analyze demographic variables of participants /respondents. Consequently, Person product moment correlations were used to test both reliability and validity of the two instruments’. Regression analysis was used to test the hypothesis.

7. Results

The data collected in this study were analyzed and interpreted in line with the stated hypotheses. SPSS v20 was used to analysis the data. The descriptive statistics used were Frequency, percentages, means and standard deviations while the inferential statistics used for the test of hypotheses were Pearson Product-Moment Correlation and Multiple Regression Analysis.

Demographic Variables

Table 1: Characteristics of the Participants

Variable		Frequency	Percentage
Gender:	Male	88	73.9
	Female	31	26.1
	Total	119	100%
Age:	30-40 Years	2	1.7
	41-50 Years	19	16.0
	51-60 Years	55	46.2
	61-70 Years	38	31.9
	71 Above	5	4.2
	Total	119	100%
Arms of Service:	Army	29	24.4
	Navy	61	51.3
	Air force	29	24.4
	Total	119	100%
Location:	NDA	8	6.7
	1 DIV	8	6.7
	Jaji	26	21.8
	Kachia	55	46.2
	Lagos	12	10.1
	No Response	10	8.4
	Total	119	100%
	Education:	FLC	7
SSCE		20	16.8
ND		27	22.7
B.Sc		47	39.5
M.Sc		18	15.1
Total		119	100%

Table 1 shows the characteristics of 119 participants, 88 Males and 31 females; age: 30-40 years (N= 2; 1.7%), 41-50 years (N= 19; 16%), 51-60 years (N=55; 46.2%), 61-70 years (N=38; 31.9%) and 71 above (N= 5; 4.2%). Arms of service: Army (N= 29, 24.4%), Navy (N= 61, 51.3%), Air force (N=29; 24.4%); Education: FLC (N= 7, 5.9%); SSCE (N= 20, 16.8%), ND (N= 27, 22.7%), B.Sc (N= 47, 39.5%) and M.Sc (N= 18, 15.1%) and Location: NDA (N= 8, 6.7%), DIV (N= 8, 6.7%), Jaji (N= 26, 21.8%), Kachia (N= 55, 46.2%), Lagos (N= 12, 10.1%) and no response (N= 10; 8.4%).

Test of Hypotheses

Hypothesis 1: there will be a significant relationship between Military-Civilian Transition and Psychological wellbeing among retired Military personnel. This hypothesis was tested using Pearson Product-Moment Correlation in table 2.

Table 2: Summary Result of the Relationship between Military-Civilian Transition and Psychological Wellbeing Correlations

Variables		Military-Civilian Transition	Psychological Wellbeing
Military-Civilian Transition	Pearson Correlation	1	-.473**
	Sig. (2-tailed)		.000
	N	119	119
Psychological Wellbeing	Pearson Correlation	-.473**	1
	Sig. (2-tailed)	.000	
	N	119	119

** . Correlation is significant at the 0.01 level (2-tailed).

Table 2 presents the results of the correlational analysis between Military-Civilian transition and psychological wellbeing. The analysis revealed a statistically significant $r(117) = -0.473, p < 0.05$ moderately negative relationship between Military-Civilian transition and psychological wellbeing among retired military personnel. In other words, the hypothesis was confirmed in this study.

Hypothesis 2: there will be a significant relationship between Military-Civilian Transition and social adjustment among retired Military Personnel. This hypothesis was tested using Pearson Product-Moment Correlation in table 3.

Table 3: Summary Result of the Relationship between Military-Civilian Transition and Social Adjustment Correlations

Variables		Military-Civilian Transition	Social Adjustment
Military-Civilian Transition	Pearson Correlation	1	-.266**
	Sig. (2-tailed)		.003
	N	119	119
Social Adjustment	Pearson Correlation	-.266**	1
	Sig. (2-tailed)	.003	
	N	119	119

** . Correlation is significant at the 0.01 level (2-tailed).

Table 3 shows the results of the correlational analysis between Military-Civilian transition and social adjustment. The analysis revealed a statistically significant $r(117) = -0.266, p < 0.05$ negative relationship between Military-Civilian transition and social adjustment among retired military personnel. In other words, the hypothesis was confirmed in this study.

Hypothesis 3: Age, gender, educational status, Military-Civilian Transition and social adjustment will significantly predict retired military personnel’s psychological wellbeing. This hypothesis was tested using Multiple Regression Analysis in table 4.

Table 4: Summary of the Multiple Regression Analysis on the Psychological Wellbeing of Retired Military Personnel.

Variables	B	T	R	R ²	F
Age	-.050	-.593			
Gender	.093	1.072			
Educational status	.002	.026	0.534	0.285	9.005**
Military-Civilian Transition	-.385	-4.475**			
Social Adjustment	.225	2.681**			

Sig. Level: *P< .05, **P< .01 (df=5,113)

Table 4 shows the summary results of the multiple regression analysis indicating the predictors factors influencing psychological wellbeing of the retired military personnel where it jointly revealed that R= 0.534; F= 9.005, p <.05, and that about 28.5% accounted for the variance of psychological wellbeing among retired military personnel. Independently, the predictors indicated that military-civilian transition ($\beta = -.385$; $t = -4.475$, $p < .01$) and social adjustment ($\beta = -.225$; $t = 2.681$, $p < .01$) significantly predict psychological wellbeing while age ($\beta = -.050$; $t = -.593$, $p > .05$), gender ($\beta = .093$; $t = 1.072$, $p > .05$) and educational status ($\beta = .002$; $t = .026$, $p > .05$) do not significantly predicts psychological wellbeing among retired military personnel. See appendix II, for the histogram.

8. Summary of the findings

The results of this study were summarized as follows:

- The first hypothesis was confirmed as statistically significant; therefore, we reject the null-hypothesis and concluded that there is a statistically significant relationship between military-civilian transition and psychological wellbeing among retired military personnel.
- The second hypothesis was confirmed to be statistically significant; therefore we reject the null-hypothesis and concluded that there is a statistically significant relationship between social adjustment and psychological wellbeing among retired military personnel.
- The third hypothesis was confirmed to be statistically significant; therefore we reject the null-hypothesis and concluded that age, gender, educational status, military-civilian transition and social adjustment jointly predict psychological wellbeing among retired military personnel.
- Also, the results found military-civilian transition and social adjustment as individual predictor of psychological wellbeing among retired military personnel.

9. Discussions

Hypotheses 1 which stated that there will be a significant relationship between military-civilian transition and psychological well-being among retired military personnel in Nigeria. The results from table 2 confirmed the hypotheses r(117) but moderately negative relationship (-0.473, P<0.05) between military-civilian transition and psychological well-being among retired military personnel in Nigeria. This result clearly indicates that military-civilian transition has a relationship with psychological well-being of retired military personnel. We therefor reject the Null hypotheses and concluded that there is a statistically significant relationship between military-civilian transition and psychological well-being among retired military personnel.

This findings is consistent with previous studies Eshan, (2011) reported in his findings that military-civilian transition (retirement) had a significant effect on retired military personnel’s psychological well-being. The findings further revealed that retirement had a significant impact on happiness and improved psychological well-being by 2.9%. And that regression results further showed that being married, post-secondary education, health income and having one’s home positively impacted happiness on retirement. Consequently Kim and Moen, (2012) argued that retirement from the demands of one’s primary career job may be a major life-course role exit that serves to reduce role strain and overload and thereby enhancing psychological well-being.

Hypotheses 2, which stated that there will be a significant relationship between military-civilian transition, and social adjustment among retired military personnel, in Nigeria. The results in table 3 confirmed the hypotheses r (117) but with a negative relationship -0.266, p<0, 05 between military-civilian transition and social adjustment among retired military personnel in Nigeria. This finding clearly revealed that there is a significant relationship between military-civilian transition and social adjustment of retired military personnel. We therefore reject the null hypotheses and concluded

that there is a statistically significant relationship between military-civilian transition and social adjustment among retired military personnel in Nigeria.

This finding is consistent with previous studies Morin, (2011) conducted a survey among 1,853 Veterans and results revealed that about 72% had an easy time readjusting to civilian life. Furthermore Herman and Yarwood, (2014) in their paper titled “from service to civilian” explored the post military identity beyond the service among the tri service personnel (Army Navy and Air force) the results observed that though the sense of loss was generally felt by all the interviewees but they had a positive attitude towards the transition experience.

Hypotheses 3 which stated that Age Gender Educational status, Military-civilian transition and Social adjustment will significantly predict tired military personnel’s psychological well-being in Nigeria. The results in table 4 clearly revealed that the predictor factors influencing psychological well-being of the retired personnel where it jointly indicated that $R=0.534$; $F=9.005$, $P < 0.05$ and that about 28.5% accounted for the variance of psychological well-being among retired military personnel independently. The predictors also revealed that military-civilian transition ($B=-0.385$; $t=-4.475$, $P < 0.01$) and social adjustment ($B= -0.225$; $t=2.681$, $P < 0.01$) significantly predicted psychological well-being while age ($B= -0.050$; $t= -0.593$, $P > 0.05$) then gender ($B = 0.093$; $t=1.072$, $P > 0.05$) and educational status ($B= 0.002$; $t= 0.026$, $P > 0.05$) do not significantly predicts psychologically well-being among retired military personnel in Nigeria.

This finding is consistent with previous findings Salami (2010) conducted a study with 284 retirees and sought to investigate the relationship between retirement context and psychological factors with well-being of retired military personnel. Results from the hierarchical multiple regression analysis findings indicated that age gender did not predict psychological well-being among retirees. Consequently Morin (2011) in her findings argued that military personnel with higher qualifications adjusted better than those with lower qualification.

10. Recommendations

- Psychological services should be provided at all military rehabilitation centers and post military barracks.

- Military personnel while in service should be exposed to acquire functional education so that at retirement they will be properly engage to render services and adjust well in the society.
- Military resettlement centers should be adequately equipped with modern gadgets that will provide the necessary skills to retired personnel as they transit to civilian life.
- Good housing facilities with recreational gadgets should be provided to them after retirement this will minimize any psychology problem and help them adjust well in their new found life.
- Their retirement benefits and pension should be duly paid to them as at when due.
- Scholarships should be awarded to their children who are in school
- Family and community members must embrace and negotiate proper reintegration of loved ones.

11. Conclusion

The study found that there is a statistically significant relationship between military-civilian transition and psychological well-being and social adjustment among retired military personnel in Nigeria. The study also concludes that military-civilian transition and social adjustment are predictors influencing psychological well-being among retired military personnel, while age, gender and educational status will not predict psychological well-being among retired military personnel in Nigeria.

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