RETIREMENT PLANNING AND DEMAND FOR LIFE INSURANCE: EVIDENCE FROM ACADEMIC STAFF OF LAGOS STATE-OWNED TERTIARY INSTITUTIONS

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ABSTRACT

This research explores the relationship between retirement planning and the demand for life insurance, particularly among the academic staff of Lagos State-owned tertiary institutions in Nigeria. Life insurance policies can be used to serve many purposes including life protection, wealth protection, investment purposes among others. While every individual actively involved in wealth creation will get to a point where they are unable to go about their daily activity which thereby result in their inability to create wealth as they used to while younger. The population considered in this study encompassed all academic staff of Lagos State-owned tertiary institutions comprising: LASU, LASUED and LASUSTECH, their total number amounted to two thousand hundred and ten (2110). The Taro Yamane formula was used in determining the sample size which giving a total of three hundred and thirty- six (336) respondents. Using questionnaires, it was administered among a sample size of three hundred and thirty-six (336) respondents, 81 percent of the questionnaires were returned. The multistage sampling technique was comprising quota and convenience sampling techniques using a five-point Likert scale at a 95 per cent confidence level. The independent variables tested include: financial planning, lifestyle planning, and health insurance planning while the dependent variables tested were: claims settlement, government regulation, financial ability, risk consciousness, reasonable premium payment. Using the Statistical Package for Social Sciences (SPSS), descriptive and inferential statistics were employed in analyzing the data. It was found that, while 34.5 percent disagreed with the use of life insurance for financial planning, 37.6 percent agreed. For life style planning, only 26.3 percent supported the use of life insurance policy to plan their life styles. A total of 39.1 percent agreed with the use of life insurance policy to plan for their health. Compared with the predictors, 30.4 percent agreed that prompt claims payment positively influences demand for life insurance while 33.0 percent agreed that government regulations in place also influences the request for life insurance and a total of 40.6 percent agreed to the use of life insurance policy to gain financial stability. The research therefore found that a relationship exist between the independent and independent variables considered in the study.

KEYWORDS: *Retirement planning, financial stability, Life insurance demand, saving motives, post-retirement security.*

1. Introduction

In this present time, individuals face numerous challenges when it comes to ensuring their long-term financial well-being. Recent studies have considered the influence of financial literacy and saving

motives on how life insurance is demanded. Evidences from these studies have showed that enhancing financial literacy and understanding saving motives can increase engagement with life insurance products which ultimately contributes to financial security for individuals (Kiwanuka & Sibindi, 2023). Planning for retirement is a critical aspect of long-term financial security which involves goal settings, estimation of future expenses, identifying potential sources of income and making investment decisions. These ensure the continued maintenance of retirees' standard of living even while they have exited the workforce. Several factors, including the demand for life insurance influence the ability to effect a proper retirement plan. The intention of individuals to have a secured income for retirement and provide support to their dependents influences their decision in effecting life insurance policies. This article explores the intersection of retirement planning and life insurance demand among educators highlighting the unique challenges and considerations they face.

Several factors such as income levels, cultural expectations and financial literacy also impinge on retirement planning decisions. A comprehensive analysis conducted by Jnawali and Jaiswal, (2022) in the Kapilvastu district explicitly incorporated these factors, demonstrating that both saving motives and financial literacy are critical determinants influencing individuals' decisions to purchase life insurance policies, focusing on dependents provisions and securing retirement income. This research is premised on the following objectives: To examine the relationship between retirement planning and the demand for life insurance; to examine the relationship between financial literacy and retirement planning of academic staff of the tertiary institutions owned by the Lagos state government; to investigate the role of income adequacy in shaping the purchase intentions of academic staff.

While there are studies that touch on retirement planning behaviors, life insurance demand, and factors influencing financial decisions in retirement, there is a gap in research focusing on the unique characteristics and needs of academic staff of tertiary institutions. Wang et al., (2024) highlighted the dependence of retirement reserves and bequests on the ability to procure life insurance, which could be a crucial aspect to explore among academic staff. Additionally, Amani (2022) sheds light on retirement planning perspectives, which could offer valuable context on the retirement preparedness of academic staff in Lagos State-owned tertiary institutions. This research is premised on the following independent variables: financial planning, lifestyle planning, and health planning; while the following predictors are examined under the dependent variables: claims settlement, government regulation, financial ability, risk consciousness, and reasonable premium payment. To bridge the literature gap on retirement planning and life insurance demand among academic staff in Lagos State-owned tertiary institutions, future research could focus on investigating the specific retirement planning behaviors, financial literacy levels, attitudes towards life insurance, and factors influencing the financial decisions of this particular group. Understanding these aspects could aid in developing tailored retirement planning strategies and financial products that cater to the needs of academic staff in Lagos State-owned tertiary institutions.

This study aim to contribute to the existing knowledge on retirement planning and life insurance demand, suggesting practical implications for policymakers, institutional administrators, and individuals to enhance their financial well-being during retirement.

2. Literature Review

Conceptual Clarifications

Retirement planning and life insurance

Retirement planning, demand for life insurance are critical elements which intersects at the nexus of personal financial well-being. As individuals navigate the complex landscape of financial decisions,

their financial literacy level can significantly impact their ability to plan their retirement and make informed choices regarding life insurance coverage. The growing importance of these interconnected concepts has led researchers to explore various dimensions of their relationships.

Retirement planning has become a topic of considerable concern as societies grapple with aging populations and changing pension landscapes (Sargent.et.al 2013; Batizani, 2024). (Bee & Doherty, 2008; Jnawali and Jaiswal, 2022) submit that, individuals' efforts to reduce financial risks, and provide protection for themselves and their families against unexpected events is determines how they demand insurance policies. In addition, Dansu, Abass & Oyetayo (2018) surmised that factors such as family size, insurance prices, vehicle ownership and marital status influence insurance choices among academic staff. In looking at these concepts critically, financial literacy cannot be over-emphasized as stated by Lusardi & Mitchell, (2014), to be the extent of financial knowledge possessed by individuals which guides their financial decision making.

Measures of Retirement Planning

Retirement planning has remained one of the critical components of financial future planning. Recent studies have explored various aspects and factors influencing retirement planning. This is evident in the study conducted by Rooij et al., (2012) demonstrating a positive correlation between financial knowledge and retirement planning, particularly in determining post-retirement saving needs. Furthermore, Penn and Lent, (2021) devised new measures through which individuals plan ahead for thr future taking cognizance of outcome expectations, set goals, decisional anxiety, and determination to provide a comprehensive plan against retirement.

Furthermore, Ghafoori et al. (2021) developed an index for retirement confidence, encompassing financial skills, retirement planning, and health and well-being factors. Vieira et al., (2023) compounded the Interdisciplinary Financial Planning Model which aid the analysis of financial preparation for retirement among Brazilians. These studies collectively accentuate the multidimensional nature of retirement planning, integrating financial literacy, goal-setting, psychological aspects, and health considerations to ensure a comprehensive retirement preparation approach.

Demand for Life Insurance

A multifarious problem comes with demand for life insurance, with several factors contributing towards its demand. Repeated studies have consistently proven a contributing cause towards life insurance demand to be income (Nikolić, 2023). Wang et al., (2024) in a similar study reveals confidence among buyers to be an issue of concern in driving demand for insurance, particularly in times of financial uncertainty such as in a pandemic such as in the pandemic of COVID-19. This stipulates that highly sentimental consumers give preference to investing in life insurance products as part of their financial planning. In the same vein, He, (2020) posited that life insurance is demanded based on psychological aspects which include risk attitude, financial knowledge, and subjective beliefs like fatalism and assertiveness determine the demand of life insurance. Studies have also demonstrated the existence of a significant connection between the educational level of individuals and their demand for life insurance, (Capricho et al., 2021). Demographic factors, saving motives, financial literacy, population size and dependency ratio have all been recognized as significant determinants affecting life insurance demand (Jnawali & Jaiswal, 2022).

Theoretical Review

Lifecycle Theory

Modgiliani & Brumberg (1954), developed the life cycle theory which is a fundamental framework for understanding retirement planning behaviours, savings patterns and investments decisions at various stages of individual's life. The study conducted by Yuming and Zhang (2018) among others have shown that life expectancy and mortality rates influence retirement planning decisions. This theory predicts that individuals tend to save more during their middle age and save lesser or not at all during old age after retirement (Folk, 2019). Additionally, Laitner and Sonnega, (2012) surmised through the works of Modgiliani (1986), Kotlikoff (1987), that the life-cycle model has been utilized to study household preparations for retirement, decisions on when to retire, and well-being during retirement. Factors such as financial literacy and retirement savings behavior are also linked to assumptions critical to the life cycle model (Hauff et al., 2020). The life-cycle theory explains changes in retirement plans, including expected retirement age, in response to unexpected changes in wealth. It also addresses the relationship between investment experience, demographic factors, and retirement planning intention, highlighting how savings accumulated during the early stages of life serve as resources for retirement, (Arano and Parker, 2014). Incorporating the life-cycle theory into retirement planning models allows for the identification of predictors of retirement planning and the theory of planned behavior (Kumaraguru & Geetha, 2021; Griffin et al., 2012). While Dufour et. al., (2021) posits that the theory aids in studying the impact of attachment to work and workplace expectations on the planned age of retirement.

Prospect Theory

This theory offers a valuable lens for understanding individual's decision-making processes regarding retirement planning and how it affects the buying of life insurance. *The* prospect theory was propounded by Kahneman and Tversky (1979), it surmised that individuals tend to be risk-averse to gains but risk-seeking when facing losses. This theory has been applied in various studies to analyze how people make decisions relating to financial matters such as retirement planning and insurance choices (Kumaraguru and Geetha, 2021; McIntosh et. al., 2019; Tversky & Kahneman, 2016). This theory highlights the effect of behavioural biases on retirement planning, longevity risk management and achieving financial security. Individuals' attitudes towards risk preferences, loss aversion, and error propensity significantly influence their decisions regarding investment choices and preparation for retirement. Prospect theory helps in estimating how these specific parameters affect individuals' behaviors and choices in planning for their retirement (Kumaraguru and Geetha, 2021).

Expected Utility Theory

The prospect theory challenges the traditional expected utility model and provides an alternative framework for decision-making under risk. This theory is essential in understanding how individuals perceive and evaluate risks associated with retirement planning and life insurance decisions. In the context of retirement planning, Rust (2005) emphasizes the significance of considering factors such as pension plans, health insurance coverage, and disability insurance in retirement decision-making. These elements play a vital role in shaping individuals' retirement choices and financial security post-retirement. Moreover, Amani (2022) highlights various dimensions of retirement planning, including income sources, housing arrangements, and health insurance costs, which collectively influence individuals' preparedness for retirement. Studies by Mulholland & Finike, (2023) and Wang et al., (2024) underscore the impact of cognitive abilities, bequest motives, and household portfolio allocation decisions on the need for life insurance coverage. These factors reflect how individuals assess risks and

plan for financial protection, especially during retirement when considerations of legacy and financial stability are paramount. Furthermore, research by Tang et al. (2018) delves into optimal portfolio choices, annuities, and life insurance demands for retired individuals in safeguarding against income loss and ensuring financial stability, particularly for surviving spouses. Additionally, Kitamura and Nakashima (2021) emphasize the benefits of life annuities in post-retirement financial planning, highlighting the importance of securing income streams during retirement.

Empirical Review

Retirement planning and demand for life insurance are crucial issues requiring necessary attention. Several studies shed light on various factors influencing retirement planning and life insurance demand among academic staff. Wang et al., (2024) observe that an increase in financial well-being will cause a high demand for life assurance, particularly during financial downturns. In his contribution, a lot of concern is placed in regard to savings in retirement, inheritances, and buying life assurance.

Also, Kofarmata (2024) stressed financial consciousness and planning for early retirement for academic workers. The contribution work of work of Ogunsemi et al., (2023) addressed personality factors of an individual and factors that contribute towards anxiety in regard to retirement for workers in universities in Nigeria, in Osun University, Nigeria. The contribution work of the authors brings out that poor preparation for, and lack of preparation for, retirement for workers in universities could result in anxiety and, in turn, affect planning for retirement.

The contribution work brings out necessity in dealing with psychological factors in planning for one's retirement, and in academic workers in general. Although Habib and Ayyoub (2023) and Ndawula et al., (2023) report a high-interest rate positively contributing towards life assurance premium expense. Segodi and Sibindi (2022) addressed life assurance demand in BRICS countries, and financial regulation's contribution in life assurance demand for policies. It was found that the life insurance demand variables tested were negatively affected by income, unemployment, interest rate, and inflation. While Amani (2022) in Tanzania also underscored the multifaceted nature of retirement planning, including income sources, networking opportunities, housing arrangements, acceptance of retirement, and health insurance considerations.

Additionally, Kitamura & Nakashima (2021) emphasize the benefits of life annuities in post-retirement financial planning, highlighting the importance of securing income streams during retirement. Moreover, several studies have shown that retirement planning is a crucial aspect of achieving retirement goals and ensuring retirement satisfaction. Planning and plan fulfillment are therefore essential for individuals to have a secure and fulfilling retirement, (Penn and Lent 2021).

3.0 Research Methods

Cross-sectional survey study design was adopted in the work. It was adopted for its application in survey at a single point in time and at a same timespace for a range of subjects. Two thousand one hundred and ten academic workers (according to annual reports of each institution at 2023 of Lagos State University (LASU), Lagos State University of Education (LASUED) and LAGOS State University of Technology (LASUTECH)) represented the whole study population for the work. Two methods, quota and convenience sampling, were adopted in using the multistage sampling.

Since the total population size comprised all academic staff of Lagos State owned tertiary institutions, which summed up to be a large population and because of time constraints and other factors, the Taro Yamane formulae (1967) was employed in statistically determining the sample size of the population as cited by Anabaye & Olubusaye (2021) and this was determined as follows:

$$n = \frac{N}{1+Ne^2}$$

$$n = \frac{2110}{1 + 2110\ (0.05)^2} = 336$$

Where:
n= the population sample, N= population, e= acceptable sampling error
95% confidence level and p= 0.05 taken for granted.

The three hundred and thirty-six questionnaires with a structured format arbitrarily distributed to tertiary schools' academic workforce and two hundred and seventy-three (273) useful copies returned, representing an 81 percent level of response. Questionnaire drawn in relation to key concepts and researched variable.

Survey technique in use taken in consideration its suitability to adopted research design, its ease in distribution and its cost-effectiveness (Sallies et al., 2021). With use of the descriptive and inferential statistics, collected information processed with use of the Statistical Package for Social Sciences (SPSS). Simple frequency percentage for descriptive analysis and use of multiple regression for inferential statistics.

Results and Discussion of Findings

4.1. Descriptive Analysis of the Background Information of Participants

Table 4.1: Participants' Bio-Data Information

Variable	Response Label	Frequency	Percentages (%)
Gender	Male	155	56.8
	Female	118	43.2
Age	30 but less than 40	100	36.6
	40 but less than 50	126	46.1
	50 but less than 60	37	13.6
	60 & above	10	3.7
Marital Status	Single	10	3.7
	Married	259	94.8
	Divorced	04	1.5
Educational Qualification	BSc/HND	28	10.3
	Master's Degree	140	51.3
	Doctorate	105	38.4
Annual Income	Less than 1 million	37	13.6
	1 million but less than 5 million	171	62.6
	5 million but less than 10 million	56	20.5
	10 million but less than 15 million	09	3.3

Source: *field survey, 2024*

Table 4.1 below shows statistics regarding several demographics. This analysis of statistics reveals important information about the surveyed population, allowing for important observations and interpretations to be drawn. There is a minor male bias in terms of gender, with males representing 56.8 percent and females representing 43.2 percent of respondents. Differences in gender can impact

outlooks regarding complex subjects and, in turn, impact participants' answers and outlooks about the survey issue at hand. Respondent participation reduces with age, with most respondents in the 40-50 years and older group, possibly representing an older overall population. Certain trends regarding age, outlooks, and factors for consideration can be apparent with regard to decision-making, consumption, and acceptance of social transformations, such as regarding planning for retirement. A high proportion of respondents report being married (94.8 percent), with single and divorced respondents representing a relatively minor portion. Statistics such as these can reveal variation in individual accountability, objectives, and financial conduct between singles, divorced persons, and singles' and divorced persons' counterparts, with important implications for life insurance-related choices. In terms of educational level, distribution reveals a high proportion of respondents (51.3 percent) with a Master's Degree. This distribution reflects an educated population and most probably reflects a high level of financial awareness and competency overall in respondents. In addition, a group of respondents with incomes between 1 and 5 million (62.6 percent) overlaps with factors driving demand for life insurance protection. This middle-income bracket dominance within the surveyed population might suggest varying capacities for demand for life insurance and investment opportunities. Those with higher incomes might have more resources to allocate towards annuity funds or investment portfolios via life insurance policies, while those with lower incomes might face challenges in saving adequately for the purchase of life insurance.

Table 4.2: Demographic Information of Participants

Variable	Response Label	Frequency	Percentages (%)
Do you have insurance policy?	Yes	45	16.5
	No	228	83.5
Do you have a life insurance policy?	Yes	36	13.2
	No	237	86.8
How often do you show interest in insurance?	Not at all	193	70.7
	Rarely	23	8.4
	Sometimes	21	7.7
	Quite often	18	6.6
	Always	18	6.6
Do you think life insurance scheme is a reliable instrument for your retirement plan?	Yes	101	37.0
	No	172	63.0
How sure are you with life insurance scheme as a reliable retirement plan?	Not very sure	35	12.8
	Not sure	96	35.2
	Averagely sure	54	19.8
	Sure	44	16.1
	Very sure	44	16.1

Source: *field survey, 2024*

Table 4.2 continues with a series of questions for other demographics. Figures present an outlook into respondents' make in surveyed and inferences and observations can then be drawn out of them. Respondents' response in terms of possession of an insurance policy shows lack of possession in that it captured 83.5 percent of the sample and 16.5 percent with an insurance policy in possession. As to the proportions of the participants who owned life insurance policies, 86.8 percent said 'No' while 13.2 percent indicated 'Yes'. As to the interest of the participants in insurance, while majority indicate non-interest (70.7 percent), 84 percent rarely interested, 7.7 percent sometimes interested, 6.6 percent were quite often and always interested respectively. As for the reliability of life insurance scheme as a retirement plan, 63 percent expressed dissenting views while 37 percent indicated supporting opinions. As to the assurance of life insurance scheme as reliable retirement plan, while 48 percent of the

participants expressed their uncertainty of the instrument; 32.2 percent showed their level certainty regarding it. Only 19.8 percent were averagely sure of it.

4.2. Descriptive Analysis of the Research Variables

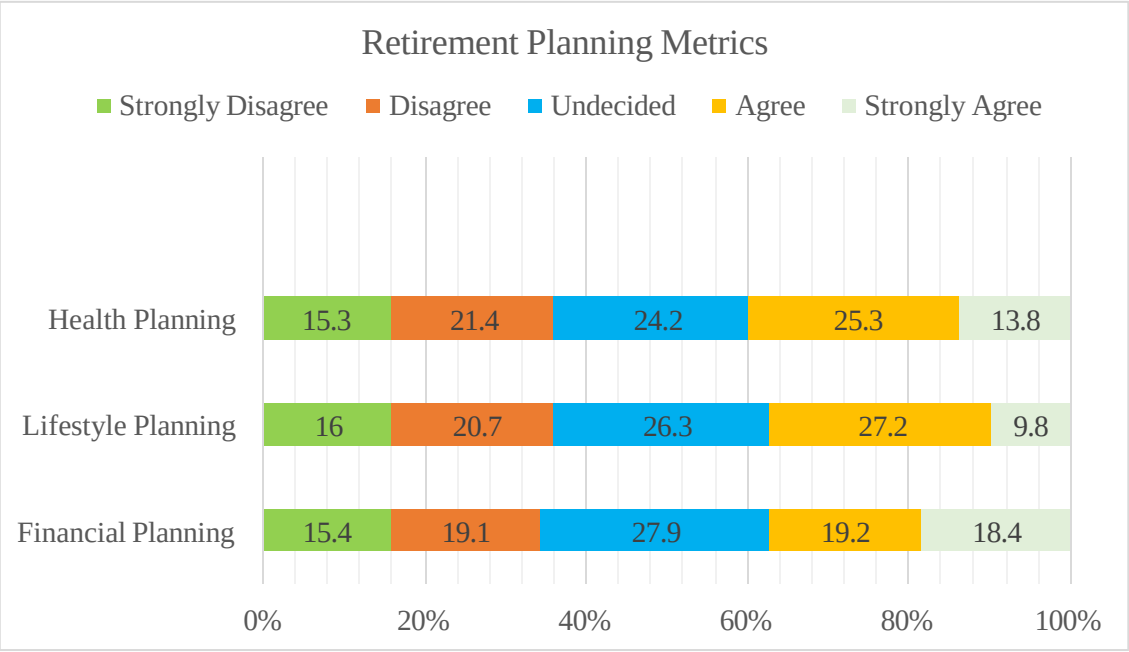
Table 4.3 **Retirement Planning**

Variables	Scale Level					Mean	Std Dev.
	SD	D	U	A	SA		
	1	2	3	4	5		
Financial Planning	15.4	19.1	27.9	19.2	18.4	3.45	1.232
Lifestyle planning	16.0	20.7	26.3	27.2	9.8	2.89	1.242
Health planning	15.3	21.4	24.2	25.3	13.8	3.31	1.271

Source: Researchers' Computations, 2024

In Table 4.3 (Fig. 4.2), data was gathered for the retirement planning survey items including: *financial planning, lifestyle planning, and health planning.* Reactions were received for most items, in which 34.5 percent exhibited their disagreement in terms of financial planning, 27.9 percent neither agreed nor disagreed, and 37.6 percent agreed. In life planning, 36.7 percent disagreed with it, 26.3 percent neither agreed nor disagreed, and then 37.0 percent agreed. In planning for health, 36.7 percent of overall participants exhibited their disagreement, 24.2 percent neither agreed nor disagreed, and 39.1 percent agreed. For mean and standard deviation scores, in supporting all items under survey, this required an educated conclusion that judgments of lecturers towards items under survey were normally distributed and concentrated at mean. Descriptive statistics for demand for life insurance clearly reveals that all the measures have similar judgments towards all subjects in distribution of participants.

Figure 4.2: The Graphical Model Explaining the Retirement Planning Metrics among Lecturers in Lagos State-Owned Tertiary Institutions



Source: *Researchers' Computations, 2024*

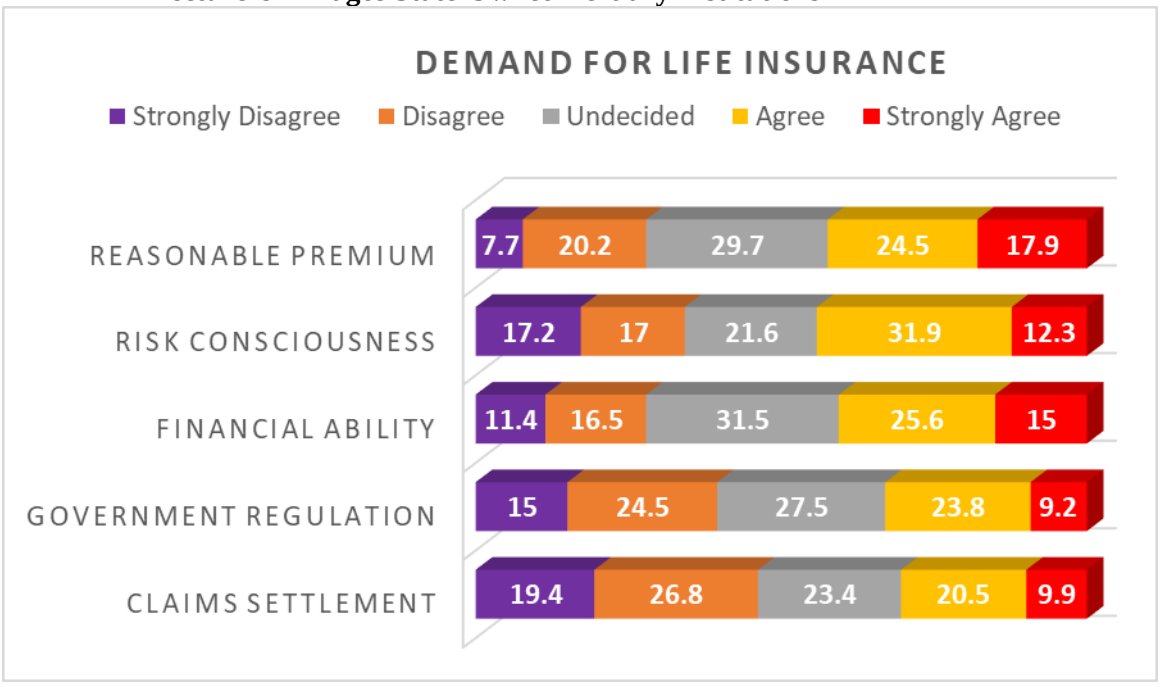
Table 4.4 **Demand for Life Insurance**

Predictors	Scale Level					Mean	Std Dev.
	SD	D	U	A	SA		
	1	2	3	4	5		
Clams Settlement	19.4	26.8	23.4	20.5	9.9	2.75	1.260
Government Regulation	15.0	24.5	27.5	23.8	9.2	2.88	1.200
Financial Ability	11.4	16.5	31.5	25.6	15.0	3.16	1.206
Risk Consciousness	17.2	17.0	21.6	31.9	12.3	3.02	1.283
Reasonable Premium payment	7.7	20.2	29.7	24.5	17.9	3.25	1.190

Source: Researchers' Computations, 2024

Table 4.4 (Fig. 4.3), lists demand for life insurance survey items for information elicited for respondents: claims settlement, government regulation, financial capability, awareness of danger, and fair premium payment terms. Respondents' reaction towards most items, was: 46.2 percent disagreed with regard to claims settlement 23.4 percent undecided, and 30.4 percent agreed with it. For government regulation, 39.5 percent of respondents exhibited no agreement with this item, 27.5 percent undecided, and 33.0 percent agreed with it. For financial capability, 27.9 percent of sample population exhibited its disagreement, 31.5 percent undecided, and 40.6 percent agreed with it. For awareness of danger, 34.2 percent disagreed, 21.6 percent undecided, and 44.2 percent agreed with it. For fair premium payment terms, 27.8 percent disagreed, 29.7 percent agreed, and 27.9 percent undecided. Mean and standard deviation values supported findings for all items under survey. This validates judges' judgments towards items under survey, were normally and symmetric and peaked at and about its mean value. Result of descriptive statistics for demand for life insurance clearly reflects similar judgments for all measurement tools towards issue at hand in distribution of judges' judgments.

Figure 4.3: The Graphical Model Explaining the Life Insurance Demand Metrics among Lecturers in Lagos State-Owned Tertiary Institutions



Source: *Researchers' Computations (2024)*

4.3 Test of Hypotheses

H_{01}: Retirement planning (financial planning, lifestyle planning, and health planning) has a significant effect on the demand for life insurance among lecturers in Lagos State-Owned Tertiary institutions.

Table 4.5 Multiple Regression Results for Retirement Planning vs. Demand for Life Insurance

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.840[a]	.705	.702	2.27873	.705	214.166	3	269	.000
a. Predictors: (Constant), Health Planning, Lifestyle Planning, Financial Planning b. Dependent Variable: Demand for Life Insurance									
ANOVA[a]									
Model		Sum of Squares		Df	Mean Square		F	Sig.	
1	Regression	3336.247		3	1112.082		214.166	.000[b]	
	Residual	1396.815		269	5.193				
	Total	4733.062		272					
a. Dependent Variable: Demand for Life Insurance									
a. Predictors: (Constant), Health Planning, Lifestyle Planning, Financial Planning									
Coefficients									
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95.0% Confidence Interval		
		B	Std. Error	Beta			Lower Bound	Upper Bound	
1	(Constant)	2.573	.517		4.978	.000	1.556	3.591	
	Financial Planning	.118	.058	.131	2.048	.042	.005	.232	
	Lifestyle Planning	.229	.056	.240	4.113	.000	.119	.339	
	Health Planning	.485	.056	.525	8.644	.000	.374	.595	
a. Dependent Variable: Demand for Life Insurance									

***Source**: Researchers' computations, 2024*

The multiple regression analysis conducted aimed to evaluate the effect of retirement planning (comprising financial planning, lifestyle planning, and health planning) on demand for life insurance among lecturers in Lagos State-Owned Tertiary Institutions. The model summary indicates a substantial relationship between the predictors (financial planning, lifestyle planning, and health planning) and the response variable, demand for life insurance ($R = .840$, $R^2 = .705$, *Adjusted* $R^2 = .702$). This result suggests that 70.5 percent of the variance in demand for life insurance can be explained by the combined influence of these retirement planning metrics. Further support is given by the ANOVA showing the significance of the regression model, with a highly significant F-statistic ($F = 214.166$, $p < .05$). The regression analysis indicates that the combined effect of financial planning, lifestyle planning, and health planning significantly predicts demand for life insurance among lecturers in Lagos State-Owned Tertiary Institutions. Examination of the coefficients in Table 4.7, shows that health planning ($\beta = .485$, $p < .05$) contributed the most to the change in the response variable, followed by lifestyle planning ($\beta = .229$, $p < .05$) and financial planning ($\beta = .118$, $p < .05$) respectively.

4.4 Discussion of Findings

This research sought to examine the relationship between retirement planning and its influence on how life insurance policies are being demanded by academic staff of Lagos state owned tertiary institutions, using the five-point Likert scale questionnaire to carry out the research. It was discovered that there was a model relationship between the predictors and variable. This implies that, financial planning, life style planning and health planning significantly affect decisions pertaining to the preparation for the after work life, this is supported by the work of Wang et al., (2024) which highlighted that enhanced financial well-being can result in increased demand for term life insurance, particularly during economic downturns.

The population of study is considered a highly educated strata giving the figure 53.5 percent holding a Masters' degree implying that they are financially literate and tend to understand the effect of effective planning for the future, this corroborate with the findings of Kofarmata (2024) which emphasizes the importance of financial literacy and early retirement planning among academic staff of the institutions. In addition, the age distribution of the study population also gave an indication of an increased understanding of retirement planning. However, the middle income bracket earning of the surveyed population depicts a drastic influence on the demand for life insurance policies as discovered that only 13.2 percent possess life insurance policies while a large number of the respondents constituting 86.8 per cent do not possess life insurance policies.

A larger percentage of the study population standing at 63 percent had a dissenting view on the reliability of life insurance scheme as a retirement plan. However 32.2 percent of the study population were of the positive view and assurance that life insurance is a reliable retirement plan. The study therefore underscore the intricate interplay of financial stability, economic indicators, education level and demographic factors in influencing individuals' decisions regarding life insurance and retirement planning.

1. Conclusion and Recommendations

The findings from the study showed that though the study population possesses an increased level of financial knowledge, more education on the benefits and importance of purchasing life insurance policies as a means of planning for future is necessary. This is evident from the views of some of the academic workforce giving a dissenting view on how reliable life insurance policy is in preparing for the future.

This study therefore recommends that insurers and management of the institutions and the government need to take steps on educating academicians on the benefits of life insurance policies as a futuristic instrument in ensuring a smooth life after retirement. This can be achieved through organizing workshops, seminars and conferences that can help educate the academic environment on the essence of using life insurance as a means of preparing for retirement. Practical guidance and real-life experiences through the use of retired lecturers or speakers proficient in retirement planning can be employed. Interventions based on evolving needs and changes in financial landscape should also be adapted to ensure relevance.

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