

## **IMPACT OF PRE-RETIREMENT TRAINING PROGRAMME ON WAEC STAFF RETIREES**

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### **ABSTRACT**

The West African Examinations Council (WAEC) among other functions organizes pre-retirement training programmes for its staff. The Human Resources Management Departments (HRMD) in Lagos and Accra Offices take care of the training of the national staff while the HRMD, Headquarters Office, Accra, handles that for the international staff in all the member countries. Although the training programme is considered laudable, its impact on the retirees has never been determined.

The study therefore investigated the impact of the pre-retirement training programmes introduced in 1992, on WAEC retirees vis-à-vis their socio-economic benefits to the participants. A survey design was employed for the study while the population comprised all WAEC retirees, staff of HRMD and course consultants. The sample was made up of all available WAEC retirees, randomly selected staff of HRMD and course Consultants.

Two sets of questionnaires were the main research instruments. Data collected were subjected to descriptive statistics and the findings thereafter discussed. The study among others indicated that pre-retirement course was considered to have positive impact on the WAEC retirees. It was therefore recommended that there is the need to evaluate the pre-retirement programme as it presently operates in Council.