

## **ABSTRACT**

Retirement is a life stage which most workers have to eventually come across with. Successful retirement adjustment can help a person deal with changes involved in a person's retirement and bring positive influences to their post-retirement life. This article investigates whether goal orientation towards work and family, and primary and secondary control strategies towards work and family can predict perceived retirement adjustment of pre-retirees. The results showed that only parts of the components in the retirement adjustment construct were influenced by goal orientation and control strategies. Actually, for people who are more work-oriented, lowering aspirations (a kind of secondary control) leads to more negative retirement attitude and job satisfaction. However, work-oriented individuals' enjoy a better relatedness with others if they employ positive control strategies towards their family. The results are explained by Continuity Theory (Atchley, 1976) and lifespan theories, like Bronfenbrenner's ecological theory of human development (1995). It is suggested that researchers should take a longitudinal approach to study the transition from work to retirement using goal orientation and control strategies as constructs to study their effects on retirement adjustment. Theoretical and practical implications on studying retirement are also given.