



Intention Model Analysis of Bogor Society against Pension Fund in Retirement Planning

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Abstract: Indonesia has a high workforce. Central Bureau of Statistics Indonesia released the workforce as of February 2016 which is 120,647,697 people from the total workforce of 127.671869 people, which means the Indonesian workforce reached 94.50 %. However, only 6.16% of Indonesia's workforce has not had a retirement plan. The purpose of this research is to identify the factors that influence the intention of Bogor society towards the retirement planning and to build the model of causality of retirement planning of Bogor City with Theory of Planned Behavior. Sampling technique used is simple random sampling, cluster sampling, and systematic sampling then processed with structural equation model (SEM). The result of this research is only 26% of respondents have pension fund. The indicator variables BB2, SN3, SN4, SN5, MTC2, and MTC3 are not able to validate each of the latent variables. The reliability result shows that SN, MTC, and ITU variables cannot be said to be reliable. Hypothesis test of latent variables shows that only the subjective norms have a significant effect on the intention of retirement planning.

Keywords: Structural Equation Modeling, Theory of Planned Behavior, Pension Fund, Retirement Planning

1. INTRODUCTION

Indonesia has a high workforce. Central Bureau of Statistics (BPS) released the workforce as of February 2016 which is 120,647,697 people from the total workforce of 127.671.869 people, which means the Indonesian workforce reached 94.50 %. Everyone should not only thinking about welfare while working but also thinking about the retirement welfare. As time passes, the necessities of life will get bigger but someone's ability to do things becomes less and less. This is the reason for the importance of preparing investment and financial problems in old age. The sufficient wealth, healthy, and financially free is what everyone wants when facing retirement. Investments help one to prepare for a quality pension because the cost of living over time continues to grow. The government still can not provide old-age insurance to all people who have entered retirement. It becomes one of the reasons one should think about oneself, both in productive and retirement. Therefore, one must prepare all the necessities to face retirement. One of the investment that guarantee the retirement is the Pension Fund.

Pension Fund, the government considers that national development is needed to collect and manage the Fund in order to maintain the continuity of income in the old days in order to realize social justice for all Indonesian people. The Pension Fund is a means of raising funds to improve the welfare of its participants and increase the participation of the community in preserving the increasing and sustainable national development and ensuring the holding of Pension Fund can also increase the motivation, the working calm to increase productivity, and improve the prosperity.

Public awareness of the importance of planning in the old days still need to be grown. The Financial Services Authority (OJK) publishes Pension Fund Statistic report 2014 and 2015. The participant of Dana Pensiun 2015 is 4,189,527 people or an increase of 6.30 % from 2014 of 264,083 people. Based on BPS data in August 2015, 68,036,477 workforce, so that the number of pension fund participant in 2014 on the number of Indonesian workers nationwide is only 6.16 %. This figure is still very far from the hope of remembering there are 93.84 % more people who have not become participants of the Pension Fund (OJK 2015). Penetration of Pension Fund participants in 2011 - 2015 can be seen in Table 1.

Table1. Penetration of pension fund participant in 2011 - 2015

Description	Year				
	2011	2012	2013	2014	2015
Number of Indonesian workers	60.905.202	62.605.346	64.192.990	67.045.437	68.036.477
Number of the pension fund participants	3.082.708	3.345.798	3.633.645	3.925.444	4.189.527
Penetration (%)	5,06%	5,34%	5,66%	5,85%	6,16%

Penetration of Pension Fund participants from 2011 to 2015 is seen to increase. However, the penetration of the number of participants of the Pension Fund to the number of workers is still far as expected. People's knowledge of the Pension Fund as one of the financial institutions in Indonesia is still very low compared to other financial institutions, such as banks, insurance companies, and finance companies (Ministry of Finance 2012). It becomes a major task of the government in the development of Pension Fund industry. The government should know thereasons Indonesians have little interest in the Pension Fund. One of the methods to know the public interest in the Pension Fund is the theory of planned behavior by Icek Ajzen (1985). Theory of planned behavior is a theory that predicts behavior because behavior can be planned and considered. Looking at the phenomenon, it is necessary to identify the factors of intention of the people of Bogor City to the Pension Fund. The identification needs to be formulated in the form of mathematical model in order to facilitate in digging information about society preparation level of Bogor City to its old age. Intention and usage behavior in retirement is influenced by attitude toward behavior, norm subjective and perceived behavioral control. The measuring instrument used in this research is Structural Equation Model (SEM). The purpose of this research is to identify the factors that influence the intention of the people of Bogor City towards the planning of retirement and to build the model of causality of old age community planning of Bogor City with Theory of Planned Behavior.

The study of theory planned behavior and retirement planning is also reviewed by Dam *et al.* (2009), Topa *et al.* (2009), Griffin *et al.* (2012), Mohidin *et al.* (2013), Purnamasari (2014), Kopusko *et al.* (2015), and Amelia *et al.* (2017). However, their research only predicts direct indicaor variables on the theory of planned behavior. Amelia *et al.* (2017) reviewed on old-age financial ownership of Bogor City workers, Purnamasari (2014) concerning retirement planning and its effect on the subjective economic welfare of retirement families, Griffin *et al.* (2012) reviewed about developng and testing models to identify retirement panning based on theory planned of behavior, and Topa *et al.* (2009) analyzed retiremen planning behavior and retirement satisfication. Amelia *et al.* (2017) analyzed the influence of attitudes toward behavior, subjective norms, and behavioral control over ownership of old-age financial planning in Bogor City workers as well as analyzing demographic characteristics of Bogor City workers who have retirement planning using the corelation test dan binary logistic regression. Amelia *et al.* (2017) analyzed direct indicator variables on the theory of planned behavior. Purnamasari (2014) analyzed the behavior of retirement planning conducted by respondents in the past and analyzed the influence of work history, length of education towards retirement planning. The results of research by Griffin *et al.* (2012) said that attitudes toward behavior, behavioral control, and subjective norms had a significant effect on workers in retirement planning. Mohidin *et al.* (2013) analyzed the relationship between attitude towards personal financial planning and retirement planning behavior among workers in Kinabalu. Kopusko *et al.* (2015) analyzed the impact of interpersonal perception on saving behavior for retirement. The study of retirement planning and financial literacy was reviewed by Joo and Grable (2005), Lusardi and Mitchell (2007a; 2007b;2008;2010), Lusardi *et al.* (2010), Croy *et al.* (2010a), Klapper and Panos (2011), Rooji *et al.* (2011), Mehdzan and Tabiani (2013), Agnew *et al.* (2013), Liman and Hananto (2009), Cucinelli *et al.* (2009), Kimiyaghalam *et al.* (2017), and Selvadurai *et al.* (2018).

2. STUDY OF LITERATURE

2.1. Theory of Planned Behavior

Theory of planned behavior is a theory developed by Icek Ajzen in 1985. The theory is the development of reason action theory made by Ajzen and Fishben in 1975. The theory of planned behavior has the purpose of predicting and explaining human behavior in certain contexts. The main focus of the theory of planned behavior is the same as the reason action theory, namely the intention of individuals to perform certain behaviors

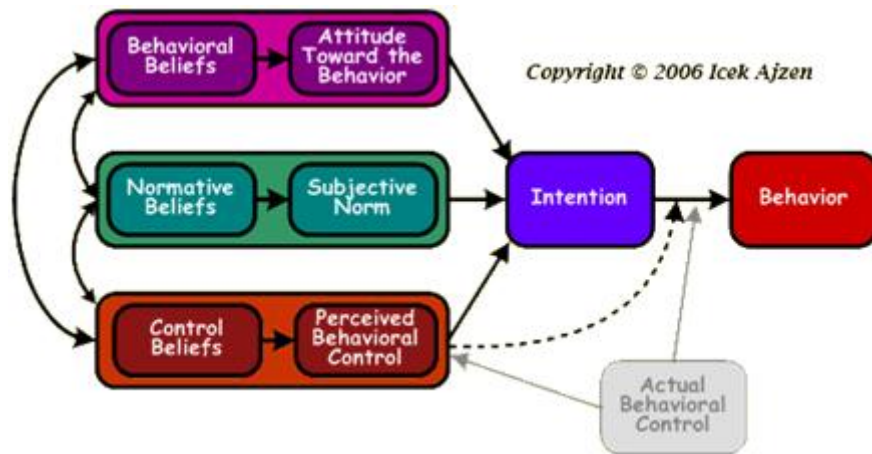


Figure. Theory of Planned behavior Frame(Ajzen 2005)

2.2. Intention to Use

Intention according to Ajzen and Fishbein (1991) is assumed to be a motivational factor that influences behavior. As a general rule, the stronger the intention to engage in behavior, the more likely it is to have to show or do the behavior. Whereas according to Bandura (1988) intention to use is a full determination to carry out certain activities or produce a situation in the future. In general, if an individual has the intention to perform a behavior then the individual will tend to do that behavior, whereas if it does not have the intention to perform a behavior that individuals are not inclined to do so.

Ajzen and Fishbein (1975) suggest that there are several stages of measuring intention to use, namely: (1) defines individual behavior that will be examined based on targets, actions, time and situation, (2) determine the study population, (3) formulate the things that will be used on the measuring instrument.

2.3. Attitude towards Behavior

Attitude towards behavior according to Ajzen (2005) is the degree of an individual's positive or negative assessment of a behavior. The attitude towards a behavior that is determined by the belief is called behavioral beliefs, namely the individual's belief about the consequences obtained from doing a positive and negative behavior. The attitude towards a behavior in the planned of behavior theory is determined by a combination of individual belief in the positive or negative consequences of carrying out a behavior with the individual's subjective value towards the consequences of behaving.

In general, the more individuals have an assessment that behavior will produce positive consequences then the individual will tend to be favorable towards the behavior. However, if an individual has an assessment that a behavior will produce negative consequences, then the individual will tend to be unfavorable to the behavior (Ajzen 2005).

2.4. Subjective Norm

Ajzen (2005) argues that subjective norms are functions based on belief which are referred to as normative beliefs, namely beliefs about agreement and or disagreement of a person or group that are important for individuals to a behavior (salient referent beliefs). Approval or disapproval comes from referents or other people who influence the individual (significant others) such as family, spouse, co-workers, and co-workers.

Subjective norms according to Ajzen (2005) are individual perceptions of social pressure to do or not to conduct a behavior. Subjective norms are determined by a combination of individual beliefs about agreement and or disagreement of a person or group that is important for the individual towards normative beliefs with the individual's motivation to comply with the reference (motivation to comply).

2.5. Perceive Behavioral Control

According to Ajzen (2005) perceived behavioral control is an individual's perception of the ease or difficulty of carrying out certain behaviors. Ajzen (2005) suggested that perceived behavioral control

is a function based on beliefs called control beliefs, namely individual beliefs about the existence or absence of supporting factors or individual barriers to bring about a behavior (salient control beliefs). Belief about these factors is based on an individual's previous experience of a behavior, information related to a behavior obtained by an individual by observing knowledge possessed by himself or others known to the individual, and various other factors that influence individual feelings about the level of difficulty in doing something. behavior.

In general, the more individuals feel a lot of supporting factors and fewer obstructive factors in carrying out a behavior, then the individual will tend to assume easy behavior in him, while the fewer individuals feel a little supportive factors and many inhibiting factors, then individuals tend to assume difficult behavior on him (Ajzen 2005). Perceived behavioral control is expected to moderate the influence of intentions on behavior carried out by individuals. If the perceived control of the individual is strong and an intention possessed by a strong individual, then the individual will produce behavior (Ajzen, 2005).

2.6. Structural Equation Modelling

Structural Equation Model (SEM) is a model used to measure the relationship between latent variables (Hair et al. 2014). Structural equation model according to Hair et al. (1998) is a multivariate technique that combines aspects of multiple regression and factor analysis by estimating a series of interdependent relationships that are interrelated simultaneously. SEM consists of 2 parts, namely the latent variable model and the measurement model (Ghozali, 2008). The first part is a latent variable model that is a variable that is not directly measured. While the second part is a measurement model, which describes several indicators or some measured variables as effects or reflections of the latent variables.

Latent variables are unobservable variables or cannot be measured directly. However, latent variables can be represented or measured by one or more other variables, namely indicator variables (Hair et al. 1998). There are two types of latent variables in SEM that are endogenous and exogenous. Endogenous latent variables are non-free latent variables in one model. Exogenous latent variables are latent variables that act as independent variables in the model.

According to Hair et al. (1998) there are seven steps in the structural equation model, namely (1) developing a theory-based model, (2) constructing a construct, (3) changing the path diagram into a structural equation and a measurement equation, (4) choosing the type of matrix and estimating the model to be proposed, (5) estimating identification on structural models, (6) evaluating results on goodness of fit, (7) interpretation and modification of the model if it is correct in theory.

3. RESEARCH METHODS

The location of this study is the city of Bogor. The study was conducted from May 2017 to November 2017. Sampling methods used in this study were cluster sampling, simple random sampling, and systematic random sampling. The population of this study is the people of Bogor City who are already working. The sample in this study is the head of the family in the city of Bogor. The number of samples used in this study is 100 people.

The steps of data analysis in this research are:

- Identify the problem.
- Create indicators that fit the theory of planned behavior, design the questionnaire, and spread the questionnaire.
- Descriptive analysis
Descriptive analysis in this study aims to see the characteristics of respondents in general ie sex, age, last education status, occupation, length of work, the number of family dependents, monthly income, monthly expenses, pension fund ownership and type of pension fund.
- Analysis with structural equation model.
 - Stage 1 of SEM is to develop a model based on the theory in this research is to make an indicator in accordance with the theory of planned behavior and apply the model on the whole sample. Operational variables can be seen in Table 2.
 - Stage 2, after the model is designed based on theory, the next step is to build a cross diagram. Cross diagram in this study can be seen in Figure 2.

- Stage 3 of SEM that is converting path diagram; making path diagram into model of structural equation and model of measurement equation. The model of structural equation in this study can be seen in equations (1) and (2) whereas the model of measurement equation can be seen in equations (3) and (4). The formation and processing of SEM models was analyzed with Lisrel 8.72 applications.
- Stage 4, the method used to estimate the model parameters is the maximum likelihood method.
- Stage 5, the expected identification in this research is having $db = 0$ or $db > 0$. How to identify the model is:

$$db = \frac{1}{2} [(p + q)(p + q + 1)] - t$$

information:

p = number of variables of endogenous indicator on model,

q = number of exogenous indicator variables in the model,

t = number of model coefficients to be estimated

- In stage 6, the model conformity evaluation is performed by testing the suitability of the model (smallest possible χ^2 values, p value > 0.05 , RMSEA value ≤ 0.08 , GFI ≥ 0.90 , AGFI ≥ 0.80 , NFI ≥ 0.90 , CFI ≥ 0.90), and evaluation of predicted results is done by analyzing the measurement model that is reliability test ($CR = \frac{(\sum \lambda_i)^2}{(\sum \lambda_i)^2 + \sum e_i}$) and validity test ($VE = \frac{(\sum \lambda_i^2)}{(\sum \lambda_i^2) + \sum e_i}$) of the standardized loading factor (λ_i) and the measurement error value (e_i)
- In stage 7, the model's interpretation is to determine possible models to improve the theoretical explanation or goodness of fit.

3.1. Indicator Variable

Outcome evaluations (ξ_1)

Description of Indicator Variables	Indicator	Symbol
Increasing knowledge about pension funds is a good thing	OE1	x_1
Having a pension fund to ensure welfare in the retirement is a good thing	OE2	x_2
Setting aside some salary to have a pension fund is a good thing	OE3	x_3
Trying to work harder to have a pension fund is a good thing	OE4	x_4

Behavioral beliefs (ξ_2)

Description of Indicator Variables	Indicator	Symbol
Retirement planning may help improve the knowledge of pension funds	BB1	x_5
Retirement planning may help improve the knowledge of pension funds	BB2	x_6
Retirement planning age may help set aside some salary to have a pension fund	BB3	x_7
Retirement planning age may help to work harder to have a pension fund	BB4	x_8

Normative beliefs (ξ_3)

Description of Indicator Variables	Indicator	Symbol
Families require to have pension funds in retirement planning	NB1	x_9
Relatives require to have pension funds in retirement planning	NB2	x_{10}
Coworkers require to have pension funds in retirement planning	NB3	x_{11}

Motivation to Comply (ξ_4)

Description of Indicator Variables	Indicator	Symbol
Families have an influence in deciding to have a pension fund	MTC1	x_{12}
Relatives have an influence in determining the decision to have a pension fund	MTC2	x_{13}
Coworkers have an influence in determining the decision to have a pension fund	MTC3	x_{14}

Control Beliefs (ξ_5)

Description of Indicator Variables	Indicator	Symbol
There are unexpected problems like demands in life	CB1	x_{15}
Feeling sick, tired, listless	CB2	x_{16}
There is a duty to the family asking for unexpected things in life	CB3	x_{17}
There are unexpected demands on work or workplace	CB4	x_{18}

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There are unexpected financial problems in life	CB5	x_{19}
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Perceived of Control Beliefs (ξ_6)

Description of Indicator Variables	Indicator	Symbol
Unexpected problems such as demands in life make it more difficult to have a pension fund	POCB1	x_{20}
Feeling sick, tired, lethargic makes it harder to have a pension fund	POCB2	x_{21}
Responsibility on the family asking for unexpected things make it more difficult to have a pension fund	POCB3	x_{22}
Unexpected demands on work or workplace make it more difficult to have a pension fund	POCB4	x_{23}
The unexpected demands of financial problems in life will make it more difficult to have a pension fund	POCB5	x_{24}

Attitude Towards Behavior (ξ_7)

Description of Indicator Variables	Indicator	Symbol
Retirement planning with pension funds is a good decision	ATB1	x_{25}
Retirement planning with pension funds is something that needs to be decided	ATB2	x_{26}
Retirement planning with pension funds is an important thing to decide	ATB3	x_{27}
Retirement planning with pension funds is a useful decision	ATB4	x_{28}

Subjectif Norm (ξ_8)

Description of Indicator Variables	Indicator	Symbol
There are others who require to join the Pension Fund	SN1	x_{29}
There are important people like family and relatives have pension funds	SN2	x_{30}
People who interact daily have pension funds	SN3	x_{31}
The majority of people whose opinions are taken into account will receive plans to have a pension fund	SN4	x_{32}
Having a pension fund can make a pioneer in retirement planning	SN5	x_{33}

Perceived behavioral control (ξ_9)

Description of Indicator Variables	Indicator	Symbol
having a Pension Fund is easy to do	PBC1	x_{34}
have a Pension Fund easily owned	PBC2	x_{35}
Having a pension fund in old age planning is easy to decide	PBC3	x_{36}

Intention to Use(η_1)

Description of Indicator Variables	Indicator	Symbol
Retirement planning with pension funds to ensure old age may be planned	ITU1	y_1
Retirement planning with pension funds may be sought	ITU2	y_2
Interest to have a pension fund in retirement planning	ITU3	y_3

The framework of the research model can be seen in the following figure:

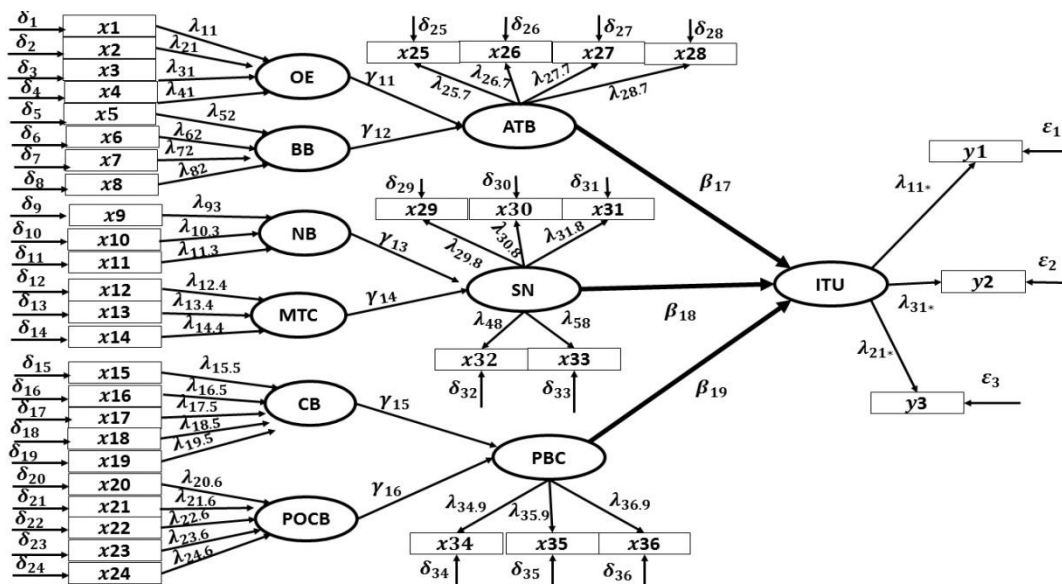


Figure2. Theory of planned behavior in the structural equation model

respondents work as private employees that is as much as 46 % and entrepreneurs as much as 29 %. The number of dependents of the families of respondents at most is 3 people as much as 28 %. the distribution of gross income per month of respondents is in the range below Rp500 000 - above Rp12 500 000. However, only 17% of respondents had an income above Rp7 500 000. The average saving of respondents is Rp495,000. The average savings of Bogor city's largest citizens are respondents aged 46 - 55 amounting to Rp 1 368 181. At this age the respondent prepares more savings because it is the age that is closest to retirement and anticipates early retirement. At this age is the peak period of independence, namely the period of enjoying the results of investment and enjoying the results of investment and enjoying a career and business (Gilbert and Kahl 1992). In general, individuals have the motivation to save (Abrahamse and Steg 2009). The largest average savings is in the last educated respondents graduated S1 or higher, amounting to Rp 2 773 333. Based on these results, it can be concluded that the higher the respondents' last education, the higher of respondents' average saving will be. This is consistent with Lusardi (2003) and Joo and Grable (2005), the level of education influences a person in retirement planning.

4.2. Pension Fund Ownership

Old-age investment is only owned by 26 respondents. The ownership of pension funds or old age investment is dominated by respondents aged 46-55 (57.69%, 15 of 26 people). Ownership of pension funds in respondents aged 26-35 years is 30.77% (8 of 26 people) and respondents aged 56-64 years is 11.54% (3 of 26 people). The ownership of pension fund or old age investment is dominated by Bogor City people who have the last education graduated from S1 or higher that is 46% (12 of 26 people). Bogor City people who have retirement funds feel like to have other pension funds for the elderly. The reason they want to have other types of pensions is to have knowledge of the products of pension funds, pension fund products in accordance with the required, relatively affordable pension fund products, and pension fund products easily available.

5. THEORY OF PLANNED BEHAVIOR

Attitude Towards Behavior

Indicator	Disagree	Between Agree and disagree	Agree	Average
ATB1	4.05 %	37.84 %	58.11 %	3.86
ATB2	1.35 %	37.84 %	60.81 %	3.96
ATB3	1.35 %	40.54 %	58.11 %	3.92
ATB4	0.00 %	28.38 %	71.62 %	3.92

Outcome Evaluations

IndicatorVariables	Bad	Between bad and good	Good	Average
OE1	2.70 %	43.24 %	54.05 %	3.85
OE2	1.35 %	35.14 %	63.51 %	4.05
OE3	2.70 %	43.24 %	54.05 %	3.85
OE4	1.35 %	44.59 %	54.05 %	3.86

Behavioral Beliefs

IndicatorVariables	Impossible	Between Possible and impossible	Possible	Average
BB1	14.86 %	13.51 %	44.59 %	3.47
BB2	14.48 %	44.59 %	40.54 %	3.36
BB3	19.92 %	48.65 %	3.43 %	3.24
BB4	13.51 %	39.19 %	47.30 %	3.51

Subjective Norms

IndicatorVariables	Disagree	Between Agree and disagree	Agree	Average
SN1	32.43 %	37.84 %	29.73 %	3.16
SN2	36.49 %	41.89 %	21.62 %	2.93
SN3	54.05 %	31.08 %	14.86 %	2.66
SN4	33.78 %	43.24 %	22.97 %	2.96
SN5	41.89 %	47.30 %	10.81 %	2.70

Normative Beliefs

Indicator	Do not have pension fund	Between have and do not have	Have a pension fund	Average
NB1	24.32 %	39.19 %	36.48 %	3.35
NB2	43.24 %	36.49 %	20.27 %	2.85
NB3	45.94 %	32.43 %	21.62 %	2.84

Motivation to Comply

Indicator	No effect	Between take effect and no effect	Take effect	Average
MTC1	18.92 %	37.84 %	43.24 %	3.46
MTC2	43.24 %	25.68 %	31.08 %	2.97
MTC3	56.75 %	27.03 %	16.62 %	2.61

Perceived Behavioral Control

Indicator	Difficult	Between easy and difficult	Easy	Average
PBC1	72.97 %	13.51 %	12.51 %	2.34
PBC2	39.19 %	40.54 %	20.27 %	2.86
PBC3	8.11 %	55.41 %	36.49 %	3.51

Control Beliefs

Indicator	Rarely	Between Often and rarely	Often	Average
CB1	33.79 %	37.84 %	28.38 %	3.05
CB2	35.13 %	41.89 %	22.97 %	2.97
CB3	56.76 %	21.62 %	21.62 %	2.65
CB4	54.04 %	31.08 %	14.86 %	2.53
CB5	28.38 %	48.65 %	22.97 %	2.97

Power of Control Beliefs

Indicator	Incorret	Middle	Correct	Average
POCB1	16.22 %	58.11 %	25.67 %	3.20
POCB2	13.51 %	66.22 %	20.27 %	3.15
POCB3	22.97 %	48.65 %	28.38 %	3.14
POCB4	13.51 %	62.16 %	24.33 %	3.19
POCB5	14.86 %	51.35 %	33.79 %	3.34

Intention to Use

Indicator	Disagree	Between Agree and Disagree	Agree	Average
ITU1	31.08 %	41.89 %	27.03 %	2.82
ITU2	31.08 %	47.30 %	21.62 %	2.78
ITU3	26.49 %	41.89 %	21.62 %	2.65

Attitude towards a behavior according to Ajzen (2005) is the degree of an individual’s positive or negative assessment of behavior. The attitude towards behavior that is determined by the belief is called behavioral beliefs, namely the individual’s belief about the consequences obtained from doing a positive and negative behavior. In attitude toward behavior, 71.62% of respondents believe that planning of retirement with pension fund is a useful thing. In Indonesia, it is common for a child to take care of parents when they have retired. However, not many children are willing to support their parent’s retirement lives for various reasons (Liman and Hananto 2009). They believe that elderly planning makes individuals do not burden other family members and feel comfortable living in old age (Amelia 2017). Although they do not have retirement funds, they believe that retirement planning with pension funds is a good thing, needs to be decided, important and useful. As many as 63.51% of respondents believe that having a pension fund to ensure the welfare of old age is a good thing. As a result, as many as 40.54% of respondents believe that preparing for the elderly can help them have a pension fund to ensure the welfare of retirement. This is consistent with the research of Mutran *et al.* (2007) and Noone *et al.* (2009) that pension planning can increase adjustment in retirement. Mohidin *et al.* (2003) say that attitudes toward individual financial planning have a positive relationship of retirement planning. As much as 54.05 % of respondents believe that increasing knowledge about pension funds is a good thing. According to Lusardi and Mitchell (2007), someone with low financial literacy is less able to plan for retirement. Sufficient financial literacy can increase savings ownership for short-term financial planning and ownership of pension funds for long-term financial planning (Prawirz and Cohart 2014). The impact of individual financial literacy on retirement planning has

been discussed by several authors, such as Cheng and Volpe (1998), Lusardi and Mitchell (2007a;2007b;2008;2011), Lusardi *et al.* (2010), Filotto and Ncolini (2010), and Clark *et al.* (2012)

Subjective norms according to Ajzen (2005) are individual perceptions of social pressure to do or not to conduct a behavior. Subjective norms are one's perception of social pressure around to conduct behavior or not to do while attitude is a positive or individual evaluation of certain behaviors (Fishbein and Ajzen 1975). In the subjective norm, as many as 33.78% did not agree to the decision of respondents to have pension funds in the retirement planning. Families, relatives, and people who interact daily do not require the respondent to have a pension fund and will not have a pension fund if the respondent has a pension fund in the next few years. A total of 45.94% of respondents said that their colleagues thought they did not agree on their decision to have a pension fund for old age in the next few years. As a result, as many as 56.75% of respondents said the opinion of colleagues had no effect on their decision in choosing a form of pension fund investment for old age. This is not in accordance with Ajzen's (2006) statement that social referrals such as parents, partners, colleagues, friends make high confidence in influencing a behavior.

Perceived behavioral control is the individual's perception of the control they have in relation to certain behaviors (Ajzen 2005). Perceived behavioral control or behavioral control according to Ajzen (2005) is an individual's perception of the ease or difficulty of carrying out certain behaviors. In perceived behavioral control, 72.97% of respondents said that it is not easy to have a pension fund for old age in the next few years. Kim (2003) found that Asians tend to keep working when they reach retirement age. Respondents found it impossible to have pension funds in old age planning even though the decision to have a pension fund was entirely up to them. A total of 56.76% of respondents rarely feel the responsibility of family to request unexpected things in their lives. As a result, as many as 28.38% of respondents find it more difficult having pension funds for old age if the obligations on the family ask for unexpected things in the next few years. In general, the more individuals feel a lot of supporting factors and fewer obstructive factors in carrying out the behavior, then the individual will tend to assume easy behavior in him, while the fewer individuals feel a little supportive factors and many inhibiting factors, then individuals tend to assume difficult behavior in him (Ajzen 2005).

Intention to use according to Ajzen and Fishbein (1991) is assumed to be a motivational factor that influences behavior. As a general rule, the stronger intention to engage in behavior, the more likely to have to show or do the behavior. Intention to use according to Hogg and Vaughan (2005) is an internal declaration to act or do something. In intention to use, 31.08% of respondents did not plan to have a pension fund and will not seek pension funds in old-age planning in the next few years. A total of 26.49% of respondents are not interested in having pension funds in old age planning in the next few years. The biggest reason respondents is not having the money to have a pension fund. In general, if an individual has the intention to conduct a behavior then the individual will tend to do the behavior, whereas if they do not have the intention to do behavior then the individual is not inclined to do this (Ajzen and Fishbein 1975).

5.1. Analysis Fit Model

The overall test of the model aims to evaluate in general the degree of goodness of fit between the data and the model. The overall goodness test criteria in this study were Khi-squared, p-value (significance test), RMSEA, GFI, AGFI, and CFI.

Table4. Analysis fit model

Fit Model index	Value	Result
Chi-Square	634.90	Fit
<i>p-value</i>	0.34079 ≥ 0.05	Fit
RMSEA	0.011 ≤ 0.08	Fit
GFI	0.8594	<i>Marginal Fit</i>
AGFI	0.823	Fit
NFI	0.8459	<i>Marginal Fit</i>
CFI	1.0000	Fit

5.2. Measurement Model Analysis

Loading factor is the great closeness between the indicator variable with the latent variable. Indicators with high path coefficients have a higher contribution to explain latent variables. Most reference path coefficient values of 0.50, the greater the path coefficient value will have strong enough validation to

explain latent variables (Hair et al., 2009). The path model coefficient of measurement can be seen in Figure 3.

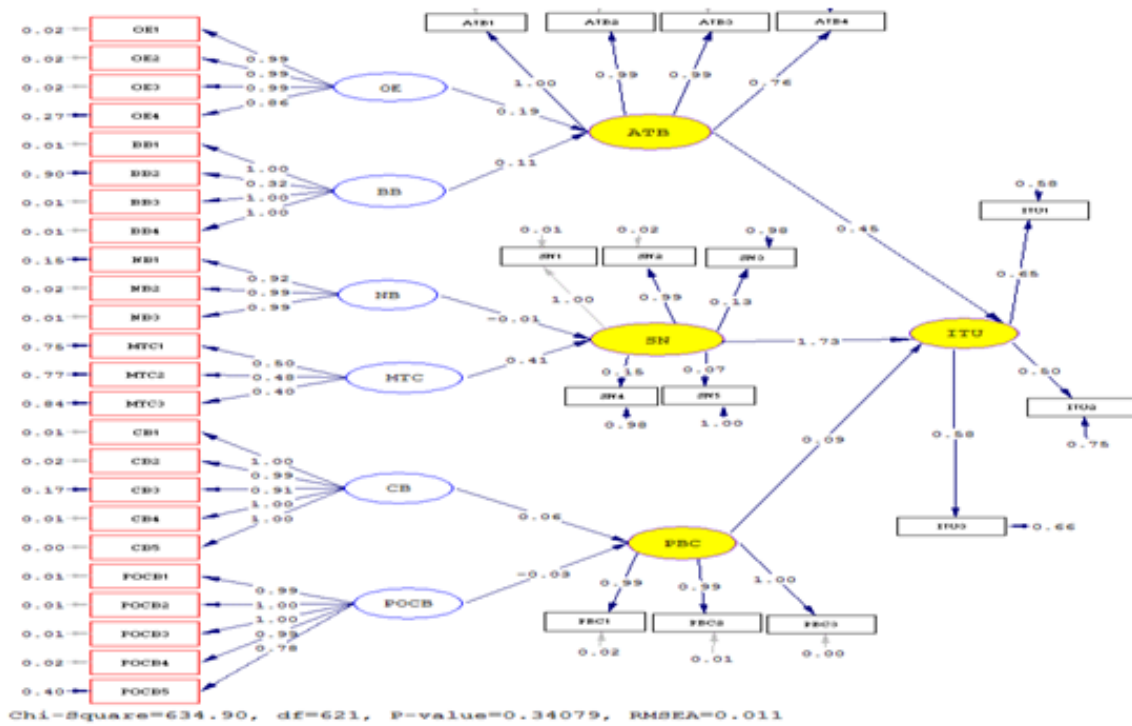


Figure3. Standardized loading factor on model

Figure3 can be simplified into the Coefficient of measurement model of each variable table in Table 4. Based on the results in Table 4, all valid indicator variables measure attitude toward behavior (ATB). ATB1 becomes the highest contribution to measure ATB. The indicator variables OE1, OE2, OE3, and OE4 are capable of measuring outcome evaluation (OE) variables. In variable behavioral beliefs (BB), BB3 variable is not valid enough in measuring BB. In the variable subjective norm (SN), the SN1 and SN2 variables are valid in measuring the latent variable SN. These results are consistent with Lunt and Livingstone (1991), Duflo and Saez (2002), and Hersey *et al.* (2010) that social support from family, partners, and peers has a positive impact on retirement planning. The indicator variables NB1, NB2, and NB3 are able to measure valid normative beliefs (NB). In the motivation to comply (MTC) variable, MTC1 variable is able to measure MTC variable validly but is low. The indicator variables PBC1, PBC2, and PBC3 are able to measure the variable of perceived behavioral control (PBC) variable validly. PBC3 contributes the highest in measuring PBC. Variables CB1, CB2, CB3, CB4, and CB5 are able to measure the latent variable control beliefs (CB) are valid. Variables POCB1, POCB2, POCB3, POCB4, and POCB5 are able to measure valid perceived of control beliefs (POCB). In the latent intention to use (ITU) variable, all indicator variables are able to measure ITU variables validly but are relatively low in the relationship. Variables that can not measure valid can occur because of having a low coefficient value or having a high error value.

Table4. Coefficient of measurement model of each variable

Latent Variable	Loading Factor	Error	T-Value
<i>Attitude Toward Of Behavior (ATB)</i>			
Retirement planning with pension funds is a good decision (ATB1)	1.00	0.00	0.00
Retirement planning with pension funds is something that needs to be decided (ATB2)	0.99	0.02	14.59*
Retirement planning with pension funds is an important thing to decide (ATB3)	0.99	0.02	14.54*
Retirement planning with with pension funds is a useful decision (ATB4)	0.76	0.43	3.59*
<i>Outcome Evaluation (OE)</i>			
Increasing knowledge about pension funds is a good thing (OE1)	0.99	0.02	19.81*
Having a pension fund to ensure welfare in the retirement is a good thing (OE2)	0.99	0.02	19.76*
Setting aside some salary to have a pension fund is a good thing (OE3)	0.99	0.02	19.79*
Trying to work harder to have a pension fund is a good thing (OE4)	0.86	0.27	5.19*
<i>Behavioral Beliefs (BB)</i>			

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Preparing for retirement may help improve the knowledge of pension funds (BB1)	1.00	0.01	20.02*
Preparing for retirement may help improve the knowledge of pension funds (BB2)	0.32	0.90	4.79*
Preparing for retirement may help set aside some salary to have a pension fund (BB3)	1.00	0.01	19.94*
preparing for retirement may help to work harder to have a pension fund (BB4)	1.00	0.01	20.02*
<i>Subjective Norm (SN)</i>			
There are others who require to join the Pension Fund (SN1)	1.00	0.01	0.00
There are important people like family and relatives have pension funds (SN2)	0.99	0.02	14.68*
People who interact daily have pension funds (SN3)	0.13	0.98	2.38*
The majority of people whose opinions are taken into account will receive plans to have a pension fund (SN4)	0.15	0.98	2.76*
Having a pension fund can make a pioneer in retirement planning (SN5)	0.07	0.98	1.25
<i>Normative beliefs (NB)</i>			
Families require to have pension funds in retirement planning (NB1)	0.92	0.15	4.69*
Relatives require to have pension funds in retirement planning (NB2)	0.99	0.02	19.65*
Coworkers require to have pension funds in retirement planning (NB3)	0.99	0.01	19.81*
<i>Motivation To Comply (MTC)</i>			
Families have an influence in deciding to have a pension fund (MTC1)	0.50	0.75	6.14*
Relatives have an influence in determining the decision to have a pension fund (MTC2)	0.48	0.77	5.87*
Coworkers have an influence in determining the decision to have a pension fund (MTC2)	0.40	0.84	4.87*
<i>Perceived Behavioral Control (PBC)</i>			
having a Pension Fund is easy to do (PBC1)	0.99	0.02	0.00
have a Pension Fund easily owned (PBC2)	0.99	0.01	14.17*
Having a pension fund in old age planning is easy to decide (PBC3)	1.00	0.00	14.01*
<i>Control Beliefs (CB)</i>			
There are unexpected problems like demands in life (CB1)	1.00	0.01	19.96*
Feeling sick, tired, listless (CB2)	0.99	0.02	19.77*
There is a duty to the family asking for unexpected things in life (CB3)	0.91	0.17	3.38*
There are unexpected demands on work or workplace (CB4)	1.00	0.01	19.94*
There are unexpected financial problems in life (CB5)	1.00	0.00	20.02*
<i>Power of Control Beliefs (POCB)</i>			
Unexpected problems such as demands in life make it more difficult to have a pension fund (POCB1)	1.00	0.01	19.89*
Feeling sick, tired, lethargic makes it harder to have a pension fund (POCB2)	1.00	0.01	19.85*
Responsibility on the family asking for unexpected things make it more difficult to have a pension fund (POCB3)	0.99	0.02	19.70*
Unexpected demands on work or workplace make it more difficult to have a pension fund (POCB4)	0.78	0.40	2.76*
The unexpected demands of financial problems in life will make it more difficult to have a pension fund (POCB5)	0.99	0.01	19.74*
<i>Intention to Use (ITU)</i>			
Planning for retirement with pension funds to ensure old age may be planned (ITU1)	0.65	0.66	0.00
Planning for retirement with pension funds may be sought (ITU2)	0.50	0.75	5.21*
Interest to have a pension fund in retirement planning (ITU3)	0.58	0.58	5.12*

Description: (*) significant variable at α 0.05

5.3. Reliability Test

Reliability test is an internal consistency measure of construct indicators that illustrates the extent to which common latent constructs (Hair et al. 1998). Validity is the extent to which indicators or variables accurately measure to be measured (Hair et al. 1998). Reliability test on questionnaire is done to measure the reliability of attribute in measuring latent variable by using CR and VE value. Variables are said to be reliable if the CR and VE values are at least 0.5 (Hair et al. 2009). Reliability of each variable in Model can be seen in Table 5. Based on the results in Table 5 shows the motivation to comply (MTC) variable can not be said reliable because it has CR value less than 0.5 that is equal to 0.446581. The highest VE value is the variable perceived behavioral control (PBC) that is equal to 0.9867333 and the lowest VE is the intention to use (ITU) variable that is equal to 0.600634168. Based on the results in Table 5 it can be seen that the variables SN, MTC, and ITU can not be said reliable because the VE value is less than 0.50.

Table 5. Reliability of each Variable

Variabellaten	CR	VE
Attitude Toward Of Behavior (ATB)	0.967491146	0.884450
Outcome Evaluation (OE)	0.977998386	0.919975
Behavioral Beliefs (BB)	0.922191359	0.775600
Subjective Norm (SN)	0.648337595	0.404880
Normative beliefs (NB)	0.980186480	0.935533
Motivation To Comply (MTC)	0.446581000	0.213466
Perceived Behavioral Control (PBC)	0.996633147	0.986733
Control Beliefs (CB)	0.991329479	0.961640
Power of Control Beliefs (POCB)	0.980525887	0.913730
Intention to Use (ITU)	0.600634168	0.336300

5.4. Structural Model Analysis

The result of hypothesis test of latent variable of general model shows that not all relationship pattern on structural model is significant Figure 4. Latent variables that have significant relationship pattern are outcome evaluation (OE) and behavioral beliefs (BB) toward attitude toward behavior (ATB), motivation to comply (MTC) against subjective norms (SN), control beliefs (CB) to perceived behavioral control (PBC), and subjective norms (SN) of intention to use (ITU). Based on hypothesis test of latent variable of general model in Table 6, t-value result of ATB relationship to ITU < 1.96 means attitude toward the behavior (attitude toward behavior) does not have significant influence to intention in interest of Bogor Society to Pension Fund in retirement planning. T-value of SN relationship to ITU accepted mean subjective norm (subjective norm) have significant influence to intention in interest of society of Bogor City to Pension Fund in retirement planning. These results are consistent with the research of Richard *et al.* (1994), Venkatesh and Davis (2000), Chalmers *et al.* (2008), Weiner and Doescher (2008), Croy *et al.* (2012), Grffin *et al.* (2012), and Brown and Laschever (2012). T-value of PBC relationship to ITU rejected means that perceived behavioral control does not have a significant influence on intention in Bogor Society against the Pension Fund in the retirement planning.

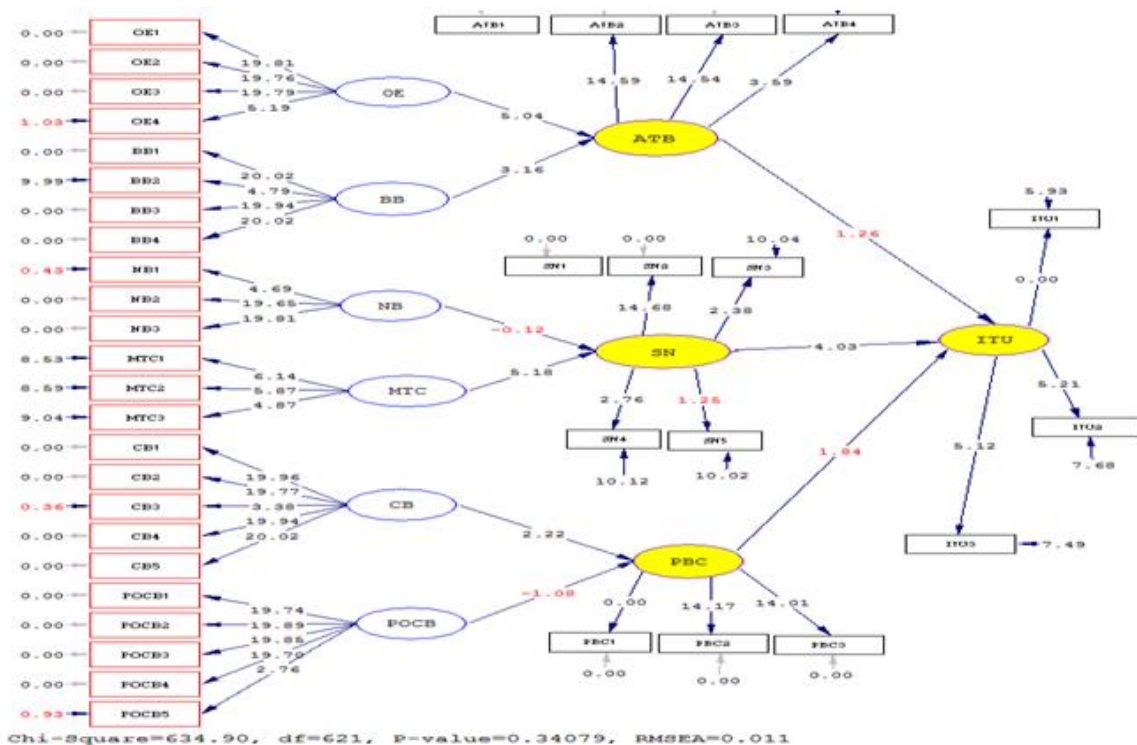


Figure 6. T-Value on the Model

The value of loading factor in Table 6 shows the magnitude of the effect given between one variable against another. The intention of Bogor Society’s interest towards pension fund in the retirement planning is most influenced by subjective norm (SN). The attitude toward behavior of the people of Bogor City to pension funds in old age planning (ATB) is most influenced by outcome evaluation

(OE). The value of outcome evaluation (OE) is directly proportional to attitudes toward behavior (ATB).

Table 6. Hypothesis test of latent model variables

Relationship	Loading Factor	T-VALUE
OE → ATB	0.19	5.04*
BB → ATB	0.11	3.16*
NB → SN	-0.01	- 0.12
MTC → SN	0.41	5.18*
CB → PBC	0.06	2.22*
POCB → PBC	-0.03	-1.08
ATB → ITU	0.45	-1.26
SN → ITU	1.73	4.03*
PBC → ITU	0.09	1.84

$$ITU = 0.45*ATB + 1.73*SN + 0.09*PBC$$

with:

$$ATB = 0.19*OE + 0.11*BB$$

$$SN = -0.01*NB + 0.41*MTC$$

$$PBC = 0.06*CB - 0.03*POCB$$

6. CONCLUSION

Most of the people of Bogor City do not have pension funds in the retirement planning. Bogor City citizens who do not have a pension fund have a reason not to have the budget to be allocated to the pension fund although retirement planning with pension funds is a good decision, important, necessary to decide, and useful. Respondents interest model of pension funds in retirement planning with the theory planned of behavior produce a pretty good model. The p-value and RMSEA values can be said fit the model criteria. Reliability test results show that almost all CR values are reliable in measuring hypothesized latent variables.

The pattern of relationships generated by the model in general shows that the intention of Bogor City to pension funds in the retirement planning is influenced by subjective norms. Attitudes toward behavior (ATB) to respondent decisions have pension funds in old age planning influenced by outcome evaluation (OE) and behavioral belief (BB). The subjective norm (SN) is influenced by motivation to comply (MTC). Behavior control (PBC) is influenced by control beliefs (CB).

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