

**KWAME NKRUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY,
KUMASI**

COLLEGE OF HUMANITIES AND SOCIAL SCIENCE

KNUST SCHOOL OF BUSINESS

DEPARTMENT OF ACCOUNTING AND FINANCE

**POST RETIREMENT LIVELIHOOD: AN ASSESSMENT OF SAVINGS
BEHAVIOR AMONG KASAPREKO LTD EMPLOYEES IN KUMASI,
GHANA.**

BY

KESIA YAA SAFOWAA

**A THESIS SUBMITTED TO THE DEPARTMENT OF ACCOUNTING AND
FINANCE, KNUST SCHOOL OF BUSINESS, KWAME NKRUMAH
UNIVERSITY OF SCIENCE AND TECHNOLOGY, KUMASI, IN PARTIAL
FULFILLMENT OF THE REQUIREMENT FOR THE DEGREE OF**

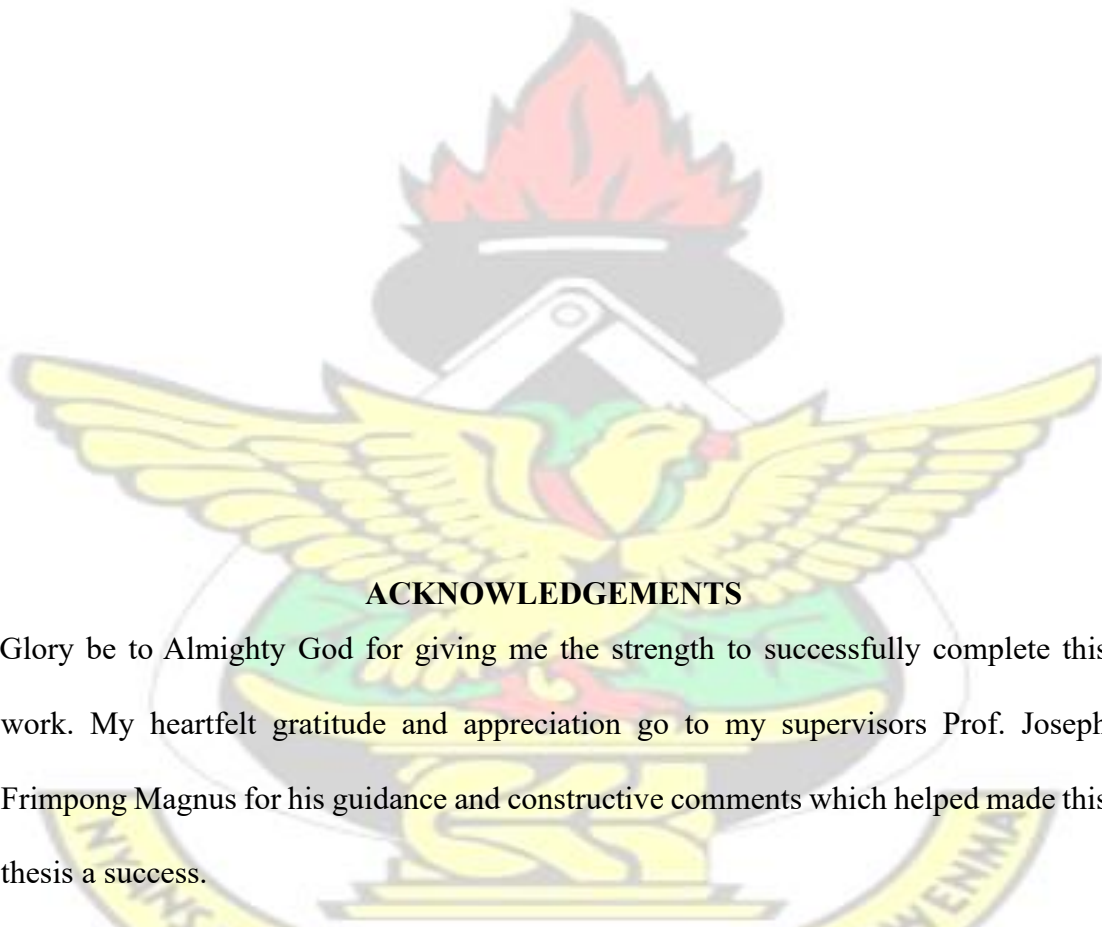
MASTERS OF BUSINESS ADMINISTRATION, ACCOUNTING OPTION

NOVEMBER, 2023

DEDICATION

To my lovely parents Mr. & Mrs. Opoku Fening, my siblings. And friends for their unflinching support and prayers for me throughout this programme.

KNUST



ACKNOWLEDGEMENTS

Glory be to Almighty God for giving me the strength to successfully complete this work. My heartfelt gratitude and appreciation go to my supervisors Prof. Joseph Frimpong Magnus for his guidance and constructive comments which helped made this thesis a success.

Also, his dedication, diligence and genuine concern about the progress and completion of this study were beyond measure. I am most grateful to my parents Mr. Joseph Opoku Fening and Mrs. Peggy Ama Fening and my brother Mr. Joseph Agyei Boateng for inspiring me to pursue higher education. A special thank you to my lovely nieces Eden & Ella Agyei for their unflinching prayers and support.

ABSTRACT

The study aims at determining the effects of financial literacy on saving habits of Kasapreko Company Limited employees in Kumasi. A survey with questions to describe the sample was used to collect data from Kasapreko employees using a descriptive study approach. With information from primary sources, a sample size of 155 is taken from the population using a simple random sampling procedure. Statistics, both descriptive and inferential, were used to analyze the data. Descriptive and inferential analysis comprised these analytical techniques. (SPSS version 25.0) Science. Using an f statistic value of p less than 5%, the research ANOVA was used to determine the regression model's significance level. The interpretation of the t statistics likewise uses a significance value of 5%. The replies range in age from 18 to 60, and the bulk of the employees are married with kids. Individual saving behavior has been proven to be influenced by financial literacy. The results demonstrate a significant level of financial ignorance among the workers. The study suggests that the government incorporate financial literacy into the curricula of elementary schools and colleges. Financial organizations, such as banks and pension trustees, should also set up financial education programs to raise awareness. They must also provide a variety of savings options and financial goods.

TABLE OF CONTENTS

DECLARATION	i
DEDICATION	ii
ACKNOWLEDGEMENTS	iii
ABSTRACT	iv
LIST OF TABLES	viii
CHAPTER ONE	1
INTRODUCTION	1
1.1 Study Background	1
1.2 Statement of the problem	3
1.4 Objectives of the Study	5
1.5 Research questions	6
1.6 Significance of the study	6
1.7 Scope of the study	6
1.8 Organization of the study	7
CHAPTER TWO	
1.1 Study Background	1
	3
	5
	6
	6
	6
	7
	8
REVIEW OF RELATED LITERATURE	8
2.0 Introduction	8
2.1 Conceptual review	8
	8
	8
2.2.1 The concept of financial literacy	9
8 2.2.2 The concept of employee	9
2.2.3 Overview on saving behaviour	9
2.2.4 Savings Types	9
2.2.5 Concept of decision making	10

2.2.4 Savings Types	9
2.3 Determining the level of financial literacy	10
2.4 Factors influencing Savings	11
2.4.1 Governments Pension schemes	11
2.4.2 Cultural expectations	11
2.4.3 Personal income	12
2.4.4 Interest rates	12
2.4.5 Demographics factors	12
2.4.6 Dependency ratio	13
2.5 Saving behaviour and financial literacy relationship	13
2.6 Empirical review	15
2.6.1 Age	15
2.6.2 Gender	15
2.6.3 Educational level and financial literacy	16
2.6.4 Employment Status	16
CHAPTER THREE	17
RESEARCH METHODOLOGY	17
3.1 Introduction	17
3.2 Study site description	
3.3 The Organizational profile- Kasapreko	18
3.3.1 Type of organization	
2.6.0 Factors influencing financial literacy	15 17
	17
	18
3.3.2 Size of organization	19
3.3.3 Range of product and services	19
3.3.4 Main competitors and competition history	19
3.3.5 Customer base	
3.3.6 Mission and Vision	
3.4 Research Approach	20
3.5 Research Design	21
3.6 Population	21
3.7 Sample and Sampling Techniques	22
3.8 Sample Size of Study	22
3.9 Data collection instrument	22
3.10 Data Collection	23
3.11 Reliability and Validity of the Study Instrument	23
3.12 Pretesting	24
3.13 Data Analysis	24
3.14 Ethical Consideration	25
3.15 Summary of chapter	26
CHAPTER FOUR	
	20
	20
	20
	21

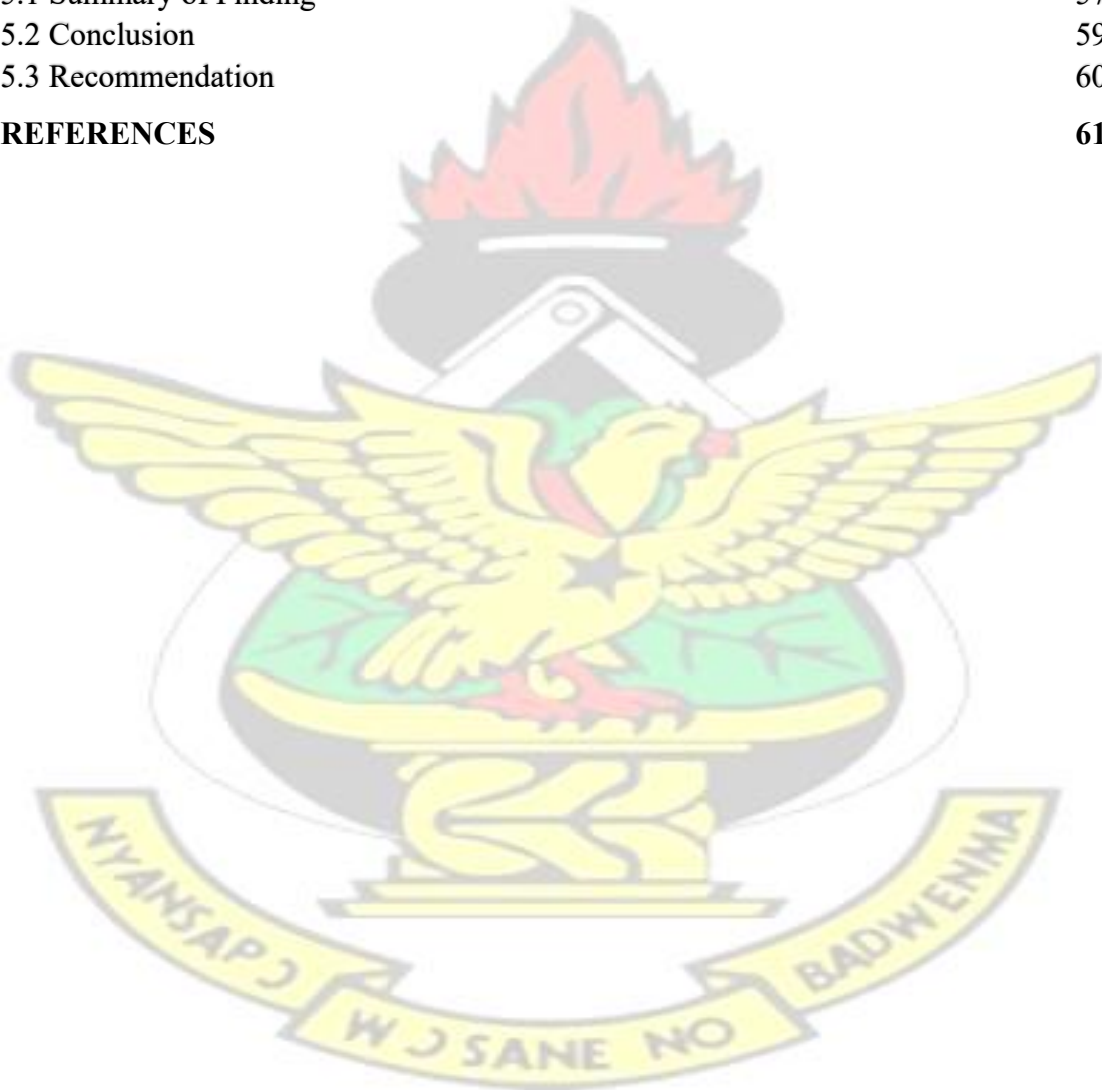
KNUST



21
22
22
22
23
23
24
24
25
26
27
R
E
S
U
L
T
S,
A
N
A
L
Y
S
I
S
A
N
D
D
I
S
C
U
S
S
I
O
N

4.0 Introduction	27
4.1 Demographic Characteristics of the Respondents	27
4.2 Level of financial literacy among Kasapreko employees	33
4.2.1 Decision and Financial Information	33
4.3 Saving behaviour among Kasapreko employees	40

4.1 Demographic Characteristics of the Respondents	27
4.2 Level of financial literacy among Kasapreko employees	33
4.2.1 Decision and Financial Information	33
4.3 Saving behaviour among Kasapreko employees	40
4.4 Financial literacy and saving behaviour relationship of Kasapreko employees	46
4.4 Financial literacy and saving behaviour relationship of Kasapreko employees	46
4.4.1 Coefficient of Correlation	46
4.4.2 Determination of Coefficient	48
4.4.3 Analysis of Variance (ANOVA)	49
4.4.4 Multiple Regression	50
4.5 Discussion of Results	52
The objective of the study was to identify the awareness of Post retirement funds and how well they are securing their future in Kasapreko Company limited.	52
CHAPTER FIVE SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION APPENDIX A	57
5.0 Introduction	57
5.1 Summary of Finding	57
5.2 Conclusion	59
5.3 Recommendation	60
REFERENCES	61



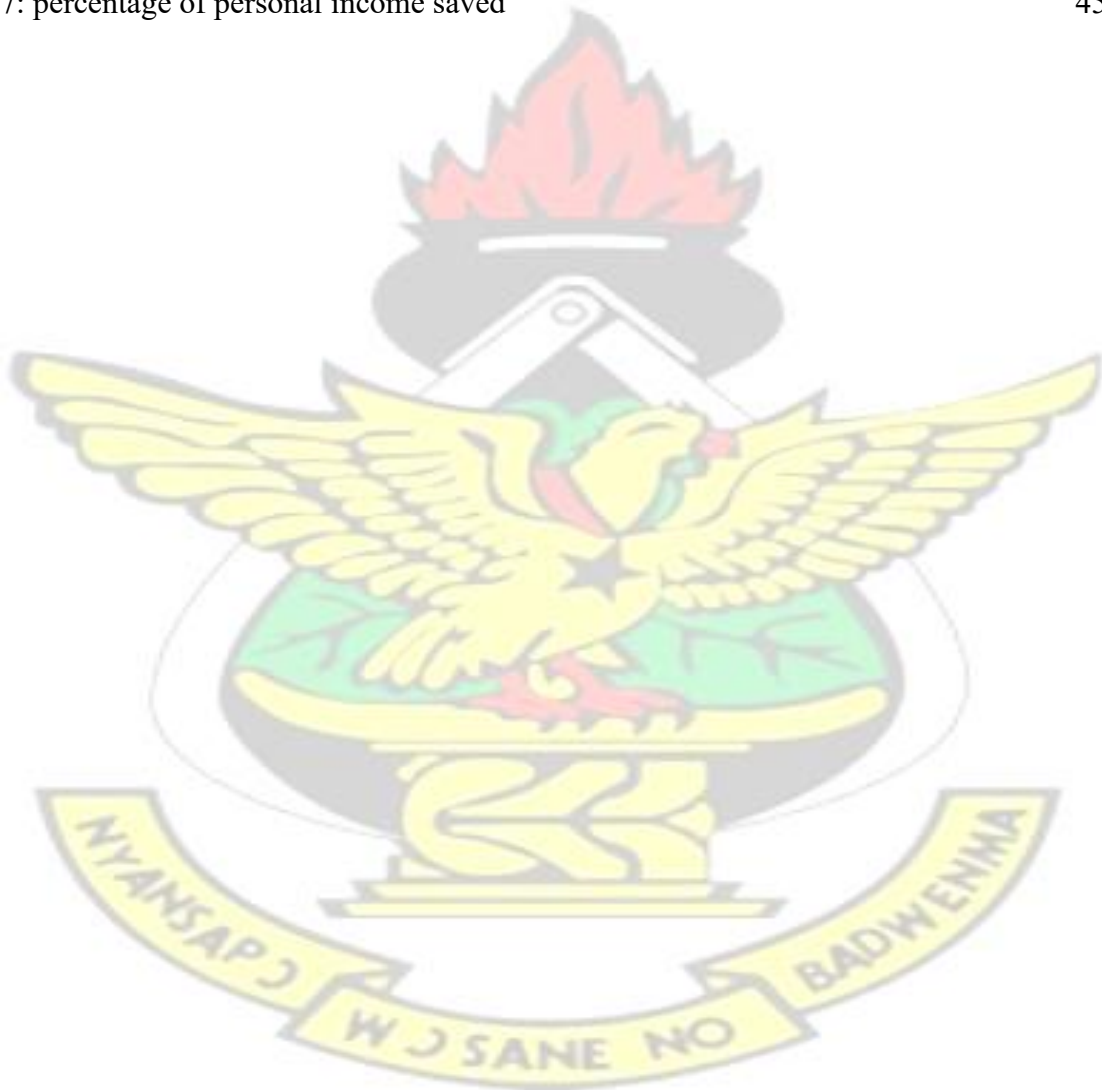
LIST OF TABLES

Table	Page
1: Reliability Alpha Coefficient	24
2: Gender status of employees	27
3: Employees' age group	28
4: Employees' marital status	30
5: Employees' household size	32
6: Employees' sources of personal income	32
7: Employees' personal monthly income	33
8: Respondent age group and manage of finance	34
9: Educational level and confidence of making financial decisions	35
10: Age group and their level of financial decision making	36
11: Field of study and level of confidence in making financial decision	37
Table 12: Respondent Gender per level of confidence in financial decision making	38
13: Level of understanding of financial information per Gender on Financial products	38
14: Level of understanding of financial information per age on products	39
15: Retirement plans of employees	40
16: Level of knowledge on Tier 1, Tier 2 and other voluntary pension funds	41
17: Percentage (%) of deductions from your salary for Tier 1 and Tier 2	42
18: Percentage (%) of deduction for Tier one (1)	42
19: Percentage (%) of deduction for Tier (2)	42
20: The importance of saving towards retirements now	46
21: Showing correlation between variables	48
22: Showing the Coefficient of Determination	49
23: Showing the ANOVA ^a	49
24: Showing the Regression Coefficients ^a	51

LIST OF FIGURES

Figure	Page
1: Employees' field of study	29

2: Employees' highest level of education	30
3: Employees' occupation status	31
4: Bar chart showing gender of respondents and their management of their own finances	34
5: Bar graph showing importance of thinking about savings towards retirements now	43
6: A line graph showing savings regularity of employees	44
7: percentage of personal income saved	45



CHAPTER ONE

INTRODUCTION

1.1 Study Background

Manufacturing contributes to the Gross Domestic Products and employment in both developed and developing countries. Their Contribution can't outweigh when it comes to the growth of an economy. In most OECD countries, manufacturing absorbs most of its workforce and represent more than 90% of all firms (OECD, 2018). The Ghanaian economy has vibrant consumer and industrial products and services sector for the Ghanaian economy and West African region. According to the African Development Bank (AfDB, 2020), between the years of 2019 to 2019, Ghana's industrial sector was the main driver of growth of the economy, with an annual growth rate exceeding 10%. They further stated that, with the African Continental Free Trade Agreement, Ghana's industry will absorb increasing raw materials from the region, scale up manufacturing and trade in processed and light manufactured products. According to IBES (2015), the Manufacturing subsector represents about 92 percent (99, 437 out of 108, 242) of establishments in the industry sector in Ghana. Manufacturing recorded a growth performance of 0.063 percent compared with 0.041 percent in 2018. Manufacturing Value Added was 0.1044 percent of GDP in 2019. Gross Domestic Product (GDP) from Manufacturing in Ghana increased from GHS 15,829 million in 2016 to GHS 17,336 million in 2017, GHS 18,054 in 2018 and GHS 19,195 million in 2019.

The Integrated Business Establishment Survey (IBES, 2015) noted that about 108,242 Industries employed about 614,517 persons. About 84 percent of the establishments were micro-businesses, employing less than 4 persons; 14 percent were small businesses, employing 5 – 9 persons; 1.3 percent were medium businesses, employing

20–99 persons; and less than 1 percent (0.4 percent) were large. Micro businesses accounted for 0.15 percent of employment, small and medium enterprises contributed 0.51 percent of manufacturing employment and large businesses accounted for 0.34 percent of employment in the manufacturing industry. Most of the establishments were located in Greater Accra and Ashanti regions. Accra had 0.234 percent while Ashanti had 0.196 percent of manufacturing establishments respectively. The region with least number of manufacturing industries is the Upper West Region representing 0.28 percent. The growth and sustainability of manufacturing establishments depend on the availability of resources or factors of production. Other factors on the part of the owner can also contribute to the growth and sustainability of manufacturing industries such as having adequate financial knowledge and skills to access finance, make better financial decisions for the business in the short and long run, and their ability to manage sources of financial risk (OECD, 2015; OECD, 2017). The studying of the degree of financial literacy of entrepreneurs has become an important priority for policy makers interested in economic diversification, employment, and growth in their jurisdictions (OECD, 2015).

Atkinson and Messy (2012) indicated that governments around the world are more interested in finding effective approaches to improve financial literacy among their nationals. This is done through developing strategies for financial education with the main aim of providing various learning opportunities. Through this, their nationals are able to overcome financial barriers in their businesses. Saddik (2019) revealed that financial permeation has significant positive impacts on economic growth.

Savings can imply different things to people depending on their economic situation. Saving, according to some, is putting money in a bank. To others, it refers to purchasing securities such as stocks, jewelry, real estate, pension plans, or insurance.

Some people think that people with higher salaries save more money than people with lower incomes. Even if the poor have relatively low incomes, research by Vogel (2021) to compare the differences between the affluent and the poor in terms of savings reveals that this does not mean they are unable to save at all. It is highly important to save. Several studies have shown that it benefits both individuals and households—including those with low incomes—in general (Cox et al., 2020). According to GLSS5 report, in Ghana about 0.30 percent households have members owning savings account (Bukari et al., 2021).

Ghana generally has a poor degree of financial literacy. According to a 2009 survey in Ghana, the Northern sector has a financial literacy level of 38%, the Middle Belts have a level of 44%, and the South has a level of 51% (Ghanadot.com, August 19, 2009). According to the research, it is crucial that the general public be informed about the financial possibilities available to individuals so they may utilize them and invest in enterprises, pay for their children's education, and purchase real estate. Additionally, it is crucial that people understand the advantages of placing their money in a financial institution rather than storing it in a variety of homes where it would be vulnerable to theft, fire, or needless expenditure.

1.2 Statement of the problem

The importance of financial literacy has been brought to attention by many scholars. In Ghana a study was conducted and it was revealed that, the literacy level of in the Northern part of the country was 38 percent, while the Southern and middle belt accounted for 51 and 44 percent respectively, (Tuffour et al., 2022). While some decisions are made based on an individual experience, age, exposure and other demographic factors, others are complex and they require person's intellectual

knowledge, skills in managing and meeting any unplanned financial risk or issue that may arise. The Knowledge and confidence in making sound financial decisions tailored in addressing future needs is very essential, not only for individuals but also for enterprises and to the benefits of the country at large. Therefore, financial literacy has been identified as a major tool for individual's growth, development and financial stability and freedom. (Ye & Kulathunga, 2019).

A well planned and good savings provides numerous financial benefits for individual's (Hasler et al 2018). Such benefits can be in the form of interest, dividends, collateral for seeking financial assistance from financial institutions and also provides individuals self-reliance. According Asteriou and Spanos (2019) savings also promotes a country's economic growth and development through investment. Even though savings is said to provide benefit to people, majority of some individuals still find it difficult getting access to proper financial services and assistance and they are mostly because some people think the procedures and time needed to complete a financial transaction is tedious and cumbersome. Also financial services are difficult to come y especially in the rural areas of Ghana.

Government policies on monetary and fiscal issues, pension trust schemes, economic growth, the sustainability of the money market, terms of trade, macroeconomic stability, demography, and an individual's financial capabilities are all likely to have an impact on people's savings habits. Research on the effect of financial literacy on access to financial services is examined by Grohmann et al. (2018). Osman et al. (2018) investigate the effects of ones capabilities in financial decisions on individual savings among postal company employees. Niu and Zhou (2018) conducted a study on retirement plans, financial strength and wealth. Studies on financial literacy.

Moyo and Le Roux (2018) investigate how changes in the banking sector affect savings. While there have been studies on financial literacy and saving behavior, none of the aforementioned studies focused on employees in manufacturing companies like Kasapreko, who's staff are mostly tertiary graduates and are assumed to be financially literate due to their level of education. This leaves a contextual and content gap on financial literacy and saving behavior especially with manufacturing companies in Ghana. Most manufacturing firms are normally known for employing staff with minimal education for their line or Junior employees since such positions requires physical strength more than intellectual strength. It is believed such staff lacks financial knowledge on how to plan their post retirement income and monitor their statutory pension trust contribution and are mostly link to low educational qualification of staff. leaving a contextual and content gap on these topics, particularly with manufacturing companies in Ghana. This study, which examines the impact of financial literacy on saving behavior among Kasapreko employees in Kumasi, aims to close the knowledge gap created by this context.

1.3 Purpose of the study

The goal of the study is to analyze the effect of employee financial literacy on their saving behavior and post retirement plans.

1.4 Objectives of the Study

To achieve this purpose, the following specific objectives guided the study;

1. To assess employees knowledge on Pension schemes.
2. To analyze the saving behaviour among Kasapreko employees
3. To analyse the relationship between financial literacy and saving behaviour among Kasapreko employees

1.5 Research questions

1. What is the level of financial literacy among Kasapreko employees?
2. What is the saving behaviour among Kasapreko employees?
3. What is the relationship between financial capability and saving behaviour among Kasapreko employees?

1.6 Significance of the study

The study will assist policy makers in developing civic education programs for people that will guarantee that people are informed about financial institutions and are aware of the financial products that are accessible to them. This will assist people in selecting the financial solution that best suits their unique needs. The study adds to the body of knowledge on financial literacy and saving practices in many groups, thus those in academia are also benefited by its findings. After that, it acts as a resource for writers for those who want to do out study like this anywhere else in the globe or in Ghana.

The results of this study will benefit financial institutions as well since they will make them aware of the difficulties that people have when trying to save money and the reasons why some people don't. The chance may be utilized to give local communities access to financial education and savings opportunities, allowing these firms to earn from local residents' money as well. To assure their financial stability and overall welfare, those who are not naturally motivated to save money might change their financial habits.

1.7 Scope of the study

Geographically the study is limited to Kasapreko Company limited situated in Kumasi metropolis. The following concepts were reviewed; financial capabilities or literacy and factors influencing person's attitudes toward post retirement and savings, relationships between financial literacy and savings behaviour.

1.8 Organization of the study

A total of five chapters makes up the study. Chapter One covers the introduction, with an emphasis on the background, problem statement, objectives, and research questions. Chapter Two reviewed related literature, while in Chapter Three, the outline of the research methodology used for this study is covered. In Chapter Four, the findings of the study are presented while at the same time analyzing and discussing the data found. The study concluded with summary, conclusion, and recommendations in the chapter five and for that reason final chapter.



CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.0 Introduction

This chapter discusses similar studies involving employee's financial decisionmaking in an organization. It presents conceptual review, and an empirical review on; financial literacy and individual savings, contributing factors of financial literacy, general overview of saving behaviour, means in determining the level of

financial literacy, determinants of savings, relationship between financial literacy and saving behaviour and challenges face in saving.

2.1 Conceptual review

A conceptual review is operationalized for the purpose of this study as the various concepts relating to the current study. It explains concepts related to employees' confident in making financial decision with inferences drawn from existing literature.

2.2.1 The concept of financial literacy

Financial literacy could be explained as the combination of awareness, knowledge, skill, attitude, and behavior needed to make informed decisions concerning money and individuals gaining financial freedom and well-being (Organisation for Economic Co-operation and Development [OCD], 2015). Extrapolating from the definition above, financial literacy entails the level of information and perception of a business owner when handling or managing a given amount of money. An individual's abilities in making Prudential Financial decisions is directly linked to their decisionmaking abilities. An individual's ability to effectively multiply once current finance or makes appropriate financial decisions for the future determines whether they are financial literate or not.

2.2.2 The concept of employee

Employees work for a company or organization in exchange for compensation, which can be in the form of salary, hourly wages, commission, or other benefits (Strine & Smith, 2020). A person hired by a company to render a service to the growth and success of the company is known as an employee. Employers are responsible for withholding taxes and paying their share of Social Security and PAYE taxes. Some common types of employees include: permanent employees: These are individuals who

work a standard number of hours per week as defined by their employer. Permanent employees are entitled to employment benefits such as medical insurance, retirement plans, and paid time off. Contract employees may not be eligible for the same benefits.

2.2.3 Overview on saving behaviour

According to Tach et al. (2019), saving is the act of setting money away for future use. He emphasizes that proper budgeting of income and expenses results in savings, leaving something to be set away for later use. Smith (2020) asserts that saving means forgoing consumption. They define forgone consumption as failing to spend all of one's money in a specific time frame. They clarify that there is a saving once a portion of what people make today is set aside for meeting future needs. Savings are hence the lack of expenditure.

2.2.4 Savings Types

The association between income and savings has been established by economists (Wärneryd, 1989). Savings may be divided into three categories: home sector saving, private sector saving, and public sector saving depending on the income that is available to people, businesses, and corporate entities (Gale et al., 1999). Individuals who live in a home contribute to household savings (West et al., 2017). Money in cash and financial assets make up people's saving behavior (Sistiani & Prajawati, 2021). Savings made in privately owned firms are referred to as private sector savings (Mazengiya et al., 2022). In addition to commercial banks and insurance firms, co-operative banks, credit societies, and non-credit societies, the sector also includes non-banking financial enterprises (Kumar & Katookkaran, 2018). Government savings and savings by the public sector in the form of internal resources are both considered public sector savings (Hyndman & Lapsley, 2016).

2.2.5 Concept of decision making

The process by which individuals, groups, or organizations plan on how to pursue and achieve a set of future goals with an available resources is known as decision making. (Russo, 2017). Issue framing, collection of intelligence, reaching judgments, and experience-based learning will all be part of this process, which will frequently be iterative. This implies that decision-making involves the deliberate and systematic selection of a specific course of action from among a variety of available options, with the ultimate aim of accomplishing a predetermined objective.

2.3 Determining the level of financial literacy

There are primarily two methods for assessing financial literacy. These are objective measurements like test scores and self-evaluations. Respondents evaluate their literacy abilities using the self-assessment approach, and they also provide data on their attitudes regarding financial knowledge, information, and decisions (Cwynar et al., 2021). Management and professionals were required to rate their own performance on a scale of 0 to 10. They contend that these ideas are essential for making judgments about saving and investing. There are multiple-choice questions in the poll about income, investing and saving, budgeting and spending, and credit. By asking US college students about their idea on financial knowledge, investment opportunities, savings, and borrowings, Johan et al. (2021) also gauge the level of financial literacy among those students.

2.4 Factors influencing Savings

The ability to save is influenced or determined by several factors. Some of the determinants are discussed below:

2.4.1 Governments Pension schemes

A social security system is often a government program designed to provide citizens who are retired, jobless, or unemployable owing to a disability or disadvantage with the essentials of life. It is often funded through required payroll deductions from employers, employees, and tax income. Social security programs might take the place of the retirement provisioning saving drive. This encourages the person to start saving now for their retirement. Because they raise awareness of the necessity of saving for retirement, it may be utilized to promote saving. In certain rich and developing nations alike, social security programs have a significant influence on private saving (Hendriks, 2019). According to research by Esiebugie et al. (2018), Nigerians do not place much importance on retirement savings.

2.4.2 Cultural expectations

Cultural expectations play an important role in shaping employees retirement plans. In our Ghanaian society there is a strong emphasis on supporting extended family members and meeting social obligations. Such values are rooted in our culture and can strain once financial resources which may have an impact on employees saving or their future.

2.4.3 Personal income

Personal income includes all payments made to an individual in the form of wages and salaries, labor income, proprietor's revenue (rental income), transfer payments, dividends, and interest. According to Bayar (2019), an individual's personal income is the main factor affecting their saving rate. Increases in income have been shown to enhance both consumption habits and the amount of money left over to save for unanticipated expenses.

2.4.4 Interest rates

Interest rate is the amount charged or paid for the usage of money. In terms of the principle, it is stated as a yearly percentage. Savings and interest rates are closely connected. People are more inclined to save money than to invest it when interest rates are high. People are less inclined to save when interest rates are low; instead, they are more likely to invest more in the hope of earning a higher return (Adam & Miller, 2021). According to Schaner (2018), interest rates have a significant impact on people's decisions to create savings accounts.

The choices a government makes about taxes and expenditure of tax money are collectively referred to as fiscal policy. General government revenue less current expenditures equals government savings. Revenue policy (tax rates, tax breaks), spending policy (transfers, income redistribution), and the level of government saving are all ways that fiscal policy may have an impact on saving. An individual's personal income will be reduced by a high tax rate, which will also have an impact on how much money is left over for savings.

2.4.5 Demographics factors

Age, sex, religion, marital status, level of education, income, employment, birth rate, family size, and marriage age are only a few of the socioeconomic aspects that make up a population's demographics (Ward et al., 2020). It has been shown that demographic characteristics are one of the main predictors of saving rate. Nwosu et al.'s (2020) study on the factors affecting household savings in Nigeria found that demographic factors had a considerable impact on saves. According to the life cycle model used in Amoah and Addoah's study from 2021, the age distribution of the population has a big impact on how people save money in developing countries. The elderly and young have poor wages and little money saved up.

Middle-aged people are more productive, earn more money, and save more money to cover current debts and fund retirement. According to a comparison of the GLSS 3 and 4 data for Ghana, individuals' mean savings balances grew considerably between the two eras, with children and those over the age of 17 having more savings than those in employment. As a result, the population's age distribution might have an impact on total savings.

2.4.6 Dependency ratio

The age-population ratio of those not working (the dependents) and those working can be used to describe dependency ratio. Those who are too young—under the age of sixteen—and those who are too old—over the age of sixty-four—are considered dependents. The impact of dependence ratio in Nigeria was examined by Bidisha et al. (2020), who discovered that it had a significant detrimental impact on savings. According to Aizenman et al. (2019), large reliance ratios have a detrimental effect on savings. Contrary to Cruz and Ahmed's (2018) finding, dependence ratios and private savings have a positive association.

2.5 Saving behaviour and financial literacy relationship

One may argue that a person's ability to make informed decisions is hampered by a lack of financial literacy. As a result, Rai et al. (2019) recognized the favorable correlations between financial knowledge and financial behavior. A research by Lusardi (2019) shows some links between financial behavior and knowledge. According to their study, individuals with a greater degree of financial literacy are more likely to engage in financial activities such as managing cash flow, saving, and investing. Financial literacy not only forecasts savings at the individual level but also at the cross-national level. Regression analysis results from a study indicated that having savings was, in fact, strongly positively correlated with one's financial status

(Maison et al., 2019). Financial literacy has significant effects on retirement planning and saving decisions, according to an analysis of people's behaviors in industrialized nations (Ooi, 2020).

According to Karakurum-Ozdemir (2019), those who lack financial literacy are less likely to save for retirement in industrialized nations. Platts et al.'s (2019) observation that wealthier people are more likely to be ready for retirement and have larger retirement income supports this claim. Numerous studies also show that poor financial literacy results in inadequate retirement planning. Through their investigations, Lusardi (2019); Chowdhry and Dholakia (2020) demonstrate that there is a significant association between financial literacy and investing in low-cost funds. According to them, people with high literacy levels think more carefully about fund expenditures and are more likely to select affordable funds. A study revealed that as people receive high income or increase in their salaries their saving behaviour changes as their savings increases (Jumena et al., 2022). According to Karakurum-Ozdemir (2019), those who lack financial literacy are less likely to save for retirement in industrialized nations. Platts et al.'s (2019) observation that wealthier people are more likely to be ready for retirement and have larger retirement income supports this claim. Numerous studies also show that poor financial literacy results in inadequate retirement planning. Through their investigations, Lusardi (2019); Chowdhry and Dholakia (2020) demonstrate that there is a significant association between financial literacy and investing in low-cost funds. According to them, people with high literacy levels think more carefully about fund expenditures and are more likely to select affordable funds.

2.6 Empirical review

Empirical review discusses the empirical works related to the problem under study.

2.6.0 Factors influencing financial literacy

Previous studies has proven that, demographic characteristics such as age, gender, educational background, marital status, income and persons status of employment are forces that contributes to individuals been literate in finance issues (Kadoya & Khan, 2020). They are elaborated below:

2.6.1 Age

According to Pandey and Sharma (2022), people between the ages of 51 and 56 have the lowest financial literacy. They are not familiar with the ideas of inflation and risk diversification, and they would not do straightforward interest rate calculations. Due of their extensive family obligations, different research by Annabi et al. (2018) found that fewer than 33% of adults comprehend interest rates, inflation, and risk diversification. In a study conducted in Sweden, Elinder et al. (2020) note that people between the ages of 35 and 50 exhibit the highest levels of financial literacy, while those 65 years of age and above do poorly.

2.6.2 Gender

According to studies, males outperform women on tests of financial literacy (Agyei, 2018). Adam (2018) asserts that because women are less engaged in investing and 10 personal money concerns, they do lower on assessments than males. Men are more knowledgeable about insurance and personal loans than women are, according to Appiah (2019), who also notes that women are more knowledgeable about taxes, personal financial planning, spending, and saving. Men are more informed than women when it comes to markets and investing, according to Epaphra and Kiwia (2021). Women are also less knowledgeable about the financial industry and available investing options.

2.6.3 Educational level and financial literacy

According to a survey, there is a lack of financial literacy among high school pupils (Soroko, 2020). The average high school graduate typically lacks fundamental financial literacy, which prevents them from being prepared to handle money concerns (Moreno-Herrero et al., 2018). Appiah (2019) reveals that there is a pervasive lack of financial literacy among university freshman studying business at the University of Cape Coast in Ghana. University graduates are more likely to be financially knowledgeable than people with less education, according to studies (Gede et al., 2018).

2.6.4 Employment Status

It may be claimed that professionals, executives, and company owners exhibit a better level of financial literacy than the jobless and idle. The most literate demographic segments in Italy, according to Ruggera (2021), include white-collar workers, managers, and independent contractors.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter represents the methodology used in carrying out the study. This chapter encompasses a mixed method approach chosen for the research which holds the pragmatism paradigm and argues that what's best is what solves a particular phenomenon at a particular point in time. This informed the population and the sample size chosen for the study. The chapter further deals with the quantitative and qualitative instruments employed, how data was gathered, analyzed and the ethical issues surrounding the study.

3.2 Study site description

In the Ashanti region of Ghana, Kumasi Metropolis forms part of the 30 districts in the region. It is located between Latitude 6.35°N and 6.40° S and Longitude 1.30°W and 1.35° E and elevated 250 to 300 meters above sea level. To the northern part of the districts it shares boundaries with Kwabre East and Afigya Kwabre, Atwima Kwanwoma and Atwima Nwabiagya Districts to the west, Asokore Mampong and Ejisu-Juaben Municipality to the east and Bosomtwe District to the south. It is approximately 270km north of the nation's capital, Accra. It has a surface area of approximately 214.3 square kilometers which is about 0.9 percent of the region's land area. However, it accommodates about 36.2 percent of the region's population.

Based on the population and housing census conducted in 2021, the metropolitan has 36.2 percent of the entire Ashanti region's population representing 443,981 out

of 4,780,380. Made up of 213,662 males that represent 47.8% and 230,318 females representing 52.2%. The Metropolis covers a land area of 214.3 square kilometers, which is 0.9 percent of the region's land area of 24,389 square kilometers.

The Metropolis has a population density of 8,075 persons per sq. km. In the Ashanti region of Ghana manufacturing firms form 13.6% of business making it the second highest employer of the working force in the Kumasi. It comprises of both local and international companies who are in the field of breweries both soft and alcoholic drinks, poultry feeds, food processing, leather works, craft works, fashion design, and wood works. Manufacturing companies in Kumasi are Guinness Ghana Limited, Agricrae Limited and Coca Cola Bottling Company.

3.3 The Organizational profile- Kasapreko

One of Ghana's top distributors of beverages is Kasapreko with it being the first with over 500 employees in the beverage industry in Ghana. Kasapreko is popularly known

for the production of items such as Awake mineral water, Alomo Bitters and Kasapreko Gin, the business has over the years expand it self both domestically and internationally, bring in about \$70 million as revenue. Kasapreko limited has a very strong distribution network making its products available in the West Africa subregion. On March 9, 1987, the Company was established with its objectives being: the production of alcoholic beverages, the blending of spirits, farming, general merchants, and the importation and exportation of general merchandise. Alomo Rootwine and Alomo Bitters are our signature offerings.

Alomo Rootwine and Alomo Bitters are alcohol extracts from conventional plants tested and known to have therapeutic benefits and manufactured scientifically.

The extracts are made at the well-known Center for Scientific Research and Plant Medicine (CSRPM), a World Health Organization (WHO) subsidiary located in Mampong Akuapim, Ghana. A new star, Opeimu Bitters, based on CSRPM formation, was launched to our product lineup in 2005. The general public has greeted this addition with enthusiastic enthusiasm.

3.3.1 Type of organization

Kasapreko is a limited liability company with the aim of making profit both locally and internationally.

3.3.2 Size of organization

Kasapreko Company Limited is a multinational company with over 500 workers as at 2017. With both professional and contracted staff

3.3.3 Range of product and services

Opeimu bitters, Kasapreko Gin, Kasapreko Tonic Wine, Cream Soda Mix, Lime Cordial, Aperitif, Kasapreko Cocoa Liquor, Kasapreko Alomo Bitters, Kasapreko Rootwine, Kasapreko Alaomo Silver, Kalahari bitters, and Cardinal straw berry taste

are all included in this drink. One characteristic unites all beverages. Outstanding quality standards and customer-developed solutions. We constantly monitor the needs of the consumer and have made advancements to make sure that our products are affordable. We provide our Dry Gin and Alomo bitters in 30ml sachets for ease of use and price.

3.3.4 Main competitors and competition history

Manufacturing firms who are in competition with Kasapreko Company limited are those who are into the production of alcoholic and non-alcoholic beverages. Firms such as Fermented Sciences, Beam Suntory are the main competitors of Kasapreko. Other competitors include Baron Distillery, Gihoc Distilleries, Paramount Distilleries and Dannex Distilleries. Oheneba kasempa, SKD Monarch, Kingdom beverage, Agya Appiah Bitters, Guinness Ghana Limited.

3.3.5 Customer base

Both B2B and B2C customers make up the company's client base. Our main product, Alomo Bitters, continues to have the fastest rate of growth in Ghana and Nigeria and commands over 50% of the spirits market.

3.3.6 Mission and Vision

The goal of Kasapreko Company Limited is to use cutting-edge techniques and a highly motivated professional workforce to make high-quality alcoholic and nonalcoholic drinks that will please consumers. The Company's aim is to "be the leading producer of alcoholic and alcoholic beverages in Ghana and beyond, satisfying consumers with excellent through sound management practices and shared responsibility of all stakeholders."

3.4 Research Approach

The discovery and integration of a novel strategy to the conventional research approaches is the result of recent works on research methods. Prior to this finding and incorporation of the mixed-method approach, the majority of research was conducted using either the quantitative technique or the qualitative approach. The quantitative approach enables the survey-based collection of enormous amounts of data for statistical analysis. The quantitative technique is used to help extrapolate the results to a bigger population

The quantitative approach was adopted for this study. This approach allows for gathering of large data through surveys for statistical analysis. The use of the quantitative approach helps to generalise the findings to a larger population looking at the population involved in this study, it was appropriate to adopt the quantitative approach as it has the capability to involve in many populations. The choice of research design is influenced by the individual's study's approach.

3.5 Research Design

According to Bryman (2016), "A research design provides a framework for the collection and analysis of data." The choice of study design is dependent on the researcher's personal beliefs, aptitudes, and habits, all of which affect how data is gathered and analyzed. Each of the various approaches namely; quantitative approach, qualitative approach and mixed method approach to conduct research has distinct research designs that serve as the framework for data collection and analysis. In choosing a research design based on priority, the researcher has the option of giving much attention to quantitative component, qualitative component or ensuring equal weight for both quantitative and qualitative components of the research (Bryman, 2016).

The study used descriptive quantitative cross-sectional survey design. The choice of this study design was considered appropriate because of its advantages of identifying attributes of a large population from a group of individuals. The design is suitable for the study as the study sought to investigate employee's financial literacy on decision making in manufacturing start-ups. The principal aim of using a descriptive cross-sectional research approach was to collect data from the respondents from first hand. Also, because of this method's flexibility in use, it was considered for this study especially because of the quantitative data collection that was used.

3.6 Population

The study's population comprised all the employees in the kasapreko company who were the focus of the researcher's investigation into the impact of their financial literacy level in decision-making. As a result, the study's population for this study encompassed all the employees in the Kasapreko Company.

3.7 Sample and Sampling Techniques

Convenient technique was employed to choose the participants. This was based on the availability of the participants in the company as at the time of data collection. The company run a shift system of employees and hence making it difficult to meet all the participants at the same time. As a result, the researcher administers the questionnaire as and when a group of the participants are around and wish to respond to the questionnaire.

3.8 Sample Size of Study

The minimum sample size was obtained for this study by using the Cochran formula (Cochran, 1977). $n = \frac{Z^2 pq}{d^2}$, Where n= Sample size, Z = Z_{score}, p= estimated proportion of an attribute that is present in the population, q = 1-p, d = margin of error.

It was based on the assumption of a margin of error of 0.05, a 95% confidence level, and an estimated probability of employees' engagement in the decision-making of 0.50 (assumed) and 0.05 (5%) non-response rate.

A sample size (n) = $(\frac{1.92}{0.05})^2 \times (0.50 \times 0.05) \times (1 - 0.05) = n = 155$

Adding a non-respond rate of 3%, $n = (155 \times 0.03) + 155 = 160$. Therefore, a total of 160 employees were involved in the study.

3.9 Data collection instrument

The study employed a close ended questionnaire for the study. The questionnaire was made up of four sections (Appendix A). The first section (A) consists of the personal data of respondents, while the second section (B) consists of items on the level of financial literacy among employees. Section (C) contains items on the relationship between employees' financial literacy and decision making in manufacturing start-up in Ghana and the last section (D) Also, the third section gathers data on the type of financial decisions taken by employees. All the responses to the questions were on a 5-point Likert scale type with 1-Strongly disagree (SD), 2-Disagree (D), 3- Uncertain (U), 4- Agree (A) and 5-Strongly Agree (SA).

3.10 Data Collection

A self-administered online questionnaire was utilized to collect the data; participants received it via their cellphones and responded to the questions as necessary. The employees were given the questionnaires, and the information gathered served as the main focus of the data analysis. For the following reasons, the researcher used KoboCollect/Toolbox: it was simple and quick. Additionally, data analysis does not require coding before it can be performed using this method since it is more accurate (UNHCR, 2016). It can be quickly implemented in even the roughest or most isolated

circumstances, operates offline, and requires little to no technological expertise to manage (UNHCR, 2016). The usage of KoboCollect/Toolbox saves time and significantly lowers research cost (Nampa et al., 2020).

3.11 Reliability and Validity of the Study Instrument

Only respondents who belong to the defined category (workers of the Kasapreko firm) were given the questionnaire in an effort to increase the validity and reliability of the data that would be produced, since they are more likely to provide the necessary answers. The sample size and strategy that were established empirically were also maintained. The supervisor evaluated and examined the study questionnaire to make sure it was adequate. The supervisor's input and corrections were incorporated into the final version of the questionnaire that was utilized for the study.

The reliability of a study's instruments is defined as the consistency of the instrument producing the same or similar results when given the same conditions on different occasions. With the aid of Statistics and Data Science (SPSS) version 25.0, the study employed the reliability test technique Cronbach alpha method to test the reliability of the scale. Items with Cronbach alpha 0.6 upwards were retain while items less than that were taken out since their correlation coefficient is insignificant.

The appropriateness of the instrument used for measurement in this study was verified, as presented (Table1). It was believed that the degree of reliability increases as the reliability coefficient approaches a value of 1.0 and a value of 0.89 was considered good. Also, the value of 0.76 is considered fairly high, and the value of 0.66 is considered adequate.

Table 1: Reliability Alpha Coefficient

Scale	Number of Items	Reliability Alpha Coefficient	Comment

Level of financial literacy	10	0.66	Adequate
Saving behaviour among employees	11	0.89	Reliable
Relationship between financial literacy and saving behaviour	10	0.76	Fairly High

Source: Field Work (2023)

3.12 Pretesting

Pre-testing of the questionnaire was conducted in coca cola Company in Kumasi and Accra. The pre-test was done in this company where employees share similar characteristics to those of Kasapreko Company hence, it was appropriate to conduct the pre-test there. This allowed for the needed modification to the study instrument before the actual data collection to meet the study objectives.

3.13 Data Analysis

The purpose of collecting data was not simply to gather information, but rather to utilize the collected data to gain insights into different situations and ultimately make valuable recommendations and contributions using the findings of this study. Therefore, the collected data was carefully analyzed to derive meaningful interpretations and arrive at results. Several techniques were used to analyze the data using SPSS version 25 in order to achieve this aim. By comparing the percentage of employees who responded to each statement in the questionnaire that was pertinent to the particular subject under investigation, the research questions were addressed.

In order to fully address the goals of this study, a thorough analysis using both descriptive and inferential statistics was carried out. With the aid of tables, the

biographic data was descriptively analysed. The analytical tools were; Friedman test for objective one while multiple regression analysis for the second and third objectives. While Pearson correlation analysis was run for the third objective. The interpretation of the R-value for correlation analysis was predicated based on the guidelines delineated by Mukaka¹ (2012), regarding the rules of thumb for the interpretation of the R-value in correlation analysis.

3.14 Ethical Consideration

The individuals taking part in the study were informed about the aim of the research and the identity of the researcher involved. The participants were provided with details regarding the potential risks, advantages, confidentiality, privacy, and anonymity so that they could make a knowledgeable decision on whether or not to take part. The study participants were requested to express their willingness to take part in the research and, were provided with information about the purpose of the study, and their consent was obtained.

The principal investigator took into consideration the freedom of the respondents and ensured their rights were protected. The primary data was handled with care to protect the privacy of the respondents, and anonymity was guaranteed to ensure that their identities were not linked to the data. The respondents provided the information voluntarily, and no unethical means were used to obtain it. The confidentiality of the information and the identity of the respondents were maintained, and the information obtained was solely used for the study. Moreover, permission was sought from the in-charges of the various health facilities before conducting the study.

3.15 Summary of chapter

This chapter presented the methods employed in the study. The study adopted pragmatist philosophical stands with sequential explanatory research design. Which

informed the sampling techniques, sample population and size. It further looked at research instrument, data processing and analysis adopted employed by the study. The study continues by presenting data analysis and discussion in the chapter four.

KNUST

CHAPTER FOUR

RESULTS, ANALYSIS AND DISCUSSION

4.0 Introduction

The results of the study are analyzed and discussed in this chapter. It covers the respondents' backgrounds, their level of financial knowledge, how they save money, and how these factors relate to one another.

4.1 Demographic Characteristics of the Respondents

The demographic characteristics of the sampled respondents were analysed descriptively using frequency and percentage. From the findings of the study one-third of the sampled population were male. There were more male respondents [63.1%] than female [38.7%] (Table 2).

Table 2: Gender status of employees

Gender	Frequency	Percent (%)
Male	95	61.3
Female	60	38.7
Total	155	100

Source: Field Work (2023)

The male domination in the company accounts for the high population of male workers is that there are more male works in the company as compared to females. Also, at the time of data collection more males shown interest in the study hence more male population involvement in the study.

Table 3 presents the ages of the sampled population. The ages of the sampled population fall between 18 and 60 years (Table 3). Generally, the findings revealed that majority of the sampled population are in their youthful age. An analysis of the age distribution shows that majority of the sampled population fall between 31-35, they constitute 38.7% of the total sampled population (Table 3). The ages between 36 to 40 years are the second highest sample population with 34.2% of the total sampled population (Table 3).

Table 3: Employees' age group

Age	Frequency	Percent (%)
18-25	5	3.2
26-30	35	22.6
31-35	60	38.7
36-40	53	34.2
41-60	2	1.3
Total	155	100

Source: Field Work (2023)

The third highest age group fall between 26-30 which constitutes 22.6% of the total sampled population (Table 3) while those who falls between 41to 60 years constitutes 1.3% of the sampled population.

The study gathered data on the academic qualifications of the employees. The study reviewed that most of the sampled population are literate with the minimum

education of HND certificates. This implies that the sampled population are likely to have in-depth knowledge on the topic under study. This will inform and influence the data gathered as they can provide essential information as demanded by the questionnaire. The study found out that majority of the sampled population 32.3% are degree holders in Bachelor of Business Administration (BBA) (Figure 1). The second highest field of study was degree and HND holders with science background who constitutes 23.9% of the sampled population (Figure 1) while employees with economics and finance constituted 15.5% of the total sampled population respectively.

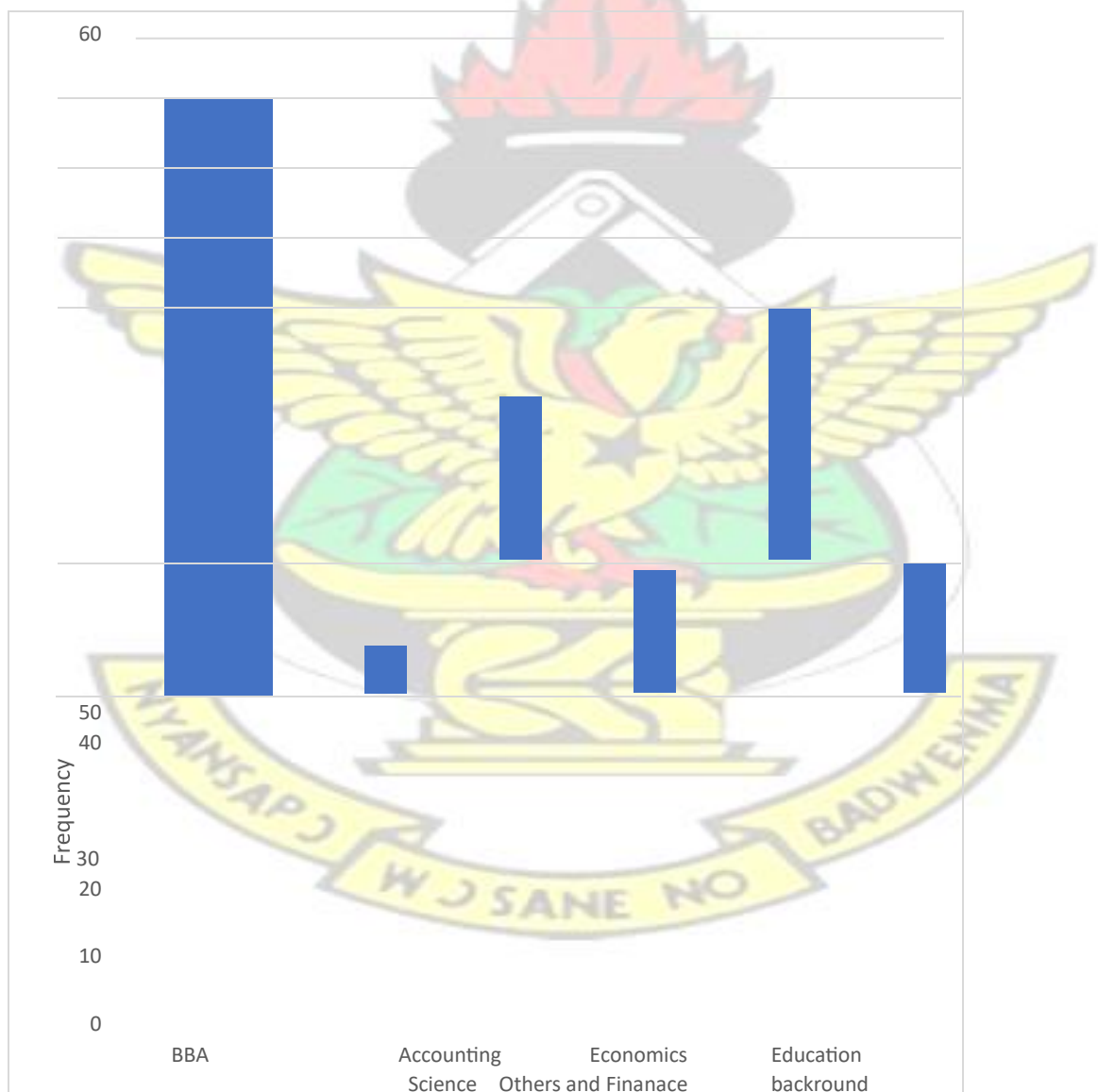


Figure 1: Employees' field of study

Source: Field Work (2023)

The study further revealed that employees categorized under others (thus those who has no specific area of specialization) constitutes 12.3% of the sampled population (Figure 1).

The study sought to explore the educational level of the employees. The study revealed that, majority of the employees have attained tertiary education (Figure 2). This implies that respondents are likely to understand the questionnaires and hence will be capable of providing adequate information for the study. Tentative analysis revealed that 54.8% of the sampled population have attain first degree and post graduate degree while 43% have attained diplomates (Figure 2).

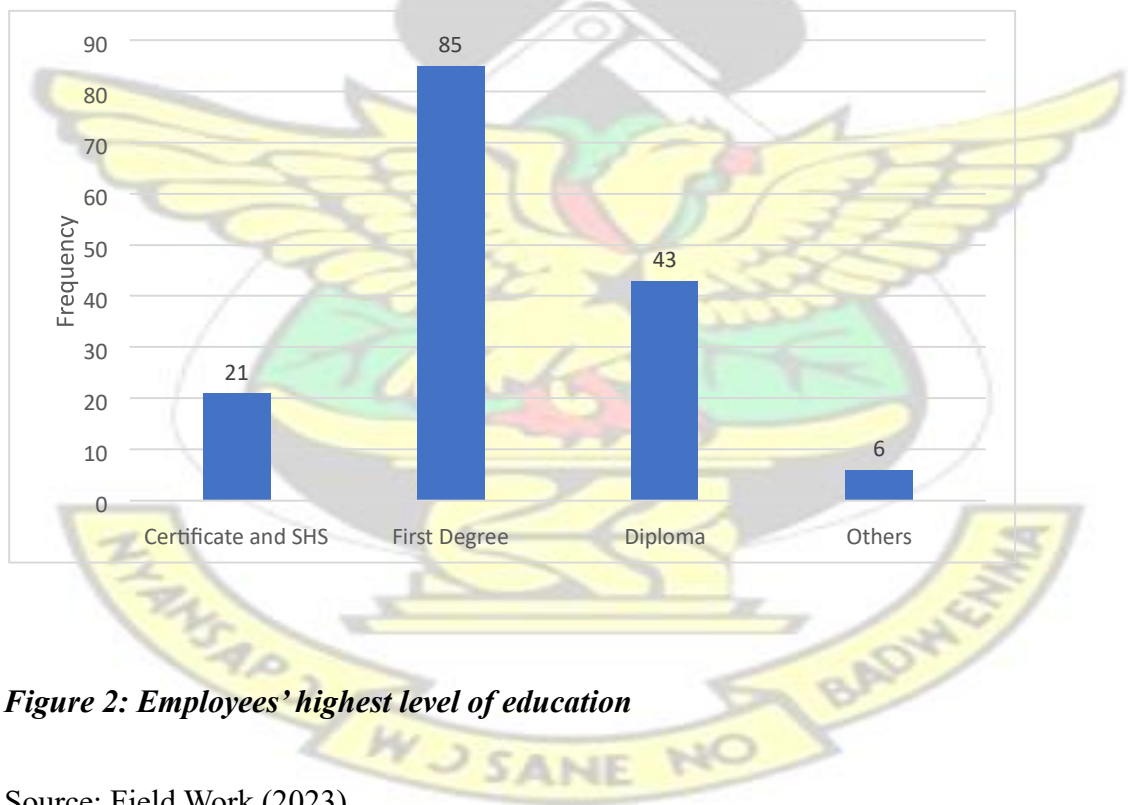


Figure 2: Employees' highest level of education

Source: Field Work (2023)

Employees with Junior High School or Senior High certificates constitutes 13.5% of the total sampled population (Figure 2).

The marital status of the employees was explored under their demographic characteristics. The study revealed that majority of the sampled population were married couple (Table 4). This means that the saving behaviour of the sample population will reflect much on married couples since they constituted majority of the sampled population.

Table 4: Employees' marital status

Marital status	Frequency	Percent (%)
Widow and divorce	5	3.2
Single	44	28.4
Married without children	7	4.5
Separated	6	3.9
Married with Children	93	60.0
Total	155	100

Source: Field Work (2023)

Tentative analysis shown that majority of the respondents 60.0% of the sampled population are married with children. Out of this, 45% are males and 15% are females (Table 4) while 28.4% of the sampled population are single with male dominating. (Table 4).

The study gathered data on the occupational status of the employees (Figure 3). The data revealed that majority of the sampled population 87.0% were fully employed while 13.0% were part time workers (Figure 3). These part time workers were mainly security personnel, cleaners and laborers of the company.

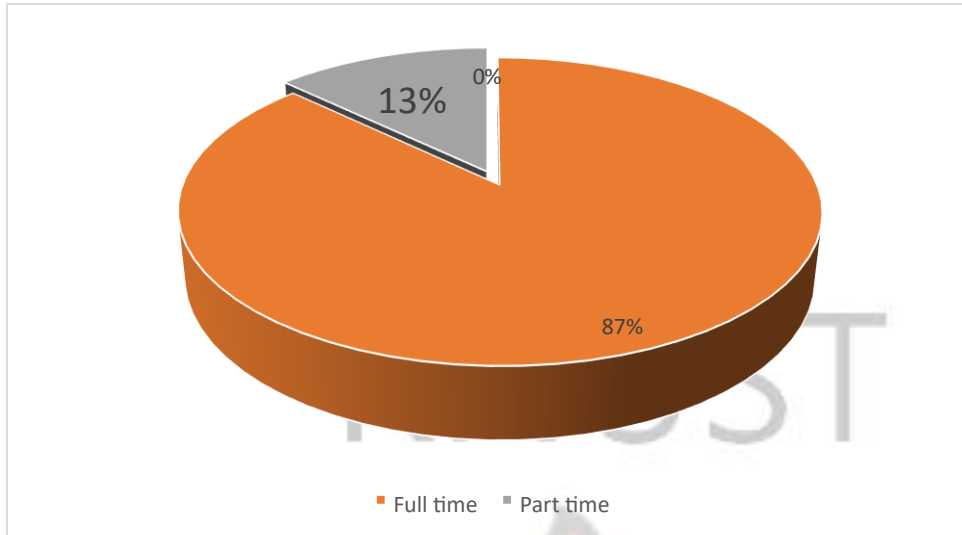


Figure 3: Employees' occupation status

Source: Field Work (2023)

The study sought to gather data on employees' household size. The data showed majority of the respondents have more than three (3) members in their household (Table 5).

Table 5: Employees' household size

Household size	Frequency	Percent
Single individual	26	16.8
Two members	14	9.0
Three members	30	19.4
Four members	17	11
Five members	32	20.6
Six members and above	36	23.2
Total	155	100

Source: Field Work (2023)

Households with six members and above constitutes 23.2% of the sampled population while 20.6% of the sampled population have five (5) household members (Table 5). Also, families with three (3) households members constitutes 19.4% of the

sampled population however, single individuals constitute 16.8% of the sampled population (Table 5).

The study explored the sources of income of respondents. The data gathered showed that majority of the sampled employees earn their source of income from wages and salaries paid to them by the company with few earning additional income from other side business. (Table 6).

Table 6: Employees' sources of personal income

Sources of income	Frequency	Percent (%)
Wages	126	85.2
Others business	23	14.8
Total	155	100

Source: Field Work (2023)

The study gathered data on employees' personal monthly income. The study revealed that majority of the respondent's monthly income ranges from GHC 2,000 – 4,900 (Table 7).

Table 7: Employees' personal monthly income

Income (GHC)	Frequency	Percent (%)
1000 -1,900	13	8.4
2, 100- 2, 900	26	16.7
3,100-3,900	44	28.4
4,100-4,900	58	37.5
5,100+	14	9.0
Total	155	100

Source: Field Work (2023)

Majority of the sampled population 37.5% monthly income fall between GHC

4,100-4,900 (Table 7). Also, the second highest monthly income fall between GHC 3,100-3,900 which constitutes 28.4% of the sampled population while only 9.0% of the sampled population monthly income fall GHC 5,100+ (Table 7).

4.2 Level of financial literacy among Kasapreko employees

This section assessed the level of financial literacy among Kasapreko employees. In view of that, employee's financial literacy level was analysed per their gender, age, educational level, and field of study. Respondents were asked to rate the extent of their financial knowledge, attitudes and information available to them.

4.2.1 Decision and Financial Information

The data gathered revealed that males who have higher level of education of the sampled population manages their own finances (Figure 4). It was further revealed that majority (53.5%) of the sampled population manages their finances to very large extent. It was found that 44.5% male and 9% female of the sample respondents' manage's their own finance to a very large extent. 37.3% handle their money very well (Figure 4). The large extent group consists of 18.7% educated male and 18.7% educated females while 9% of the sampled population manages their finance moderate extent (Figure 4). **It can be deduced from the test that, more male respondents manages their own finances**

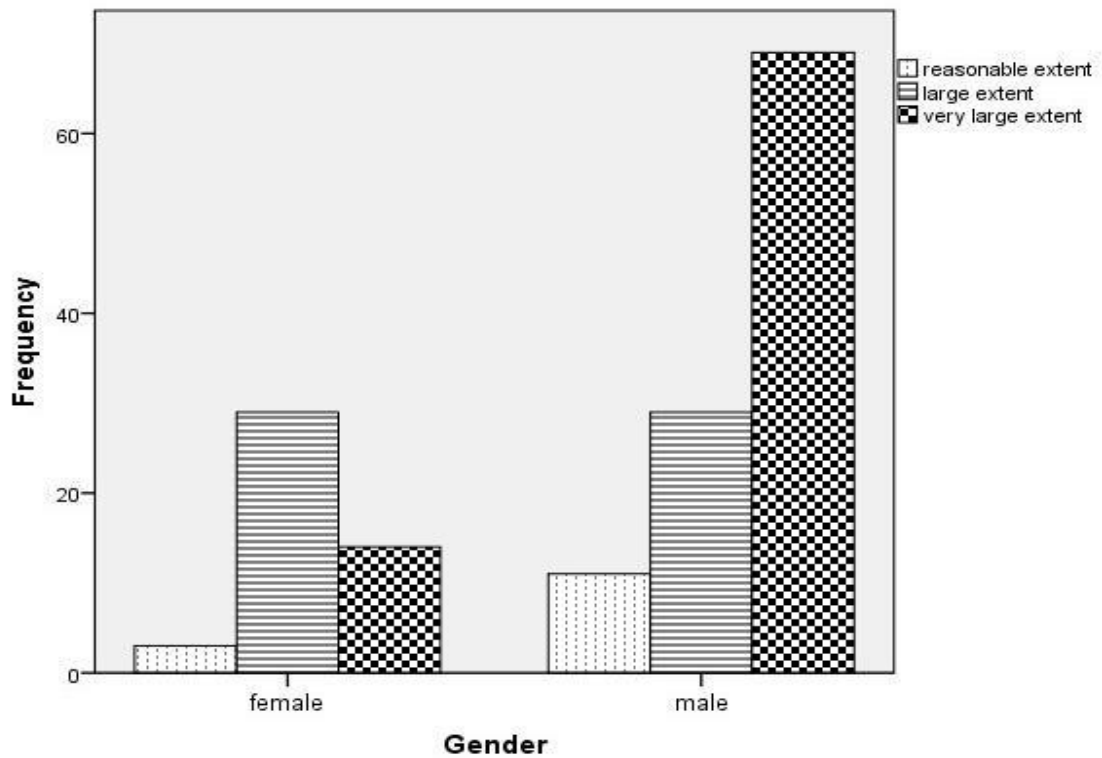


Figure 4: Bar chat showing gender of respondents and their management of their own finances

Source: Field Work (2023)

The study analyse further employed cross tabulation analytical tool to analyses the extent to which the various age groups manages their own money. The study found out that age group 26-30, 31-35, 36-40 and 41-60 manages their finances from large extent and very large extent (Table 8).

Table 8: Respondents Age Groups and manage of Finances

Age group	Management of finances			Total
	reasonable extent	Large extent	Very large extent	
18-25	8	12	6	27
26-30	0	35	26	61

31-35	0	13	27	40
36-40	0	3	23	25
41 -60	0	1	1	2
Total	8	60	83	155

Source: Field Work (2023)

The study further analysed the respondents' educational level and the extent of their financial management. The analysis revealed that respondents with tertiary education have Very large extent of confidence level in making financial savings or decisions making (Table 9).

Table 9: Educational level and confidence of making financial decisions

Educational level	Low Extent	Reasonable Extent	Large extent	Very large extent	Total
Others	7	8	5	1	35
SHS\Certificate	8	9	13	5	71
Diploma	0	6	11	20	25
First Degree	0	2	9	36	14
Post graduate	1	1	3	10	10
Total	16	26	41	72	155

Source: Field Work (2023)

The study found a very large extent of financial decision making with first degree holders 36 (23.2%), diploma 20 (12.9%) while post graduates 10 (6.5%) (Table 9). In terms of large extent SHS\certificates 13(8.1%), diploma 11(7.9%) while first degree 9(5.8%) (Table 9).

Per age of the sampled population, their confidence level in making financial decision was analysed. The study found that majority of the sampled population who have extreme confidence in making financial decisions were the youthful population with gender not been an issue (Table 10). The study found a very large extent of financial decision making with age group 26-30 30(54.5%), 40-36 22(40.0%), and 36-40 14(25.4%) (Table 10).

Table 10: Age group and their level of financial decision making

Age group	Low extent	Reasonable Extent	Large extent	Very large extent	Total
18-25	10	2	1	6	19
26-30	16	1	7	30	54
31-36	5	5	16	14	40
36-40	4	2	9	22	37
41-60	1	2	1	1	5
Total	36	12	34	73	155

Source: Field Work (2023)

The study further analysed the respondent with large extent financial decision making, it was revealed that age group 31-36 (16%) while 36-40 (16.3%) have in support with making savings for post-retirement (Table 10).

The study analysed the field of study of respondents per their level of confidence in making sound financial decisions. The study revealed that employees with Finance and Accounting background have high confidence level (Table 11).

The study found respondents with BBA background 22(14.1%), Accounting 36 (23.2%), Economics and finance 15(9.6%), and education 10(6.4%) with very large extent confidence level in making financial decisions (Table 11).

Table 11: Field of study and level of confidence in making financial decision

Educational level	Low extent	Reasonable Extent	Large Extent	Very large extent	Total
BBA	0	9	8	25	42
Accounting	0	3	9	36	48
Economics and finance	0	8	4	15	27
Education	0	2	9	10	21
Science background	0	1	3	9	13
Others	0	1	2	1	4
Total	0	24	35	96	155

Source: Field Work (2023)

The study found respondents with BBA background 8(5.2%), Accounting 9(23.2%), Economics and finance 4(2.6%), and education 9(5.8%) with large extent confidence level in making financial decisions (Table 11).

The gender of those surveyed and their level of confidence in making financial choices are also shown in Table 12. The table shows that men have higher levels of confidence than women while making financial decisions. This is due to the fact that men make up the majority of the respondents.

Table 12: Respondents Gender per Level of Confidence in Financial Decision making
Confidence Level in making Financial Decision

Gender	Low	Reasonable	Large extent	Very large	Total
female	17	27	4	0	46
male	21	50	30	11	109
Total	34	73	34	11	155

Source: Field Work (2023)

Those who participate are rated on their ability to comprehend the financial information they gained on financial goods. 11 (7.1%) of the employees have a very high level of understanding of the financial information they have received about financial products, compared to 21 (13.5%) who have a large level of understanding, 49 (31.6%) who have a reasonable level of understanding, 61 (39.4%) who have a low level of understanding, and 13 (8.4%) who have a low level of understanding (Table 12).

Table 13: Level of Understanding of Financial Information per Gender on Financial Products

Gender	Not at extent	Low extent	Reasonable extent	Large large	Very extent	Total	all
Female	7	26	10	3	0	46	
Male	6	35	39	18	11	109	
Total	13	61	49	21	11	155	

Source: Field Work (2023)

Table 13 also lists the respondents' ages and how well they comprehend financial information about financial goods. The table shows that more respondents older than

30 had a better comprehension of financial goods and information than respondents younger than 30 (Table 13).

Table 14 also lists the ages of the respondents and how well they comprehend financial information about financial goods. It is observed that most of the respondents with business background have more understanding on financial information as compared those without business background (Table 14).

Table 14: Level of understanding of financial information per age on

Age of Respondents	Level of Understanding on Financial Products					Total
	Not at all	Low extent	Reasonable extent	Large extent	Very large	
BBA	4	0	1	7	16	27
Accounting	7	1	6	19	28	61
Economics and finance	2	5	9	13	10	40
Education	0	3	5	10	7	25
Others	0	2	0	0	0	2
Total	13	11	21	49	61	155

Source: Field Work (2023)

The study found respondents with business background with very large extent understanding on financial information concerning financial products with accounting 28(18.1%), BBA 16(10.4%), Economics and finance 10(6.5%) while responds with educational background constituted 7(4.6%) (Table 14). In terms of respondents with large extent of understanding on financial information concerning financial products.

The study found respondents with accounting background with 19(12.2%), economics with finance 13(8.4%), education 10(6.4%) and BBA 7(4.6%) (Table 14).

4.3 Saving behaviour among Kasapreko employees

This section analysed the saving behaviour of Kasapreko employees. In view of that, employee's saving behaviour was analysed per their gender, age, educational level, and field of study. Respondents were asked to rate the extent of their financial knowledge, attitudes and information available to them.

The study explored employee's awareness on some retirement's schemes. There was more awareness on Tier 1 (51.6%), Tier 2 (31.6%) than Tier 3 and personal pension fund. (Table 15).

Table 15: Retirement plans of employees

Retirement plans	Frequency	Percentage (%)
Tier 1	80	51.6
Tier 2	49	31.6
Tier 3	22	2.6
Personal pension fund	4	14.2
Total	155	100

Source: Field Work (2023)

The study further explores the number of respondents who are aware of the four retirement schemes. Only few employees are aware on the personal pension fund with majority being those of higher-level education schemes (Table 15).

In order to know the saving behaviour of employees, the study explored the knowledge of employees on pension schemes such as Tier 3 and Personal pension funds,

Table 16: Level of knowledge on Tier 3 & Personal pension fund.

Level of knowledge on Tier 3 & Pension	Frequency	Percentage (%)
High	28	18.1
Low	13	8.4
Not sure	41	26.5
Very High	62	40.0
Very low	11	7.1
Total	155	100

Source: Field Work (2023)

The study found that majority of the employees have very high knowledge on Tier 3 retirement schemes (Table 16). Employees' level of knowledge on Tier 3 were rated very high (40.0%), High (18.1%) however, some of the employees claimed they are not sure (26.5%) of their knowledge on Tier 3 and other voluntary pension schemes. (Table 16).

The study explored the knowledge of employees on the percentage of deductions from their salary for Tier 1 and Tier. There were more employees who said Yes (51.0%) than those who said No (49.0%) to their knowledge on the percentage of deductions for Tier 1 and Tier 2 (Table 17).

Table 17: Percentage (%) of deductions from your salary for Tier 1 and Tier 2

Deductions	Frequency	Percentage (%)
No	76	49.0
Yes	79	51.0
Total	155	100

Source: Field Work (2023)

Employees were asked to select the percentage of deductions that goes into Tier 1 to ascertain their knowledge on Tier 1 deductions. The study revealed that 65.2% of the respondents agreed to 13.5% deductions for Tier 1 (while 32.3% of the employees agreed to 13% deductions for Tier 1 Table 18).

Table 18: Percentage (%) of deduction for Tier one (1)

Percentage of deduction	Frequency	Percentage (%)
13%	50	32.3
13.5	101	65.2
18.50%	4	2.6
Total	155	100

Source: Field Work (2023)

The study revealed that 50.3% of the respondents agreed to 5% deductions for Tier 2 while 28.4% of the employees agreed to 10% deductions for Tier 2 (Table 19).

Table 19: Percentage (%) of deduction for Tier (2)

Percentage of deduction	Frequency	Percentage (%)
10%	44	28.4
5%	78	50.3
5.5%	33	21.3
Total	155	100

Source: Field Work (2023)

Also, it was found that 21.3% of the respondents agreed to 5.5% deductions for Tier 2 (Table 19).

It was identified that majority of the staff did not participate in personal pension funds schemes. This is as a result of them not being aware of any voluntary personal pension scheme and the constant rise of cost of leaving without a proportionate increase in their salary leaving them with small amount to cater for any emergencies making it difficult for them to participate in any other saving activities.

The study reviewed that employees who agreed to the voluntary pension fund are those with higher formal education and with enough salary at their dispose who also seek financial advice from persons working with financial institutions on how to secure their life after retirement.

The study showed that majority of the employees agreed that is important to think about savings towards retirement (Figure 5).

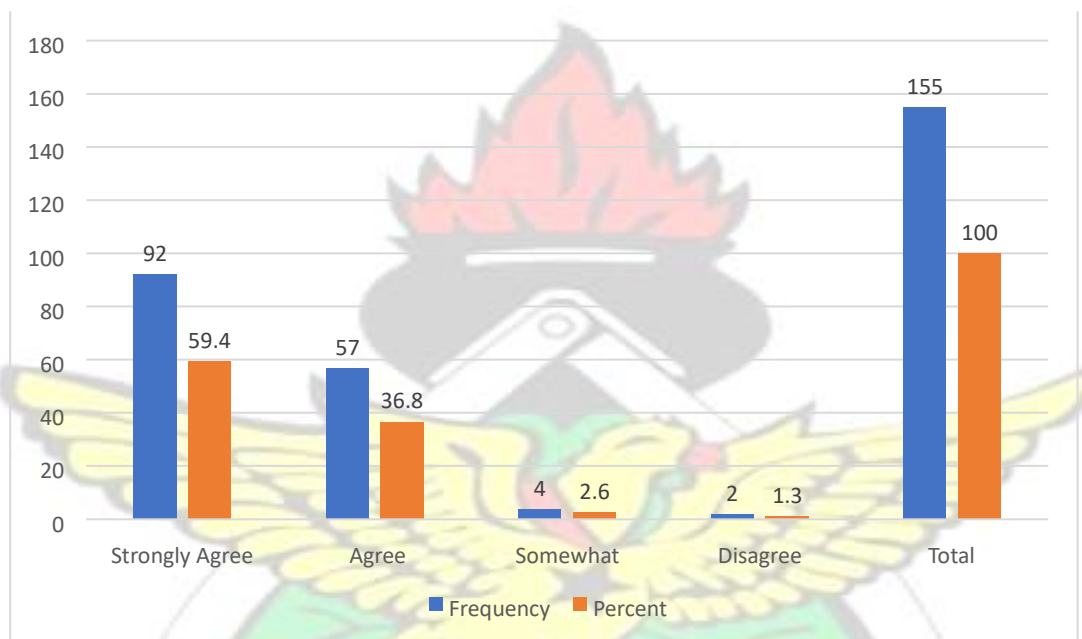


Figure 5: Bar graph showing importance of thinking about savings towards retirements now

Source: Field Work (2023)

It was found that most employees strongly agree (59.4%) and Agree (36.8%) to the importance of thinking about savings towards retirements now (Figure 5).

The study showed that majority of the employees agreed that they save monthly (Figure 6).

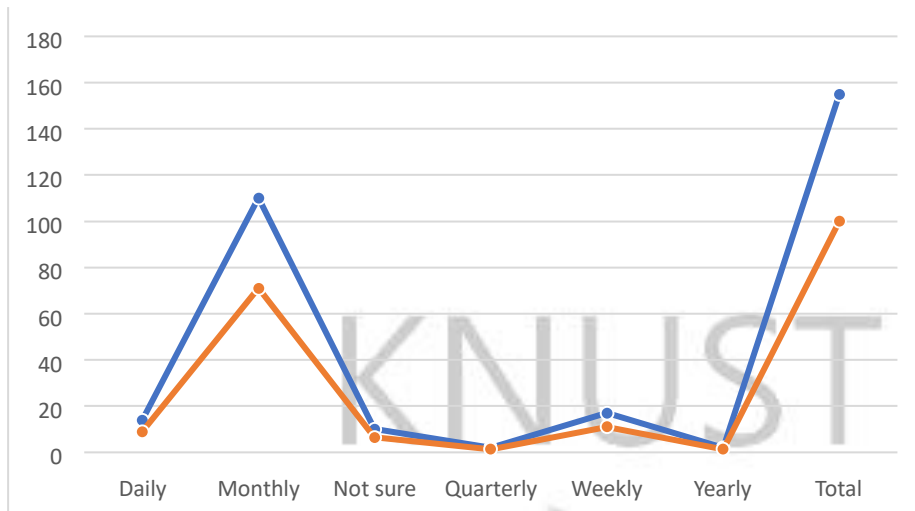


Figure 6: A line graph showing savings regularity of employees

Source: Field Work (2023)

It was found that most employees save monthly (76.4%) while some employees save on weekly (10.8%) of their monthly income (Figure 6).

The study found that majority of the employees save 20% and above of their income (Figure 7).

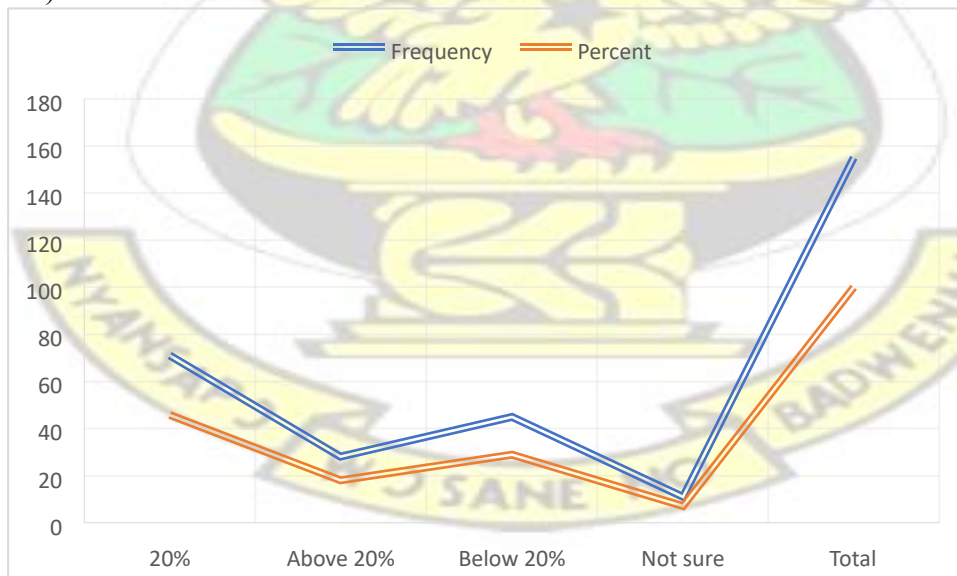


Figure 7: percentage of personal income saved

Source: Field Work (2023)

The study revealed 45.8% of employees save 20% of their income while 18.1% save above 20% of their income however, 29.0% of the employees save below 20% of their income (Figure 7).

The study sort to analyse the importance of employees' savings towards retirements now per the gender and educational level. The study found more female 70 (45.1%) than male 34(21.9%) who agreed to the importance of saving towards retirement now (Table 20). There were more SHS 84 (54.2) than Diploma who agreed to the importance of saving towards retirements now while 65(42.0) Degree holders agreed to the importance of saving towards retirements now (Table 20).

Table 20: The importance of saving towards retirements now

Level of Agreement	Male		Female		SHS		Diploma		Degree		E Others	
	Freq.	%	Freq.	%	req.	%	Fr eq.	%	Freq.	%	req.	%
Strongly disagree	0	0.0	0	0.0	0	0.0	4	2.6	0	0.0	0	0.0
Disagree	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Some what Agree	0	0	14	9.0	20	12.9	17	11.0	7	4.5	18	11.6
Strongly agree	34	21.9	70	45.1	84	54.2	44	28.4	65	42.0	46	29.7
Total	118	76.1	68	23.9	48	31.0	87	56.2	80	51.6	88	56.8
Total	155	100.0	155	100.0	155	100.0	155	100.0	155	100.0	155	100.0

Source: Field Work (2023)

The study further revealed that, more male 118(76.1) strongly agreed to the importance of saving towards retirements now than female 68(23.9%) (Table 20). Also, there were more employees with Diploma 87(56.2%) who strongly agreed to the importance of saving towards retirements now than employees with Degree 80(51.6%), while

employees with SHS\Certificates 48(31.0%) strongly agreed to the importance of saving towards retirements now (Table 20).

4.4 Financial literacy and saving behaviour relationship of Kasapreko employees

This study's analysis examines the connection between employees' saving habits and their financial literacy. In light of this, the degree to which students were prepared for an earthquake was examined according to gender, educational attainment, marital status, income, financial literacy, and saving habits. Correlation and regression analyses are used to determine the association between financial literacy and saving behavior.

4.4.1 Coefficient of Correlation

The association between the variables under study is established using Karl Pearson's coefficient of correlation (r). Additionally, it shows the direction and strength of the association between the variables. Correlation values range from ones that are positive to ones that are negative. The correlation between the variables is displayed (Table 21).

Gender and Individual Savings Behavior have a favorable link. It is demonstrated by correlation coefficients of 0.158, 0.453 for age and individual savings behavior, 0.381 for education and individual saves behavior, and 0.38 for marital status. Monthly Income and Individual Savings Behavior have a connection of 0.382; Financial Literacy and Individual Savings Behavior also have a positive link (Table 21). Individual Savings Behavior has a correlation of 0.336. With a correlation coefficient of 0.635, they are strongly positively correlated with the other variables (Table 21).

Table 21: Correlation between variables (N=155)

		Gen.			Age Saving	Educ. stat	Marital Behav.	Per.
Gender	Pearson r	1	.312**	.437**	-0.195	.143**	.318**	.169**
	Sig.(2-tailed)		0.006	0	0.015	0.076	0	0.05
Age	Pearson r	.317**	1	0.037	.620**	0.351	0.389	0.453
	Sig.(2tailed)	0.006		0.647	0	0	0	0
Education	Pearson r	.346**	0.037	1	-.160**	0.46	0.696	0.381
	Sig.(2tailed)	0	0.647		0.046	0	0	0
Marital Status	Pearson r	-.187*	.620**	-.170*	1*	.186**	.193**	.348*
	Sig.(2tailed)	0.015	0	0.046		0.017	0.029	0
Personal Income	Pearson r	0.143	.351**	0.46	0.192	1**	.501**	.382**
	Sig.(2tailed)	0.076	0	0	0.017		0	0
Financial Literacy	Pearson r	.328**	.396**	.676**	.189**	.602**	1**	.745**
	Sig.(2tailed)	0	0	0	0.029	0		0
Saving Behaviour	Pearson r	0.158	.453**	.381**	0.336	.382**	.635**	1**
	Sig.(2tailed)	0.05	0	0	0	0	0	

Source: Field Work (2023) * Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

4.5.2 Determination of Coefficient

The coefficient of determination in Table 22. is 0.689, indicating a somewhat favorable link between the variables being investigated. The explanatory power, measured by the R square (R²), reveals that 0.474 of a person's saving behavior can be accounted for by factors such as gender, age, educational attainment, marital status, monthly income, and financial literacy (Table 22).

Table 22: Determination of Coefficient

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	F	df1	df2	Sig.	Change in R Square	Change in F	Change in Sig.	
	.769 ^a	.364	.543	3.643	.348	22.243	6	148 ^a	.000			

Source: Field Work (2023)

a. Predictors: (Constant), financial literacy, marital status, gender, personal monthly income, age, level of education.

4.4. 3 Analysis of Variance (ANOVA)

With a f statistic with a value of 0.05 and a confidence level more than 95%, an ANOVA was used in the research to ascertain the significance level of the regression. In Table 23, ANOVA is displayed.

Table 23: Showing the ANOVA^a

	Sum of Squares	df	Mean Square	F	Sig.
Regression	1881.620	5	385.260	23.242	.000 ^b
Residual	1856.676	146	13.275		
Total	4836.289	154			

Source: Field Work (2023)

a. Dependent Variable: saving behaviour

b. Predictors were held constant an they include; financial literacy, marital status, gender, personal monthly income, age, level of education.

4.4.4 Multiple Regression

From Table 24, the regression was;

$$Y = 11.699 - 0.338X_1 + 0.884X_2 + 0.224X_3 + 0.351X_4 + 0.189X_5 + 0.537X_6 + e.$$

Where,

Y = dependent variable (individual saving behaviour)

X₁ = gender

X₂ = age

X₃ = education

X₄ = marital status

X₅ = personal income X₆

= financial

literacy e

= error term.

Table 24: Regression Coefficients

Confidence	Unstandardized		Standardized		t	Sig.	95.0%	
	Coefficients		Coefficients				Interval for B	
	B	Std. Error	Beta				Lower Bound	Upper Bound
	11.588	2.201						

(Constant)	-.327	.874		5.642	.002	7.542	14.897
Gender	.865	.421	-.021	-.344	.750	-1.806	1.204
Age	.232	.421	.181	2.214	.025	.066	1.802
Education	.362	.181	.062	.514	.505	-.632	1.03
Marital St.	.179	.728	.164	2.036	.052	.012	.678
Per. income	.542	.116	.028	.264	.787	-1.267	1.45
Fin. literacy			.516	5.211	.001	.329	.722

Source: Field Work (2023)

a. Dependent Variable: saving behaviour

The results showed that if all other independent variables are set to zero, gender will tend to have the following effects: a unit increase in age will result in an increase of 0.884; a unit increase in education will result in an increase of 0.224; a unit increase in marital status (if the respondent is married) will tend to have an increase of 0.224; a unit increase in education will result in an increase of 0.224; and a unit increase in education will have no effect on the individual savings behavior. Female respondents have no decrease effect; an increase in age will increase individual savings behavior by 0.884; an increase in education will increase individual savings behavior by 0.224; an increase in marital status (if the person is married) will tend to increase individual savings behavior by 0.462; an increase in personal income will increase individual savings behavior by 0.198; and an increase in financial literacy will increase individual savings behavior by 0.198 (Table 24).

The relationship between gender and personal saving behavior is unfavorable, according to the equation. Individual saving behavior is positively connected with age, financial literacy, marital status, education, personal income, and age. Age and financial literacy are the key explanatory variables for the dependent variable. The pvalues for

gender, education, and personal income, however, are greater than the usual alpha level of 0.05, making them statistically insignificant. Age, marital status, and financial literacy are predictor variables with statistically significant variable coefficients since their p-values are below the accepted alpha cutoff of 0.05 (Table 24).

4.5 Discussion of Results

The objective of the study was to identify the awareness of Post retirement funds and how well they are securing their future in Kasapreko Company limited.

The first objective was to assess employee's level of knowledge on pension schemes among Kasapreko staff. The study found out that demographic characteristics on employee's knowledge on pension schemes per their age, educational level, and field of study affects employee's knowledge on retirement packages. Most employees agreed on the awareness of deductions from their salaries into Tier1 and Tier 2 pension schemes but are not aware of the exact percentage that goes into the individual schemes. Most employees also stated not being aware of any other voluntary trust fund aside the statutory ones which are paid to SSNIT and other Private pension trustees.

The second objective was to assess saving behavior among Kasapreko staff.

Saving behaviour which is in agreement with Kadoya and Khan (2020) who assert that age, gender and educational level influence the saving behaviour of individuals. This could be that as people advance in age their concern for life after retirement increases. Also, as people advance in education their understanding of financial issues such as risk taking, value for money, inflation etc. increases, making them make informed decisions that will yield better returns in the future.

The study revealed that majority of the employees who have high assurance in savings were between 25-36 years. With reason being most individuals within this age group being eager in securing their future due the current economic structure in the

country and the pension schemes not able to cater for most pensioner's expense unlike the western world. This makes them to save more so they will be able to live a stress free live at old age. Those who did not agree to the idea of saving for the future were of the view that they see no reason saving with banks or insurance firms due to the recent banking issues that resulted in the cleaning up of banks from 2016 and the recent debt restructuring which affected majority of pensioner's investment in bonds and other investments and also believes that relatives are there to support them at old age.

Persons within the ages of 51 to 56 years are the least financially literate (Pandey & Sharma, 2022; Elinder et al., 2020). They did not reason to saving towards their retirement with since they are already nearing retirement and for that matter, they believe the statutory pension scheme is enough for them. Computation of interest rate was an issue for them and are mostly not known to concepts of inflation and risk diversification. This could be because of their social and family responsibilities they are unable to abreast themselves with new information (Annabi et al., 2018). The study found that majority of the employees have high knowledge on the importance of saving towards retirements now. On the other hand, Esiebugie et al. (2018) argued that Nigerians do not prioritize retirement savings. It may be inferred that majority of Nigerians think they would run their own private enterprises after they retire. This could be that most of the employees are more advance in financial issues as compared to Esiebugie et al. (2018) study. The study revealed that more males strongly agreed to save now towards retirements. This is in consistent with Tomar et. (2021) who assert that more men do plan for their retirement. This could be that majority of them are married men and have much responsibilities hence they are always conscious about their retirement's plans (Szinovacz, 2020).

Majority of the employees with degree as their highest qualification strongly agree to the importance of saving now toward retirement as compared to the employees with SHS and other Certificate as their highest qualification. This is in consistent with Tetteh (2023) who revealed that there is a statistical correlation between retirement plans and level of education. This could be that as individuals advance in education, they become more conscious of their retirement plans (Afthanorhan, 2020).

Less employees with SHS Certificates agreed to save now for retirement, according to the survey. This result supports Karakurum-Ozdemir's (2019) claim that people with financial literacy issues in industrialized nations are less likely to save for retirement. This may be a result of insufficient financial knowledge among those with low educational backgrounds.

According to the study, saving behavior and financial literacy are positively correlated. This conclusion is consistent with Rai et al.'s (2019) findings that financial knowledge and financial behavior are positively correlated. People's capacity to make educated financial decisions may be hampered by a lack of financial literacy (Rai et al., 2019).

It has been observed that as people get more educated, their saving habits shift as they become more aware of the need of retirement planning. This is consistent with Gavurova's (2019) finding that better financial literacy has a favorable relationship with retirement planning. People are more likely to be financially literate as their education levels rise. The study also discovered that individuals' savings behavior will rise with an increase in personal income per unit. This is consistent with recent research that found that people are more likely to be prepared for retirement and have higher retirement income the higher their financial status (Platts et al., 2019).

The study discovered a statistical link between saving habits and pay earned. This is consistent with past research that found a favorable correlation between having savings and one's financial status (Maison et al., 2019). People's saving habits are impacted by their income levels and salary increases (Jumena et al., 2022). There is a connection between people's saving habits and their demographic traits. Individual saving behavior is positively correlated with age, education, marital status, personal income, and financial literacy. Education level and literacy, particularly financial literacy, are strongly correlated. Therefore, a person's likelihood of saving money will be positively influenced by their own educational success (Brown & Taylor, 2016). For those with low levels of education and social disadvantage, it differs. According to Lyons et al. (2018), it is directly connected to the propensity to not save. Among other demographic indicators, it was shown that age and financial literacy were the two factors that most influenced saving behavior. Furthermore, the saving habits of men and women will differ if we view it from a gender viewpoint when everyone is single. Men who are single save more than single women. It has a tight connection to men's desire to marry women. Men's savings rates rise when they decide to put off getting married (Nie, 2020).

The third objective was to determine measures employees have put in place to monitor their pension contribution made to their trustees by their employers. It was identified that most employees, not taken into consideration demographic characteristics, did nothing in monitoring their statutory contributions made by the employer on their behalf. Most employees barely have knowledge about the actual contribution percentages that goes into Tier 1 and Tier 2 respectively. Majority do not also know how such deductions are computed making it difficult for the employees to set bench mark for their monitoring activities if what they are being deducted is what

actually goes into their accounts. It was also identified that most employees do not request or their statement from their trustees at all. A customer's statement helps him or her verify if the transactions reflecting is accurate or not and make reconciliation if the need be. The non-request of statement is as a result of lack of knowledge that they can actually request for their statement from their trustees. With this results it was identified that majority of the employees are actually doing nothing to monitor what their employers pay their pension contribution on their behalf to the trustees and if amount paid they truly reflects what have been deducted from their slip.



CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION

5.0 Introduction

This chapter presented summary of the findings; conclusion drawn from the study. It further looked at recommendations based on the findings and research suggestions for further studies.

5.1 Summary of Finding

Saving is crucial for a nation's economic prosperity, both now and in the future. The study looked at how Kasapreko employees' saving habits were affected by their financial literacy.

Male respondents outnumber female respondents, according to the study on the socio-demographic characteristics of the respondents. The majority of the responders are aged between 18 and 60. The majority of responders have completed post-secondary education, ranging from a certificate to a master's degree. The majority of responders have children and are married.

On the level of financial literacy, most of the employees manage their finances with majority of them being knowledgeable in matters relating to financial issues. Most of the respondents are confidence in making financial decisions however.

Most of the respondents having Finance & Accounting background have low knowledge on percentage that goes into Tier 1 and 2 deductions and other voluntary pension schemes making it difficult to cross check their

contributions with their trustees. Majority of the employees do not have indepth knowledge on issues concerning financial products. It was found that even those with finance and accounting background who do not work with the accounts department finds it difficult to compute their statutory pension's deductions and they again do not seek out financial information and advice.

The majority of respondents save a portion of their income when it comes to saving. The majority of the people do this on a regular basis, saving 20% of their monthly income. The majority of workers firmly believe that saving for retirement is important.

The majority of respondents think that saving with financial institutions, especially banks takes a lot of time, that banks' operations are complicated, that fees and minimum requirements are too high, and that financial products aren't suited to the needs of the respondents.

To demonstrate the relationship between the independent and dependent variables, Karl Pearson's coefficient of correlation (r) is utilized. All of the independent variables—gender, age, education, marital status, personal monthly income, and financial literacy—are positively correlated with saving behavior, with financial literacy showing the greatest connection (0.635). The study has a 0.689 coefficient of determination (R) and a 0.474 R square (R^2). The developed regression equation indicates that the individual saving behavior will be 11.699 if all components are held constant at zero. The results also demonstrate that if all other independent variables are set to zero, gender will tend to have the following effects: a unit increase in age will result in an increase of 0.884; a unit increase in education will result in an increase of

0.224; a unit increase in marital status (if the person is married) will tend to have an effect of 0.338; and a unit increase in education will not have any effect.

The relationship between gender and personal saving behavior is unfavorable, according to the equation. Individual saving behavior correlates positively with age, financial literacy, marital status, education, personal income, and age. Age and financial literacy are the key explanatory variables for the dependent variable. The p-values for gender, education, and personal income, however, are greater than the usual alpha level of 0.05, making them statistically insignificant. Age, marital status, and financial literacy are predictor variables with statistically significant variable coefficients since their p-values are below the accepted alpha cutoff of 0.05.

5.2 Conclusion

The main goal was to determine how employees are securing their future after post-retirement. It was identified that employees did not know how to compute Tier 1, Tier 2 and Tier 3 with majority not been aware of the fact that they can make a voluntary pension contribution to any privately approved pension or insurance firms. What was also identified that the few employees aware of the personal pension trust fund undertake a policy known as child education policy and these are mainly married couple with the main of securing their kids future after retirement

It was also identified that seminars and workshops are not organized or the staff to train them on the computation and also educate them on the reason to have a personal pension fund aside the mandatory ones or labour force and

the end to frequently check their statement from their trustees to confirm the accuracy of the deductions to prevent any future delay in claiming their benefits after retirement.

5.3 Recommendation

Since financial literacy has drawn more attention recently, it is anticipated that improved financial literacy would enable people to make better financial service decisions. Employee financial education programs should be designed with an emphasis on financial products, percentage pension deductions, and calculation. The financial institutions should provide financial products that are specifically tailored to the demands of each individual. The public must be informed about the need of routinely checking their accounts, according to pension fund trustees.

Again, Kasapreko Company Limited should provide financial interventions for employees with large family in order to aid them to save for towards their retirements.

REFERENCES

- Adam, S., & Miller, H. (2021). The economic arguments for and against a wealth tax. *Fiscal Studies*, 42(3-4), 457-483.
- Adam, A. M., Boadu, M. O., & Frimpong, S. (2018). Does gender disparity in financial literacy still persists after retirement? Evidence from Ghana. *International Journal of Social Economics*, 45(1), 18-28.
- Afthanorhan, A., Mamun, A. A., Zainol, N. R., Foziah, H., & Awang, Z. (2020).

Framing the retirement planning behavior model towards sustainable

wellbeing among youth: The moderating effect of public profiles.

Sustainability, 12(21), 8879.

Agyei, S. K. (2018). Culture, financial literacy, and SME performance in

Ghana. *Cogent Economics & Finance*, 6(1), 1463813.

Amoah, A., & Addoah, T. (2021). Does environmental knowledge drive pro-

environmental behaviour in developing countries? Evidence from households

in Ghana. *Environment, Development and Sustainability*, 23, 2719-2738.

Aizenman, J., Cheung, Y. W., & Ito, H. (2019). The interest rate effect on private

saving: Alternative perspectives. *Journal of International Commerce,*

Economics and Policy, 10(01), 1950002.

Annabi, A., González-Ramírez, J., & Müller, F. (2018). What determines financial

knowledge among college students? *Journal of Financial Education*, 44(2),

344-366.

Appiah, J. (2019). *Financial literacy and saving behaviour among Teaching and Non-*

Teaching Staff of Swedru School of Business (Doctoral dissertation, University of Cape Coast).

Asteriou, D., & Spanos, K. (2019). The relationship between financial development and

economic growth during the recent crisis: Evidence from the EU. *Finance*

Research Letters, 28, 238-245.

Bayar, Y. (2019). Macroeconomic, institutional and bank-specific determinants of non-

performing loans in emerging market economies: A dynamic panel regression

analysis. *Journal of Central Banking Theory and Practice*, 8(3), 95-110.

Bidisha, S. H., Abdullah, S. M., Siddiqua, S., & Islam, M. M. (2020). How does

dependency ratio affects economic growth in the long run? Evidence from

selected Asian countries. *The Journal of Developing Areas*, 54(2).

- Bukari, C., Peprah, J. A., Ayifah, R. N. Y., & Annim, S. K. (2021). Effects of credit 'plus' on poverty reduction in Ghana. *The Journal of Development Studies*, 57(2), 343-360.
- Brown, S., & Taylor, K. (2016). Early influences on saving behaviour: Analysis of British panel data. *Journal of Banking & Finance* (Vol. 62, pp. 1–14).
<https://doi.org/10.1016/j.jbankfin.2015.09.011>
- Chowdhry, N., & Dholakia, U. M. (2020). Know thyself financially: How financial self-awareness can benefit consumers and financial advisors. *Financial Planning Review*, 3(1), e1069.
- Cox, N., Ganong, P., Noel, P., Vavra, J., Wong, A., Farrell, D., ... & Deadman, E. (2020). Initial impacts of the pandemic on consumer behavior: Evidence from linked income, spending, and savings data. *Brookings Papers on Economic Activity*, 2020(2), 35-82.
- Cruz, M., & Ahmed, S. A. (2018). On the impact of demographic change on economic growth and poverty. *World development*, 105, 95-106.
- Cwynar, A., Cwynar, W., & Wais, K. (2019). Debt literacy and debt literacy self-assessment: The case of Poland. *Journal of Consumer Affairs*, 53(1), 24-57.
- Elinder, M., Hagen, J., Nordin, M., & Säve-Söderbergh, J. (2020). *Who lacks pension knowledge, why and does it matter? Evidence from Swedish retirement savers* (No. 2020: 24). Working Paper.
- Epaphra, M., & Kiwia, B. P. (2021). Financial literacy and participation in the financial markets in Tanzania: An application of the logit regression model. *Journal of Economic and Financial Sciences*, 14(1), 13.

- Esiebugie, U., Richard, A. T., & Emmanuel, A. L. (2018). Financial literacy and performance of small and medium scale enterprises in Benue State, Nigeria. *International Journal of Economics, Business and Management Research*, 2(4), 65-79.
- Gavurova, B., Kubak, M., Huculova, E., Popadakova, D., & Bilan, S. (2019). Financial literacy and rationality of youth in Slovakia. *Transformations in Business & Economics*, 18(3).
- Garg, N., & Singh, S. (2018). Financial literacy among youth. *International journal of social economics*.
- Gede, N., Reményi Kiss, D., & Kiss, I. (2018). Colorectal cancer and screening awareness and sources of information in the Hungarian population. *BMC family practice*, 19(1), 1-6.
- Grohmann, A., Klühs, T., & Menkhoff, L. (2018). Does financial literacy improve financial inclusion? Cross country evidence. *World Development*, 111, 84-96.
- Hendriks, S. (2019). The role of financial inclusion in driving women's economic empowerment. *Development in Practice*, 29(8), 1029-1038.
- Hasler, A., Lusardi, A., & Oggero, N. (2018). Financial fragility in the US: Evidence and implications. *Global Financial Literacy Excellence Center, The George Washington University School of Business: Washington, DC*.
- Johan, I., Rowlingson, K., & Appleyard, L. (2021). The effect of personal finance education on the financial knowledge, attitudes and behaviour of university students in Indonesia. *Journal of Family and Economic Issues*, 42, 351-367.
- Jumena, B. B., Siaila, S., & Widokarti, J. R. (2022). *Saving Behaviour : Factors That Affect Saving Decisions (Systematic Literature Saving Behaviour : Factors That Affect Saving Decisions (Systematic Literature Review Approach)*. September.

<https://doi.org/10.56750/jer.v5i2.365>

- Kadoya, Y., & Khan, M. S. R. (2020). What determines financial literacy in Japan?. *Journal of Pension Economics & Finance*, *19*(3), 353-371.
- Karakurum-Ozdemir, K., Kokkizil, M., & Uysal, G. (2019). Financial literacy in developing countries. *Social Indicators Research*, *143*, 325-353.
- Lusardi, A. (2019). Financial literacy and the need for financial education: evidence and implications. *Swiss Journal of Economics and Statistics*, *155*(1), 1-8.
- Lyons, A. C., Grable, J. E., & Joo, S.-H. (2018). A cross-country analysis of population aging and financial security. *The Journal of the Economics of Ageing* (Vol. 12, pp. 96–117). <https://doi.org/10.1016/j.jeoa.2018.03.001>
- Maison, D., Marchlewska, M., Sekścińska, K., Rudzinska-Wojciechowska, J., & Łozowski, F. (2019). You don't have to be rich to save money: On the relationship between objective versus subjective financial situation and having savings. *Plos one*, *14*(4), e0214396.
- Moreno-Herrero, D., Salas-Velasco, M., & Sánchez-Campillo, J. (2018). Factors that influence the level of financial literacy among young people: The role of parental engagement and students' experiences with money matters. *Children and Youth Services Review*, *95*, 334-351.
- Morgan, P. J., & Long, T. Q. (2020). Financial literacy, financial inclusion, and savings behavior in Laos. *Journal of Asian Economics*, *68*, 101197.
- Moyo, C., & Le Roux, P. (2018). Interest rate reforms and economic growth: the savings and investment channel.

- Nie, G. (2020). Marriage squeeze, marriage age and the household savings rate in China. *Journal of Development Economics* (Vol. 147, p. 102558).
<https://doi.org/10.1016/j.jdeveco.2020.102558>
- Niu, G., & Zhou, Y. (2018). Financial literacy and retirement planning: evidence from China. *Applied Economics Letters*, 25(9), 619-623.
- Nwosu, E. O., Anumudu, C. N., & Nnamchi, C. E. (2020). Microeconomic determinants of household savings in Nigeria. *Journal of International Development*, 32(2), 150-167.
- Ooi, E. (2020). Give mind to the gap: Measuring gender differences in financial knowledge. *Journal of Consumer Affairs*, 54(3), 931-950.
- Osman, Z., Madzlan, E. M., & Ing, P. (2018). In pursuit of financial well-being: the effects of financial literacy, financial behaviour and financial stress on employees in Labuan. *International Journal of Service Management and Sustainability*, 3(1), 55-94.
- Pandey, A., Kiran, R., & Sharma, R. K. (2022). Investigating the impact of financial inclusion drivers, financial literacy and financial initiatives in fostering sustainable growth in North India. *Sustainability*, 14(17), 11061.
- Platts, L. G., Corna, L. M., Worts, D., Mcdonough, P., Price, D., & Glaser, K. (2019). Returns to work after retirement: a prospective study of unretirement in the United Kingdom. *Ageing & Society*, 39(3), 439-464.
- Rai, K., Dua, S., & Yadav, M. (2019). Association of financial attitude, financial behaviour and financial knowledge towards financial literacy: A structural equation modeling approach. *FIIB Business Review*, 8(1), 51-60.
- Ruggera, L. (2021). Licensed professions: a new look at the association between social origins and educational attainments in Italy. *Higher Education*, 82, 369-386.

- Smith, A. L. (2020). Why Are Americans Saving So Much of Their Income. *Economic Bulletin*, 1-4.
- Schaner, S. (2018). The persistent power of behavioral change: Long-run impacts of temporary savings subsidies for the poor. *American Economic Journal: Applied Economics*, 10(3), 67-100.
- Soroko, A. (2020). Buying into dominant ideas about wealth and poverty: An examination of US and Canadian financial literacy standards. *Teachers College Record*, 122(3), 1-50.
- Szinovacz, M. (2020). Women and retirement. In *Growing old in America* (pp. 293-303). Routledge
- Tach, L., Halpern-Meehin, S., Edin, K., & Amorim, M. (2019). “As good as money in the bank”: building a personal safety net with the Earned Income Tax Credit. *Social Problems*, 66(2), 274-293.
- Tetteh, J. E., & Boachie, C. (2023). Are the saving decision patterns of bank customers also clouded by psychological biases? Evidence from Ghana. *Review of Behavioral Finance*, 15(1), 1-18.
- Tomar, S., Baker, H. K., Kumar, S., & Hoffmann, A. O. (2021). Psychological determinants of retirement financial planning behavior. *Journal of Business Research*, 133, 432-449.
- Tuffour, J. K., Amoako, A. A., & Amartey, E. O. (2022). Assessing the effect of financial literacy among managers on the performance of small-scale enterprises. *Global Business Review*, 23(5), 1200-1217.

- Vogel, R. C. (2021). Savings mobilization: the forgotten half of rural finance. In *Undermining rural development with cheap credit* (pp. 248-265). Routledge.
- Ward, S. E., O’Sullivan, J. M., & O’Donnell, J. S. (2020). The relationship between ABO blood group, von Willebrand factor, and primary hemostasis. *Blood*, *136*(25), 2864-2874.
- Yap, R. J. C., Komalasari, F., & Hadiansah, I. (2018). The effect of financial literacy and attitude on financial management behavior and satisfaction. *Bisnis & Birokrasi: Jurnal Ilmu Administrasi dan Organisasi*, *23*(3), 4.
- Ye, J., & Kulathunga, K. M. M. C. B. (2019). How does financial literacy promote sustainability in SMEs? A developing country perspective. *Sustainability*, *11*(10), 2990.

APPENDIX A QUESTIONNAIRE

**KWAME NKUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY
SCHOOL OF BUSINESS STUDIES**

**TOPIC: AN ANALYSIS OF THE EFFECTS OF FINANCIAL LITERACY ON
SAVING BEHAVIOUR AMONG KASAPRKO EMPLOYEES IN KUMASI,
GHANA**

INTRODUCTION

This questionnaire is designed to assist in collecting data to determine the relationship between financial literacy and individual savings. The findings of this research are only meant for academic purposes and all the responses will be treated with utmost confidentiality.

DIRECTIONS: Please read the instructions given and answer the questions as appropriately as possible. It is advisable you answer or fill in each section as provided.

SECTION A–SOCIAL DEMOGRAPHICS

1. What is your Gender?

Male Female

2. How old are you.....

3. What is your highest level of education?

High School Certificate/Diploma Degree Post Graduate others
specify.....

4. What is your current marital status?

Single, never married Married without children Divorced Separated Married
with children Widowed

5. What is your occupational status?

Full time Part time

6. Which of the following best describes your personal income (salary and other source
of income- example monies from relatives) earn at the end of each month in GH
cedis?

500-1,000 1,100-2000 2,100- 3000 3,100 -4000 4,100 – 5000 5,100+

SECTION B–FINANCIAL LITERACY

8. How do you rate the following statements?

Please tick in the appropriate box. Let **VLE** = Very large extent (5), Let **VE** = Large
extent (4), LET **RE** = Reasonable extent (3), let **LOE**= Low extent (2) while **N** = Not
at all (1)

N	Items	VLE	LE	RE	LOE	N
1	I manage my own finances					
2	I am well conversant when it comes to matters relating to financial issues and savings issues.					
3	I feels confident in making financial or saving decisions					
4	I understand information received concerning financial products					

9. What financial product are you familiar with?

.....

10. Have you ever seek out financial information and advice? Yes No Not sure

11. If yes, where did you seek out the financial information or advice from? Friends

Relatives Financial planner (professional) Media Others

specify.....

12. Does the financial information or advice you receive has any influence on your decision to deliberately save? Yes Not sure No

13. Which of the following can you easily turned into cash? Excavator Money in current account Money in fixed account Radio Set Not sure

14. An investment with very high return is likely to have.....

High risk Low risk No risk Not sure

SECTION C -POST RETIREMENT LITERACY

15. What are the approved trust fund for retirement? Tier 1 Tier 2 TIRE 3 Personal

Pension Trust Fund

16. What is the percentage that goes into Tier 1?

13.5% 18.5% 5.5% 5%

17. What is the % that goes into Tier 2?

13.5% 18.5% 5.5% 5%

18. Is Tier 3 a voluntary or Mandatory pension trust fund/

Yes No

19. Who is the trustee for Tier 1?

SSNIT Metropolitan Insurance Glico Enterprise Life

20. Is Tier 2 paid to SSNIT?

Yes No

21. Is Tier 2 a privately managed pension fund?

Yes No

22. What is the minimum qualification age to contribute to SSNIT?

18 years 16 years 15 years

23. Do you have any pension scheme with an insurance Company?

Yes No . If yes kindly list the policy you have.

.....

.....

.....

.....

Section D- Monitoring Questions

24. Have you ever requested or your pension fund statement from your trustees

Yes No

If yes, how often do you request for your statement

Monthly Quarterly Half yearly Yearly

25. On What Value are your statutory deductions computed.

Basic Salary Gross Salary Net Salary

26. Are you aware that you can receive your statement via email?

Yes No

SECTION D –SAVINGS ATTITUDE

26. Do you deliberately save part of your personal income?

Yes No Not sure

27. Which statement better explains your savings regularity in relation to the above?

Daily Weekly Monthly Quarterly Yearly Not sure

28. What percentage of your personal income do you save?

Below 11% 11-20% Above 20% Not sure

29. Where do you usually save your money?

Bank Insurance plan Credit union Pension contributions Home With other people Others Specify.....

State your level of agreement and disagreement with the following statements about the purpose of saving by ticking the appropriate box. Let **SA** = Strongly Agree (5), Let **A** = Agree (4), Let **N** = Not sure (3), Let **D** = Disagree (2), Let **SD** = Strongly Disagree (1).

<i>N</i>	<i>Items</i>	<i>SA</i>	<i>A</i>	<i>N</i>	<i>D</i>	<i>SD</i>

1.	Help to meet emergencies					
2.	Depend on it during retirement					
3.	Education of children					
4.	Financial gain					
5.	Help buy expensive items in the future					
6.	Easy accessibility to a financial information					

Thank for your time.

