

## **Abstract**

The objectives of this research were to find out variables which could discriminate work behaviors after the government officials' retirement at Srinakharinwirot University (SWU), and to compare situational factors (work condition, persuasion and social support), psychological characteristics (self esteem, work motivation, and mental health), and situational psychological factors (self-efficacy and work attitude) of the retired ones who were different in bio-social characteristics and background (gender, age, education level, academic position, marital status, and income). The population consisted of 281 retired government officials, during 1989-2002, in 2003 budgetary year. Data were collected from all by using questionnaires which got back and were completed only 211 of them (75.09%). Furthermore, 20 retired government officials were purposive sampling for in-depth interview. Data analysis was done by applying the following statistics: percentage, mean, standard deviation, t-test, analysis of variance, discriminant analysis, and content analysis.

*Research findings were as follows:*

1. Three variables as discriminant factors were work condition, persuasion, and self-efficacy.
2. The retired government officials who were different in gender, age, education level, and income had self - efficacy differently. Furthermore, ones who were different in education level would be different in self esteem, mental health, and work attitude as well. Finally, ones who had different academic positions would get different persuasion.