

Retirement Reintegration Among Retired Overseas Filipino Worker Nurses Who Worked in the Kingdom of Saudi Arabia: A Descriptive Phenomenological Study as a Basis for a Retirement Development Plan

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ABSTRACT

This study explored and described the reintegration experiences of retired OFW nurses who served in the Kingdom of Saudi Arabia and who have permanently returned to the Philippines. It examined the process of retirement and reintegration, providing evidence for the development of a Retirement Development Plan. This study employed a qualitative descriptive phenomenological design and was guided by Meleis' Transition Theory. Purposive, snowball, and homogeneous sampling were used to select eleven retired Overseas Filipino Worker nurses. Data were collected through semi-structured, in-depth interviews and analyzed through Colaizzi's Seven-Step Descriptive Phenomenological Method. Results indicated that retirement reintegration is a complex developmental transition that includes financial adjustment, identity reconstruction, emotional adjustment, family and social reintegration, resilience, and the development of a renewed sense of purpose. The participants' stories generated six themes: Retirement as New Beginning toward Freedom and Personal Fulfillment; Family Reconnection as the Heart of Retirement Reintegration; Identity Reconstruction Beyond Overseas Nursing; Adaptation through Financial Readiness and Resilience; Holistic Well-Being through Faith, Purpose, and Balanced Living; and Continued Contribution through Service and Meaningful Engagement. The scope of this study was limited to retired Filipino Registered Nurses who worked in the Kingdom of Saudi Arabia before returning to the Philippines. Therefore, the results are context-bound and are intended for analytical, not statistical, generalization. The findings suggest the necessity of integrated retirement planning and reintegration programs that cover financial planning, psychosocial support, healthy aging, family involvement, and community engagement. The proposed Retirement Development Plan offers an evidence-based framework for nursing practice, policy formulation, and future research. It is one of the first descriptive phenomenological analyses of the reintegration into retirement of Filipino Overseas Filipino Worker nurses from Saudi Arabia.

Keywords: Retirement Development Plan, reintegration, Family Reconnection, evidence-based framework, policy formulation

INTRODUCTION

Retirement is often considered the end of someone's working life. For overseas Filipino Worker nurses, retirement means much more than just leaving their job. This transition is not easy, involving changes in financial security, family relationships, social identity, and lifestyle. Retired Overseas Filipino Worker nurses who have spent years in the Kingdom of Saudi Arabia

return home to the Philippines with experiences that have changed their professional identities and personal lives. Even for those who are financially ready, it can be difficult to reconnect with family, fit into their community, find a new purpose, and adjust to a new life after retirement. Conversely, many retirees successfully reintegrate through volunteering, mentoring new nurses, and engaging in community initiatives. These varied experiences demonstrate that reintegration into retirement is a complex phenomenon that warrants further scholarship. An increasing number of retired OFW nurses are returning to the Philippines, but there is a dearth of qualitative studies that specifically explore the core of their reintegration into retirement via descriptive phenomenology. This gap inhibits the development of evidence-based retirement support programs tailored to retired migrant nurses.

Statement of the Problem

The study aimed to understand the experiences of retired Overseas Filipino Worker (OFW) nurses who worked in the Kingdom of Saudi Arabia and have permanently returned to the Philippines. Its focus was on retirees' experiences of reintegration, challenges, coping mechanisms, support networks, and the meaning they attributed to this important life transition. Here we directly tackle the overarching research question:

1. What is the core of the retirement reintegration experiences of retired Overseas Filipino Worker (OFW) nurses who worked in the Kingdom of Saudi Arabia and have returned permanently to the Philippines?

Scope And Delimitations

The study used a descriptive phenomenological design to explore the experiences of retirement reintegration among retired Filipino Registered Nurses who worked in the Kingdom of Saudi Arabia and returned permanently to the Philippines. The study used purposive, snowball, and homogeneous sampling to gain an in-depth understanding of the participants' lived experiences, challenges, coping strategies, and support systems, with findings that are intended for analytical rather than statistical generalization.

Review of Related Literature

Recent literature indicates that employment abroad in the Kingdom of Saudi Arabia has had a considerable impact on the professional identity, resilience, and long-term health of Filipino nurses. Successful reintegration into retirement depends on financial readiness, mental health, family support, and community engagement. Notwithstanding these findings, scant research has investigated the lived experiences of retired OFW nurses during their reintegration into retirement. This study aims to fill that gap by establishing an evidence-based foundation for the proposed Retirement Development Plan.

Theoretical Framework

The study's theoretical framework was Meleis' Transition Theory, which describes the transition of retired OFW nurses from overseas employment to retirement and permanent reintegration, including changes in identity, roles, relationships, and well-being. This framework and the descriptive phenomenological approach of Creswell and Poth (2018) guided

the development of the interview guide, the analysis of the participants' lived experiences, and the design of the proposed Retirement Development Plan.

METHODOLOGY

This study employed a qualitative research design to explore and describe the experiences of retired Overseas Filipino Worker (OFW) nurses as they reintegrated into retirement after working in the Kingdom of Saudi Arabia and returning to the Philippines.

Research Design

The descriptive phenomenological design was used in this study to describe the essence of the reintegration experiences of retired OFW nurses and to address researcher bias through bracketing. Data generated from semi-structured interviews were analyzed using Colaizzi's (1978) Seven-Step Descriptive Phenomenological Method with purposive, snowball, and homogeneous sampling methods. This formed the basis for the recommended Retirement Development Plan.

Research Steps

The research adopted a descriptive phenomenological approach, following Meleis's Transition Theory. After ethical approval was obtained, eligible retired Overseas Filipino Worker nurses were recruited using purposive, snowball, and homogeneous sampling methods. Data were collected through semi-structured in-depth interviews. Interviews were transcribed verbatim and analyzed using Colaizzi's (1978) Seven-Step Descriptive Phenomenological Method. The identified themes were verified through member checking and served as the basis for developing the proposed Retirement Development Plan.

Data Collection and Sample Selection

Purposive, snowball, and homogeneous sampling were used to recruit eligible participants until data saturation was reached, resulting in 11 retired OFW nurses who met the study's inclusion criteria. After obtaining informed consent, participants were interviewed using semi-structured interviews. The interviews were transcribed and analyzed using Colaizzi's descriptive phenomenological method. To establish the credibility and reliability of the findings, member checking was employed.

Data Analysis Methods

The interview transcripts were analyzed using Colaizzi's (1978) descriptive phenomenological method by iteratively reviewing data, extracting meaningful statements, formulating meanings, and grouping into thematic clusters to capture the essence of the participants' experiences of retirement reintegration. Themes were synthesized and validated through member checking to ensure that the findings accurately reflected participants' lived experiences, thereby increasing the study's credibility and trustworthiness.

Research Hypothesis and Validation

The researcher developed a semi-structured interview guide, and three experts assessed the content validity of the guide to ensure its relevance, clarity, and conformity to the study

objectives and Meleis' Transition Theory. Lincoln and Guba (1985) were used to assess trustworthiness by the criteria of credibility, transferability, dependability and confirmability. These were accomplished through member checking, verbatim transcription, rich description, audit trail, reflexive journaling, bracketing, and inclusion of direct participant quotations.

Study Limitations and Ethical Considerations

The study specifically focuses on the retired Filipino Registered Nurses who were employed in the Kingdom of Saudi Arabia and have permanently returned to the Philippines. Thus, it offers an in-depth analysis of the retirement reintegration experiences of this group of people and is not meant to be generalized to all retired OFW nurses. Ethical considerations of the study were ensured through approval by the Institutional Ethics Review Committee, informed consent, voluntary participation, and confidentiality and secure management of data. The study's findings were validated for credibility and trustworthiness through member checking and Colaizzi's descriptive phenomenological method.

RESULTS AND DISCUSSION

1. What is the core of the retirement reintegration experiences of retired Overseas Filipino Worker (OFW) nurses who worked in the Kingdom of Saudi Arabia and have returned permanently to the Philippines?

Findings revealed that the reintegration of retired Overseas Filipino Worker (OFW) nurses into the retirement phase is a holistic and dynamic process characterized by identity reconstruction, personal development, continuous adjustment, prominent family and community participation, and long-term service outside professional practice. The six themes suggest that successful reintegration comprises adjustments in emotional, psychological, social, spiritual, and behavioral aspects, not only financial preparedness, thus providing an empirical basis for the proposed Retirement Development Plan to enhance the holistic well-being of future retired OFW nurses.

SUMMARY:

Analysis of the participants' narratives revealed that the reintegration process is multi-dimensional and dynamic, encompassing renewed family ties, identity reconstruction, personal growth, ongoing adaptation, holistic well-being, and ongoing service to others, grounded in emotional, psychological, social, financial, spiritual, and behavioral changes. The analysis yielded six major themes: 1: Homecoming as Restoration, Freedom, and Renewal; 2: Identity Reconstruction Beyond Professional Nursing; 3. Retirement as a Journey of Personal Growth and Self-Discovery; 4. Retirement Reintegration as a Process of Continuous Adaptation; 5. Legacy, Generativity, and Continuing Contribution to Society, and 6. Continued Contribution through Service and Meaningful Living.

CONCLUSIONS

- Results show that the reintegration of retired OFW nurses into retirement is a complex developmental transition that requires adjustments in the emotional, social, psychological, financial, and spiritual aspects. The proposed Retirement Development

Plan is an evidence-based framework to promote the successful reintegration and overall well-being of future retired OFW nurses.

RECOMMENDATIONS

Based on the study's findings and conclusions, the following recommendations are proposed to promote successful retirement reintegration among retired Overseas Filipino Worker (OFW) nurses and to guide future research, nursing practice, education, and policy development.

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AI DECLARATION STATEMENT

This declaration promotes transparency, accountability, and ethical use of Artificial Intelligence (AI) in academic and research activities. AI was used only to improve language quality and presentation, while all AI-generated content was carefully reviewed, validated, and revised by the researcher, who assumes full responsibility for the study's content, analysis, interpretation, and conclusions.

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