JOB SKILLS REQUIRED BY RETIREES IN CUCUMBER PRODUCTION ENTERPRISE FOR SUSTAINABLE ECONOMIC AND EMOTIONAL SECURITY

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Abstract

This study determined job skills required by retirees in Cucumber production and marketing for economic and emotional security in Enugu State, Nigeria. Three research questions were answered and three hypotheses tested for the study.The population for the study was 336 made up of 242 teachers of agriculture in senior secondary and 94 agricultural extension agent. The sample size for the study was 168 selected through proportionate simple random sampling technique. A 37-item questionnaire titled: Cucumber Production Job Skills Questionnaire (CPJSQ) used for data collection. The instrument was face validated by 3 experts. Cronbach Alpha method was used to determine the internal consistency of the questionnaire items which yielded a reliability coefficient of 0.82. The data collected were analyzed using weighted mean to answer the research questions while t-test statistic was used to test the null hypotheses at 0.05 level of significance. It was found that retirees in Enugu State required 8 job skills in establishment, 12 job skills in management, 8 job skills in harvesting and 7 job skills in marketing of cucumber pods for economic and emotional security. Therefore, it was recommended that the identified skills should be packaged by skill acquisition centres for training retirees and other interest persons in Cucumber production, teachers of agricultural science should use the findings from this study to train students for self reliance in Cucumber production on graduation among others.

Keywords: *Job, retirees, economic security, emotional security, establishment, management, marketing.*

Introduction

Retirement is stage in life which every employee must encounter if death permits. It is the period in someone's life after one has stopped working as a result of attaining a fixed age limit in service or due to other reasons like sickness and disability (Eme and Chijioke 2011). It involves those that have served for 35 years in service or 60 years of age, whichever is earlier for state

workers but for federal parastatals, it is 40 years in service and 65 years of age. When a worker reaches this stipulated time and ceases from delivering services to his/his organization, he or she is called a retiree (Chukwu, 2013)

Retiree, in the view of Kyore (2001) is a person who is out of job and is resting after working for his country or an organization. In the past, it was a mark of honour to be a retiree, especially if you retired from a public service. The author explained that in Nigeria, the retirees are not finding things easy any more as getting their gratuities and meager monthly pensions are now great tasks. Olaitan, Ifeanyieze and Omeje (2008) stated that a retiree is a former worker or employee under the government or an employee in the private sector who has retired from work as a result of serving the required number of years or obtaining the mandatory age. A retiree in this study is referred to as one who has served for a stated period of time in his or her work either by age or service but is still capable of engaging in another field of work that is less strenuous.

In Nigeria, most of the retirees are engulfed in hardship due to non-payment of their pension and gratuity. Diamond (1995) noted that much has not been paid to the retirees' pension and gratuity which causes pains and mental anguish. As a result, many workers falsify and change their data to prolong their services. In view of Amujiri (2009), most people are regarding retirement as a curse due to problems encountered by retirees such as delay in verification, death of retirees, long verification queues and misallocations of resources by the government.

Meanwhile, the government is not oblivious of the sufferings of the retirees. This is why it has continued to make attempts to improve the conditions of the retirees. One of such attempts was the government's decision to change the system from defined benefit to contributory system which was enacted on the 25th June, 2004 (National Pension Commission, 2004). One of the objectives of this system is to alleviate poverty on retirees through adequate and regular payment of gratuity and pension. According to Nyong and Duse (2004), the aim of pension reform is to alleviate the plights of retired workers in Nigeria. In explanation of the importance of pension to retirees, Ukario (2003) emphasized that pensions are methods that reduce the risks of old age poverty and a means of smooth life time income that maintains the standard of living. In any case, the fact remains that the effort of the government has not been able to meet the economic and emotional securities of the retirees as their passing-on increases geometrically in all parts of the country, including Enugu State.

Economic security, in the submission of Rupet (2007) is the condition of having stable income or other resources to support a standard of living now and in the foreseeable future. Jones (2007) noted that one who is economically unsecured

perceives the world as a threatening jungle and most such human beings are dangerous and selfish feeling rejected and isolated. Such persons, in most cases, lack confidence in their own value, capabilities and trust in themselves or others. This contributes to the development of shyness and social withdrawal as they would not want to be confronted with issues that require much financial involvement. Therefore, in this study, economic security is the ability of the retirees to acquire adequate income and other resources to sustain themselves and satisfy their present and future needs. The belief of the researchers is that the economic and emotional securities of the retirees are dovetailed, meaning that, if their economic security is improved, their emotional security would automatically be enhanced.

Emotion is an agitation or a disturbance resulting from strong feeling. On the other hand, emotional security is the measure of the stability of an individual's emotional state (Alegre 2008). The author stated further that emotional state is related to that of psychological resilience and characterized by emotional impact. The individuals whose general happiness is not often shaken even by major disturbances in the pattern or fabrics of their lives might be said to be extremely emotionally secure. Iyengar (1997) stated that the notion of emotional security of an individual is to be distinguished from that of emotional safety or security provided by a non threatening, supportive environment. A person who is susceptible to both of depression and being triggered by minor setbacks is said to be less emotionally secure. Emotional security in this context, therefore, is the ability of the retirees to overcome fear or anxiety that predisposes them to feel less happy, unhealthy, lonely and isolated. To increase the economic and emotional securities of the retirees, there is need for them to engage in agricultural occupations that require low level of risks and little capital involvement for establishment and maintenance since they are old to carry out high tedious job and have little or no income from their pension.

In Enugu State, the researchers observed that some agribusiness enterprises like tomato, garden egg, melon, pawpaw and cucumber production need minimal capital and risks to invest in them. In this case, cucumber production could be an ideal for the retirees since it has market in the area with little number of farmers that supply the pods to the wholesalers and consumers in the market.

Cucumber, *Cucumissativus*, is an annual deep-rooted vegetable crop with tendrils and hairy leaves. It is a member of the cucurbitaceae family and is native of Asia and Africa. It has been in consumption for 3,000 years (Honolulu, 1993). Hochmuth (1988) posited that cucumber plants may have an indeterminate, determinate or a compact plant habit. The compact growth habit consists of plants with shorter internodes length than plants with indeterminate or determinate growth habit. In human cultivation, the varieties of

cucumbers are classified into three main varieties, viz: slicing, pickling and burp less (Cook, Griffin and Drye 1988). Cucumbers are adapted to a wide variety of soil types which have good drainage and adequate water –holding capacity. It does not perform well on acid soil but thrives well under slight acidity. The optimum pH is 5.5 to 7.0 (Adams, Graves and Winsor, 1992).

Nutritionally, Agorist (2014) stated that Cucumber fruit contain most of the Vitamin B, Vitamin C, Folic acid, Calcium, Iron, Magnesium, Phosphorus, Potassium, Zinc, sugar electrolytes and carbohydrate. It is consumed as fruit vegetable. According to the author, it is used for making salads and also processed into kim chee. Medically, cucumber pods are applied in different ways for curing some illnesses. When the pod is eaten before going to bed, it cures headache. The presence of sugars, vitamin B, and electrolytes replenish essential nutrients the body has lost and keeps everything in equilibrium. It also reduces stress in new mother and college students by boiling cucumber in water. The chemical will react with boiling water which releases stream crating a soothing relaxing aroma (Adams, Graves and Winsor, 1992).

In Enugu State, Cucumber is consumed as fruit vegetable and salad which increases the demand in the environment. The various uses of Cucumber in the area make the price high, coupled with low supply of the pods by farmers mainly from Adani in Uzo-Uwani Local Government Area of Enugu State. The situation of Cucumber demand and supply calls for more hands in the production which the retirees can sharply benefit from in the area of the study.

Production, in view of Talathin (1985), is the creation of goods and services which have value in use and value in exchange. It is a combination of different natural and artificial resources which results into production. Emedo, Maduka and Oranekwulu (1995) maintained that production refers to all economic activities which result in the creation of goods and services. It is the making or manufacturing goods as well as the process of providing or rendering services. The author continued that production is not complete until the commodities produced have reached the final consumers which satisfy their wants. The process of production involves extraction, manufacturing, distribution and consumption. Production, in the context of this study, is the conversion of available inputs into growing of cucumber to create cucumber pods for human consumption. Cucumber production could be a lucrative enterprise for the retirees in Enugu State.

Enterprise is any business organization owned by individuals, state or federal parastatals to make profit. Osuala (2004) said that enterprise is any business organization engaged in an economic activity. It could be self employed, partnership and associations. The author stressed that an enterprise is not developed by chance but as a result of careful planning and detailed attention to establishment and maintenance. Besides, Eze, Asogwa, Abu

and Mohammed (2013) remarked that crop production could be categorised into establishment, management and marketing enterprises, depending on the crop and its stages of production.

Establishment is a way of putting things on a firm foundation. Henning, Rasnke and Ditsch (2004) stated that establishment of crop involves the germination and emergence of a minimum number of plants which grow and develop with strong seedling vigour. The authors stressed that healthy plants are better and able to tolerate pathogens and compete for space and nutrients with the weed. Therefore, establishment in Cucumber production entails land preparation, sowing the seeds and caring for the seeds and seedling until it stands permanently in the farm. Ditsch asserted that a good stand is the first and important step in a successful crop programme. The author clarified that management factors are required when preparing to establish crops and even after establishment in order to obtain maximum yield.

Management is a vital organ of a business enterprise including crop production. The success or failure of any business depends on the management. The primary responsibility of management is to make resources productive with economic returns (Osinem and Mama 2008). Management, according to Emedo Maduka and Oranekwulu (1995) refers to the co-ordination of factors of production for effective production. It is also the ability to put resources together and get expected results. The authors continued that it involves sound organization and skillful operation of a farm for the purpose of securing maximum and continuous flow of profits. Olaitan and Omomia (2009) explained management as the putting together of all other factors of production such as land, labour and capital for maximum profit from the enterprise. The authors further stated that the reward of management is profit. Efficient and effective management will help improve the quality of land and increase the effectiveness of labourers through thorough supervision. In this study, management is the ability of the retirees to intelligently co-ordinate all the input resources needed in Cucumber production and marketing of cucumber pods to increase income for their economic and emotional securities.

Marketing involves all the activities relating to the flow of goods and services from the producer to the final consumer. Okaro (2001) explained marketing of agricultural produce as all activities performed in the movement of agricultural goods and services from the point of initial production until they reach consumers. Marketing, in the statement of Osuala (2001) is the performance of business activities that direct the flow of goods and services from producers to the consumer. The author observed that marketing is concerned with the determination and satisfaction of the needs of the consumer. Marketing in the submission of Akwaji (2006) is regarded as a means by which the exchange of goods and services takes place

as a result of buyers and sellers being in contact with each other, either directly or through a mediating agent. Marketing, with reference to this study, involves all the activities that should be engaged in by the retirees to move mature cucumber pods from the farm to the wholesalers or final consumers for the purpose of making profit. Such activities range from harvesting, cleaning, storing, and grading to transportation of pods safely to the potential buyers either at the farm gate or market. For the retirees to perform these operations successfully, they would require the necessary job skills in each of the tasks since many of them are not experts in crop production.

Job is an activity or work performed in exchange for payment. The duration of a job may range from an hour to a lifetime. According to Miller, Donald and Pamela (1980), job is a paid position of regular employment. The authors said that there are varieties of jobs: full time, part time, temporary, odd, seasonal and self-employment. Irrespective of the category of job that one wants to embark upon, there is a need to acquire the relevant skills in the occupation.

Skills in the statement of Okorie (2000) are a well established habit of performing tasks in a manner acceptable by workers in the profession. Ejiofor (2010) described that a person who works productively is skilled because he has acquired the habit of performing a task in his job. Job skills, therefore, are the established habits in cucumber production that should be acquired by retirees to establish, manage and market cucumber pods to generate income for building their economic and emotional security. It is the belief of the researchers that if the retirees acquire appropriate job skills in cucumber production enterprises, it will enable them to invest little money to expand their source of income and enhance their economic and emotional securities in the state. Hence, the need for this study.

Statement of the problem

The major problem of the retirees is irregular and inadequate pension from the pension agencies. The government, being aware of this problem, has been making frantic efforts to ameliorate this condition, yet to no avail. One of such attempts was the government decision to change the system from defined benefit to contributory system which was enacted on the 25thJune, 2004 (National Pension Commission [PENCOM],2004). Nonetheless, the effort of government has not been felt by the retirees as many of them have lost their live to economic and emotional insecurities.

It therefore becomes imperative to identify a personal alternative to improve the economic and emotional securities of the retirees since their dependence on pension has not yielded any successful result. To this effect, the researchers reasoned Cucumber production as a viable alternative to pension for retirees in Enugu State because Cucumber is produced by very few farmers in the state with high

consumers. The operations involved in Cucumber production are not too tedious for the retirees to perform. Cucumber production requires little capital involvement which retirees can raise from their meagre pension or borrow from relations, money lenders or friends to establish. In addition, cucumber pod has market in the State to a very large extent that the retirees cannot lose from the enterprise, if they are exposed to the job skills in the production but the question is: what are the job skills in establishment of Cucumber plants, management of Cucumber farms and marketing of Cucumber pods that should be acquired by the retirees to enable then engage in the production profitably

Research Questions

1. What are the job skills required by retirees in establishment of cucumber plants?
2. What ate the job skills required by retirees in management of cucumber farm?
3. What are the job skills required by retirees in harvesting of cucumber pods?
4. What are the job skills required by retirees in marketing of cucumber pods?

Hypotheses

There is no significant difference in the mean ratings of teachers of Agricultural science in senior secondary and Extension agents on job skills required by retirees on:

1. Establishment of cucumber plants;
2. Management of cucumber farm;
3. Harvesting of cucumber and
4. Marketing of cucumber.

Methodology

Three research questions were developed and answered by the study while three hypotheses were formulated and tested at 0.05 level of significance. Survey research design was used for the study which is a valuable tool for assessing opinions from representative group of population being investigated.

The area of the study was Enugu State which comprises six education zones and six agriculture zones. The education zones are Agbani, Awgu, Enugu, Nsukka, Obollo-Afor and Udi while the agriculture zones are Agbani, Awgu, Enugu, Enugu-Ezike, Nsukka and Udi . The population for the study was 336 respondents made up of 242 teachers of agriculture in senior secondary and 94 agricultural extension agents in the state. The sample size for the study was 168 (50% of the population) consisting of 121 teachers and 47 extension agents. Multistage of proportionate simple random sampling techniques was employed for the study. Fifty percent (50%) of teachers and the extension agents were selected from each education and extension zones based on the proportion of their population. At the zonal level, simple random sampling was adopted to select the teachers and the extension agents, giving all the respondents equal chances of being chosen for the study

The instrument used for data collection was a 35 structured item questionnaire titled: Job Skill Cucumber Production

Questionnaire (JSCPQ) developed by the researchers from the literature reviewed. The questionnaire had a four point response options of highly required (HR), averagely required (AR), slightly required (SR) and not required (NR) with a corresponding value 4, 3, 2 and 1 respectively. Three experts validated the questionnaire items, two from department of Agricultural Education, Michael Okpara University of Agriculture, Umudike, Abia State and one from Department of Crop Science, University of Nigeria, Nsukka, Enugu State. Their corrections and suggestions were effected on the initial drafts to produce the final copy of the questionnaire. The JSCPQ was administered to 30 similar characterized respondents in Anambra State to test the internal consistency of the items. This gave Cronbach Alpha coefficient of 0.82, meaning that the questionnaire items are highly reliable. As a result, the JSCPQ was to collect data from the respondents by the researchers with the help of six research assistants who were conversant with the area of the study.

One hundred and sixty-eight copies of questionnaire were administered to the respondents but one hundred and sixty-four copies (97.62%) were retrieved and analyzed. Weighted mean and standard deviation were used to answer the research question and t-test statistic was used to test the hypotheses of no significant difference at 0.05 levels of significance and 162 degree of freedom. The mean of 2.50 was used for decision making. Any item with a mean rating of 2.50 or above was regarded as required while any item with a weighted mean less than 2.50 was regarded as not required. The null hypothesis of no significant difference was accepted for any item whose t-calculated was less than or equal to the t-table value at $P \leq 0.05$ level of significance and 162 degree of freedom whereas the hypothesis of no significant difference was rejected for any item whose t-calculated value was above the table value at $P \leq 0.05$ level of significance and 162degrees of freedom.

Results

The results of the study were obtained from the research questions answered and hypotheses tested through data collected and analyzed as follows.

Table 1: Mean rating and t-test analysis of teachers of agricultural science and agricultural extension agents on job skills required in establishment of cucumber plants (N = 164)

S/N	Job skills in establishment	Mean	SD	t-cal	Remarks
1.	Select site with good soil drainage and adequate water holding capacity for the soil	3.09	0.44	0.30	Required*
2.	Survey the site to determine the size for row planning	3.16	0.61	0.78	Required*
3.	Clear the vegetation to ease cultivation	3.36	0.63	0.48	Required*

4.	Broadcast organic manure 8- 12 weeks prior to plowing	3.07	0.54	0.39	Required*
5.	Plow and harrow the site for easy root penetration	3.22	0.68	0.44	Required*
6.	Mark the plowed area in rows with tape and pegs	3.27	0.52	0.11	Required*
7.	Apply nematicides 2 weeks in light soil and 3 weeks in heavy soil before planting	2.01	0.46	0.29	Not Required*
8.	Make ridges with row space of 4-6 feet to allow space for spraying and harvesting	3.38	0.64	0.27	Required*
9.	Plant 6 seeds at spacing of 1-5ft within the rows.	3.14	0.71	0.33	Required*

SD = standard Deviation, t-table = 1.96, t-cal = significant at 0.05, df = 162, S = significant, NS = not significant, *= Not significant

Data in Table 1 revealed that 8 out of 9 items had their mean values ranged from 3. 07 to 3.38 which were above the cutoff point of 2.50. This indicated that the respondents agreed that 8 items were the job skills required in establishment of cucumber plants. The table also revealed that 1 out 9 items had its mean value as 2.01 which was below the cutoff point of 2.50. This indicated that the application of nematicide is optional which a farmer can do without it. The table showed that the standard deviation of all the 9 items ranged from 0.44 to 0.71 which showed that the respondents were not far from the mean and responses.

The hypothesis tested showed that all the 9 items had their calculated t-value ranged from 0.11 to 0.78 which were less than t-tableof 1.96 at 0.05 level of significance and 162 degree of freedom (df). This indicated that there was no significant difference in the mean rating of the responses of teachers of agriculture and agricultural extension agents on the 8 items required and 1 item that was not required. Therefore, the null hypotheses of no significant differences of the two groups were accepted for all the 9 items on establishment of Cucumber plants.

Table 2: Mean rating and t-test analysis of teachers of agricultural science and agricultural extension agents on job skills required in management of cucumber farm (N = 164)

S/N	Job skills management	Mean	SD	t-cal	Remarks
1.	Irrigate the Cucumber farm on observing low moisture content in soil	3.60	0.42	0.21	Required*

2.	Thin number of cucumber seedling down to 4-5 plants perstand at 2 leaf stage for the first time.	3.56	0.81	0.20	Required*
3.	Repeat second thinning at about one month leaving 2 plants per stand	3.36	0.77	0.13	Required*
4.	Inoculate the plant with vesicular-Arbusscular mycorrhiza fungi Glomus spp to improve nutrient uptake in other plants	1.41	1.05	1.74	Not Required*
5.	Apply 50g of NPK 20-10-2-0 per stand between 1st and 3rd week	3.92	1.65	0.35	Required*
6.	Repeat fertilizer application at 4 to 8 weeks and 9 to 16 weeks with NPK 20-20-20	3.56	1.88	0.78	Required*
7.	Remove weeds with hoe or with pre and post emergency herbicides after 3 weeks	3.41	0.98	0.63	Required*
8.	Interplant Cucumber plants with tomatoes crop if need be	3.78	0.73	0.36	Required*
9.	Construct trellises for staking along the row at 5- 7ft high	3.26	1.66	0.94	Required*
10.	Space posts for staking at a maximum of 15ft				Required*
11.	Place 8-guage wire on the top and 12- gauge wire on the bottom.	2.99	1.90	0.51	Required*
12.	Twine the vines on the trellises until the vine reaches over the top wire.	3.01	1.73	0.66	Required*
13	Pick up pests on plants to avoid damage	3.31	1.13	0.46	Required*

SD = standard Deviation, t-table = 1.96, t-cal = significant at 0.05, df = 162, S = significant, NS = not significant, *= Not significant

Data in Table 2 revealed that 12 items out of 13 had their mean values ranged from 2.99 to 3.92 and were above the cutoff point of 2. 50. This showed that the respondents agreed that 12 items were the job skills required in management of cucumber farm. Meanwhile, 1 item had its mean value as 1.41 which was below the cutoff point of 2.50. This indicated that the respondents disagreed that the item is job skills required in management of cucumber farm. The Table revealed that the standard deviation of the 13 items ranged from 0.42 to 1.90 which showed that the respondents were close and not far from the mean.

The hypotheses tested revealed that all the 13 items had their t-calculated values ranged from 0.13 to 1.74 which were less than the t-tableof 1.96 at 0.05 level of significance and 162 degree of freedom. This revealed that there was no significant difference in the responses of teachers of agriculture and agricultural extension

agents on all the 13 job skills required in management of cucumber. So the null hypotheses of no significant difference of the two groups of responses on all the 13 items were upheld.

Table 3: Mean rating and t-test analysis of teachers of agricultural science and agricultural extension agents on job skills required in harvesting of Cucumber pods (N= 164)

S/N	Job skill in harvesting	Mean	SD	t-cal	Remarks
1.	Observe cucumber plants for maturity after 4 months of planting	3.44	0.30	1.04	Required*
2.	Move round the farm to find pods that have reached 2-3inches in diameter and 6-8 inches in length	3.09	0.94	0.54	Required*
3.	Pick cucumber pod manually with hand from the ground	3.64	0.98	1.63	Required*
4.	Hold the fruit near the stem and clip or twist it	3.81	1.00	0.76	Required*
5.	Cut the pod stalk with hand or knife to harvest mature cucumber pods	3.07	1.00	0.58	Required*
6.	Remove torn off fruits	2.84	0.67	0.36	Required*
7.	Get chlorinated water at 150ppm to prevent the spread of post harvest diseases.	3.06	0.72	0.51	Required*
8.	Keep cucumber pods in chlorinated water for 2minutes	3.11	1.05	0.47	Required*

SD = standard Deviation, t-table = 1.96, t-cal = significant at 0.05, df = 162, S = significant, NS = not significant, *= Not significant

Data in Table 3 showed that all the 8 items had their mean values ranged from 2.84 to 3.81 which were above the cutoff point of 2.50. This indicated that the respondents agreed that all the 8 items were the job skills in harvesting of Cucumber pods. The Table showed that the standard deviation of the 8 items ranged from 0.30 to 1.05 which means that the respondents were not far from the mean and their opinion.

The hypothesis tested revealed that all the 8 items had their t-calculated values ranged from 0.36 to 1.63 which were less than the t-table value of 1.96 at 0.05 level of significance and 162 degree of freedom. This revealed that there was no significant difference in the responses of teachers of agriculture and agricultural extension agents on the 15 job skills required in harvesting of cucumber pods. Therefore, the null hypothesis of no significant deference was accepted for all the 8 items.

Table 4: Mean rating and t-test analysis of teachers of agricultural science and agricultural extension agents on job skills required in marketing of Cucumber pods (N= 164)

S/N	Job skill in marketing	Mean	SD	t-cal	Remarks
1.	Keep cucumber pods in the shade or warehouse for storage	2.56	0.81	0.59	Required*
2.	Sort and grade the pods using their sizes	2.88	1.02	1.10	Required*
3.	Fix prices for each grade based on consumer needs	3.66	0.53	1.09	Required*
4.	Advertise for cucumber pods to attract high demand	3.17	0.53	0.51	Required*
5.	Sell the pods at farm gate or transport to markets to potential buyers	2.73	0.89	0.84	Required*
6.	Keep record of sales and unsold pods	2.96	0.93	0.68	Required*
7	Calculate the expenditure and income to ascertain profit and loss.	3.34	1.09	0.55	Required*

SD = standard Deviation, t-table = 1.96, t-cal = significant at 0.05, df = 162, S = significant, NS = not significant, *= Not significant

Data in Table 4 showed that all the 7 items had their mean values ranged from 2.56 to 3.66 which were above the cutoff point of 2.50. This indicated that the respondents agreed that all the 7 items were the job skills in marketing of Cucumber pods. The Table showed that the standard deviation of the 7 items ranged from 0.53 to 1.09 which means that the respondents were not far from the mean and their opinion.

The hypothesis tested revealed that all the 7 items had their t-calculated values ranged from 0.53 to 1.10 which were less than the t-table valueof 1.96 at 0.05 level of significance and 162 degree of freedom. This revealed that there was no significant difference in the responses of teachers of agriculture and agricultural extension agents on the 7 job skills required in marketing of cucumber pods. Therefore, the null hypothesis of no significant deference was accepted for all the 7 items.

Discussion of Results

The results of this study revealed that retirees required 8 skills in establishment of Cucumber plants, 12 skills in management of Cucumber farm and 8 skills in harvestingof Cucumber and 7 skills in marketing of cucumber pods. The result of this study is not surprising to the researchers because the instrument was developed from current literature on Cucumber production. Besides, the instrument was validated by experts who are competent in Cucumber production and have been teaching crop production to students in universities for more than ten years.

In the same vein, the study is in consonance with the finding of Ukonze (2010) in a study on vegetable production skills needed by instructors in universities for effective teaching of vegetable crop in Enugu state. The researcher identified 16 skills in planning for vegetable production, 18 skills for management and 7 skills in marketing for effective teaching of vegetable crop in Enugu state. Amusa and Dumbiri (2010) in a study on entrepreneurial skills required by retirees for tree crop seedling production in Ekiti state, Nigeria found that retirees required 20 skill for planning and pre-sowing operation, 15 skills in sowing and nursery management and 15 in transplanting and marketing. The findings of this study is also in conformity with Ugwoke, Onu, Agboze and Asogwa (2013), in a study on occupational competencies required by retirees in paw paw production and marketing for sustainable livelihood in Enugu state found 19 competencies in nursery, 17 competencies in establishment and management of paw paw orchard and 11 competencies in harvesting and marketing paw paw pods.

On the hypothesis tested, it was found that there was no significant difference in the rating of teacher of agricultural science teachers and agricultural extension agents on all 37 job skills required by retirees in production of cucumber pods for economic and emotional security. The result of the hypothesis tested is unanimous which means that the profession of the respondents did not significantly influence their opinion on the items. In any case, the result is not in doubt because the two groups were trained in crop production and have been involved in training of individuals for skill acquisition in crop production.

Recommendation

Based on the findings, the researchers considered the following recommendation worthwhile for the study.

1. The identified skills should be packaged by skill acquisition centres for training retirees and other interest persons in Cucumber production.
2. Government should also help in funding skill acquisition centres through the provision of facilities and instructors to train retirees in Cucumber production for economic and emotional securities.
3. Teachers of agricultural science should use the findings from this study to train students for self reliance in Cucumber production on graduation
4. Government should organize workshop for employees a year prior to their retirement for the acquisition of skills in agricultural production
5. Pension commission should supervise and ensure effective administration of pension matters.
6. There should be a uniform rules, regulations and standards for administration of pension matters and monitoring of pension fund investment in the country.

Conclusion

The happenings in the society show that there is geometric increase in death of aged people resulting from high blood pressure

(hypertension). The situation has been traced to lack of economic and emotional security. Many retirees fall under this condition since much regard has not been given to gratuity and pension. From the investigation made by the researchers, retired teachers who took up part time employment in secondary schools expressed that retirees from 2010 and above have not received their gratuity. This exposes them to financial quagmire, making it difficult to take care of their feeding, medication, children's education among others. In order to curb this ugly situation, it became necessary to determine job skills in agricultural occupations in which the retirees can engage in for sustainable economic and emotional security. To this case, the researchers deemed Cucumber production enterprise fit to meet with the retirees' financial capacity and strength to carry out farm operations. The study found out that retirees required 8 skills in establishment, 12 in management 8 in harvesting and 7 in marketing of Cucumber pods.

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