Educational Administration: Theory and Practice
2024, 30(6), 5190-5202
ISSN: 2148-2403
https://kuey.net/

Research Article

A Study on Savings and Investment Pattern of Public Sector Employees

Inugala Radhika[1], Prof. G. Usha Sree[2*]

[1]Research Scholar, Department of Commerce and Business Management, Chaitanya Deemed to be University, Hanamkonda, Telangana, inugalaradhika@gmail.com
[2*]Department of Commerce and Business Management, Chaitanya Deemed to be University, Hanamkonda, Telangana usha.prasad72@gmail.com

Citation: Prof. G. Usha Sree, et al. (2024), A Study On Savings And Investment Pattern Of Public Sector Employees., *Educational Administration: Theory and Practice*, 30(6) 5190-5202
Doi: 10.53555/kuey.v30i6.10438

ARTICLE INFO

ABSTRACT

The financial stability of public sector employees is largely shaped by their ability to save consistently and make prudent investment choices. The proportion of income set aside for savings has a significant influence on investment potential, which in turn contributes to personal financial well-being and, cumulatively, to national economic growth. In a developing country like India, the role of savings and investment is especially vital, as capital investment serves as a primary driver of long-term economic expansion. Yet, the nature of savings is paradoxical: while it promotes national economic growth through investment, it can simultaneously reduce current consumption, potentially impacting market demand and the pace of GDP growth.

This study focuses specifically on government employees in the districts of Warangal, Karimnagar, and Khammam — a significant yet relatively under-researched segment of the workforce. Public sector employees, including teachers and bureaucrats, generally enjoy stable incomes but remain influenced by a range of socio-economic factors.

The aim of this research is to understand how such employees allocate their income, with a particular focus on low-risk investment options such as fixed deposits, government bonds, and provident funds. While some have the capacity to save a substantial portion of their earnings, others struggle to balance daily expenses, loan repayments, and family responsibilities. Despite their economic security, many government employees tend to shy away from high-return investment opportunities like the stock market, largely due to risk aversion and a lack of financial literacy about wealth-building avenues. Moreover, this study explores the variations in saving and investment behavior across different demographic characteristics, such as age, years of service, and financial obligations.

Keywords: Public Sector Employees, Savings, Investment, Financial Stability, Risk Appetite

Introduction

As the saying goes, **"Wealth consists not in having great possessions, but in having few wants."** – Epictetus Savings and investments transcend mere financial choices, serving as fundamental pillars of economic stability and expansion. Individuals across all income levels typically aim to reserve portions of their earnings, whether for immediate requirements or long-term financial security. These financial practices critically shape both personal economic well-being and broader national economic development.

Savings represent deferred consumption—income preserved for future utilization rather than present expenditure. Investments conversely channel these reserves into economic ventures or financial instruments with expected returns. Productive saving facilitates capital accumulation, thereby stimulating economic advancement. However, excessive saving without corresponding investment may suppress consumption and impede growth. Effective investment channels mobilize idle funds, generating production, employment, and collective prosperity.

This study examines government employees in Warangal, Karimnagar, and Khammam—a significant yet

understudied demographic in financial research. Administrative staff, educators, and civil officers benefit from stable incomes and structured financial benefits. Their saving and investment patterns are influenced by socioeconomic variables, including risk tolerance, financial literacy, and familial obligations. A primary focus explores gender-based financial divergences, acknowledging distinct saving and investment tendencies between men and women. These determinants are analyzed to elucidate public sector workers' financial strategies and their aggregate economic impact.

Need for the Study

This research examines how demographic and socioeconomic factors—including age, gender, professional experience, marital status, household size, and income levels—influence saving and investment practices.
The study specifically aims to identify motivations behind investment decisions, uncover barriers to investment participation, and determine preferred investment vehicles among Public Sector Employees.
Furthermore, it analyzes how financial objectives shape investment behavior and provides insights into their approaches to financial management and investment strategies.

Review of Literature

1. **Deergh Narayana Sharma**, the study discovered the earning individuals' investment behavior in Lucknow. The study further looked at the various perceptions that paid individuals have about investing sizes and patterns. This study was able to determine that there exists a high correlation between the education level and how paid individuals invest.
2. **Ms BM Saranya, Dr S. Joyce(2022)**, the majority of the respondents chose to invest 20 - 40% of their earnings. A growth in a country's investment ratio results in increased capital formation that involves quicker growth and quicker growth yields better PCI, i.e., higher disposable incomes to invest and save.
3. **Ajinkya kumawat and Alka parkar(2020)** noted how age income and education are the major determinants of one's investment option.
4. **Dr P.Amaravani, Mrs M.Archana (2017)**, the majority of the respondents are middle age group and young investors. Safety and security is the major concern of the investor to invest their money. There is a strong relationship between annual income and their investment choice avenues and there is no in significance relationship between respondents' age and their investment choice avenues. 5. **N.Geetha, Dr M.Ramesh(2011)**, the income level of a respondent is an important one which has impact on respondent's portfolio. Middle age group, lower income level groups respondents or chose to invest in insurance, NSC, PPF and Bank deposit rather than any other investment avenue.
6. **Disha A popat, Dr.Hemal B.pandya(2018)**, out of 200 investors, just 70.5% of them are investing in any financial options present in the market. 36% rural investors and 23% urban investors are not investing out of their income. Rural investors' financial score is higher than urban investors. Urban respondents are more aware when it comes to new financial options present in the market than rural respondents even then investment is higher in conventional investment channels. Investors from urban region are more inclined towards high risky and high return providing sources such as land, building and gold,silver, diamonds.
7. According to **Hung A. et. al. (2012)**, financial literacy positively influences financial attitude, behaviour, and financial well-being. Financially literate individuals are better at budgeting, saving and spending, mortgage management, participation in other financial markets, are better at retirement planning and are able to accumulate wealth. Greater financial literacy leads to greater financial well-being and less financial problem. (Taft M, 2013).
8. **Capuano, A., & Ramsay, I. (2011)** had conducted project in Australia on Financial Literacy. To them Financially Literate consumers can save, they can actively manage debt, they can be realistic regarding their future prospects, they can be more money confident, can play a greater role in money markets, they can choose more selectively financial instruments that suit them, they can budget, prepare their finances, and they can be financially efficient. They have also said that in one way financially educated people also add to financial system and economy. They can help in achieving the target for Financial Inclusion in the economy. Financially educated people can grasp the financial policies made by any government more effectively.

Research Gap:

Savings constitute a fundamental determinant of both individual economic welfare and national economic growth. However, accumulated savings only translate into economic expansion when channeled into productive investments.
Public sector employees in Warangal, Karimnagar, and Khammam—despite stable incomes—typically exhibit financial risk aversion, prioritizing security over wealth generation. Most either save minimally or exclusively select low-risk traditional instruments like fixed deposits, gold, and provident funds. While such conservative approaches offer protection, they simultaneously constrain potential returns and broader economic resilience.
Significant challenges emerge in cultivating robust saving habits and enhancing financial literacy regarding diverse investment opportunities. Without active participation in wealth-generating investments, these workers'

financial potential remains unrealized, diminishing capital mobilization's broader economic benefits.
Notably, gender-based disparities in investment preferences highlight the need for structured financial education frameworks. Female public sector employees may face particular disadvantages in accessing and interpreting investment opportunities, warranting targeted interventions.
This study investigates these behavioral patterns to identify strategies for fostering investment consciousness among public sector workers. The ultimate objective is redirecting savings toward growthoriented economic instruments that benefit both individuals and the broader economy.

Objectives of the study

1. To study the saving habit and size of savings of employees.
2. To examine the pattern of investment.

Hypothesis

H01- There is no difference of size of saving based on income.
H02- There is no significant difference in investment duration across different income brackets.

Scope of the study

The research is based on the geographical boundaries of Warangal, Karimnagar, and Khammam districts. Because of the time and logistic constraints, the research is confined to limited respondents of different streams, age groups, gender, etc., of the aforesaid districts. The survey was made within the 14-day duration from 17th January 2025 to 30th January 2025. The answers provided by the respondents maybe biased and may not provide the actual facts.
The research is based on observing the savings and investment trend of degree lecturers (all designations – Reader , Assistant Professor, Associate Professor, Teacher, Revenue Department Employees, Health Department Employees, Police Department Employees, Professors etc.) in Warangal, Karimnagar, and Khammam. The research is age-wise, gender-wise, income-wise, and experience-wise.

Research Methodology

Sources of Data :

The data for the study is collected from primary and secondary sources. Primary data is collected using a formal questionnaire to public sector workers in Warangal, Karimnagar, and Khammam. Secondary data is collected from the reports, books, journals, periodicals, dailies, magazines and websites from the purpose of building a strong conceptual background of study.

Sample Size :

The Estimated sample size is of 450 respondents are from Erstwhile Warangal, Khammam and Karimnagar districts and they all belong to different age groups,gender groups and come from different backgrounds

Statistical Tools Used :

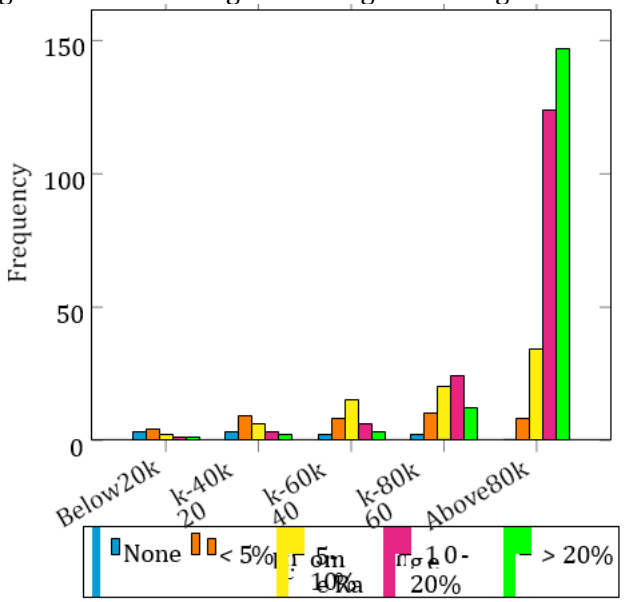
To analyze the data we mainly used 2 tests for it they are One way ANNOVA, Two way ANNOVA Test, Graphs and Pie-charts are also used for better understanding.

Table 1: Income Range vs. Savings Percentage Distribution (N = 450)

Income Range	**None**	**<5%**	**5–10%**	**10–20%**	**>20%**	**Total (n)**
Below Rs. 20,000	3	4	2	1	1	11
Rs. 20,000 – Rs. 40,000	3	9	6	3	2	23
Rs. 40,000 – Rs. 60,000	2	8	15	6	3	34
Rs. 60,000 – Rs. 80,000	2	10	20	24	12	68
Above Rs. 80,000	0	8	34	124	147	314
Total (n)	10	39	77	158	165	450

The distribution of savings percentages across various income ranges reveals intriguing patterns. Notably, individuals with higher incomes tend to save a more substantial portion of their earnings, with 147 out of 314 (47%) of those above Rs. 80,000 saving more than 20%. In contrast, lower-income groups struggle to save, as seen in the 'Below Rs. 20,000' category, where only 1 out of 11 (9%) achieve savings above 20%. The middle-income groups (Rs. 40,000 – Rs. 80,000) exhibit a more mixed savings behavior. Overall, a positive correlation between income level and savings rate is evident.

Figure 1: Income Range vs. Savings Percentage Distribution



The bar chart illustrates the distribution of savings percentages across different income ranges, highlighting a stark contrast in savings habits. The 'Above Rs. 80,000' group dominates the '>20%' savings category, with 147 individuals, while the lower-income groups ('Below Rs. 20,000' and 'Rs. 20,000 – Rs. 40,000') barely reach a savings rate of '>20%'. The chart visually reinforces the positive correlation between income level and savings rate, with higher income ranges exhibiting a greater propensity to save more than 20% of their earnings.

ANOVA Test Results and Interpretation Results

Table 2: ANOVA Test Results

Statistic	Value
	$\frac{40.4825}{6.3347 \times 10^{-29}}$

Interpretation

The analysis of variance (ANOVA) test yielded statistically significant results, indicating a substantial difference in savings percentages across the various income ranges. The calculated F-statistic of 40.4825 far exceeds the critical value, leading to an exceedingly low p-value of approximately 6.33×10^{-29}. This p- value is essentially zero for all practical purposes, implying that the observed differences in savings rates among the income groups are highly unlikely to occur by chance. With a significance level of $\alpha = 0.05$ (or even much stricter levels), we **reject the null hypothesis** that the means of savings percentages are equal across all income ranges. Instead, we **conclude that there is a statistically significant difference** in savings percentages among at least two of the income groups examined. This finding supports the presence of a relationship between income level and savings behavior, suggesting that individuals in higher income brackets tend to have distinctly different savings habits compared to those in lower income brackets.

Allocation Range	Count (n)	Percentage (%)
None	67	14.9
Less than 5%	42	9.3
5% – 10%	120	26.7
10% – 20%	108	24.0
More than 20%	113	25.1

Table 3: Percentage of Savings Allocated Towards Retirement Planning (N = 450)

The above table provides insights about financial planning behaviors of respondents and how much they allocate to their retirement planning and majority of people allocate modest savings and also low to no allocation is also common but also few people commit to substantial proportions.

The bar graph above visually illustrates the distribution of savings allocated towards retirement planning by 450 respondents. A notable portion of individuals allocate between 5% and 20% of their savings, indicating a moderate approach to retirement planning. Interestingly, a significant share also allocates more than 20%, showing strong commitment among a subset of respondents. However, there remains a large number with

little to no allocation, underscoring the variability in financial preparedness among the population.

Preferred Investment Time Period

Investment Period	Number of Respondents	Percentage
Short term (0 - 5 years)	230	51.1%
Long term (more than 5 years)	220	48.9%
Total	450	100%

This above tells us about Preferred investment time period among respondents and they are almost equal, This indicates that both short term and long term investment patterns are equally important to be studied and any financial planning or advisory services should take both the preferences into account.
Savings Allocation Towards Retirement Planning (N = 450)

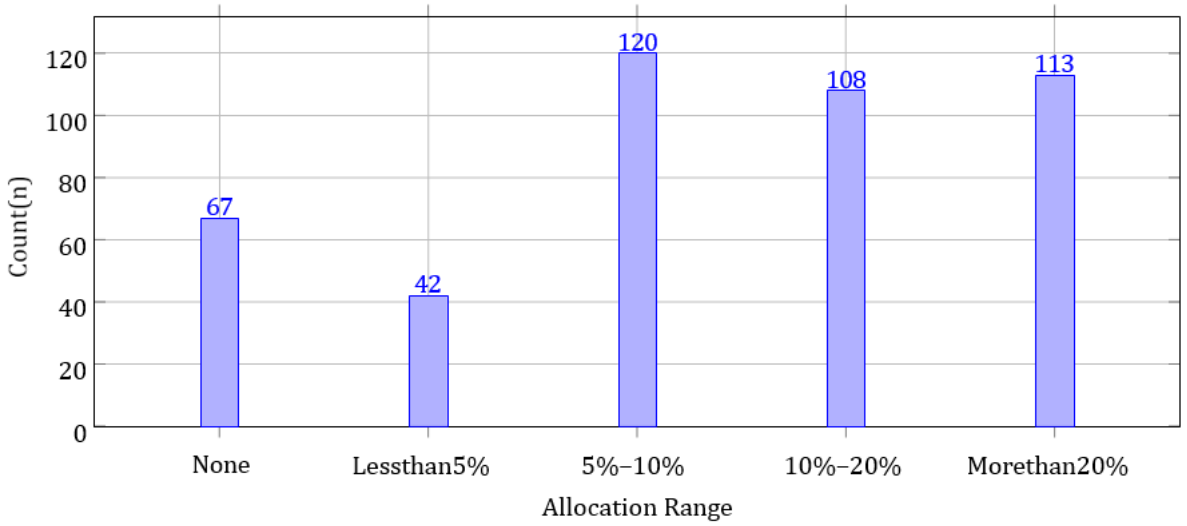
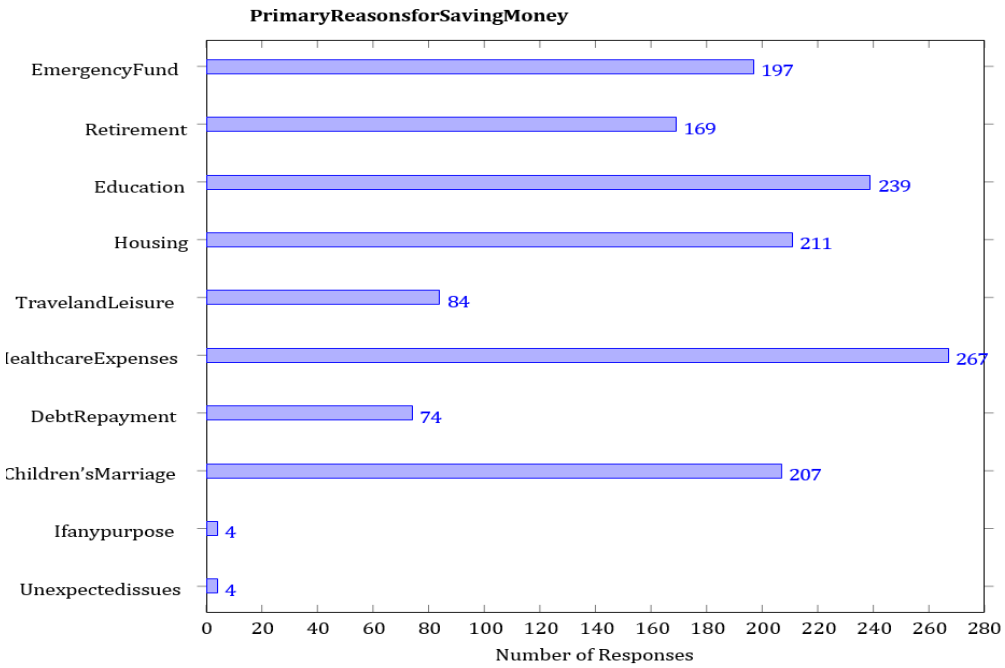


Figure 2: Distribution of Retirement Savings Allocation

Table 4: Primary Reasons for Saving Money (Total Responses = 450)

Reason	Number of Responses
Healthcare Expenses	267
Education	239
Housing	211
Children's Marriage	207
Emergency Fund	197
Retirement	169
Travel and Leisure	84
Debt Repayment	74
If any purpose	4
Unexpected issues	4

Table 4 shows the primary reasons for saving money as reported by participants. The highest number of responses were for *Healthcare Expenses* (267), followed by *Education* (239), *Housing* (211), *Children's Marriage* (207), and *Emergency Fund* (197). These results reflect a tendency toward long-term financial planning and risk preparedness. Very few participants chose undefined categories such as *If any purpose* and *Unexpected issues*, indicating a predominantly goal-oriented saving behavior.

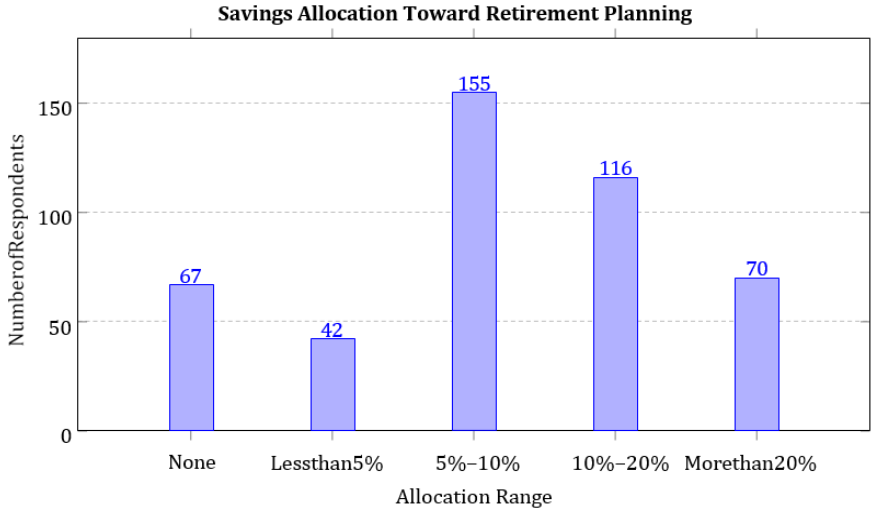


The graph illustrates the distribution of responses regarding the primary reasons for saving money. The most prominent categories include Healthcare Expenses (267 responses), Education (239), Housing (211), Children's Marriage (207), and Emergency Fund (197). These preferences highlight a strong inclination toward future-oriented financial planning, emphasizing preparedness for life events, emergencies, and long-term needs. The data reflects a high level of financial consciousness and risk awareness among the respondents.

Allocation Range	Count (n)	Percentage (%)
None	67	14.9
Less than 5%	42	9.3
5% – 10%	155	34.4
10% – 20%	116	25.8
More than 20%	70	15.6

Table 5: Percentage of Savings Allocated Towards Retirement Planning (N = 450)

The table above provides insights into the financial planning behavior of respondents with regard to retirement savings. A significant portion of individuals allocate a modest share of their income towards retirement, particularly in the 5%–10% (34.4%) and 10%–20% (25.8%) ranges. However, a notable number still allocate none (14.9%) or less than 5% (9.3%), suggesting that while retirement planning is on the radar for many, there is room for improved long-term financial commitment. A dedicated minority (15.6%) allocate more than 20%, reflecting strong planning and prioritization of future financial security.

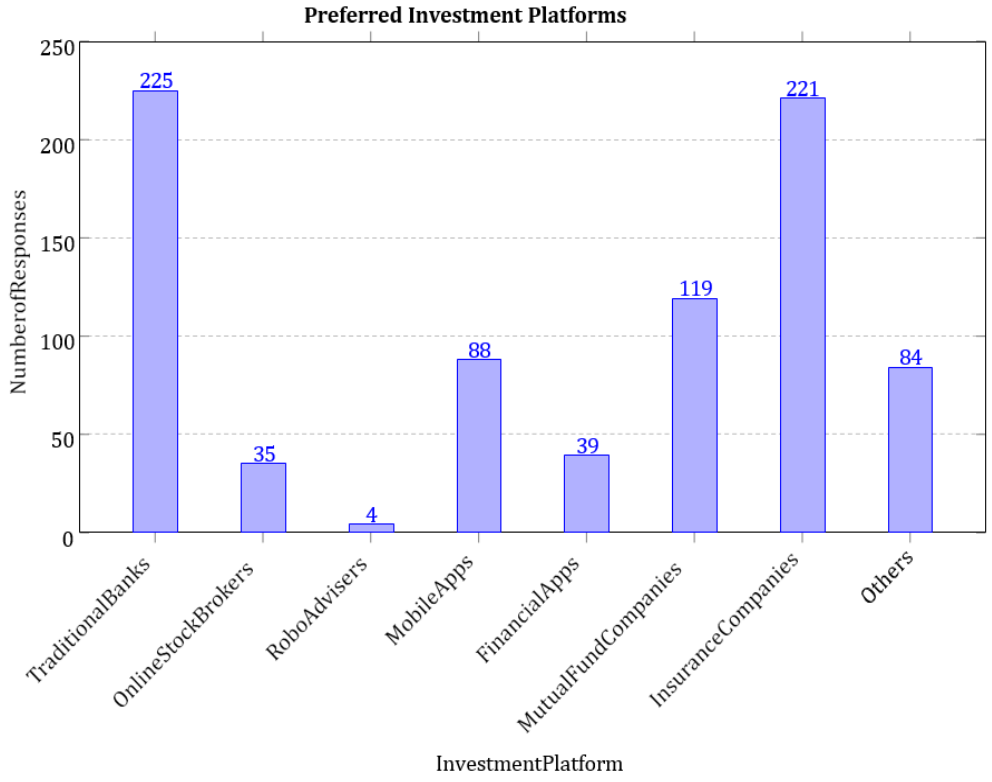


The bar graph visually represents how respondents allocate their savings toward retirement planning out of a total sample size of **450 individuals**. The most common allocation range is **5%–10%**, with **155 respondents**, followed by **10%–20%** with **116 respondents**. A substantial number of individuals (**70 respondents**) dedicate **more than 20%**, indicating strong retirement planning among a segment of the population. However, a noteworthy proportion allocate either **nothing (67 respondents)** or **less than 5% (42 respondents)**, highlighting a gap in retirement preparedness for many. Overall, the graph underscores a diverse pattern of savings behavior, with a mix of cautious, moderate, and proactive approaches to long- term financial security.

Investment Platform	Count (n)
Traditional Banks	225
Online Stock Brokers	35
Robo Advisers	4
Mobile Apps	88
Financial Apps	39
Mutual Fund Companies	119
Insurance Companies	221
Others	84

Table 6: Preferred Investment Platforms (Multiple Responses Allowed, N = 450)

The table above provides insights into the distribution of respondents' preferences for various investment platforms based on a sample of **450 individuals**. The results show a clear dominance of traditional financial institutions, with **Traditional Banks (225 responses)** and **Insurance Companies (221 responses)** being the most preferred. Moderate usage is observed for **Mutual Fund Companies (119 responses)** and **Mobile Apps (88 responses)**. On the other hand, the adoption of modern digital platforms such as **Robo Advisers (4 responses)** and **Online Stock Brokers (35 responses)** remains comparatively low, indicating a preference for more conventional or familiar investment options among respondents.



The bargraphdisplaysthepreferencesofrespondentsregardingvariousinvestmentplatforms,basedona total sample of **450 individuals**. The data reveals a clear preference for traditional financial institutions, with **Traditional Banks (225 responses)** and **Insurance Companies (221 responses)** topping the list. Moderate interest is shown in **Mutual Fund Companies (119 responses)** and **Mobile Apps (88 responses)**, reflecting a growing interest in hybrid and tech-enabled investing. However, modern platforms like **Online Stock Brokers (35 responses)** and especially **Robo Advisers (4 responses)** remain

significantly underutilized. This suggests a continuing reliance on conventional methods, possibly due to trust, familiarity, or perceived risk associated with newer technologies.

Investment Pattern	Percentage (%)	Count (n)
Organized Sector (e.g., Banks, Insurance Companies)	56.3	253
Unorganized Sector (e.g., Unregistered Chits)	10.2	46
Both	33.6	151

Table 7: Investment Pattern Among Respondents (N = 450)

The table above presents the distribution of investment patterns among 450 respondents. A majority, approximately 56.3% (253 individuals), invest solely in the Organized Sector, which includes formal institutions like banks and insurance companies. Around 33.6% (151 respondents) invest in both organized and unorganized sectors, indicating a diversified approach. The smallest group, 10.2% (46 respondents), rely exclusively on the Unorganized Sector such as unregistered chit funds.

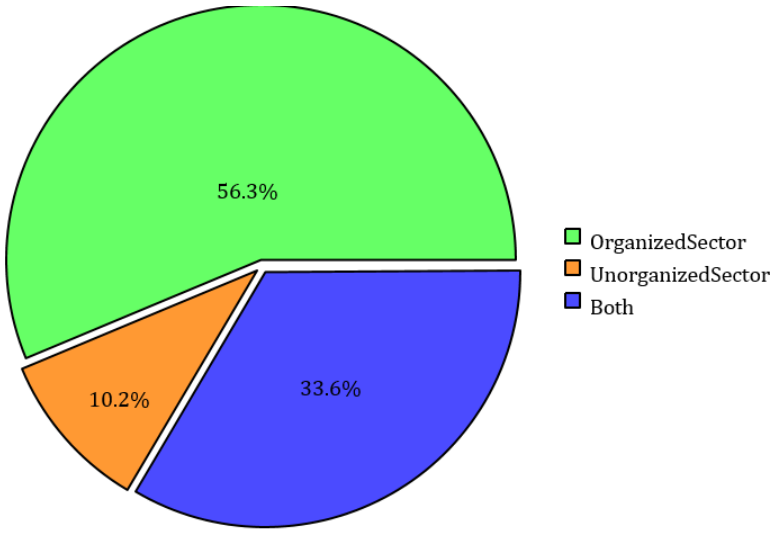


Figure 3: Pie chart showing the investment patterns of 450 respondents. The largest share is the Organized Sector (56.3%), followed by Both (33.6%) and Unorganized Sector (10.2%).

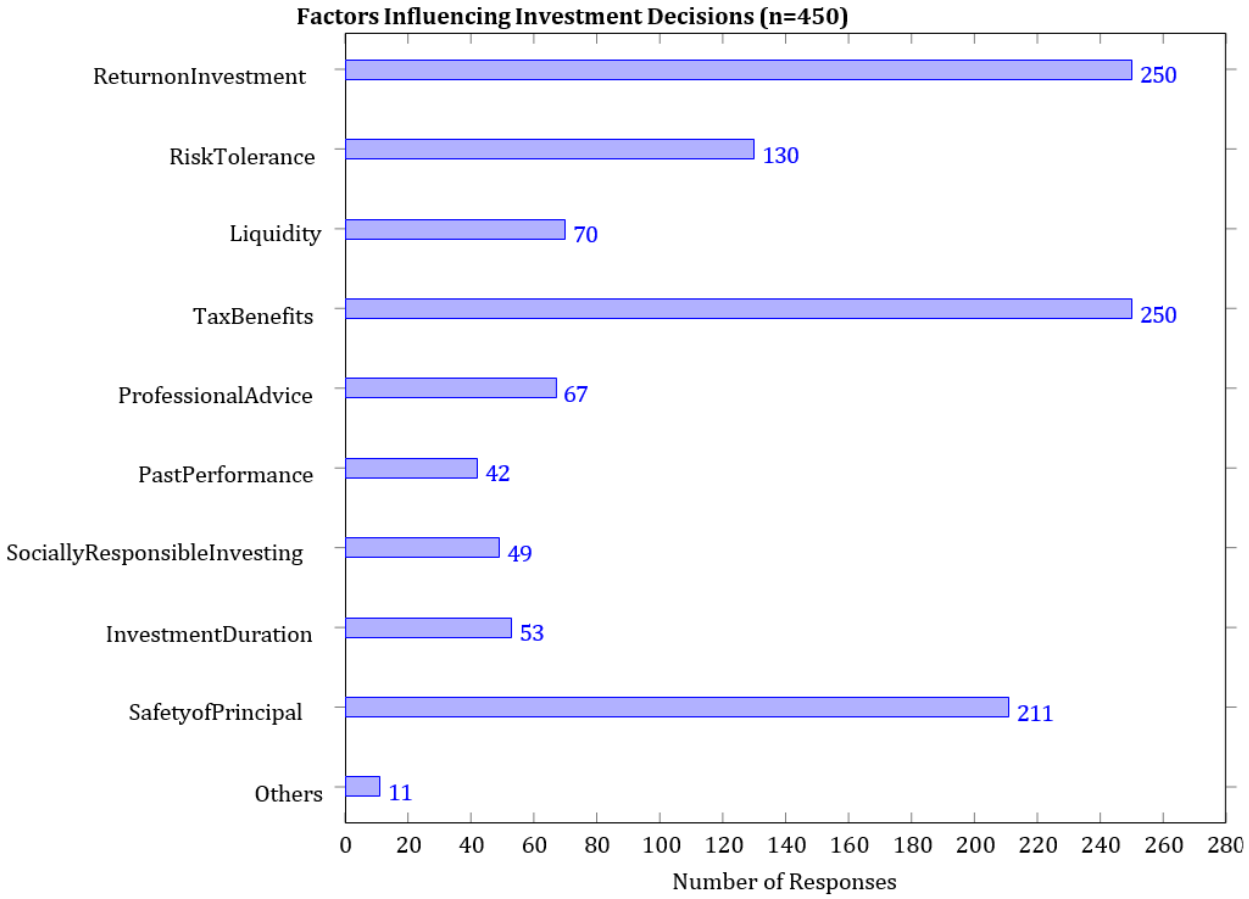
The pie chart visually depicts the investment preferences of the respondents. The green segment represents the majority who invest in the Organized Sector. The blue segment shows those who diversify their investments across both sectors. The smallest orange segment corresponds to investors relying solely on the Unorganized Sector. This distribution highlights a preference toward formal investment avenues, with a significant minority also diversifying to include informal options.

Factors Influencing Investment Decisions (450 Responses)

Factor	Percentage of Respondents	Number of Responses
Return on Investment	55.6%	250
Risk Tolerance	28.9%	130
Liquidity	15.6%	70
Tax Benefits	55.6%	250
Professional Advice	14.9%	67
Past Performance	9.3%	42
Socially Responsible Investing	10.9%	49
Investment Duration	11.8%	53
Safety of Principal	46.9%	211
Others	2.4%	11

Table Description:

This table shows the distribution of factors influencing investment decisions among 450 respondents. The top three factors prioritized were Return on Investment, Tax Benefits, and Safety of Principal, highlighting a preference for profitable and secure investments with added financial incentives.



Graph Description:

The horizontal bar graph visually represents the number of responses for each investment decision factor. Return on Investment and Tax Benefits lead with 250 responses each, followed by Safety of Principal at 211. Factors like Liquidity, Professional Advice, and Risk Tolerance received moderate attention, while aspects like Past Performance and Social Responsibility were less prioritized. This visual highlights the general inclination towards secure, profitable, and tax-efficient investment options.

Satisfaction Level	Percentage (%)
Very Satisfied	29.7
Somewhat Satisfied	39.8
Neutral	23.4
Somewhat Dissatisfied	6.3
Very Dissatisfied	0.8

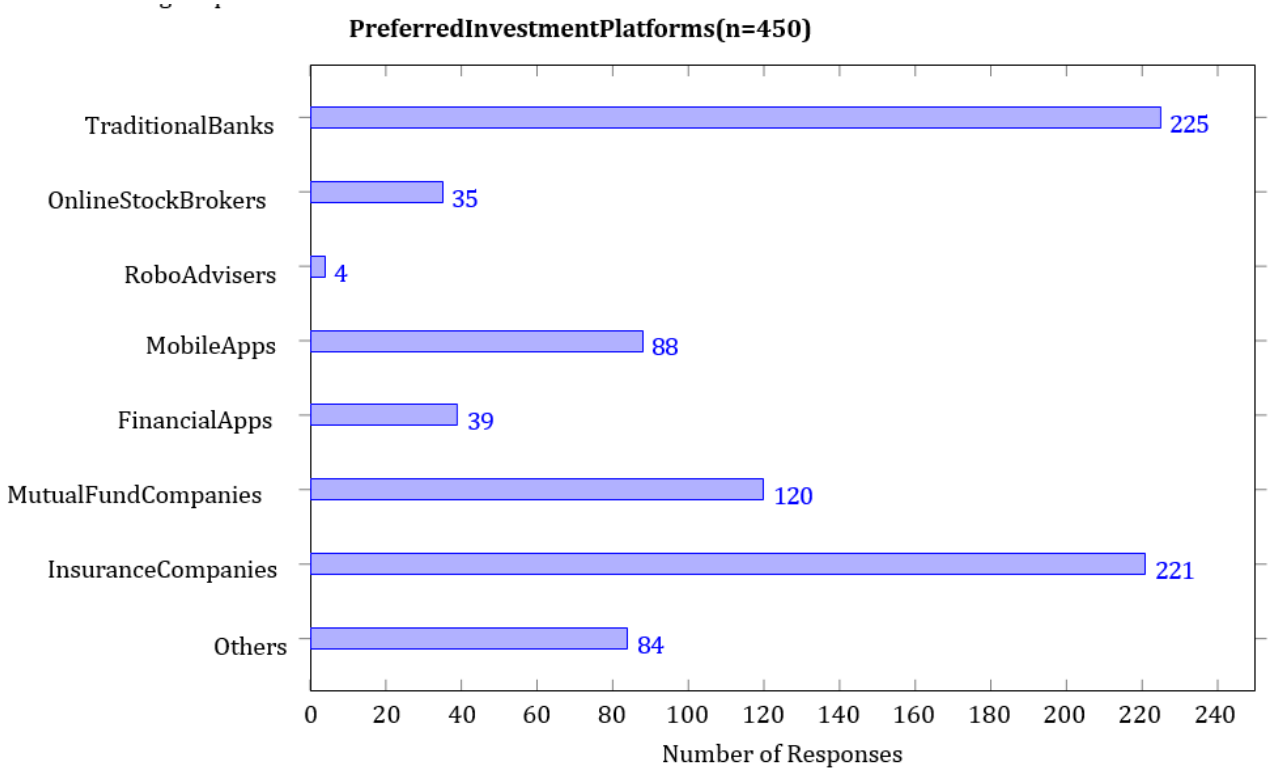
Table 8: Satisfaction with Current Savings and Investment Strategies (450 responses)

The above table tells us about how the people are currently feeling about their investment strategies and majority are satisfied overall, neutral segment is also considerable and dissatisfaction is very low. The overall satisfaction levels reflect a positive sentiment among respondents.

Investment Platform	Count (n)	Percentage (%)
Traditional Banks	225	50.0
Online Stock Brokers	35	7.8
Robo Advisers	4	0.9
Mobile Apps	88	19.6
Financial Apps	39	8.7
Mutual Fund Companies	120	26.7
Insurance Companies	221	49.1
Others	84	18.7

Table 9: Preferred Investment Platforms (Multiple Responses Allowed, N = 450)

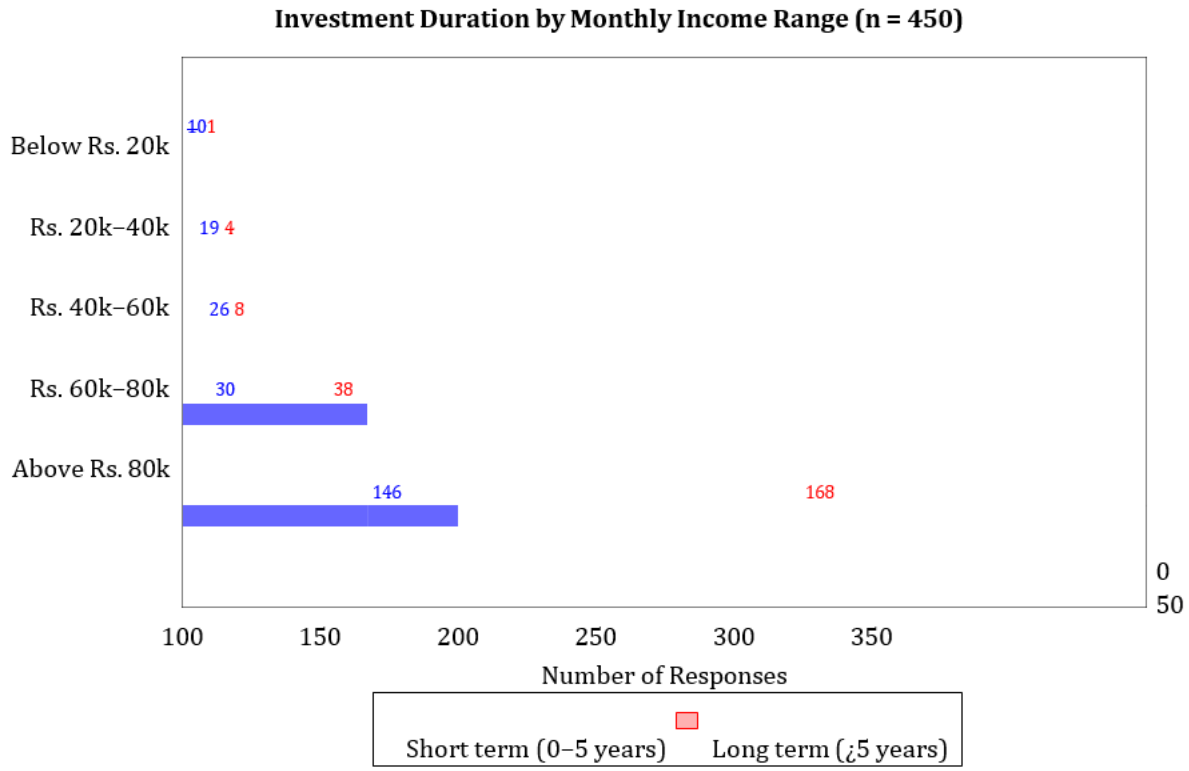
The above table tells us the information about the distribution of respondents preferences on different types of investment platforms and we can see the dominance of traditional institutions like traditional banks and insurance companies, Moderate use of mutual funds and mobile apps and low adoption of advanced digital platforms.



The graph above illustrates the preferences of 450 respondents regarding investment platforms. Traditional financial institutions clearly dominate, with **Traditional Banks** (225 responses, 50.0%) and **Insurance Companies** (221 responses, 49.1%) leading.
Mutual Fund Companies are moderately popular at 26.7%, followed by **Mobile Apps** (19.6%) and **Others** (18.7%). Digital-first platforms such as **Financial Apps** (8.7%), **Online Stock Brokers** (7.8%), and especially **Robo Advisers** (0.9%) are less frequently chosen.
This pattern highlights a continued reliance on traditional financial systems, though modern digital options are steadily emerging.

Investment Duration	**Below Rs. 20,000**	**Rs. 20,000–40,000**	**Rs. 40,000–60,000**	**Rs. 60,000–80,000**	**Above Rs. 80,000**
Short term (0–5 years)	10 (91%)	19 (83%)	26 (77%)	30 (44%)	146 (47%)
Long term (¿5 years)	1 (9%)	4 (17%)	8 (24%)	38 (56%)	168 (54%)
Count (n)	**11**	**23**	**34**	**68**	**314**
Percentage (%)	**2.4%**	**5.1%**	**7.6%**	**15.1%**	**69.8%**

The table highlights how income levels influence investment strategies, with higher incomes leaning towards longer-term investments and lower incomes preferring shorter horizons. This information can be valuable for financial planning, understanding economic trends, and making informed investment decisions.



From the graph, we can observe that the number of responses for each income bracket varies across different experience categories. For the less than 5 years category, the majority of responses fall in the Rs. 60k–80k and Rs. 40k–60k brackets, with a significant number of responses in the Above Rs. 80k bracket. In the 5-10 years category, the majority of responses are in the Above Rs. 80k bracket, followed by the Rs. 60k– 80k bracket. As the years of experience increase, the number of responses in the higher income brackets decreases, and more responses are observed in the lower income brackets. The trend continues for the 10- 20 years and more than 20 years categories, with a noticeable increase in the number of responses in the Below Rs. 20k bracket for the latter category.

Hypothesis Testing (Two-Way ANOVA)

Null Hypothesis (H_0):

There is no significant difference in investment duration across different income brackets.

Alternative Hypothesis (H_A):

There is a significant difference in investment duration across income brackets and/or a significant interaction between income bracket and investment duration.

ANOVA Results:

Source	Sum of Squares	df	F-value	p-value
Income Bracket	64639.3	4	20199.78	1.74×10^{-19}
Duration	28.8	1	36.00	1.32×10^{-4}
Income Bracket × Duration	1195.7	4	373.66	7.74×10^{-11}
Residual	8.0	10	—	—

Table 10: Two-Way ANOVA Table for Investment Duration vs Income Bracket

Conclusion:

Since all p-values are well below the significance level of 0.05, we reject the null hypothesis. This indicates that income bracket, investment duration, and their interaction all have a statistically significant effect on the investment behavior of respondents.

Interpretation

The results of the two-way ANOVA test show that there is a statistically significant difference in investment durations across different income brackets. The F-statistic for income bracket is 20199.78 with a p-value of

1.74×10^{-19}, and for investment duration itself, the F-statistic is 36.00 with a p-value of 1.32×10^{-4}. Additionally, the interaction between income bracket and investment duration is also significant, with an F-statistic of 373.66 and a p-value of 7.74×10^{-11}.
Since all p-values are well below the 0.05 significance level, we reject the null hypothesis that income group and investment duration are independent. This indicates that both income level and investment duration significantly influence respondents' investment behavior, and the effect of one factor depends on the level of the other. In other words, the relationship between income and investment duration is not uniform across groups, and different income groups tend to have distinct patterns in their investment timeframes.
These findings suggest that income is indeed a significant factor in shaping investment duration preferences, and strategies for financial planning or policy-making should consider this interaction to be more targeted and effective.

Preferred Investment Time Period

Investment Period	Number of Respondents	Percentage
Short term (0 - 5 years)	232	51.6%
Long term (more than 5 years)	218	48.4%

The above table tells us about the preferred investment time period among respondents. The responses are almost equally distributed, indicating that both short-term and long-term investment patterns are important to study. Financial planning or advisory services should take both preferences into account.

Short Term Goal of Investment

Goal	Percentage of Respondents
Returns	69.5%
Liquidity	17.2%
Risk	13.3%

The above table shows the distribution of people across three main goals of short-term investments. Returns are the primary focus, with liquidity also being a consideration, while relatively few are concerned with risk. This suggests that most people are willing to take on more risk in the short term to achieve better returns.

Long Term Goal of Investment	Responses	Percentage
Retirement corpus	148	32.8%
Children's future	362	80.5%
Others	49	10.9%
Total	450	100%

Table 11: Responses to the question: "What is your long term goal of investment?"

The above table presents the distribution of people across three main long-term investment goals. Children's future emerges as the dominant priority, followed by retirement planning. Other goals are relatively minimal. This indicates that intergenerational planning is a major motivator for long-term investment among respondents.

Conclusion

The study reveals significant insights into the savings and investment patterns of public sector employees in Warangal, Karimnagar, and Khammam districts. Higher-income employees demonstrate substantially greater savings capacity, with 47% of those earning above Rs.80,000 saving over 20% of their income, confirmed by statistically significant ANOVA results (F-statistic = 40.48, p-value ≈ 0). Traditional investment avenues like banks (50%) and insurance companies (49.1%) dominate preferences, while digital platforms such as robo-advisors (0.9%) remain underutilized. Retirement planning shows moderate engagement, with 34.4% allocating 5–10% of savings, though 14.9% allocate nothing, indicating gaps in long-term financial preparedness.
Investment behavior is strongly influenced by familial obligations, with 80.5% prioritizing children's future as their primary long-term goal. The near-equal split between short-term (51.6%) and long-term (48.4%) investment horizons reflects diverse financial strategies across income groups. Hypothesis testing confirmed that income significantly affects both savings rates and investment duration (p-values < 0.05). These findings highlight the need for targeted financial literacy programs to bridge knowledge gaps, promote diversified investments beyond traditional options, and enhance retirement planning among public sector employees.

References

1. Deergh Narayana Sharma, *Thesis on Saving Pattern and Investment Preference of Employees with Special Reference to Lucknow City*.
2. Ms. B.M. Saranya, Dr. S. Joyce (2022), "A Study on Investment Pattern of General Public".
3. Ajinkya Kumawat and Alka Parkar (2020), "Study on Investment Pattern and the Factors Influencing Investment Decisions of an Individual".
4. Dr. P. Amaraveni, Mrs. M. Archana (2017), "A Study of Investors' Behaviour Towards Various Investment Avenues in Warangal City", *Asia Pacific Journal of Research in Business Management*, Volume 8, Issue 7.
5. N. Geetha, Dr. M. Ramesh (2011), "A Study on People's Preference in Investment Behaviour",*International Journal of Engineering and Management Research*, Volume 1, Issue 6.
6. Disha A. Popat, Dr. Hemal B. Pandya (Dec 2018), "Evaluating the Effect of Financial Knowledge on Investment Decisions of Investors from Gandhinagar District", *International Journal of Engineering and Management Research*, Volume 8, Issue 6.
7. Bharthi Wadhwa, Aakanksha Uppal, Anubha Vashisht, Davinder Kaur (2019), "A Study on Behaviour and Preference of Individual Investors Towards Investment with Special Reference to Delhi NCR", *International Journal of Innovative Technology and Exploring Engineering*, Volume 8, Issue 6.
8. K. Parimalakanthi, Dr. M. Ashok Kumar (2015), "A Study Pertaining to Investment Behaviour of Individual Investors in Coimbatore City", *International Journal of Advanced Research in Computer Science and Management Studies*, Volume 3, Issue 6.
9. Hutson, S.J. (2009, Feb 15), "Measuring Financial Literacy", *SSRN*, p. 35.
10. Manikandan A (2017), "Perception of Investors Towards the Investment Pattern on Different Investment Avenues – A Review", *Journal of Internet Banking and Commerce*, 22(S7), 1–15.
11. Mr. C. Sathiyamoorthy, Dr. K. Krishnamurthy (2015).
12. Annamaria Lusardi, O.S. (2010), "Financial Literacy Among the Young: Evidence and Implications for Consumer Policy".
13. Liya Rajesh (2021), "A Snapshot of the Investment Pattern of People in Ernakulam District, Kerala on the Basis of Demographics at the Beginning of the Pandemic".