

Abstract

The Sri Lanka Army is also organized as other militaries in the world having established with several regiments such as Support, Infantry and Logistics regiments. Although the present scenario remains free from violence it was observed that the employee (soldiers) turnover of Sri Lanka Army is considerably high as compared to the period during the violence era. The purpose of this study was to identify the relationship between job satisfaction and soldiers' turnover of the Sri Lanka Army during the post violence era. This research will discuss certain issues related to personal factors such as impact of leadership, loss of recognition, outside job opportunities and job stress that were identified as independent variables which influenced the job satisfaction. These factors which affected the job satisfaction of the employee (soldier) were identified as motivated elements for the turnover intention. Having considered the annual highest premature turnover rate from all the regiments, it was possible to trace two infantry regiments to select as a sample of soldiers for the study. Appropriate sampling methods were used to select 100 numbers of soldiers in the ranks of corporals, lance corporals and privates who are categorized as lower ranked soldiers. The research was conducted based on primary data and secondary data. MS Excel and SPSS software were used for proper data processing and analysis. Having applied the quantitative and qualitative analysis it was observed that the issues under the personal factors that emerged with the negative attitude of the employee were highly influential for the turnover intention. In such instances the Sri Lanka Army needs to rectify these mismanagements and take preventive measures to minimize the unpredicted employee turnover. This will enhance the capability of the Army to perform efficiently, effectively and safeguard its image as well. Further it is hereby proposed for future researchers to carry out a comprehensive study while applying the outcome of this research to see as to how far these solutions were adoptable practically in the military community.

Keywords: *Job satisfaction, Job dissatisfaction, Self-assessment, Turnover intention, Premature retirement,*