ABSTRACT

Sri Lanka Air Force (SLAF) is service organization. Premature retirement of aircraft technicians in SLAF has become an alarming concern since it has created a vacuum of competent and skilled technicians to maintain the aircraft fleet. This results to lower the productivity in the organization. Finding causes leading to this issue is timely and important since the sustenance of the service provided by SLAF depends highly on the skilled technicians. The research focuses on the relationship between early retirement of technicians and its effects on the productivity in the Air Force and providing recommendations to minimize such retirements in the future. The study was limited to the aeronautical engineering tradesmen in the flying formations and Technical Support Squadrons in SLAF. The study conducted in order to obtain how motivation, knowledge, training and experience affected the intention of retiring prematurely, which results in complications to the productivity in the Sri Lanka Air Force. Preliminary data survey was carried out by obtaining data from SLAF HQ for the period 2015 to 2018 on earlier retirement. Questionnaire distributed among 120 technicians working in operational flying formations and technical support squadrons in SLAF to obtain primary data. The quantitative data analysis was based on the indicators of each variable using the Likert scale. The data from the questionnaires were fed into the program, SPSS version 20 and the results were analyzed using regression and correlation. Interviews were carried out in order to collect data for qualitative data analysis from Commanding Officers and Officers Commanding Maintenance in operational flying formations and technical support squadrons in the SLAF. According to the results there is a strong correlationship between premature retirement and productivity.

Keywords: Early retirement, Job satisfaction, Productivity, Turnover, Experience, Training, Knowledge, Recognition, Family conflict, Overburden, Effectiveness, Efficiency