

Abstract

The retention of employees and corporate culture has become one of the most critical challenges in today's business climate due to the lack of trained and skilled staff. Retention is a mechanism in which employees are motivated to continue with the organisation for full-time engagement. Retention of workers is to the advantage of both the employer and the employee. When considering the retention of skilled middle - grade Army officers, it is related to the ability of the Sri Lankan Army to retain them. As per the objectives, this research examines the reasons for leaving the service before the retirement by the, skilled middle-grade Army Officers in the service during the post-war scenario, knows the required level of precautions to reduce leaving the Army and also to examine the impact of the departure of skilled middle-grade Army officers in the service during the post-war scenario before their retention period. However, considering the research questions, it is to identify the factors affecting the departure of skilled middle-grade Army officers in the service during the post-war scenario prior to retirement along with understanding whether the organisation's environment has any impact on the departure of skilled middle-grade Army officers and the variation in the level of the ranks of the leaving skilled middle-grade Army officers before the retention. However, findings imply that the skilled middle - grade Army officers leave the Army for many kinds of reasons, which include the requirement for a different career, the negative impact of corporate leadership, especially at regimental levels, organisational culture, work-related stress and weaker work-life balance levels other than the frustration at work which is adds to their personal problems. Therefore, the Army may improve the skilled middle-grade Army officers' engagement through mentorships, team-based initiatives, team bonding, employee referrals and consistent socialisation and communication about the values and culture of service along with the provision of tenure-based funding opportunities other than the corporate leadership, especially at regimental levels, while enhancing the organisational culture, reducing work-related stress and, improving their work-life balance in more attractive ways.

Keywords- Retention, Skilled Middle - Grade Army Officers. Post War Scenario