

ABSTRACT

One of the burning issue in the country it had for last 30 years is the brutal war. At the end it was able to end up with victory by defeating the tiger terrorist. Although such a victory has come to Sri Lanka, the next burning problem is the soldier's leaving or desertion. This has become a major concern not only even before the war, but also after the war. Now in order to address this problem, the current research problem is encountered to identify the factors affecting to the problem of desertion in Sri Lanka. According to the review of literature, it identifies most of the Army Soldiers are leaving due to their personal factors or job related factors or organizational factors. It is as a result of lack of person-person fitness, job-person fitness and organization-person fitness. Based on that the study objectives was set to identify the personal factors, job related factors and Organization related factors affecting on Army desertion in Sri Lanka. Accordingly, as the independent variable of the study personal factors, job related factors and organizational factors were identified while desertion were recognized as the dependent variable of the study. In the sample 517 members of existing and those who were already left were identified as the sampling element. Out of which 444 has already left Army and 73 are still serving in the Army. The sample is selected based on convenience sampling methods. According to the parameter estimate, the study found personal factors and job related factors has an inverse relationship for Army desertion. Most of the soldiers are leaving due to job related aspect rather than personal factors and organizational factors. Hence the study concludes with the research finding the desertion is a serious matter, not due to the personal factors but due to the job related factors.

Keywords: Soldier, Desertion, Personal Factors, Job Factors, Organizational Factors