

**THE IMPACT OF
EMPLOYEE JOB SATISFACTION ON TURNOVER
OF SRI LANKA AIR FORCE AIRCREW**

By

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ABSTRACT

According to the statistics of The Ministry of Defence Sri Lanka (2022), 967 Sri Lanka Air Force (SLAF) personnel had gone absent without official leave. As a technical force, the situation is not favourable for SLAF to lose competent manpower. This study explores the impact of employee job satisfaction on turnover of Sri Lanka Air Force aircrew. The purpose of the study is to identify the factors that influence aircrew satisfaction and to investigate the impact of job satisfaction on the turnover rates of aircrew personnel in the SLAF. Therefore, the problem statement is identified as what is the impact of employee job satisfaction on turnover of SLAF aircrew. The research employs a quantitative approach, comprising a survey through a questionnaire. The survey data is collected from 350 aircrew personnel using a standardized questionnaire that measures job satisfaction and other related factors. Findings of the study reveal that aircrew satisfaction is influenced by several factors, Pay, Career progression, Working conditions and Performance evaluation. The research also identifies several key strategies that can be used to improve aircrew satisfaction and reduce turnover. These include providing clear career progression paths, offering competitive salaries and benefits packages, and implementing policies that promote work-life balance. Overall, the study provides valuable insights into the factors that influence aircrew job satisfaction and impact of job satisfaction on turnover in the S. By understanding these factors, the Air Force can take steps to improve job satisfaction and reduce turnover rates, thereby enhancing the performance and effectiveness of its aircrew personnel.

Key Words: SLAF, Aircrew, Job satisfaction, Turnover, Pay, Career progression, Working conditions, Performance evaluation.