

Productivity of Army Vocational Training Before the Retirement of Other Ranks on Effective Employment in the Civil Society After Retirement

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Vocational training provided before retirement establishes the fundamental basis for effective employment prospects and a well-functioning post-retirement life. This study assessed the relationship between productivity of the Army vocational training provided for Other Ranks (ORs) before their retirement and the effective employment prospects that they found in civilian life after retirement. This descriptive cross-sectional survey consisted of 151 ORs who retired within 5 years from 2020 and followed vocational training courses. A self-administered questionnaire obtained the data. The results revealed a significant and positive impact on of vocational training on productivity . The findings align with existing literature that emphasizes the role of vocational training programmes in equipping individuals with the skills and qualifications needed for civilian employment. Moreover, investments in vocational training are significantly beneficial.. The study also indicated that social support partially mediates the relationship between productivity in vocational training and physical and mental wellbeing. The study provides valuable insights into the factors that sharpen effective employment and underscores the pivotal roles of vocational training, physical and mental wellbeing, and social support in fruitful transition to civilian employment. Thus, a collaborative approach by military organizations, government agencies, and community-based organizations should be implemented to ensure a more prosperous transition for ORs from military to civilian life.

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