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ABSTRACT

Sri Lanka Army is one of the largest establishments in Sri Lanka. The employees thereupon are entitled to retirement at different time frames. Early retirement schemes could easily create excessive of unemployment in the country. Vocational training is mainly developed to prepare individuals for a specially selected job or occupation and it gives skills to the persons for their future benefit. Armies all over the world use various vocational training programmes for their soldiers' future benefit. Therefore, the Sri Lanka Army also has implemented vocational training programs for the soldiers who are about to retire. These training programmes are conducted by the Kala Oya Training School for Non-Commissioned Officers jointly with the Sri Lanka Vocational Training Authority of the Government. The present research study is a critical analysis about the effectiveness of these vocational trainings programme of retired Army soldiers in Sri Lanka. To further investigate the area of study first, the researcher carried out a literature review and critically evaluated vocational training programmes and the vocational training programmes conducted by the Sri Lanka Army and their benefits etc. After carrying out the literature survey the researcher intended to investigate the three main areas which can derive benefits namely social, economic and psychological. In this research study, the population consisted of the soldiers who are followed vocational training at Sri Lanka vocational training authority prior to their retirement and among them 130 retired soldiers are selected as the sample for the research study. Data were collected under the quantitative technique and a structured questionnaire was use as the main data collection method. Then data were analysed through SPSS software and the formulated hypothesis were tested through correlation analysis. Apart from that regression analysis was also carried out and data presented through descriptive statistics. Since the hypotheses are accepted the researcher came in to the conclusion that the Vocational training programmes favourably influenced the retired soldiers' post retirement life and they are benefited economically, socially and psychologically. But in this research study the researcher deeply investigated only the economic, social and psychological benefits derived through the vocational training programs and future research is recommended to investigate on different benefits derived through these vocational training programs.

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Key words: Effectiveness of vocational training, Social benefits, Economic benefits, Psychological benefits, Retired Army Soldiers.

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