

ABSTRACT

The present study was designed with the objective of determining the causes and impact of absenteeism among regiment gunners in the Sri Lanka Air Force (SLAF). In order to achieve these objectives, a cross-sectional study was carried out in the SLAF Bases and Stations.

A total of 250 study participants were selected from the SLAF bases and stations using a random cluster sampling technique, where the clusters were selected using the probability proportional to the size of the population technique. Respondents were selected randomly to ensure that all gunners had equal chance to be selected despite age, sex or rank.

Data was collected mainly from primary and secondary data by using a structured self administered questionnaire which consisted of three parts covering the variable of socio demographic factors, job satisfaction and morale. Secondary data was obtained from the records maintained at Air Force head quarters.

Results showed that, out of the 118 participants 85% were aircraftmen (AC) and Leading aircraftmen (LAC) ranks and age range from 20-49 years. Half of the study sample (58%) had an education level up to G.C.E (O/L). About 30% of the participants were married gunners. There were 66% (n=78) gunners who had 3 -5 dependent. Out of 118, 98 personnel were in good health category

According to job satisfaction data, positive answers +449 and negative answers -1074 and as per the morale data, positive and negative points are +406 and -1071. Negative points are higher than positive points. It is proved that job satisfaction and morale is negatively related to AWOL.

Implementation of recommendation based on research findings will support to create a favourable situation and in turn will minimize most of the unnecessary cost involving in the absenteeism.