

ABSTRACT

During last 15 years the turnover rate of direct entry professionally qualified officers of Sri Lanka Air Force is observed high. The highest number of premature retirement recorded in medical and dental branches. Replacing of the vacant appointments is a challenged due to cost, time consuming and uniqueness of service. Hence, researcher has focused on high turnover recorded five branches for study. The purpose of this study was to carry out an exploratory analysis on turnover of professionally qualified officers and to find the circumstances leading to premature retirement.

Likert scale method questionnaire and structured questionnaire interview carried out in terms of seven factors that are related to job factors for serving and retired direct entry officers of SLAF respectively. They are organizational policies and administration, personal life and expectation, salary, advancement of employment, relationship with superiors/ peers and subordinates, customs and traditions of the organization and working condition.

The theoretical approaches of Frederick Herzberg's motivation- hygiene theory (1966), the 6 job factors suggested by Smith, Kendall and Hulin (1969), Abraham Maslow's "Need Hierarchicy theory" (1954), Field (2008) argument, on employee dissatisfaction and employee satisfaction and ecological systems theory of Urie Bronfenbrenner (1979) were utilized as a combination to find out the circumstances which would lead for the turnover of officers. Study has identified the strategies that could introduce to overcome the issue and mechanism in use to fulfil the local unit establishment with potential and competent professional officers.