

## ABSTRACT PAGE

A high discharge rate of Clerk General Duties (Clk GDs) of the Air Force is observed during the period of 2007 to 2012. Therefore a survey was carried out to verify whether the turnover of Clerk GDs has any relationship with job dissatisfaction and to find out whether the Happiness or Satisfaction may lead to decrease the high turnover of Clk GDs. The researcher being an administrative Officer mainly involve with Clerk GDs in both operational and non-operational areas and has faced many hardships of sudden AWOL (Absent without Official Leave), premature retirement of Clerk GDs. The objective of the study is to assess whether the job stress has increased the tendency for Air Force clerks to leave the service prematurely and to find out whether the happiness/satisfaction leads to decrease the high turnover.

Considering the importance of the project the researcher has collected feedback from both operational area and non operational area. The researcher has selected eight Bases and stations for this survey under "Convenient sampling method". During the Second stage Stratified sampling method was used to divide population into separate groups, called strata. Then selected the actual sample of 60 comprising of 10 airmen/airwomen from each Base and 05 airmen/airwomen from each Station through "Random sampling method"

However, it is very well identified that absenteeism and desertion in the Air Force create a situation that the team concept is compromised to a greater extent. When the team effectiveness is so compromised by the absenteeism and desertion the end result would be a negative effect on the overall productivity of the Air Force. Out of the findings it was found that the Clk GDS are highly satisfied with their primary job. Accordingly it shows that the stress creates not from the job itself but due to the involvement of the other foreign factors i.e. unnecessary involvement of superiors and the secondary duties.

Accordingly following recommendations are forwarded to minimize dissatisfaction among Clerk GDs with the idea of retain them in the Air Force resulting in a contented workforce with minimal turnover. Hiring the right people, setting the right compensation and benefits, a proper training, attention to airmen's personal needs, arrange social interaction, rewarding at work environment, respect and recognition from seniors, use sandwich technique of criticism and to follow "criticize in private and praise in public" method.