ABSTRACT

The study focuses on studying factors affecting on the selection of job opportunities/employability in the outside job market for the retired airmen of Sri Lanka Air Force with reference to Administrative Regiment Branch of the Sri Lanka Air Force. As of the recruitment policy of the Sri Lankan Air Force, the commissioned officers are recruited as voluntary and permanent categories and can extend their tenure up to 55 years. Airmen are recruited under the rules and regulations of the permanent recruitment process and they are allowed to retire on completion of 22 years of active service. In their post retirement period, some of them venture in to their own business activities and some of them chose to remain unemployed. Meanwhile, some of them prefer to choose private sector for extra benefits. This is mainly due to unavailability of right post retirement plan in Sri Lanka Air Force and presently it has become a serious issue for the management of Sri Lanka Air Force. As such, the researcher endeavored to explore the factors affecting on job opportunities in outside job market for the Airmen in the Regiment branch of Sri Lanka Air Force. The study adapts qualitative and quantitative technique to analyze the data and structured interview method was adapted for conversation analysis and the study takes "Multi method". The population of the study comprises 226 retired airmen in the Administrative Regiment Branch of SLAF. The researcher employs the simple random sampling method under the probability sampling method for this study. Researcher use structured interviews to collect primary data from 10 ndustry experts. The industry specialists were interviewed by discussing the topic in structured way. The study found that the selection of job opportunities is influenced by three factors as personal factors, organizational factor and social and environmental factor. The prior formulated hypotheses are tested through the formal survey and the study is deductive in nature. The data was statistically analyzed to identify the validity of three research hypotheses selected for this study. Finally the researcher proposes few important recommendations for implementation.