

ABSTRACT

Over the past ten years, thousands of military personnel retired from the Army. The majority of them are still in the productive age, whereas they are active and have much more years to generate income on top of their benefits. Studies show that few of the retired military personnel in various post-career transitions is on an increasing trend. Some are into self-employment businesses such as small scale businesses and agriculture. However the need to train the propitious Army personnel prior to retirement was identified as a personal benefit to the soldier as well as a benefit to the society at large. They need to get involved in a particular job which they are unable to pursue while in the military service. Based on data collected from the retiring military personnel on the pre-retirement, the majority of the retiring personnel indicated the desire to follow the vocational training after understanding the importance. Therefore Sri Lanka Army initiated providing vocational training for the prospectus soldiers of the retirement from the Army and this research is conducted in order to validate on the effectiveness of same in terms of knowledge, skills, experience and attitude. The researcher has set objectives to determine the extent to which provision of the attained knowledge, skills, experience and the attitude and the implication into the relevant sectors in the civil society at the retirement and to gain the financial as well the non-financial benefits. Effective recommendations have been derived to the knowledge of the military in practical as well as application levels after the retirement of the soldiers. Moreover, the skills as well as the experience which are achieved to help the soldiers to gain the job opportunities after the retirement have also provided with the effective recommendations from the soldiers point of view. Since this study was based in particular batch of soldiers who were retired after the vocational training. This research has selected the deductive method. The sampling was used for quantitative analysis whereas judgmental or purposive sampling technique of non-probability sampling was used for qualitative analysis. The primary data was collected from 110 respondents through structured questionnaire. The survey was conducted by interviewing ten soldiers through semi structured questionnaire. The data was analysed by using Statistical Package for the Social Science (SPSS 22).

Key Words: Knowledge, Skills, Experience, Attitude, Soldiers