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ABSTRACT

Engineering Artificers are the pioneers in Engineering Department of Sri Lanka Navy, in keeping the man behind machine compatible with the state of the art of technology. These artificers are specialized and well equipped with the professional knowledge. In the recent years, Sri Lanka Navy (SLN) suffered from a relatively high rate of service leaving of Engineering Artificers that has adverse effects. Impact of premature service leaving of an artificer is proven to be one of the costliest threat to the Navy as well as process of refill of the vacancy is time consuming and most importantly leads to reduce the productivity of engineering department. Therefore, this study aimed to find out whether Pay, Promotion, Family Satisfaction, Job Satisfaction and Perceived Alternative Job Opportunities impact on Intention to Leave among Engineering Artificers in SLN. This study was conducted based on positivistic research paradigm and quantitative research methodology. Further, deductive approach was used and five hypotheses were established. Survey strategy was applied and 173 were selected out of 306 Engineering Artificers as the sample of the study using the Simple Random Sampling method. Data were gathered through validated and reliable self-administered questionnaire. Data were initially analyzed using a multiple regression analysis with the support of Statistical Package for the Social Sciences (SPSS). Final fitted model was developed using a simple regression analysis. This study found that only the Promotion, Job Satisfaction and Perceived Alternative Job Opportunities have significant impact on Intention to Leave among Engineering artificers in the Navy. Thus time has come for the Navy to develop appropriate strategies to reduce the level of premature service leaving of artificers in future.

Keywords: Pay, Promotion, Family Satisfaction, Job Satisfaction and Perceived Alternative Job Opportunities, Intention to Leave and Premature Service Leaving