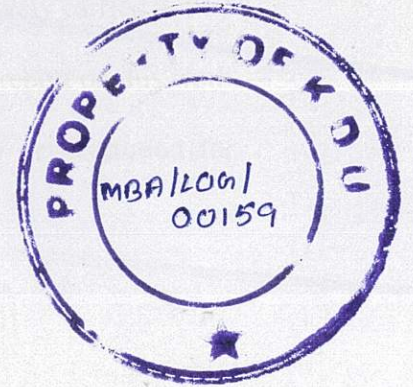


**DETERMINE THE FACTORS INFLUENCING TO RETAIN
SKILLED SOLDIERS IN RANAVIRU APPAREL ALAWWA**

by

L.K.T.FERNANDO

Reg No: MBA/LOG/01/14



The Research Report submitted to
**GENERAL SIR JOHN KOTELAWALA DEFENCE
UNIVERSITY,
SRI LANKA**

In partial fulfillment of the requirement for the award of the degree

of

MBA in Logistics Management VI

15th June 2024

ABSTRACT

This study investigates the factors influencing the retention of skilled soldiers at Ranaviru Apparel Alawwa, a Sri Lankan military-operated apparel manufacturing facility. Recent challenges in maintaining a skilled workforce post-conflict era, combined with high turnover rates, underscore the urgency of this research. This study specifically addresses the retention dynamics within a unique context military operated production environments where skilled, often disabled, military personnel are re-employed. Utilizing quantitative research methodologies, the study examines variables such as compensation, work environment, superior-subordinate relationships, training, and career development opportunities. Results highlight that a combination of competitive compensation, positive workplace environment, effective training programs, and clear career progression paths are critical in retaining skilled soldiers. This research contributes to the broader understanding of employee retention in specialized industrial settings and proposes strategies for enhancing organizational practices to support sustained employment of skilled personnel in military apparel facilities.

Keywords: *Employee retention, Military apparel industry, Skilled soldiers, Organizational practices, Ranaviru Apparel Alawwa, Compensation, Career development.*