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Impact of Job Satisfaction, Stress, Morale & Organization Environment on Turnover Among Regular Airmen In The Sri Lanka Air Force

BY

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ABSTRACT

Among the Factors of Production, Human Resource is given the top priority, as it is no doubt the most valuable factor in any organization. It is the nerve center of any organization, which determines the success or failure in the long run. Hiring and retaining an employee is a chronic challenge as replacing experienced workers is not an easy task and it incurs significant cost. Often replacement cost outstrips the additional compensation it would have taken to retain an employee. Hence, Employee Turnover in any organization is a considerable factor as it is frequently a devastating to organizations.

This study is an effort to conduct relevant research on Employee Turnover in the Sri Lanka Air Force and to identify the causes leading to it. The results, findings and the recommendations of this study would definitely help to take remedial action to arrest the premature leaving of experienced airmen of the Sri Lanka Air Force by formulating the strategies necessary to curtail the employee turnover.

The objective of this study is to ascertain why the regular airmen leave the service prematurely after their initial obligatory engagement period of 10 years. A simple conceptual model was developed and tested to establish the relationship of Job Satisfaction, Stress, Morale and Organization Environment with the Turnover Intention.

The study took the samples of 100 personnel who have already left the service prematurely in the year 2000 and 2001 by completing the minimum of 12 years initial obligatory period.

Data evaluation was performed by means of both descriptive and inferential statistics using SPSS 10.0 software package and the findings are highly dependent on the Correlation Analysis and the Regression Analysis.

The study has established the fact that the Job Satisfaction, Morale and Organization Environment have a significant impact on Turnover Intention, which is the dependent variable. But Stress factor was found very weak in the relationship with turnover intention, hence, it was rejected.

The findings, hence, have urged the need for formulating and implementing strategies to retain its valuable experienced cadres in the Sri Lanka Air Force. The findings also could be useful for further studies in this field.

F Sgt	Flight Sergeant
JS	Job Satisfaction
LAC	Leading Aircraftman
M	Morale
OE	Organisation Environment
Org	Organisation
S	Stress
Sgt	Sergeant
SLAF	Sri Lanka Air Force
TI	Turnover Intention

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