

## **Factors Affecting Intention of Employees' Retention: A Study of Sri Lanka Air Force**

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This research article describes what factors affect the intention of employee's retention in Sri Lanka Air Force. The research reviews relevant literature to identify elements of HR practices that influence employee retention and recognized the primary factors in achieving improvement of employee retention. The study primarily collected data through a structured questionnaire with the sole aim of establishing factors related to employee retention in the Sri Lanka Air Force. Data was collected from 60 Clerical Account employees in pay and record section at SLAF. The Component of the factor analysis of the 'Employees' Retention' led to the extraction of 5 factors from organizations. The factors were: financial benefits, job satisfaction, career development, recognition and value, and relationship. The Sri Lanka Air Force values the significance of retaining employees and that, they provide the financial and non-financial incentive to its employees and there are laws, rules, regulations and policies that protects the welfare of the employees as a way to motivate and retain them. The findings of this study show that the most of the employees require financial incentives such as high salary and Incentives (Allowances) to be retained while much emphasis is on non-financial incentives like job security, Career Development, Recognition and value. From this context (Military) the government (Ministry of defense) has great challenge to create new strategies and implement fully the existing useful strategies that will improve employees' retention. The results indicate that these factors have substantial roles to play in making employees stay while deciding upon the retention strategies in similar contexts.

***Keywords:*** *Intention to retention, The Sri Lanka Air Force, Financial Incentives, Non-financial Incentives*