A STUDY ON JOB OPPORTUNITIES AND CHALLENGES FACED BY RETIRED AIRMEN OF INDIAN AIR FORCE FOR THEIR SECOND CAREER

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ABSTRACT

Defense armed forces have 3 branches Army, Navy and Air Force. All are bound to work as per the order of their seniors and dedicated to safeguard their motherland and working round the clock at various remote places and borders in different altitudes and climatic conditions. Here researcher is focusing only those armed force personnel those who worked on Indian Air Force. This research examines the transitional experiences of these Airmen (Air Force Personnel Below Officer Rank) when they leave defense service (armed forces) after completion of their initial term of engagement and return to civilian life to start their second career. Indian Air Force (IAF) is responsible to safeguard the airspace of Indian Territory. At present there are total 127,000 active personnel1 are serving in IAF. A boy at the age of 18, found illegible to join Indian Air Force. In Indian Air Force for selection, the age of the candidate should be in between 17 to 21 years2. They joined Indian Air Force by signing a bond of initial engagement for 20 years. After joining Air Force they contributed their whole youth in the defense service. A large numbers of defense personnel are retiring every year at their 40+ after their initial term of engagement (bond). They all have liabilities to their family. They are in search of Job soon after their retirement and also need support from the government for their re-settlement.

Keywords: Retired Airmen; Challenges; Second Career; Government

INTRODUCTION

The role of Indian Air Force is to safeguard the Indian Territory and to secure Indian air space. Indian Air Force which is responsible to secure the airspace presently has strength of 127,000 active personnel1. A major portion of this is Airmen (Combat armed force of Indian Air Force, below the officer rank). A huge number of Airmen retire every year voluntarily. They are in search of Job soon after their retirement and also need support from the government for their re-settlement.

The purpose of this study is to analyse various causes of leaving the job, by the Air Force personnel after completion of their initial engagement and before the retirement age; the job opportunities available for them by considering their age, qualification and experiences; the challenges what they are facing on job search and also to find out the various initiative that organization is taking for their resettlements. The purpose is also to find out the gap between the expectation of ex-servicemen for their rehabilitation and the government initiative for the same.

Defense armed forces have 3 branches Army, Navy and Air Force. Each branch of army, navy and Air Force has its own culture, though there are some aspects of military culture that are common to all
branches of armed forces. But all are bound to work as per the order of their seniors and dedicated to safeguard their motherland and working round the clock at various remote places and borders in different altitudes and climatic conditions. There are approximately 70,000 defense personnel (Army, Navy and Air Force) retiring form the service airmen retiring every year. This research examines the transitional experiences of these soldiers, here we call as defense personnel when they leave defense service (armed forces) after completion of their initial term of engagement and return to civilian life to start their second career. Here researcher is focusing only those armed force personnel those who worked on Indian Air Force.

A boy at the age of 18, found illegible to join Indian Air Force. In Indian Air Force for selection, the age of the candidate should be in between 17 to 21 years². They joined Indian Air Force by signing a bond of initial engagement for 20 years. They undergo a significant transformation through defense training from a civilian identity to that of a member of an armed force personal in Indian Air Force as airman. After joining Air Force they contributed their whole youth in the defense service. A large numbers of defense personnel are retiring every year after their initial term of engagement (bond). The average age of the retiring people is in between 40 to 46. They all have liabilities to their family. Almost everyone is married and their children are studying even for higher education. They are in search of Job soon after their retirement and also need support from the government for their re-settlement. They undergo a significant transformation through defense training from a civilian identity to that of a member of an armed force personal in Indian Air Force as airman.

NEED FOR THE STUDY

A large numbers of Air Force personnel retiring every year. Out of this the majority are the personnel below officer rank. In Indian Air Force a huge number of Airmen leaving the service for various reasons just after completion of their initial bond (term of engagement). The need of the study is vivid and important and few points are stated for that. Only few percentages out of them are placed for job in various sectors. But still many are in search of job. In that case they are fully dependent on their pension. Some cases they are compromising themselves to do substandard job.

1. Government recruit the armed force personnel (Airmen) at the early age of their life
2. Defense service required a huge pool of young and dynamic force, with tremendous amount of medical fitness.
3. Nature of work is very specific to the requirement of the defense organizations and the experience gained in defense may not be matching about the civil job in various corporate sectors.

Thus there is a need for their re-settlement; it is found necessity to take the responsibility by the government to open a door step which will help the retired young men to resettle in civil sector and can support to their family.

OBJECTIVES OF THE STUDY

1. To find the causes of early retirement
2. To study the Job search strategies of Airmen of Indian Air Force.
3. To analyse the job opportunities available for them especially in government sector and PSUs.
4. To understand the challenges faced after their retirement for re-settlement in civil.

SCOPE OF THE STUDY

a. There are three forces come under the defense service and only Indian Air Force is focused.
b. The Scope of the Study is limited to combat defense personnel of Indian Air Force personnel below officer rank.
RESEARCH METHODOLOGY

An in depth interview was carried out over a few respondents, through which researcher was tried to find out the

1. causes of their retirement
2. challenges they faced immediately after retirement
3. other issues related to effort taken for their re-settlements and
4. job opportunities available for ex-servicemen

A generalize idea has come out from the in depth interview and through focus group method. The result of this is very much useful to generate the questioner for the second phase of data collection. The next state is quantitative techniques and the data is being collected through valid questionnaire.

Quantitative Techniques

Primary data is collected through questioners framed on 5 point Likert scale based on the outcome of qualitative study.

Survey

In this research,

- All the respondents are served defense services at least for 20 years.
- They are retired from Indian Air Force and eligible for pension.
- They all are married and having liabilities to their families.
- Everyone was in search of job after retirement from IAF for their resettlement.

A survey is carried out amongst a group of 400 respondents. All are retired from Indian Air Force in the rank of below the rank of commissioned officer. Their views’ regarding the topic is gathered through in depth interview as well through structured questionnaire. The validation of the questionnaire framed for quantitative techniques. The outcomes from the survey are as follows.

RESEARCH HYPOTHESES

Ho: There is no significant difference amongst the Job search strategies of retired Air Force personnel for getting a civil job.

H1: There is a significant difference amongst the Job search strategies of retired Air Force personnel for getting a civil job

Hypothesis Testing

Hypotheses are tested through statistical analysis. Hypotheses are quantitatively tested and generalized concept is formulated based on the findings of the data analysis. Through descriptive statistics mean, median, variance, standard deviation, frequency distribution, simple percentage, measure of central tendency and Z-test and ANOVA single factor are used to analyze the data.

FINDINGS AND ANALYSIS

Findings & Analysis from quantitative study

In this case, z-test is carried out to find out how the response of respondents. The dimensions of job search strategy are considered in different eight parameters.
z- Test:

<table>
<thead>
<tr>
<th>Groups</th>
<th>Standard Deviation</th>
<th>Variance</th>
<th>Standard Error</th>
<th>Z-test</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Are you getting interview call from or through ZelaSainik Board?</td>
<td>0.5286527</td>
<td>0.2794736</td>
<td>0.0264326</td>
<td>-64.88191505</td>
</tr>
<tr>
<td>2. Are you getting interview call from Employment Exchange?</td>
<td>0.4461966</td>
<td>0.1990914</td>
<td>0.0223098</td>
<td>-83.48336403</td>
</tr>
<tr>
<td>3. Doing on line job search on naukri.com, times job.com, monster.com</td>
<td>1.2038758</td>
<td>1.4493170</td>
<td>0.0601937</td>
<td>-0.706052876</td>
</tr>
<tr>
<td>4. Searching on internet for targeting company and finding its profile</td>
<td>1.2407830</td>
<td>1.5395426</td>
<td>0.0620398</td>
<td>-12.53212427</td>
</tr>
<tr>
<td>5. Uploading CV to various web portals</td>
<td>1.1763833</td>
<td>1.3837778</td>
<td>0.0588191</td>
<td>2.349420412</td>
</tr>
<tr>
<td>6. Approaching consultants for job</td>
<td>1.1519268</td>
<td>1.3269354</td>
<td>0.0575963</td>
<td>-14.10891154</td>
</tr>
<tr>
<td>7. Searching on newspaper and various advertisement related to job</td>
<td>1.1659297</td>
<td>1.3593922</td>
<td>0.0582964</td>
<td>-2.349420412</td>
</tr>
<tr>
<td>8. Taking initiative through Personal reference, relatives, friends.</td>
<td>1.2763513</td>
<td>1.6290726</td>
<td>0.0638175</td>
<td>-3.13393385</td>
</tr>
</tbody>
</table>

Anova:

<table>
<thead>
<tr>
<th>Groups</th>
<th>Count</th>
<th>Sum</th>
<th>Average</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Are you getting interview call from or through ZelaSainik Board?</td>
<td>400</td>
<td>514</td>
<td>1.285</td>
<td>0.279474</td>
</tr>
<tr>
<td>2. Are you getting interview call from Employment Exchange?</td>
<td>400</td>
<td>455</td>
<td>1.1375</td>
<td>0.199091</td>
</tr>
<tr>
<td>3. Doing on line job search on naukri.com, times job.com, monster.com</td>
<td>400</td>
<td>1183</td>
<td>2.9175</td>
<td>1.539543</td>
</tr>
<tr>
<td>4. Searching on internet for targeting company</td>
<td>400</td>
<td>1167</td>
<td>2.9175</td>
<td>1.539543</td>
</tr>
</tbody>
</table>

In Job search strategies of Ex-servicemen there are eight parameters are considered and on those parameters data was collected accordingly from the respondents.

1. Z-test is carried out and it has been found that in all the six parameters z-value shows –ve and only on two parameters it shows +ve values.

2. In the parameter “Uploading CV to various web portals” (refer cell no. 5 above), z-value found +ve2.349420412which is > than the z-critical.

3. Thus it states that most of the retired personnel used various web portals to upload their CVs as a job search strategy.

4. In another parameter “Searching on newspaper and various advertisement related to job” (refer cell no. 7 above), z-value found14.10891154which is highly +ve and > than the z-critical.

5. Thus it states that most of the retired personnel use job search strategy as Searching jobs on newspaper and various advertisement for getting a suitable job for their resettlement.

6. In the other hand z-value found maximum –ve(-83.48336403)on the parameter “getting interview call from Employment Exchange” which is much < than the z-critical.

7. Thus it reveals that most of the retired personnel hardlygetany interview call from Employment Exchange for their resettlement. The average 1.285 out of 5 point Likert scale indicates chances of getting job offer all call letter for job from Employment Exchange is almost negligible.
and finding its profile

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</thead>
<tbody>
<tr>
<td>5. Uploading CV to various web portals</td>
<td>398</td>
<td>1249</td>
<td>3.138191</td>
<td>1.383878</td>
</tr>
<tr>
<td>6. Approaching consultants for job</td>
<td>399</td>
<td>909</td>
<td>2.27819</td>
<td>1.326935</td>
</tr>
<tr>
<td>7. Searching on newspaper and various advertisement related to job</td>
<td>400</td>
<td>1529</td>
<td>3.8225</td>
<td>1.359392</td>
</tr>
<tr>
<td>8. Taking initiative through Personal reference, relatives, friends.</td>
<td>400</td>
<td>1120</td>
<td>2.8</td>
<td>1.629073</td>
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ANOVA

<table>
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<tr>
<th>Source of Variation</th>
<th>SS</th>
<th>df</th>
<th>MS</th>
<th>F</th>
<th>P-value</th>
<th>F crit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>2398.256</td>
<td>7</td>
<td>342.6079</td>
<td>299.0559</td>
<td>0</td>
<td>2.01245</td>
</tr>
<tr>
<td>Within Groups</td>
<td>3653.42</td>
<td>3189</td>
<td>1.145632</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>6051.675</td>
<td>3196</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

Statistical analysis of this hypothesis through ANOVA Single Factor indicates the following.

Here, F value is found > F crit

Thus Null Hypothesis “there is no significant difference amongst the Job search strategies of retired Air Force personnel for getting a civil job” is rejected.

**Hence, Alternate Hypothesis Is Accepted**

Thus, it reveals that “there is a significant difference amongst the Job search strategies of retired Air Force personnel for getting a civil job”.

It indicates that job search strategy of retired air force personnel for their resettlement in second career found different with each other.

**CONCLUSION**

The most common methods used by the retired Indian Air Force personnel is searching through internet for the job opportunities available. Most of the defense personnel are preparing themselves to face interview and aptitude test by enhancing their general knowledge by reading newspaper latest happening through internet. This was also observed during qualitative study by asking open ended question that they are lagging on soft skills.

Some of the retired airmen also preforms for walk-in-interviews. Their job search strategy found not similar. They also face the challenges in the competition to get a job with the competitors whose who are young and well equipped with general knowledge and communication skills. There should be more initiative from the government and the MoD (Ministry of Defense). There should be at least some job openings for those who have completed masters in various fields.

On the basis of the in depth study through personnel interview it is observed that regarding govt. initiative for the resettlement of the retired airmen Ministry of Defense, govt. of India should take the initiative in the policy matter so that in private sector, there should be some preferences to retired personnel of defense services.

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