A POLICY ANALYSIS AND A RECOMMENDATION FOR DEVELOPING A HRM MODEL TO INDUCT EX.AIRFORCE PERSONNEL INTO CIVIL AVIATION

By
S.A.P.P. Satharasinghe
B. Def. S (KDA), M. D. S (Bangladesh)

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Department of Management of Technology
University of Moratuwa
Sri Lanka

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Abstract

In order to perform its' primary and supporting functions, Airforce select and induct a human resource element with highest potential. Aircraft maintenance men who are at the top of that spectrum, are further developed by training them to acquire the aviation know how and procedures and practices. Concurrent to their rising in the hierarchical ladder, they are imparted with further skills and knowledge. In imparting these skills, the personnel are exposed to foreign trainings, the in house trainings as well as training at Industrial and Managerial institutes to acquire skills on quality control and Human Resource Management. The value addition during their grooming, training and professionalizing process is intangible.

However, these Aircraft maintenance personnel are also subjected to military regulations as well. One salient feature of any military arm is the early retirement age of its' members. The retiring Aircraft maintenance personnel will not be eligible to continue in aviation by divesting into Civil Aviation sector as, to explore Civil aviation prospects the Airforce personnel have to acquire pre requisite qualifications that the Civil Aviation sector demands. Hence, reforming the existing systems to impart the qualifications required to serve in commercial aviation whilst they are serving in the Airforce would enable them to continue in the Aviation Sector and would be a post retirement career management strategy for them. It would do a greater justice to the, public expenditure spent in developing skills and knowledge of Airforce personnel.

This calls for organizational and curricular reforms. It can be objectively concluded that, adaptation of Civil Aviation accepted European Aviation Safety Agency (EASA) part-147 standards and Motivating personnel to follow the reformed training process is the ideal measure to achieve the desired end. The adaptation to EASA standards would require few adjustments within the existing infrastructures, as even the, less resourceful institutions have adopted the same. Temporary secondment of personnel to the Civil Aviation and their return back to the Civil Aviation at the
completion of their tenures in the Air Force, with the assurance to continue in aviation till they reach their retirement age completes the process.

The Air Force involvement in their secondment process would be gainful to the individuals and the organization as well. The returning of personnel who were exposed to the Civil Aviation culture would bring in a wealth of knowledge transfer and other positive benefits of cross discipline transfer that also would provide an ideal job rotation opportunity for them.