

Career Preferences of The Indian Ex-servicemen Second Career Roles In Organized Private Sector

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Abstract: While employees in the civil sector typically retire at the age of 58, soldiers complete their service between the ages of 35 and 47. This early retirement necessitates their search for a second career. Despite being a valuable national asset due to their skills and discipline, many Ex-Servicemen struggle to find suitable employment after their retirement from armed force. This study aims to understand and analyse the association between their choice of employment and demographic profile; further to identify the career preferences of Ex-Servicemen sectoral choices and the most preferred job roles especially in the conversional private sector. The key findings reveal that the management, retail, and logistics sectors are the top three preferred fields for Ex-Servicemen. Furthermore, factors such as Marital Status, Family Structure, Retirement rank, and the financial independence of spouses and parents influence the type of employment pursued after retirement. The insights from this study offer valuable guidance to resettlement institutions, enabling them to align training and placement efforts with the actual preferences of Ex-Servicemen when allocating reserved positions.

Keywords: Second-career, Ex-Servicemen, Employment and Retirement.

I. INTRODUCTION

A Second Career refers to a new profession path pursued after a conclusion of one's primary career. Sometimes it is also referred to the mid-career and the impact of the first career is always felt in the Second Career (Shwartz and Dori, 2020). Every year 60,000-70,000 army retirees and join the group of retired personnel (Maharajan and Subramani, 2014). Due to the retirement, there is major financial and mental impact to the Ex-Servicemen (ESM) as they still have major responsibilities to shoulder (Tripathi, 2016), (Sudha, 2016). Therefore, the need for the Second career is felt for the ESM not only because they have productive years and financial responsibilities with them but also the Government spends remarkable funds in order to train them for the service (Sudha, 2016). ESM during their Service suffers many hardships as many Suicidal Cases were also registered (Gardner, 2013). However, these hardships multiply after retirement. It becomes difficult for them to meet their expenses with the pension amount which is almost half of their salary. Hence, the need for a second career is acute and urgent. The need of the second career is also felt by the Ministry of Defense. Hence the government has also established separate resettlement institutions. The Government not only encourages second career by providing training or reservation in the government sector but they encourage self-employment by granting loans. Some of the studies such as (Yusuf & Minai, 2016) has highlighted that ESM are also interested in entrepreneurship. Therefore, these resettlement infrastructures helps ESM in finding second career. These resettlement institutions not only helps in second career but they also helps in resocialisation in the civilian market as the resocialisation in the civilian career is difficult for the ESM after retirement (Tripathi, 2016).

Therefore, the present study is an attempt to study whether the reservation provided by the resettlement infrastructure is in line with the preference of the ESM. The study identifies the preference of the ESM towards the Sectors. The ESM not only serves the country but also gives their productive years to the Country (Sudha, 2016). They are experts in many fields though they lack the knowledge about the civilian job market. However, after their retirement they can be replaced in the civilian job market which will solve the problem of shortage of manpower in today era as the talents of the ESM gets untapped if the government is unable to utilize these ESM (Sudha, 2018).

II. REVIEW OF LITERATURE

Studies like Sudha A. K. (2016) and Alpas, Long, Chamberlain, & MacDonald (2009), respectively, attempted to

investigate the resource management and job satisfaction among military and ex-military personnel. These studies focus on the ESM resource management and the job satisfaction between military and Ex-military personnel. The study comes to the conclusion that even though the government has invested a significant amount of money in the development and training of ESM, employment and utilization rates are still quite low. The ESM may find it challenging to acclimate to retirement and the diminished resources (Tripathi S.P., 2016). Numerous studies have offered a broad overview of the idea of employability; nevertheless, the idea of re-employment or the second career for ESM has not yet been discussed. Since the topic of second careers in the ESM is significant, it warrants discussion. They have serious financial issues as a result of their early retirement (Tripathi S.P., 2015). According to Tripathi S. P. (2016), another researcher, ESM find it stressful to re-socialize into the civil market after retirement, and they also find it challenging to adjust to civilian life with fewer resources. According to research done in Mesopotamia between 1914 and 1917, an increasing number of researchers have discovered the element associated with success in a second or subsequent profession (Vigoda-Gadot et al., 2010). But the re-employment opportunities paint a clear image of the ESM and also have a bigger impact on resettlement. By establishing several institutions for re-employment and by allocating seats in Central and State Government agencies for the benefit of ESM, the Central and State governments have taken a number of efforts. However, as noted by Sudha A. K. (2016); Almass, Long, Chamberlain, & MacDonald (2009), the state of ESM resource management is still below the expectation. The majority of retired employees express a desire to start their own agricultural businesses due to a lack of chances and skills (Yusuf and Minai, 2016). According to another study by Stothard and Nickelson (2001), there is a need for several large Research and Development (R&D) programs as well as a significant financial and human resource investment by Army Defence Science and Technology Organisation (DSTO). Additionally, more work needs to be done to help these young veterans of the military adjusting to civilian life (Kramm and Lindy, 2015). An ESM faces tremendous challenges in providing for his family and to make the ends meet (Maharajan and Subramani, 2014).

III. RESEARCH DESIGN

III.1. Research Intention and Source of Data

Keeping in the mind the relevance of the Second career, the present study identifies the work preference of the ESM after their retirement. There are 36 Sectors identified by the sectoral skill council under ministry of Skill Development. For the purpose of study five Sectors were selected wherein the most of the ESM gets placed (Taneja, 2016). In the study these sectors are called conventional sector as these sectors existence is seen from the very first of the Civilian job market. The study brings the pan India outlooks by including the ESM from various parts of India. After the detail background study and the job profile of the Armed force, the study brings out the preferences of the ESM in the Selected sectors. These sectors are identified with the help of Sectoral Council of India under the Ministry of Skill Development. Additionally, the preference for the job role is also captured.

As mentioned earlier, the study attempts to bring the pan India or all India outlook. Therefore, the population of the study includes the entire population of the ESM in

India. After getting retired from the armed force, it is mandatory for all the ESM to register in their respective hometown's Sainik Board. Hence, the following sample from the respective states are being collected from the Sainik Boards.

III.2. Tools for Analysis

Microsoft Excel is used for data classification, tabulation, and analysis in order to derive conclusions from the analysis. At first the association between the choice of employment and demographic variable is checked using chi-square. Additionally, in order to identify the sectoral preference Garret Ranking is used and ranked accordingly. However, in order to identify the preference of the job roles conventional sector multiple response from SPSS Version 21 is used.

III.3. Research Hypothesis

Based on the above objective, the study intends to check the association between the choice of the employment and demographic variable. The following hypothesis is designed and tested using Chi-Square.

H_1 : There is an association between the choice of employment and the Age of the ESM.

H_2 : There is an association between the choice of employment and the Marital status

H_3 : There is an association between the choice of employment and the Army background

H_4 : There is an association between the choice of employment and whether spouse is working

H_5 : There is an association between the choice of employment and family type

H_6 : There is an association between the choice of employment and parents' independency

H_7 : There is an association between the choice of employment and the retirement rank

IV. RESULT AND INTERPRETATION

IV.1. Choice of employment based on their demographic characteristics.

The Department of Ex-Servicemen (ESM) encourages the ESM for the Second Career by providing pre-post-retirement training for the ESM. In addition to this, the resettlement department such as DGR, APA, and Sainik Boards not only gives training but they also give financial assistant to the ESM for the start-ups or to start their own business. Following table demonstrates the demographic classification of the respondent along with their association with their choice of employment.

The study identifies seven important demographics variable of the ESM as highlighted in the above table. Further, the study also attempts to check the association of these demographic variable with the choice of employment. **The above result reveals that there is a significant association between the Choice of employment (i.e., whether to opt for the employment and self-employment) and demographic variable** such as marital status ($X^2=5.87$, $p=0.05$, $df=2$), whether spouse is independent ($X^2=22.40$, $p=0.00$, $df=2$), family type ($X^2=15.57$, $p=0.00$, $df=2$), parents' independence ($X^2=9.89$, $p=0.02$, $df=2$) and retirement rank ($X^2=11.52$, $p=0.00$, $df=2$). **Hence, we reject the null hypothesis. In addition to this, the study also reveals that there is no significant association between the demographic variable**

Table No 1: Demographics Characteristics of the Respondents and Their Association Between Their Choice of Employment

DEMOGRAPHIC	CHOICE OF EMPLOYMENT		
	EMPLOYMENT	SELF-EMPLOYMENT	χ 2
Age:			
Less than 45 (n=103)	76	27	0.617 ^{NS}
46-52 years (n=146)	114	32	-0.73
Above 52 years (n=138)	105	33	
Marital Status			
Un-Married (n=27)	16	11	5.87**
Married (n=326)	250	76	-0.05
Others (n=34)	29	5	
Army Background			
Yes (n=217)	165	52	0.792 ^{NS}
No (n=170)	13	40	-0.67
Whether the spouse is working			
Yes (n=83)	47	36	22.40***
No (n=304)	248	56	0
Family Type			
Nuclear (n=36)	23	14	
Atomic (n=182)	130	52	15.57***
Joint (n=151)	130	21	0
Modular and others (n=18)	13	5	
Parents independent			
No (n=197)	137	60	9.89**
Yes (n=190)	158	32	-0.02
Retirement Rank			
Below Naik (n=148)	99	49	11.52***
Naik (n=133)	109	24	0
Above Naik (n=106)	87	19	

such as age ($X^2=0.617$, $p=0.73$, $df=2$ for Age) and the Army background ($X^2=0.792$, $p=0.97$, $df=2$) as their P values are above 0.05. **Hence, the study fails to reject the null hypothesis.**

IV. 2. SECTORAL PREFERNCE OF THE EX-SERVICEMEN WITHIN PRIVATE SECTOR.

As discussed above, the study identifies five conventional sectors with in the private sector i.e., sports, tourism and travels, textile, green sector and IT-ITES. These are the Sectors

Following Table No 2. depicts sectoral as well as the job preference of the Ex-Servicemen.

As highlighted in the above table, first column depicts the sectoral preference. Out of five Conventional private sector, management sector is ranked one with the mean score of 64.47 followed by Retail Sector with the mean score 62.11 and logistics sector with the mean score 43.68. These three are the top three preferred sectors wherein ESM can find their second career after their retirement. On the other hand food processing and the power are the least preferred sectors with the mean score 39.93 and 25 respectively.

Table No. 2: SECTORAL PREFERENCE OF THE EX-SERVICEMEN IN THE CONVENTIONAL SECTOR

Sectors	Most Preferred Job Roles						Least Preferred Job Roles		
Management (64.47)	Assessor (18.1%)	Recruitment Executive HR (17.5%)	Survey Supervisor (14.7%)	Master Trainer (13%)	Security Officer (11.3%)	Hindi Typist (7.9%)	Secretary (6.8%)	Fire Fighter (6.2%)	Instructional Designer (4.5%)
Retail (62.11)	Visual Merchandise (17.1%)	Business Leader/Multi -Outlet Retailer (13.8%)	Retail Trainee Associate (14.4%)	Distributor Salesman (13.3%)	Retail Associate Cum Cashier (12.2%)	Retail Team Leader (10.5%)	Sales Supervisor (6.6%)	Self- Employed E-Tailer (6.6%)	Seller Activation Executive (5.5%)
Logistics (43.68)	Warehouse Manage (19.8%)	Cargo Surveyor (16.9%)	Vessel Operator (15.7%)	Warehouse Executive (15.1%)	Land Transport Executive (12.2%)	E- Commerce Team Lead (7.0%)	Cold Chain Lead (5.8%)	Exim- Executive (5.2%)	Courier Manager (2.3%)
Food Processing (39.93)	Fruits And Vegetable Selection in Charge (29.2%)	Processed Food Entrepreneur (11.4%)	Multi Skill Technician Food Processor (9.9%)	Industrial Production Worker (9.9%)	Traditional Snack and Savory Maker (9.4%)	Dairy Products Processor (8.9%)	Production Manager (8.4%)	Cottage Cheese Maker (8.3%)	Milling Technician (4.5%)
Power (25.00)	Electrical Winder (16.3%)	Consumer Energy Meter Technician (16.3%)	Surveyor- Transmission Line (15.7%)	Pipe Fitter (12.9%)	Technical Helper Distribution (12.4%)	Industrial Electrician (11.2%)	Engineer Transmission (7.9%)	Coal Handling Operator (3.9%)	Line Man Distributor (3.4%)

Note: % denotes the preference of the ESM within that particular sector. **Source:** Collected and Prepared by the Researcher

The above table also highlights the job role preference of the ESM under Conventional sector private jobs. The darker shade job roles are the most preferred job role by the ESM for second career after the retirement for instance, within the sector “Management” Assessor, Recruitment officer HR, and Survey Supervisor are the most preferred job role. Likewise, for the other four sectors the most preferred job roles are marked in the darker shade. In addition to this, Job roles which are not marked/ white are moderately preferred job roles for example within the management sector without any mark is moderately preferred by the ESM i.e., Master Trainer, Security Officer, and Hindi Typist. At last, those job sectors which are marked lighter than the most preferred job role for example in the sector

“management” Secretary, Fire Fighter, and Instructional Designer are less preferred

job role. Likewise for the other four sectors.

V. CONCLUSION & DISCUSSION

The ESM is the unique group of retired personnel who doesn't really fall into the retired category. They have expertise in many fields and can also handle various situations with the situation handling techniques learned from the service. The work Profile of Indian Armed force is such that they have to retire early due to which they require the second career. The need of the Second career is felt more in case of the rank category "Other rank" because of the fact that they retire early as compared to other two rank category and also because their pension is also less as compared to

others. The Union Government and state government have reserved various position for the ESM and also have given age relaxation. However, the Seats reserved for the ESM by the government is not enough therefore the ESM also prefer to work in private sector. Thus, the present study is an effort

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