

## HUMAN RESOURCE WASTAGE OF EX-SERVICEMEN IN INDIA: FACTS AND REALITIES

SUDHA A K

**Abstract:** In India, Annually about 70,000 personnel of the army, air force and navy inevitably relinquish their uniform and they mostly in the age group of late 30s or early 40s. It is the national requirement to keep the young profile of the armed force due to the arduous and hazardous nature of their duties in varied hospitable terrain presenting extreme environmental and climatic variations ranging from 55 to minus 40 degree Celsius, as obtained on the vast frontiers of our country. Only the young and fit soldiers can perform at peak efficiency in such conditions. At the individual level the early release/ retirement makes the problem of job security of PBOR. It takes time and money to impart to an individual certain specialised skill and also requires money and times to make a man culturally rich to enable him to understand the importance of hard work, discipline, sincerity to work and honesty in once dealings etc. Therefore the training acquired in the defense both technical and moral will be getting wasted when they are unemployed.

**Introduction:** Planning for human resource is challenging task in the rapidly changing times. Economic development is possible only with the help of utilization of human resources. Human resource places a key role in any economy. With increasing competitive environment, projected labour shortages, changing demographics, and increased pressure on government to secure rights of the employees, organisation have to be flexible and remain conscious of the potentials of their resources.

Personnel of the defence forces learn many skills during their service. They have leadership skills of very high order. Depending on their Arms and Corps, as well as their trades and specialisations, they have a large variety of skills both technical and non-technical. Besides their talents and skills, the veterans bring with them a high degree of dedication to duty, a great amount of hard work and diligent application, obedience to authority, impartiality, secularism of the highest level and a culture of sacrifice. It is unfortunate that the Nation has been unable to utilise these considerable skills and talents, because of lack of will and focus.

**Scope of the Study:** Most of the studies related to ex-servicemen were done on the resettlement problems of ex-servicemen in India. The significance of the present study lies in the fact that the study gives more importance to the human resource aspect. The ex-servicemen are the unique group who are well trained, disciplined and dedicated towards duty. Having given the best years of their lives for safety,

honour and integrity of the country, it is the moral and national obligation to resettle and rehabilitate these personnel. The reemployment of ex-servicemen can best be conceived as a process of making special effort by the state to help the ex-servicemen re-settle in their post-retirement life, which essentially means making adequate arrangements for their reemployment or self-employment by various means and ensuring their smooth placement in the civilian occupational system. As per the latest data in there are 2113867 total ex-servicemen in India, out of these 1883244 from Army, 148015 from Air Force and 82608 from Navy.

**Objectives:**

1. To explore the human resource capabilities of ex-servicemen in India.
2. To analyse the wastage of human resource of ex-servicemen and its economic impact in individual and national perspective.

**Indian Ex-servicemen as Potential Human Resources:** Depending on their Arms and Corps, as well as their trades and specialisations, Indian ex-servicemen have acquired a large variety of skills, both technical and non-technical. Besides these skills they have physical fitness, higher discipline, duty consciousness, alertness, loyalty, consideration, selfless attitude, dress and turnout, obedience, general awareness, reading habits, International know how, social life, team spirit, sports, punctuality, self-confidence and broad mindedness.

**Table: 1** Comparison of Army Trades V/S Civil Trades

Sl. No	Army Trade (category wise)	Civil Trade (job requirement wise)	Educational Qualification
1	Soldier General Duty	Marketing, Executive, Security personnel, Bank duty, Body Guards, Sentries, Office Help Clerks General Duties, Store Control/ Provisioning, Postal, PA/ Steno. Security Guards, Peons, Drivers- Heavy/ Light/ Recovery	Matric + army equivalent degree

		Vehicles, Caretakers- Messes/ Guest Houses. Store Keepers – Armoured Vehicles, Ammunition, General Stores, Clothing, Mechanical Transport, Signals.	
2	Soldier Technical duty	Draughtsman / Surveyor – Trigs, Field, Auto Components, Topoz Vehicles. Junior Engineer– Electrical, Mechanical, Buildings & Roads. Mechanic – Refrigerator, Motor Vehicles, Heavy Vehicles, Instruments, Engineering Equipment, Machinist. Electrician – Engineering Equipment, Motor Vehicles, Heavy Vehicles, Aviation Aero Engine/Avionics. Helio Worker, Photo Writer, Welder, Tin & Copper Smith, Brick Layer, Painter & Decorator, Limb Maker, Tool Maker, Armourer, Pattern Maker. (ii) Telecommunication Trades Operator – Cipher, Radio, Line Equipment, EPABX, Generator, Line Test Recorder Operator Cipher, Radio, Line Equipment, EPABX, Generator, Line Test Recorder Mechanic –Telecom, Electronics Systems, Radio, Generator, Radar.	Matric + Army equivalent degree
3	Soldier Clk/Store keeper technical	Keeper Technical Clerks – General Duties, Store – Control / Provisioning, Postal, PA / Steno.	Matrix+ army Equivalent degree
4	Soldier Nursing Asst	(iii) Medical Trades Assistants – Nursing, Laboratory, Blood Transfusion, XRay, Health, Operating Room, Special Treatment, Psychiatry, Ambulance, Dental. Radiographer, Dental Hygienist, Pharmacist, Laboratory Technician, Nursing Technical	Matric + Army Equivalent degree + Technical trade Certificates.
5	Soldier General Duty Non- Matric	Tailor, Washer man, Safaiwala, Saddler, Barber, Kennel man.	
6	Soldier Tradesman	Carpenter, Blacksmith, Painter, Army Tinsmith.	Matric + army Equivalent Trade course
7	Havildar Education Gp X	Education – Teacher, Translator & Interpreter (Foreign Languages), Physical Training Instructor / Drill Instructor	Graduation + B.Ed. Graduation + Religious teacher Qualifications Matric with 45% Marks, 10+2 pass with Sc, Phy, Chem, Math & Eng having 50% marks.
8	Religious Teacher	Teacher, Translator, Employment as Panditji, Granthiji, Maulvi ji or Father in a Church.	10+2 pass in Art, Science, commerce stream with 50% in aggregate. Must have Eng & Maths/Accts in 10th /1 2th level.
9	JCOs (Catering)	Security Officer, Transport Fleet, Communications, Estate. Supervisor – Security, Communications, Workshop, Hostel, Estate. Store-in-Charge, Fire Fighting Officer, Computer Operator / Programmer Office–Supdt, Assistant, Clerk, PA, Steno.	

### **Impact of Human Resource Wastage of ESM in Individual perspective:**

Moving back to civilian life after time spent in the armed forces can be a huge shock. Leaving military also means having to relocate, move home, find a new employment, and undergo shift in life style. He relinquishes his accommodation and camaraderie of service life. They face situation where they need to deal with issues like accommodation and utility costs and also significant difficulty with budgeting and money management.

Early retirement at late thirties or early forties, they have major responsibilities towards their family. Although they get pension from the government for services rendered to the nation, it is not enough to look after their family and hence most are pressure to look for a second job. As the average age of marriage is last twenties or early thirties most of the ex-servicemen have children to educate when they leave the services. The privileges and facilities hitherto availed by ex-servicemen while in their uniformed service are partially withdrawn. With meagre pension as their only source of income, the ESM face enormous difficulties to make both ends meet. The real burden of looking after their children, spouse and old parents begins at this crucial age. This is the time when they are expected to share major domestic responsibilities like education of their children, construction of house, marriages of children, attending to obligations towards their aged parents etc. the pension drawn is far too insufficient, so pretty and meagre to meet increasing responsibilities. He is compelled to find out another job for getting additional sources of income through by any means. Because of the lack of suitable job opportunities at their own home state, finally situations compel him to choose a job which is not utilising their human resource potential.

When they get retired there is loss both in terms of both money and position. They are suddenly thrown out from a tight work schedule to an idle leaving. Reemployment of ESM becomes necessary not only from the financial aspect but also from the sociological aspect too. He wants to get liberated from the situation that he has compelled to sit idle in the family day and night after his retirement from the armed forces. Those who fail to get reemployed and resettled in socially desirable manner soon find some other ways to be absent from the family like alcoholism delinquent or other socially desirable activities and so these vast human potential become a social burden.

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### **Economic Impact of Human Resource Wastage of ESM in National Perspective:**

Due to the inability of the central and state government to suitably employ their released personnel in their employable age, there is great economic loss to the state and society. It takes time and money to impart to an individual certain specialised skill. Similarly it requires time and money to make a man culturally rich to enable him to understand the importance of hard work, discipline sincerity to work and honesty in one's dealings etc. therefore the training acquired in the defence both technical and moral will be getting wasted when they are unemployed.

Although it is difficult to make a cost benefit analysis of the money lost because of their deployment to some other field other than the in which initially trained in the defence and also the money that was invested for such training, their release from services in physically and mentally active and professionally efficient age leads to a colossal wastage of money. A well thought out strategy for their lateral placement in different government organisations will lead to an optimum utilisation time and money spent on their training. While in the service most of the ex-servicemen received specialised training. Therefore in the national interest the reservoir of trained and disciplined man power should be gainfully and effectively utilised.

**Conclusion:** Ex-servicemen make incomparable sacrifices while they were in service, and their early exit makes their second innings a challenging battle of uncertainty, which adversely impacts their family as well. No physically fit Jawan likes to go home on pension at forty when he has all commitments like children education, their marriages and settlement in life. It is an injustice and discrimination against the junior ranks of the armed forces to write them off at forty years of age without giving them alternative jobs plus proper and adequate relief. Resolving this issue by optimally utilising this well trained and young work force in the existing services can yield multiple benefits. It will exponentially raise the morale of Indian soldiers, as they realise through such actions that the nation cares for their service and sacrifices. Both public and private sectors can benefit by absorbing a skilled and disciplined workforce. To make a carrier in the Defence Forces more attractive, re-employment of ESM is necessary and it will affect the quality of new entrants because today's servicemen are tomorrow's Ex-servicemen.

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Sudha A K/ Research Scholar in Economics/ Govt. Brennen College/ Dharmadam/ Kannur/Kerala/