

Abstract

1. **Research Requirement.** The purpose of this Research paper is to summarize the findings of a study conducted to analyze the existing Human Resources Development System in the Sri Lanka Air Force (SLAF) Regiment branch. Research provides recommendations to be implemented in the SLAF to improve the effectiveness of the SLAF Regiment branch officers through developing the existing human resources development system in order to recognize, motivate and develop the potential officers.

2. **Procedure.** The research, which was conducted between the months of January and April 2006, concentrated on the officers of all ranks in the Regiment branch covering all the Air Force Bases/Stations to select the sample of 30 officers as sample out of a population of nearly 300. These officers were ranking from pilot officer to wing commander. Sample was administered with a questionnaire. Interviews with the Commandant Regiment, and commanding officers of training establishments were carried out to gather more specific data. Related secondary data available in the SLAF also gathered for the analysis. The data gathered through the questionnaire and interviews were analysed after presenting in the form of tables and figures for better comprehension of the actual situation prevailing in the SLAF Regiment so that recommendations can be suggested to improve the system.

3. **Findings.** The present situations of low effectiveness in the SLAF Regiment are a symptom of prolonged job dissatisfaction caused due to the absence of an effective human resources development system. Major HRD related problems highlighted during the study are due to deficiency in professional knowledge, lesser or no exposure to theoretical aspects of management and leadership, absence of a proper career progression path and an effective succession plan. Due to all these negative aspects a sense of marginalization within the SLAF has set-in.