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ABSTRACT

Recruitment and training are vital human resource function in any well-functioning organization. The same can be said about the Sri Lanka Army (SLA). Recruitment of soldiers to the SLA is per fixed criteria so that none of the applicants are discriminated in the process. The criterion that is used allows the organization to gather the cream of the applicants to serve and defend the nation and its sovereign interests. The primary function of the military is to maintain national security. Accordingly, military forces carry out various mission and training under a variety of circumstances in addition to combat operations in the field. In such regard, early preparation to address such situation and responsibilities are crucial and very much essential. In such light, the Sri Lanka Signal Corps (SLSC) are the people who responsible to maintain communication facilities in order to maintain command, control and administrative over the SLA. This role of the SLSC has been followed from the yesteryear to the present and will be followed in the future as well.

In order to maintain communication facilities without disturbances to the organization, maintaining and repairing of equipment is very essential timely and efficiently. There for the persons who involved with the maintaining and repairing of communication equipment should have technical proficiency to address the rising circumstances in the environment. Therefore it is highly important to analyse the impact of technical training prior to recruitment on the job performance of the technical staff of 10th Regiment Sri Lanka Signal Corps (10 SLSC), since they are the entity which involved with the all technical maintaining and repairing of communication equipment which use in SLA in present.