

RESTRICTED

ABSTRACT

1. The primary role of the Sri Lankan Army is to safeguard the sovereignty and territorial integrity of the country against external and internal aggression. In other hand, it has to be get ready itself for different challenges such as assist to the civil administration in the internal disturbances and to maintain law and order, conduct relief operations during natural disasters such as commonly floods, cyclones, droughts and landslides. To achieve this objectives army has to be modernised, fully equipped and trained to immediate reaction in anytime in any weather.

2. Strength of an army is its troops. At present Sri Lanka Army Volunteer Force consisting with 99 battalions from various regiments. It is a part of Sri Lanka Army, a great military institution inaugurated by colonials with almost 135 years history, blends with military traditions and manages its enormous human resources.

3. Officers play the key role to function Sri Lanka Army Volunteer Force to smooth voyage. Development, motivation and maintenance of human resources are the four major aspects of Human Resource Management which would entail having the intake of officers and men most suited to the requirements of the Army and country.

4. The career development function, like training, aims at exploiting the hidden potential of each individual, ensuring the overall development, thereby optimising their contribution to the Service and thereby gradually preparing them for a smooth transition towards their retirement from the enlistment. Career development is one of the inputs allowing a character to uplift his career succession and meet his developmental needs.

5. Officers career planning has to match with an individual career aspiration with their capabilities and the opportunity available in the organisation. The individuals personally identified their career goal and capabilities and then select what training and career development are required to follow a particular career path. In same time organisation must identify the future needs and employment opportunities. The research focus career development with the future determination.

RESTRICTED

6. Consequently, an attempt has been made to study the career development and employment of the middle-rank officers in Sri Lanka Army Volunteer Force considering all these aspects.