

ABSTRACT

At present career development, career management and career planning of officers are widely spoken subjects in the Sri Lanka Army. Due to the rapid expansion, a need is arisen to select the best qualified officers for the highest important appointments in the Army. In order to continue in the service officers' should have identified their career prospects in the Army and the future of their military career. Objects of the research are to study the present career development system in the Army, its inadequacies, and make recommendations to improve it while studying the career management system in the other services and Armies.

Researcher provide comprehensive introduction to the research by providing the history of the Sri Lanka Army and how the Army expanded rapidly due to the on going conflict. In that it describes due to the rapid expansion how the triangular structure based on hierarchical structure distorted into an awkward shape. Officers in the Army especially the middle grade officers' face a problem of not getting their promotions in time. Stagnation in the same rank for many years affect the efficiency in the organization and dissatisfaction with the organization which the researcher identifies as the problem and based on this derived the hypothesis "A good officer career development system improves the military effectiveness and efficiency in the Army."

The methodology of the study covers the samples variables, collection of data and method of analysis. The target population are the officers in the Sri Lanka Army regular force. Under the literature survey of the paper it has discussed HRM and its relationship with Career Development. It has described how the leadership deals with career development and the difference between a leader and a manager. Paper has highlighted the salient features of the British Army officer career management system while reviving the pervious research conducted on the same field.

Paper has lengthily discussed the Career Stages, importance of Career Development in the Army, enlistment, Training, promotions and up to retirement and most importantly the inadequacy of the present Career development system which has helped to draw sound recommendations.