

RESTRICTED

ABSTRACT

Productivity is the main objective of all organisations. A number of factors are involved in productivity. When considering the structure of the Sri Lanka Army it has more human resources than new sophisticated equipment. Further it has been identified the available vacant appointments are greater than the available strength. The aim of this study was to understand the impact of career development on increasing the productivity of junior officers in Sri Lanka Army. Literature facilitates to identify five independent variables (such as enhancement of knowledge, personality development, organisational behaviour, job position, willingness to work) as factors of career development to analyse the independent variable of junior officers productivity. The researcher sets six objectives to identify the relationship between career development and junior officers' productivity in order to identify the effect of career development to increase the productivity of junior officers in the Sri Lanka Army. The researcher used a quantitative survey design to carry out the research. The population of this study was regular junior officers of Sri Lanka Army who represent the ranks of Second Lieutenant to Captain, 105 officers were selected by using random sampling method to cover all regiment in Sri Lanka Army. Data was analyzed using Statistical Packages for Social Science (SPSS) and Excel. The study outcomes revealed that there is positive relationship among the enhancement of knowledge, personality development, organisational behaviour and job position with junior officers productivity. Therefore, the researcher has identified that career development has a positive impact to increase the productivity of junior officers in Sri Lanka Army. Based on findings of this study, there are productive recommendations made with regard to each and every variable measured in order to increase the productivity of junior officers in Sri Lanka Army.

Key Words: Enhancement of Knowledge, Personality Development, Organisational Behaviour, Job Position, Will to Work, Productivity