

RESTRICTED

ABSTRACT

This research was aimed at analysing the factors affecting Comradeship and Esprit De Corps among soldiers of Infantry Battalions in Sri Lanka Army in post war condition, and then to assess the impact of Comradeship and Esprit De Corps on their job satisfaction. Through the problem background study, it was highlighted that there is a significant rate of absence even in the post war context, which was believed to be resulted due to lack of Comradeship and Esprit De Corps that created lesser job satisfaction. Therefore, this research designed in identifying the factors that determine Comradeship and Esprit De Corps and their impact in changing the job satisfaction. Seven factors including Personal Attitudes and Perceptions, Training and Motivation, Welfare Facilities, Resting Facilities, Experience, Trust, and Leadership and Communication, have identified to assess Comradeship and Esprit De Corps commonly. On the other hand, job satisfaction has assessed through Quality of Output, Quantity of Output, Organisational Commitment Behaviour and Level of Support to others. The research designed in a quantitative manner, and data for the research primarily collected through a survey questionnaire distributed among 200 soldiers of Infantry Battalions under 62 Division. According to the research results, Comradeship and Esprit De Corps, and the job satisfaction on the other hand are not in satisfactory level in post war condition. However, it was concluded that Comradeship and Esprit De Corps are important for job satisfaction and they have a strong positive relationship. Based on that, the researcher presented some recommendations for improving Comradeship and Esprit De Corps in post war context.

Key Words: Comradeship, Esprit De Corps, Job Satisfaction