

ABSTRACT

The purpose of this study was to identify the impact on Sri Lanka Air Force productivity by the engagements in extra-military projects. For the purpose of the study, mixed method was used combining qualitative and quantitative approaches to have more understanding of the research problem. The study adopts interviews to explore the extents of certain dynamics in terms of individual project engagements while subsequently matched with quantitative inputs. The comparisons of data by two methods were related and compared in the point of interface and interpreted as a convergent parallel design. The samples were selected using simple random sampling method under the probability sampling design. The sample group (N = 100) consisted of male and female staff that represent heads of projects engaged in extra military purposes. The entire study was focused to explore the impact through Human capital and Physical capital deployment in the extra-military projects on the Sri Lanka Air Force productivity. The questionnaire looks at human capital deployment on three facets namely, competency level, employee values, job satisfaction and physical capital deployment on two facets namely technology and opportunity cost. Descriptive and inferential statistics were used to analyze the data. The empirical findings from the study indicate that positive correlation of the human resource and physical resources that allocated for extra projects and the Sri Lanka Air Force productivity. The respondents however indicated their awareness on negative implications that are impelled by the extra projects towards the productivity through competence, job satisfaction, organizational and job commitment as values, technology and other costs. The most influential factor was the competence levels of people those who were on secondary role engagement. Operations Ground trades personnel were identified as the most engaged personnel element and competency of them were significantly affected. However the people engaged in their profession are affected positively by the extra-military projects engagements in terms of competency and job satisfaction. As an overall negative effects are more significant by the employment of both capital on the extra-military projects.