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ABSTRACT

The research aims to identify the challenges faced by the NCWOs of SLAWC and make appropriate recommendations to mitigate the challenges faced by NCWOs. To achieve this end, there are some objectives set to be fulfilled such as identify the problems/issues faced by NCWOs during their service, analyses and identify similarities and differences of those problems/issues in both Volunteer and Regular services, and to recommend measures to mitigate the identified problems/issues. The subjects were NCWOs of SLACW. Proportionate Random Stratified Sampling method was used to derive the sample. The sample included 12 key personnel, 12 family members, and 40 NCWOs from selected units. First the population is stratified into Volunteer and Regular strata; secondly, stratified according to rank structure; finally, according to marital status. Data was collected by using structured in-depth interviews, questionnaires, and secondary sources. The researcher adopts qualitative dominated mix approach; further, sequential data analysis is utilized to analysing qualitative data first, followed by quantitative afterward. On one hand, Coding is used to analyze the data and presented in themes in the body of the analysis chapter. On the other hand, when the questionnaires and interviews were completed, the data collected were organized, coded, analysed, and published as percentages, figures, tables, and using graphical methods by using MS Excel 2007; Consequently, it was found that there is lower acceptance for NCWOs in the Sri Lanka Army as well as in the society, working environment stresses them, and nature of the job affects their family affairs; Therefore, time management and family management have become challenges to NCWOs. Further, The majority of them have issues related to accommodation and sanitary facilities, and in obtaining foreign and local training/educational opportunities. The research accomplished its aim by identifying peculiar issues, problems, and difficulties which challenge of NCWOs and making appropriate recommendations to mitigate the effects of those challenges. Thus enable the researcher to prove the alternative hypothesis that there are peculiar problems and issues faced by both Regular and Volunteer NCWOs in SLAWC.

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Keywords: Non-commissioned Women Officers, Challenges, Acceptance, Physical comfort, Work life balance.

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