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ABSTRACT

In a background where the Sri Lankan armed forces are concentrating on enhancement of professionalism in every facet such as personnel, equipment and materials especially through research and innovation, the present research aimed at identifying the difficulties faced by Other Rank commissioned officers due to their lesser competency in the English language in their career progression compared with that of cadet entry/ direct enlisted officers and at proposing recommendations to reduce their difficulties. The study was done through a library survey for literature relevant to the subject and through interviews with relevant authorities. Rest of the study is covered through the analysis of the data gathered through questionnaires distributed among a sample of OR commissioned officers in the Sri Lanka Army. According to the factors identified to be affecting the career progression of OR commissioned officers the conceptualization was made. The hypothesis of the research was formulated based on the conceptual framework and its independent and dependent variables. Based on the formulated hypothesis, research questions were formulated and research was developed to address them. Advanced preliminary data survey and a secondary data survey were carried out through promulgating a questionnaire among a sample of 100 OR commissioned officers who are presently working at Security Forces Headquarters Jaffna, Mullaithivu and Kilinochchi. The research outcome confirms that the lesser competency of the English language among the OR commissioned officers was the main barrier for them to develop their career progression in the Army. It is therefore recommended that their English language competency is improved within the Army allocating specific time periods for training. The suitable mechanism is to train them at Battalion, Brigade, and then Division levels. Finally a selected group can be trained at levels of Security Forces and Army. When this process is conducted the English language competency and through that the efficiency of a considerable percentage of other rank commissioned officers could be enhanced and their career progression could be developed.