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**ABSTRACT**

1. Three decades of ruthless war resulted killing over 100,000 and displacing about 190,000 people. The damage which caused to the public and private properties was beyond estimation. Today we as a society are experiencing some bitter outcomes of disgusted war. The disabled officers can be identified as a symbolic remembrance of such bitter experience of our nation. According to statistics there are approximately 22000 disabled officers and soldiers in the country.

2. It has been observed that in recent years, post conflict environment, there are many middle grade wounded brave officers are leaving the Army. That has increased drastically with the conversion of organizational structure in to the academic lead future. According to this tendency, most of wounded officers have not faith on their military career. In fact, that uncertainty made access them to leave the Army due to this ineffective career planning of middle grade wounded officers. Hence this study is focused to identify 'Why middle grade wounded officers are pre maturely retiring from the service? 'In this backdrop the hypotheses of the study has formulated as **"Ineffective career development program for wounded in action (WIA) middle grade officers, make the way to prematurely retire from the Army."**

3. According to the hypotheses it was selected study area as retired disable officers who are under low medical category due to battle field injuries. In that the main concentration was given to the officers who were belongs to the regular Infantry regiments and below the rank of major. Moreover it has narrowed down as study area from year

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2010 to 2015 and considered 6 consecutive years' premature retirements. During the review of details it was revealed that there were 241 middle grade officers have retired within the focused duration. Therefore research Methodology of this study comprises as Selection of sample Study group. According to the sample study group I have concerned two vital segments of this retirement. Those are Cadet Entry and Other Rank commission. Because, their level of academic knowledge were comparatively different. In that I have selected 60 retired middle grade officers as 30 officers each from cadet entry and ORs commissioned. Therefore selected 10 officers each from Sri Lanka Light Infantry, The Sinha Regiment, The Gajaba Regiment, The Gamunu Watch, The Vijayabahu Infantry Regiment and The Commando Regiment.

4. **Key words.** Premature retirement, disabled middle grade officers, Ineffective career development process,

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