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ABSTRACT

Military transformation is a dynamic subject in current affairs of the modern world. In line with global trend, Sri Lanka Air Force also have invested in a transformation process. Vision 2025 of SLAF is the road map for future, and Smart Soldier Concept (SSC) is one of main concepts of it. SSC is aimed to enhance the fighting power by adapting technology base concepts. Success of new SSC depend on human adaptability, Technology and military expenditure. Implementation process of SSC to Regiment Special Force (RSF) primarily depend on human capital. On the other hand Sri Lanka is a country with low technical literacy. With the literature review, researcher identified Attitude, Service Experience, Working and Organization Culture, Technical Knowledge and Training as factors affecting Human Adaptability and ultimately affect the success of SSC implementation. Clearly, a research gap was identified as this is a new concept to the SLAF and there were no previous researches conducted based on this implementation process. Research conducted using quantitative approach. The population for the study consisted of 481 Regiment Special Force personnel, out of those 218 RSF personnel were selected as the sample population of the study. The data collection was carried out through questionnaire. The collected quantitative data were analysed by using SPSS (22) tool and for the qualitative analysis. Pseudo R^2 , ANOVA significance was used to determine the model fit, and the Goodness of Fitness. To determine the reliability of the study, Cronbach alpha and for validity, expert validity was used. KMO test conduct to check the sample adequacy for factor analyses. The analyses revealed that there remains positive relationship between the variables of Service Experience, Working and Organization Culture, Technical Knowledge and Training towards Human Adaptability. Attitude does not significantly affect the human adaptability whilst the Service Experience, Working and Organization Culture, Technical Knowledge and Training positively contribute for adaptability of human capital to a new concept. Working and Organization culture is the main driver for successful implementation of process. .

Key Words: Smart Soldier Concept, Sri Lanka Air Force, Regiment Special Force, Attitude, Service Experience, Working and Organization Culture, Technical Knowledge and Training, Human Adaptability.