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ABSTRACT

Economic specialist specified maintaining a military and facing for a war highly impact on national economic and development of the country. When country maintains a larger military than the income of the country, they have to get foreign loans to cover the budget deficits as, impact on foreign exchange when purchasing equipment for the military, and availability of resources related to military reduce due to higher consumption. Tri-forces with Sri Lanka Police work hard to save the country and civilians of the country. During these period Sri Lankan government had recruited larger number of employees to Sri Lanka Air Force in the period of 2000 to 2009 to fulfill the requirement of battle. Thus, there is a surplus in the workforce of SLAF Regiment. This is negatively affect on the growth and development of the employees who work in SLAF. The researcher aims on identify the impact of implementing smart soldier concept in SLAF on employee motivation. The smart soldier or future soldier comes with modern technological equipment that helps to enhance the effectiveness of the soldiers and operational performances.

The researcher identified that two factors named workforce reduction and job redesign are the two different factors that support to achieve the smart soldier concept in SLAF. The researcher identified deductive research approach s most suitable to conduct this study which derived the hypotheses based on the previous studies. The quantitative data was used to identify the relationship between the workforce reduction and employee motivation and job redesign and employee motivation. Interviews were used to gather in-depth views related to implement smart soldier in SLAF. The researcher found that there is a positive relationship between workforce reduction and employee motivation and negative relationship between the job redesign and the employee motivation. In addition, most of the participants highlighted that government had invested huge amount to train military employees and annually larger number of employees leave their organization by completing 22 years or when they completed the year of 55 which negatively impact on SLAF. Further, they highlighted that the importance of doing feasibility study to gain better understanding about job redesign and workforce reduction in the organization.

Keywords: Employee motivation, workforce reduction, job redesign, Technology