

RESTRICTED

ABSTRACT

Sri Lanka offers a free education system for all the students from primary to tertiary educational levels. As a result, the enrollment for grade one for reputed urban schools has been increased continuously. Hence, each parent tries the level best to admit his/her child to such a school for better education. All military persons who worked in three forces got five berths from each government school grade one class to enroll their children in year 2006 as an appreciation of the service rendering to the nation under welfare scheme. The Sri Lanka Army (SLA), Sri Lanka Navy (SLN) and Sri Lanka Air Force (SLAF) had introduced separate selection process to function the system. The SLN selection criterion consisted with several factors in favoured to those who actively served in the area of life risk (operational areas) during the civil war. However, it should be noted that as the civil war was ended in the year 2009: the present selection criterion continued to give the same weightage to the areas marked as operational areas during the period of war having no amendments since 12 Apr 11. Hence group of naval personnel having high potential to badly affected when they appear under the existing selection criterion.

The research was mainly focused to find out the relationship between the effective and fair admission criteria with job satisfaction and to make recommendations to improvements the existing admission system to enhance job satisfaction of SLN personnel. This study found that there is a positive relationship between effectiveness and fairness of SLN grade one school admission system towards job satisfaction of SLN personnel. Considering the effective and fair admission criteria as a predictor of job satisfaction; 33.1 % of the job satisfaction can be explained by the variation of effective and fair admission criterion. Further researcher identified inclusion more factors such as consideration the distance and service in operational areas only up to 31 Dec 09 to the existing selection will be a solution for this issue. Hence the SLN needs to identify these factors and has to improve the existing grade one school admission criterion in a way to improve the job satisfaction of SLN personnel.

Key words: reputed schools, fair and effective admission system, job satisfaction.