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**ABSTRACT**



Effective and efficient human resource management (HRM) is a vital important factor for any organization. Unorganized human resources not only waste their human resource but also it adds an additional budget also for their maintenance. When human resource is not managed properly it affect the accomplishment of organizational vision and employees tend to go for their personal goals during their working time for the organization and create additional organizational issues as well, in some occasions leading organization to allocate additional budget for dealing with those issues. In line with the war faced by LTTE, the Sri Lanka Navy (SLN) had been expanded rapidly in last three decades. Now the war has finished, but the people trained for fighting the war are still in the Navy and their working pattern has been adjusted in such a way that available maintenance and operational requirements are met by these all the people in the Navy. Further these available sailors are due to retire in large numbers in near future and new recruitments are limited in other hand. According to the "Sri Lanka Navy's Maritime Strategy – 2025", SLN is expected to expand by empowering the fleet with 20 no's large platforms. Hence, SLN fleet is expected to be expanded considerably in next 05 years. Therefore, there is a timely requirement to study about the sailors' management mechanism function in SLN and find way to optimize the utilization of existing sailor carder to meet the future requirements. In this study impact of workforce management on utilization of Engineering Branch sailors at Engineering Workshops are discussed in depth. Challenges are faced while implementing effective and efficient sailors management mechanism at Engineering Workshops and available opportunities for their optimal utilization are explored through this research work.

**Key words:** Workforce management, optimum utilization of sailor, marine engineering workshop, Sri Lanka Navy