

RESTRICTED

ABSTRACT

Sri Lanka Navy Engineering sector plays an essential role in Sri Lanka to achieve military operations under pressure situations. This study related to military operations and associated human resource activities and organizational commitments under employee activities. This study is mainly associated with identifying the impact of promotions on corporate obligations. The researcher has also identified existing employee evaluation criteria related to the automobile sailor under the naval operational activities. On the other hand, the researcher has identified employee relation as an additional variable, which significantly impacts the promotional activities. As per the study's conceptual framework, the researcher has identified promotions and employee relations as the leading independent variables and organizational commitments as the dependent variable. As per the research methodology, this study can be categorized under the positivism research philosophy, deductive approach, survey strategy, and qualitative research method. Data analysis and statistical techniques are essential tools to analyze research data as per the research objectives. SPSS is the leading software that can use for proper statistical analysis in this study. As per the research, the analysis found a negative relationship between employee relations and organizational commitments, but it was not significant under the correlation analysis. However, the researcher has identified a positive relationship between promotions and corporate responsibilities positively correlated with moral significance between promotions and organizational commitments. Finally, the researcher has recommended employee appraisal techniques with proper investment, training, and development programs, communicate their co-workers, KPIs, automobile staff service period with their higher ranks, and develop organizational HR policies and practices.

(word count is 252)

Keywords: promotions, relations, commitments