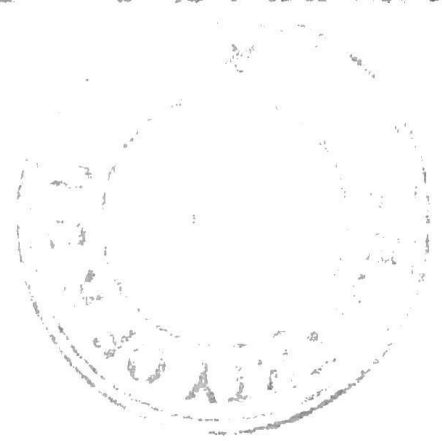


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ABSTRACT

According to the annual transfer system of Sri Lanka Navy (SLN) every sailor except assigned for special duties is subjected to transfer upon completion of one year tenure at ship or establishment. Senior sailor being the most experienced sailor cadre in the SLN, it is argued that frequent change of work place causes the reduction of workplace efficiency of senior sailors. The main objective of the study was the identification of the relationship between annual transfer policy of SLN to work place efficiency. Identification of determinants of annual transfer policy and their significance, identification of relationship between determinants of annual transfer policy and workplace efficiency and provide necessary suggestion for implementing effective transfer policy were secondary objectives. The senior sailors of seaman branch were considered as the population and population size was 1784. Mixed approach consists of deductive approach and inductive approach was used. The sample size for deductive analysis was decided using 'Morgen chart' and consisted of 320 units. Under the probability sampling design, stratified sampling strategy was adopted. Survey data questionnaire consisted of 46 'likert scale' questions was used for data collection in deductive reasoning. Four divisional officers were interviewed (structured) for inductive analysis. Survey data was analysed using SPSS and Bivariate analysis and Analysis of Variance (ANOVA) were carried out. Thematic analysis was carried out for interview data. Further, 95% significance was maintained throughout the research. The study signified that there is weak positive relationship ($R=0.390$) between annual transfer policy and workplace efficiency of SLN. The length of tenure, previous experience, career advancement, fitness for the job and employee willingness was identified as significant determinants of annual transfer policy. There was a weak positive relationship between determinants of annual transfer policy and work place efficiency.

Key Words : Transfer Policy, Workplace Efficiency, Seaman Branch, Senior Sailors.