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CORRELATION OF ORGANIZATIONAL
DISSATISFACTION AND PREMATURE
RETIREMENT OF TEMPORARILY DISABLED
LOW MEDICALLY CATEGORIZED SOLDIERS
INSTITUTIONAL BASED CROSS SECTIONAL
ANALYTICAL STUDY

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CERTIFICATION OF SUPERVISORS

ABSTRACT

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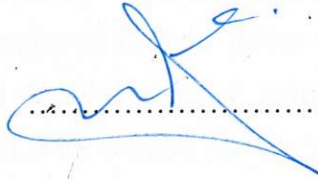
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ABSTRACT

Disabled or differently able people are a specific group which requires deep study in order to apply the management theories and functions of the organizations that they are affiliated with. The professionalism of the differently able people in the present global context is different to Sri Lanka; where many countries and organizations have planned to widen the aspects of the research and development of the subject area is high. Sri Lank Army is an organization which dependson the human resource management due to the dynamic changing security situation in nation. During last humanitarian operations most of its infrastructures and combat capability got damage and military effectiveness was heavily deprived. Basically, researcher focuses to the disabled soldiers whom are presently employed in light duties at Rear Headquarters of the different regiments. Researcher identified disabled soldiers' retirement rate has increased and soldiers retire due to the dissatisfaction beside the welfare provide by Army.

Setting the common goal direct the organizations to achieve the ends effectively. However, at present common goal of the army and the soldiers' who injured in battles had been identified by disabled soldiers as conflicting and they intent to leave the army prematurely. This phenomenon has identified and in order to test their dissatisfaction over the organization researcher selected disabled soldiers at Special Forces regiment and Commando Regiment as the sample. Their ideas tested through Likert scale questionnaire provided to 100 participants. The variables tested were their feeling over the reception of promotion, training, foreign training and professional exposure, welfare, and their involvement and feelings over the routine duties. It revealed that premature retirement rate has increased and it will effect to the organization in future recruitment. Basically, the phenomena occurred due to uncertainty and ambiguity within these soldiers which can be identified that they are differently satisfied with system. However, they require additional considerations and improvement to develop their mindset in order to bring down the level of dissatisfaction over the existing policies of the Army.