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ABSTRACT

This report is written to state the findings of a research carried out in order to identify the gaps in professionalism when benchmarking the Gemunu Regiment of the Sri Lanka Army aligned with the professionalism. The Gemunu Regiment is one of the most disciplined and methodically mastered fighting units of the Sri Lankan army. It played a pivotal role in winning the war which ravaged the country for three long decades and its soldiers sacrificed life and limbs in order to secure the sovereignty of Sri Lanka. Among the many sacrifices the regiment had to make when during the conflict situation was the regiment could not pay due attention to the methodical career development of their middle grade officers due to the many constraints during that period. Further researcher had to identify the following aspects as contributing factors in developing professionalism among middle grade officers in an army. They are Military Leadership, Physical Fitness and Maintaining BMI, Knowledge in Arms, Military Knowledge and English Language Skills. In depth studies proved that the middle grade officers of the Gemunu Regiment were lacking in the above sectors. This not only hampered the level of skill and efficiency of the regiment but also made it facilitated for the middle grade officers to share information and achieve their full potential which in turn would have a direct impact on the quality of the future leaders of the Gemunu Regiment. Taking into account that the Gemunu Regiment has two segments of rank that has a direct impact on the above contributing factors, namely the commanding officers and the middle grade officers; the researcher developed two sets of questionnaires that would help him to assimilate the information required to carry out methodical analysis and base his recommendations upon. He has focused on the main contributing factors foreseen for the shortfall in performance and acknowledges the fact that a negligible amount of contributing factors may have been omitted. The researcher used Correlation Analysis and descriptive statistics to analysis data taken by questioner by using SPSS software. Based in these results the researcher has put forward practical as well as applicable recommendations to help combat the problem and help build a professional middle grade officer for the prestigious Gemunu Regiment of the Sri Lankan Army.

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