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ABSTRACT

The Defence Services Command and Staff College (DSCSC) is the most prestigious and the highest seat of military education in Sri Lanka. The DSCSC course focuses on the training of the defense staff to achieve future challenges successfully. The researcher discusses Senior Staff Course (SSC) selection criteria of Sri Lanka Air Force (SLAF). SLAF selects the candidates for SSC from a selection examination.

The main objective of this study is to identify the weaknesses in the present selection criterion of SLAF for the SSC. Moreover, the researcher tried to identify the difference in selection criterion for the SSC of SLAF with the selection criteria of two sister services of Sri Lanka and selection criteria of armed forces in the South Asian region, understand the level of trust the officers possess on the conduct of entrance examination during past 5 years, and find out credible system to select officers (qualities which should consist in a good selection criterion).

The researcher used realism research philosophy which focuses to collect the individual belief and ideas about the selection criterion of Staff Course Selection examination (SCSE). The research approach covers both data collection and data analysis method. The data collection method of this study is mix a method which use both qualitative and quantitative data collection methods. The researcher used both deductive research approach and inductive research approach to conclude the findings and analyse the data. Hundred Air Force officers participated to the survey. The quantitative data analysis through SPSS software and qualitative data analysis by coding system.

The researcher found that there is a strong correlation between selection criteria of SSC and the reliability and validity of examination paper. Most of the officers not agreed to the current selection criteria for overseas and local staff course due to lack of transparency. The officers suggested that all the officers need to follow local staff course first and proposed to minimize human intervention to conduct examinations.

Key Words: Reliability, Validity, Consistency, Staff Course, Analytical Skills, Transparency, Fairness, Impartiality, Undue Advantage, Exploitation.