

ABSTRACT

This study is aimed at examining the “Is there any strategic requirement to down size Sri Lanka Navy or maintain right size. The Sri Lanka Navy strategies are changed according to the requirement of the country. But end of the pro long war with the LTTE, Sri Lanka Navy unable to change their operation and maintaining existing one with the concern of concept called maritime nation (Blue water economy and maritime hub). Today Sri Lanka Navy has 54000 naval personnel but actually 8% who are engaged with sea related duties. The reduction of the work force may be called as downsizing which causes due to the reaction of outside forces, economic reasons, natural disasters or end of a war. Downsizing is not pleasant to the top level positions. It may be non-productive and lead to abandon the ongoing operations. The phrase rightsizing is used in an organization as a euphemism or for downsizing to make it more pleasant. To do rightsizing in an organization, the topmost positions of the organization need to look at future strategies, technologies, new ideas and alternative approaches etc. Due to this concern, the research study was SL navy; achieving the optimum size through downsizing or maintain the right sizing.

The research has been identified that strategic approach of downsizing or maintain right sizing required for Sri Lanka Navy and this aim has been achieved through the primary data findings. The primary data has been collected through the six officers from SL Navy top level management. The secondary data has given the various countries strategic approach of downsizing or maintain the right sizing and the critical review have been examined under the literature review. The methodology of the research has been highlighted that how conduct the data analyses and there was qualitative approach used for this research study. The coding method has been used for the data analyses under the qualitative approach. Based on the findings, the recommendations were proposed by the researcher for further development for Sri Lanka Navy.

Key words: Sri Lanka navy force structure, downsizing, right size, maritime nation, blue water economy/ capabilities and maritime interest Resettlement, force modernization and human resource management