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ABSTRACT

This research discusses on the existing appraisal system in the Sri Lanka Army and how it applied on selecting and developing professionalism among the other ranks in Sri Lanka Army. In the present world not only in the military domain but also for many business organisations and other institutes have professionalism and developing professionalism among employees has been considered as an important aspect. The Sri Lanka Army has several units, headquarters, officers and other ranks are divided based on various categories. Especially the senior non Commissioned officers and Noncommissioned officers are considered to be the back born of the Sri Lanka Army. With the current expansions the Sri Lanka Army is designed to deal with operation activities other than the war. However a question has been raised whether the present SNCOs and NCOs have the ability to meet the demand which can be raised in future and whether they are capable to align with professionalism aspect. It's a common believe that other ranks in Sri Lankan Army is not capable to make decision without the assistance of the commissioned officers. Therefore, this research has discussed what needs to be develop to enhance the professionalism and competence of the ORs through the development of present ACR system.

Key Words: - Sri Lankan Army, professionalism, ACR