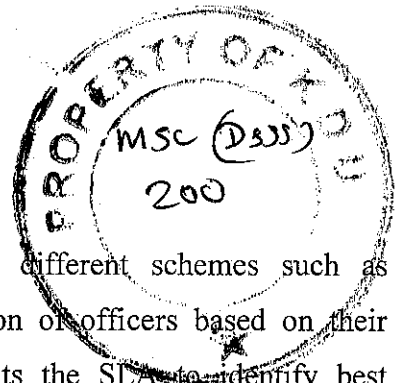


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ABSTRACT



Sri Lanka Army (SLA) has already been initiating different schemes such as introduction of career development plans and evaluation of officers based on their professionalism and disciplinary grounds. This warrants the SLA to identify best performers to hold a limited number of command and staff appointments. However, these measures were unable to address the issue of stagnation of middle grade officers in the SLA. Thereby most of the officers were left aside from command appointments. In that context, a requirement of a right accession plan for the SLA is quite indispensable in order to provide a justification to all middle grade officers. Based on that two general objectives and three specific objectives were derived to explore an efficient and effective accession plan for middle grade officers of SLA. Literature focused on theories and the philosophy based on the accession plan with the purpose of introducing an efficient and effective accession plan for middle-grade officers of the SLA. Based on the literature, five independent variables namely; performances based evaluation, discipline, age and seniority, physical robustness, vacancies and a dependent variable namely effective and efficient accession plan were derived while fair evaluation system was kept as a moderate variable. The sample group of 65 officers were simple randomly selected representing various regiments in the ranks of Captains and Majors. Later, a questionnaire was distributed among the selected sample using simple random sampling method, data analysis was conducted by taking sample adequacy, reliability, validity, coefficient and correlation into consideration. In this study, the researcher introduced a hypothesis and was tested statistically to prove that 'fair evaluation system guarantees the right accession plan of the middle grade officers of SLA'. Bivariate correlation table was formulated to understand the relationship and the significance between variables. In that, it was witnessed that all the variables were positively interrelated. It is also mentioned that research questions of this research were answered with right justification. Finally, practical recommendations were proposed to introduce effective and efficient accession plan for middle grade officers in SLA.

Key Words: Accession plan, Command and Staff Appointments, Middle Grade Officers, Fair Evaluation System.

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