

## **RESTRICTED**

### **ABSTRACT**

With the competitive environment, even in military sector, it is highly required to give much concern on development of human resource and the requirement arises in identifying the factors affecting the productivity of the employees to increase the production. In that context, by adapting career development plans Sri Lanka Army tries to increase the productivity and the endeavour of this research is to examine the impact it creates on employee productivity in middle grade officers' perspective. Based on that two research objectives were derived to explore the effects of career development plan on employees and assess the effects of career development plan on employment productivity. Literature explains the factors affecting the employee productivity and its relationship with the career development plan. Based on the literature five independent variables namely knowledge enhancement, increase motivation, socialisation exposure, attitude development and personality development and an independent variable namely employee productivity were derived. The sample group of 60 officers were selected representing various regiments within the course itself basically in captain and major ranks. Data collected through a questionnaire distributed among the selected sample group using random sampling method. Data analysis was done by calculating the sample adequacy, reliability, validity, coefficient, correlation, univariate analysis, bivariate analysis and estimation of empirical model. According to the results, personality is the most influential factor for the productivity and in conclusion, it stated the requirement studying impact of career development to the employee productivity in middle grade officers' perspective and derived viable recommendations.

**Key Words:** Productivity, Motivation, Knowledge, Personality, Socialisation, Attitude