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ABSTRACT

Increasingly developing national security demands have created a background where the intelligence services have a mammoth responsibility to provide insight into the threats that the nation is facing. To better fulfil that responsibility, the intelligence cadre must have enough competencies to take up assigned tasks without compromising the secrecy. Changing the perception, intelligence cadres of Sri Lanka Air Force show a lack of competencies to undertake assigned responsibilities even though they have been trained to perform those duties. Intelligence cadre continuously participate in professional development programmes and those programmes have not been aligned to develop the competencies of intelligence cadre. Therefore, this research work examined how job competencies of the intelligence cadre of the Sri Lanka Air Force impact on professional development.

Data were collected from 100 intelligence cadres who are performing intelligence duties in Air Force establishment all around the country and the data was analysed quantitatively. Results showed that the job competency negatively correlated with the professional development of the intelligence cadres. Furthermore, key aspects of job competency such as skills, knowledge, and abilities were found to be correlated negatively with the professional development of the intelligence cadres. Through exploratory factor analysis, it was found that exposure to work, usage of technology, and frequent practices affect the job competencies of intelligence cadre. Further, survey data analysis revealed that job competencies such as language proficiency, problem solving skill, information gathering skill, proactive skill, technical knowledge, professional knowledge, and critical thinking abilities are lacking behind while competencies such as adaptation skill, ICT skill, and team work ability is high among the intelligence cadre. Besides, theoretical and practical implications were also discussed in the research work.

Keywords: Abilities, Intelligence, Job competency, Knowledge, Professional Development, Skills.

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