



ABSTRACT

STUDY ON CHANGES OF REGIMENTATION PROCESS ON PERFORMANCE OF JUNIOR COMMISSIONED OFFICERS OF SRI LANKA ARMY

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In this study, the main objectives were to identify the changes that have taken place in the Sri Lanka Army regimentation process for junior officers since 2009, and to determine whether these changes have had an impact on the performance levels of junior officers. Findings from the study revealed that the main changes to regimentation process for junior officers since 2009 are that the time spent by junior officers in the regimentation process has declined significantly since the 2009, senior officers lack of time to groom junior officers, and the dearth of senior officers with sufficient experience, particularly combat experience to groom junior officers. In terms of the impact these change in the regimentation process has had on the performance of junior officers, findings from the study indicate that these changes have affected the decision making capabilities of junior officers, resulted in junior officers having weak interpersonal relations with senior officers and other personnel in the regiment, and inability of junior officers to execute certain well-structured activities and functions of the regiment. Weak interpersonal relations with regiment personnel and inability to effectively execute well-structured operations, activities and functions in turn has undermined cohesion within the regiment, and also affected the ability of the regiment and the SLA to achieve the established goals and objectives. Further, findings reveal that changes in the regimentation process has affected the confidence and positive thinking abilities of junior officers, undermined junior officers ability to perform effectively in pressure situations, and also resulted high absenteeism levels amongst junior officers.

KEYWORDS

Regimentation, performance, socialization, newly commissioned officer, junior officer