

## RESTRICTED

### ABSTRACT

This research is about study on enhancement of talents and competencies development of middle grade Executive branch officers through naval training. Sri Lanka Navy (SLN) is aiming to expand as a medium regional power projection navy in the future therefore, SLN need to rely on professionally competent officers for the sustainable development of the organization and to motivate naval personnel to carryout various tasks effectively and efficiently. Training and development, talent enhancement and competency development are the key factors which are supporting to make professionally competent officers. Long Specialization Training is one of the training modules conducted for middle grade Executive branch officers as means of professional development. The aim of this research is to examine and to confirm whether talent and competency acquisition by Long Specialization Training conducted in India and Pakistan are suffice for middle grade Executive branch officers to perform their job role up to the expectation of naval standard. An exploratory quantitative survey method is used. The research data is collected by using Google questionnaire form distributed to the specialized officers and 81 survey questionnaires were collected. Quantitative data were analyzed using correlation analysis and linear regression analysis model. Key finding of the research study was that training competency and the talents gained through Long Naval Specialization Training to middle-grade Executive branch officers are suffice to perform their job role up to the expected level of standard. Thus, the researcher enumerate that essentiality and importance of having proper training and development in line with talent enhancement and competency development to efficient and effective organizational performances.

**Key Words:** Naval Specialization Training, Talent Enhancement, Competency Development

