

CAREER DEVELOPMENT OF YOUNG CONSTRUCTION PROFESSIONALS IN SRI LANKA

SH RODRIGO¹ and SD JAYASOORIYA²

¹Undergraduate, ²Senior Lecturer

**Department of Quantity Surveying, Faculty of Built Environment and Spatial Sciences
General Sir John Kotelawala Defence University, Sri Lanka**

ABSTRACT

The construction industry in the new millennium has shown up a variety of challenges for young professionals. This study was conducted to identify the relevance of military strategies that are mapped with the career development of young construction professionals (Architects, Civil Engineers, Quantity Surveyors and Surveyors) while suggesting strategies to fill the barriers to career advancement. This study is based on the construction industry of Sri Lanka where a substantial number of young graduates entering to the field not knowing proper mechanism to build up their future. The data collection was done through questionnaire and semi-structured which were developed based on the Art of War. Data analysis was done by using both qualitative and quantitative techniques. It was identified that young professionals should have the inspiration to acquire the knowledge, skills and abilities of the peers by engaging deep job experience, adopting team member stance through professionalism and connectivity; handling office politics and conflicts effectively; maintaining flexibility and manoeuvrability; networking and soft skills. The outcome of the study elicits that there is a considerable involvement in tertiary education system and military strategies to the career development of young professionals. Therefore, it is strongly recommended to provide younger construction professionals with career development, which is an important aspect to the individual, as well as to the organisational sustainability.

Key words; *Career Development, Young Construction Professional, Military Strategies*