

The Impact of Vocational Training on Employee Performance of Junior Officers in the Sri Lanka Navy

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This study examined the impact of vocational training on the performance of junior officers in the Sri Lanka Navy, using a quantitative research methodology. Data gathered from 250 SLN junior officers through a designed questionnaire were processed and analyzed with the support of SPSS package and MS Excel software package. The study found that skills, attitudes and abilities have influenced employee performance significantly and positively. However, knowledge gained through the training has not contributed enough to change their performance. The findings highlight the need for junior naval officers to improve their knowledge based on techniques like case studies, introducing necessary counseling programmes to develop their decision-making, punctuality, discipline and problem-solving ability, establishing a reward system to increase the creative pattern of thinking, and using a team based learning system to enhance employees' teamwork and analytical thinking. The above recommendations would positively benefit the early success and enhance the future readiness of the Sri Lanka Navy as a formidable military force.

Keywords: *knowledge, skills, attitude, abilities, employee performance*