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ABSTRACT

Sri Lanka Air Force (SLAF) is one of the best and most professional Air Forces in the world. Smooth functioning in Logistics (Lgs) played a pivotal role especially during the conducting of humanitarian operations. With the number of incidents occurred during recent past, several black patches in overall performance of Lgs Branch masked the prestige of the institution. By considering the same, it was apparent that unidentified issues exist with regard to the performance of the middle grade officers in the Lgs Branch of SLAF. The primary objective of the study is to identify the impact of variables which affects the performance of Middle Grade Officers (MGOs) in the Lgs Branch in SLAF. The researcher considers training, working environment, motivation and opinion on existing performance appraisal as the independent variables that affect the performance of officers. Qualitative and quantitative data were obtained for analysis. Shortcomings of the existing performance appraisal system and suggested improvements to enhance the existing performance of MGOs in the Lgs Branch were assessed as a part of the study. Primary data were gathered by a questionnaire and secondary data were collected through previous researches, books, journal articles, SLAF web site and other related articles published in the internet. Cronbach's alpha was measured to assess the reliability of the questionnaire and R -Squared was calculated to determine how well the model fits the data or goodness of the model and was revealed that model was fit enough to conduct the research. Data analysis indicates a positive relationship with all four independent variables with the performance of MGOs of the Lgs Branch of SLAF. Training, motivation and performance appraisal has strong relationship with the dependent variable according to the correlation analysis. Therefore, the study concludes that there are issues and deficiencies on incentive schemes, training sessions and performance appraisal methods within the logistic branch of SLAF. Moreover, it was revealed that the existing performance appraisal system is not a better yardstick to measure the existing performance. The research enables the reader to identify issues within the Lgs Branch of SLAF in performance of officers and methods to rectify the situation. It is recommended that further studies on developing efficient performance appraisal method will help analyse the performance of officers better in the future.

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Keywords. Performance, Training, Working Environment, Motivation,
Performance Appraisal, Middle Grade Officers.