

AN ASSESSMENT OF HUMAN RESOURCE AFTER ETHNIC WAR IN EASTERN SRI LANKA

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The Eastern Province is one of the nine provinces of Sri Lanka. Employment is fundamental for each human being to gain income and fulfill their needs and wants whereas there are less job opportunities in the province. In this scenario, identify the employment status and training needs is vital. The main objective of the study is to assess employment status and training needs of the private sector after ethnic war in Eastern Sri Lanka. Simple random sampling is used to select the firms. Self administered questionnaires are distributed among the different categories of the firm in order to collect data in Eastern Province. Usable questionnaires 395 out of issued questionnaires 400 have been collected from the firms. The survey reveals that more than 95% of business people have engaged in sole traders. Further, most of the firms pay daily wages to supportive staff and minor employees while monthly salary is paid to managerial and operational employees by those firms. Many firms appoint permanent staff except minor staff. It is pointed out that fisheries sector hires casual labours rather than permanent staff. On the job trainings are provided to all categories of employees. Very importantly, agriculture and fisheries sectors do not provide off the job trainings to employees. Study reports that 156 and 132 firms will need operational-level of employees and supportive staff respectively below 5 employees in near future. Overall, employees will be needed by all sectors without major differences of types of employees. As far as managerial post concerned, they pay more concentration on advanced level (A/L) next to that technical knowledge. Any how, they hire A/L and O/L qualified persons for different levels of jobs. It is noticeable that there are less proper employment opportunities for diploma and degree holders. They pay more weight to experience rather than information technology and languages. Most of the firms recruit employees via verbal. On contrast, agency methods of recruitments still is not used by any firms. Moreover, referees method of recruitments is used by just only few firms in the province. Some recommendations are given to formulate suitable polices and strategies to overcome the present unemployment and under employment problems for Government and police makers.

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