

Abstract

A paucity of studies exists regarding human resource management in areas which are exposed to long term arm conflicts. This study explored some of the problems faced by the state health staff in conflict affected Vavuniya District.

A qualitative study was conducted among government healthcare workers in Vavuniya District. Data were collected from 40 staff members using face to face interview with semi-structured questionnaire as a general interview guide. The snow ball sampling method was used to gather the information.

Eighty percent of the respondents were Tamils; 52.5 % were females; 37.5% had accommodation in their own house and 10% were in the quarters provided by the government; 42.5% was not satisfied with their present accommodation facilities; 27.5% had been their accommodation within 01 km. from their work place.

Around two third of staff told that prices of the food items are higher than other parts of the country; 30% used bottled water for drinking; 62.5% faced difficulties in checkpoints when travelling out of the district; 80% experienced delay in reporting for duty even an emergency due to strict security measures.

About 52.5% of the staff are satisfied with their jobs; 65% had excessive workload and 60% complained that no facilities available for their recreation activities; 40% complained that availability of poor training facilities; 42.5% expressed that poor coordination and less team spirit in the working environment; 55% was allowed to participate in the decision making.

About 80% expressed their inability to look after their family members' requirements; 90% blamed the armed political groups for major threat to the safety; 50% expected risk allowance.

Around half of the respondents suggested to remove all the barriers which are preventing normal working conditions and 47.5% requested efficient medical managers to this district for the improvement; 45% suggested more staff to be appointed and 40% expressed their concern of peace in this country for overall development in human resource.

Key words: Vavuniya District, state health staff, conflict, human resource management.