

**MANAGING THE STATE OF READINESS OF
ARMY PARATROOPERS IN MALAYSIA**

by
MAJOR LIM KIAT CHOY

**Diploma in Strategic and Security Studies
University of Malaya
Kuala Lumpur
1996**

**Submitted to the
Faculty of Business and Accountancy
University of Malaya
In partial fulfilment of the requirements for the Degree of**

**MASTER OF MANAGEMENT
November, 2000**



ABSTRACT

The parachute force of the Malaysian Army was formed less than a decade ago to provide the Armed Forces with the elements of "reach" and "responsiveness". "Reach" because they can be deployed swiftly by air and engaging in tactical air landed operations (TALO). "Responsiveness" because they are always held at a high state of readiness. Hence, expectations on the paratroopers are high and the Army depends on such forces to ensure that its overall mission is accomplished.

This study attempts to measure the attitudinal profile of the current paratroopers in the Malaysian Army and to compare their combat behaviour with those from the standard combat arms units. The model used for this study was developed by Brown and Moskos (1976). Seven factors were identified to measure their profiles, namely their attitudes towards the: Military Environment, Combat Situation, Group Relationship, Social Influences, Discipline, Leadership and Training. The findings revealed positive results on the attitudinal characteristics of the respondents especially that of the paratroopers.

Among others, the results of the survey indicated a fairly good sense of patriotism among the soldiers, particularly the paratroopers in the Malaysian Army. They are expected to perform well in combat based on the training provided by the Army and their willingness to serve their country anywhere and at anytime. Paratroopers with more jumps are found to demonstrate greater group cohesion and have a more aggressive attitude towards combat.

Although still reflect prevailing civilian attitudes, paratroopers are also found to demonstrate positive attitudes towards maintaining the Army's tradition and hence this should augur well for the overall well being of the organisation.

ACKNOWLEDGEMENT

I would like to take this opportunity to thank all those who have contributed to the completion of this study. First of all, I would like to thank my supervisor, Ms. Angeline Tay for her advice and guidance throughout this study. Next, I would like to thank the Chief Directing Staff (CDS), Colonel William Stevenson and other Directing Staff for their guidance and encouragement throughout the programme. I would also like to thank all my course mates for all their constructive views and assistance throughout this study. Lastly, I would like to thank my wife and daughter for their endless love and moral support.

TABLE OF CONTENTS

Chapter		Page
I.	INTRODUCTION	1
	Background of Malaysian Army Paratroopers	1
	Objective of the Study	4
	Significance of the Study	5
	Scope of the Study	5
	Methodology of the Study	6
	Organisation of Report	6
II.	LITERATURE REVIEW	8
	Definition of State of Readiness	8
	Theories on Combat Behaviour	9
	Characteristics of Paratroopers	17
	Conceptual Model of Human Behaviour	19
	Previous Research	22
III.	RESEARCH METHODOLOGY	27
	Selection of Measures	27
	Research Instrument	32
	Sampling Design and Data Collection Method	34
	Data Analysis Techniques	36
IV.	RESEARCH RESULTS	39
	Demographic Characteristics of the Respondents ...	39
	Attitudes Towards Army Life	45
	Social Attitudes	53
	Attitudes on Combat	56
	Characteristics of Paratroopers	63
V.	SUMMARY AND CONCLUSION	68
	Overview of the Study	68
	Summary of Research Results	69
	Implications of the Study and Recommendations	73
	Limitations of the Study	75
	Recommendations for Future Research	75
	Conclusion	76
	BIBLIOGRAPHY	77

APPENDICES

APPENDIX A : SURVEY QUESTIONNAIRE (IN ENGLISH)	79
APPENDIX B : SURVEY QUESTIONNAIRE (IN BAHASA MALAYSIA)	80

LIST OF TABLES

Table	Page
1. Sample Composition Of Respondents	35
2. Demographic Characteristics Of The Respondents	40
3. Chi-Square Analysis Between Respondents From The Parachute And Standard Combat Units.....	43
4. Reasons For Enlisting In The Army	46
5. Preferred Location Of Assignment	47
6. Chi-Square Results Between Place Of Birth And Preferred Location Of Assignment	48
7. Number Of Years Served In Current Unit By Respondents From Sarawak	49
8. Comparison Between Respondents From Parachute And Standard Combat Units Based On Their Preferred Location Of Assignment	50
9. Satisfaction With Life In The Army	51
10. Comparison Between Respondents From Parachute And Standard Combat Units On Career Satisfaction In The Army	52
11. Social Attitudes.....	54
12. Comparison Between Respondents From Parachute And Standard Combat Units On Social Attitudes	55
13. Attitudes Towards Combat Assignments	56
14. Comparison Between Respondents From Parachute And Standard Combat Units On Trust And Respect For Fellow Soldiers And Training.....	58
15. Readiness To Participate In Combat	59

16.	A Comparison Between The Opinions Of Soldiers From Parachute And Standard Combat Units On The Need To Go Into Combat.....	60
17.	A Comparison Between The Opinions Of Soldiers From Parachute And Standard Combat Units In The Case Of An Invasion Of Malaysia.....	61
18.	A Comparison Between The Opinions Of Soldiers From Parachute And Standard Combat Units In The Case Of Communist Resurgence In Their Arms Struggle	62
19.	A Comparison Between The Opinions Of Soldiers From Parachute And Standard Combat Units On Peacekeeping Operations Sponsored By United Nations	63
20.	A Comparison In Opinions Between Paratroopers With 21 Jumps Or More And Those With Less Than 21 Jumps Based On Their Trust And Respects For Fellow Soldiers.....	64
21.	A Comparison In Opinions Between Paratroopers With 21 Jumps Or More And Those With Less Than 21 Jumps Based On The Need For Them To Go Into Combat.....	65
22.	A Comparison In Opinions Between Paratroopers With 21 Jumps Or More And Those With Less Than 21 Jumps In The Case Of An Invasion Of Malaysia	65
23.	A Comparison In Opinions Between Paratroopers With 21 Jumps Or More And Those With Less Than 21 Jumps In The Case of Communist Resurgence In Their Arms Struggle	66
24.	A Comparison In Opinions Between Paratroopers With 21 Jumps Or More And Those With Less Than 21 Jumps In The Case of Peacekeeping Operations Sponsored By United Nations.....	67
25.	Brief Overview Of The Survey Results Based On Their Objectives.....	73

LIST OF FIGURES

Figure		Page
1.	Major Influences on Combat Behaviour	20
2.	The Social Cognitive Theory	21