

**MANAGING *ESPRIT DE-CORPS* AMONGST THE SERVICEMEN.
A STUDY OF THE 1ST ROYAL MALAY REGIMENT (1 RMR)**

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ABSTRACT

In any war of the future, small or bigger units will have at their disposal greatly improved means of accomplishing their mission. At the same time, units will be subjected to vastly more powerful force of destruction. In this situation, the roles of the individuals and their commanders will increase tremendously. How the soldier, acting alone and in small or bigger group, react to the increased challenges, stress and strains of tomorrow's battlefield, will largely determine the effectiveness of the application of combat power.

Esprit de-corps is defined as the loyalty to, pride in and enthusiasm for the unit shown by its members. It implies that element of devotion to the unit, acceptance or responsibility by individuals and the jealous regard for the honour of the unit. ***Esprit de-corps*** is a spirit above and beyond the total responsibilities of the individuals in a unit. It portrays the unit's personalities and image. ***Esprit de-corps*** depends on the satisfaction the members derived from the sense of belonging to a unit, their attitude toward other members of the unit and the confidence in their leaders.

The sole purpose of this research is that to identify the levels of ***esprit de-corps*** amongst the servicemen. In this study the 1st Royal Malay Regiment is taken as the sample. This research employs a survey method using self-administered questionnaires. Both, personal background and service background were identified as independent variables which underlines the measurement of seven element of ***esprit de-corps***.

Based on the research conducted, we found that the members of the battalion have shown the *esprit de-corps*. But unfortunately, the groups that practice it are generally among officers and SNCO levels only. The lack of *esprit de-corps* amongst the lower level is something that needs to be looked seriously. This is so because they represent the majority in the infantry battalion and performance of a particular unit depends greatly on them as the backbone of the battalion.

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ABBREVIATION

OFFRS	-	Officers
SNCO	-	Senior Non Commission Officer
NCO	-	Non Commission Officer
CPL & BELOW	-	Corporal & Below
RMR	-	Royal Malay Regiment
SPSS	-	Statistical Package for Social Science

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