

STANDARDIZATION OF ASSESSORS THE KEY TO RELIABLE ASSESSMENT



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STANDARDIZATION

The process of calibrating assessors in order
to provide inter-rater reliability of a high order.

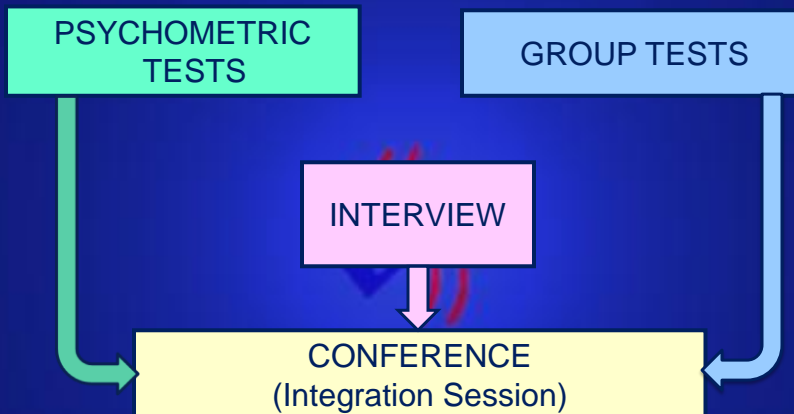


STANDARDIZATION IN THE INDIAN ARMED FORCES

The Indian Armed Forces operate the Services Selection Boards (SSBs) since 1941. The SSBs are meant for selection of all officers in all branches of the Indian Armed Forces except doctors.

The SSBs practice standardization to achieve a standard validity of approximately 0.85.

THE SELECTION SYSTEM



OFFICER-LIKE QUALITIES

- FACTOR 1 (Planning & Organising)
 - Effective Intelligence
 - Reasoning Ability
 - Organising Ability
 - Power of Expression
- FACTOR 2 (Social Adjustment)
 - Social Adaptability
 - Cooperation
 - Sense of Responsibility
- FACTOR 3 (Social Effectiveness)
 - Initiative
 - Self-confidence
 - Speed of Decision
 - Ability to Influence a Group
 - Liveliness
- FACTOR 4 (Dynamic)
 - Determination
 - Courage
 - Stamina



INTERVIEW

Interviewed by specially trained Interviewing Officers
(high ranking officers from the Services)



PSYCHOMETRIC TESTS

Administered by trained and experienced psychologists

Consist of:

- Thematic Apperception Test (12 pictures)
- Word Association Test (60 words)
- Situation Reaction Test (60 situations)
- Self-description

GROUP TESTS

Tested by specially trained Group Testing Officers
(officers from the Services trained as observers)

- Basic Series
 - Group Discussion (2 topics)
 - Group Planning Exercise
 - Progressive Group task
 - Group Obstacle Race
- Confirmatory Series
 - Half-group task
 - Lecturettes
 - Individual Obstacles
 - Command Task
- Final Series
 - Final Group Task

STANDARDIZATION EXERCISE

- Every year locally at the each Selection Centre level.
- Biennially at the All-India level.
- All available assessors to participate.
- Normally 6-8 assessors to each group.
- 16 candidates (actual) in 2 groups of 8 each.
- 8 Interviewing Officers
- 16 Group Testing Officers
- 16 Psychologists
- One Board (1 IO, 2 GTOs, 2 Psych) chosen as Reference Board (counts for candidates)

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STANDARDIZATION EXERCISE

INTERVIEWS

1 (Reference) Interviewing Officer interviews candidate

7 Interviewing Officers observe and assess candidate independently

PSYCHOLOGICAL TESTING

Psychological tests carried out. 7 copies made of each dossier.

Each Psych assesses 8 candidates' dossiers

GROUP TESTING

1 (Reference) GTO handles group of 8

7 GTOs observe and assess group of 8 candidates (2 groups)

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STANDARDIZATION EXERCISE

Day 1

- 0700 – 1200 Psychological tests
 - Intelligence Test (Test results submitted to Stat Cell)
 - Thematic Apperception Test
 - Word Association Test
 - Situation reaction test
 - Self-description

(Copies made of all test dossiers and handed over to Psychs)

- 1300 – 1900 6 candidates interviewed

STANDARDIZATION EXERCISE

Day 2

- 0600 – 1200 GTO Testing Day 1 (Moderated by Instructor GTO from DIPR)
 - Group Discussion
 - Group Planning Exercise
 - Progressive Group Task
 - Group Obstacle Race

(Rank-Rating of Basic Series handed over to Stats Cell)

- Half-group Task
- Individual Obstacles
- Lecturettes
- 1300 – 1900 5 candidates interviewed

STANDARDIZATION EXERCISE

Day 3

- 0600 – 1200 GTO Testing Day 2 (Moderated by Instructor GTO from DIPR)

– Command Task

(Rank-Rating of Confirmatory Series handed over to Stats Cell)

– Final Group Task

(Final Rank-Rating handed over to Stats Cell)

- 1300 – 1900 5 candidates interviewed

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STANDARDIZATION EXERCISE

Day 4

- 0800 – 1100 Boards carry out Final Board Conference (Integration Session)
(All reports and assessment handed over to Stats Cell)
- 1100 – 1300 Intra-technique Discussion
(Stats Cell hands over compiled statistics of the Assessment)
- 1400 – 1600 Inter-technique Discussion

STANDARDIZATION IN VSS CONSULTANTS

- Carried out at least biennially, preferably each year.
- Pilot group of 8 participants.
- All available assessors (up to 8) assess entire batch.
- Individual ratings for each exercise compiled.
- Integrated ratings for each exercise compiled.
- Ratings analyzed for variations.
- Assessors discussion post the Assessment Centre to discuss variation in assessment and correction.



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THANK YOU!

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