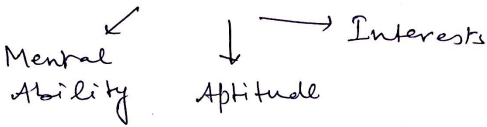


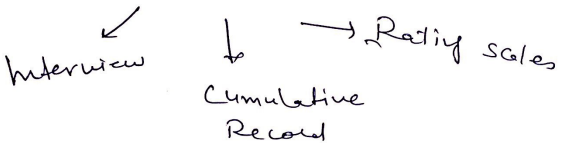
(ii)

## Testing Techniques



(iii)

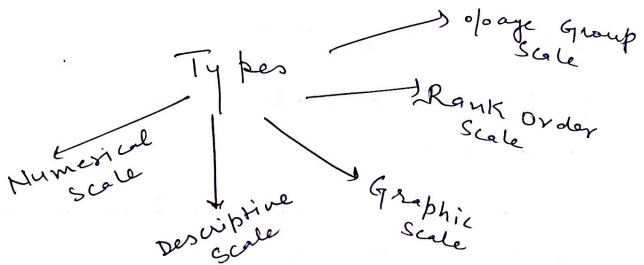
## Non-Testing Techniques



# Rating Scales

Rating Scales have long been valued as an observation instrument by the Counselors. They are significant means of focusing on specific characteristics of the individuals under observation.

According to Ruth Stray  
"Rating is, in essence, directed observation."



## Advantages of Rating Scales

- (i) Helpful in assessments of too young students who are unable to read a questionnaire.
- (ii) Writing Reports for Parents
- (iii) Discovering the needs of the pupils

- (iv) In making recommendations for the administrative authorities.
- (v) Helpful in supplementing information gathered with the help of other sources
- (vi) Defines the deficiencies for further improvement.
- (vii) Helpful in stimulating the effect upon the rated students.

### Limitations of Rating Scales

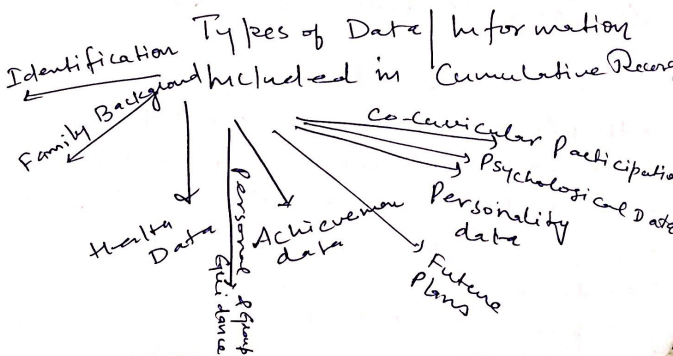
- \* They are subjective
- \* Difficult to rate some inner complexes
- \* Limited social contact between the rated and the rater.
- \* Low reliability.
- \* Biased factors
- \* Unwillingness in constructing the proper rating scales.

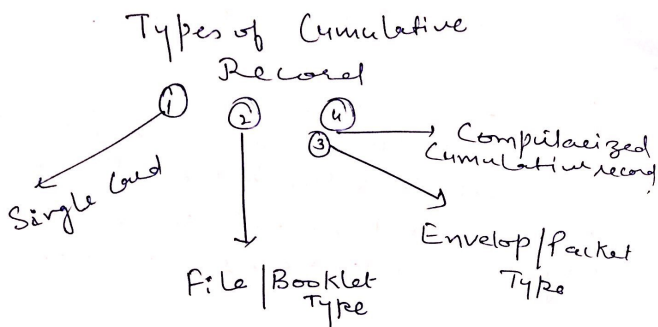
## Cumulative Record

Cumulative Records consist of all data about an individual which a school considers important enough to collect and record in an organized way for safe keeping from year to year.

According to John Walter

Periodically the significant information gathered on student through the use of various techniques - tests, inventories, observation, interview, Case Study and should be assembled in summary form of a Cumulative record.





### Characteristics of Good Cumulative Record

- (i) objectivity
- (ii) Accuracy
- (iii) Up-to-Date
- (iv) Comprehensive
- (v) Continuous
- (vi) organized
- (vii) Accessible
- (viii) Uniformity
- (ix) Valid
- (x) Confidential
- (xi) Joint-venture

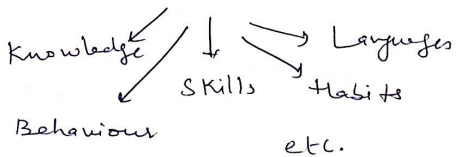
### Advantages

- \* Helpful to Know the Self
- \* Helpful for Counselor
- \* For Educational & Vocational Placement
- \* Talent Hunt
- \* Identification of Underachievers
- \* Diagnose Behaviourial Problems
- \* Feedback
- \* Transfer to other Schools
- \* Progress Report
- \* Rapport
- \* Future Planning

# Aptitude

Aptitude is set of characteristics regarded as symptomatic of an individual's ability to acquire with training some knowledge, skills or set of response such as ability to speak a language or composing music.

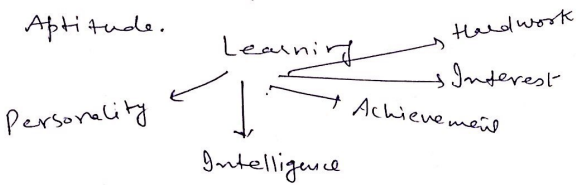
In short - Ability to acquire



Characteristics of Aptitude:-

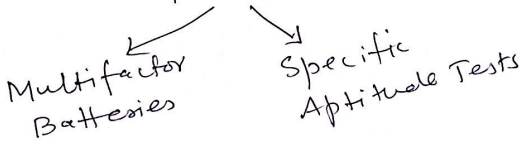
- (i) Product of heredity & Environment  
Environment > Heredity
- (ii) Indicative of an individual's ability to acquire with training.
- (iii) Combination of physical, mental and motivational factors,

- (iv) It is the potential ability to be acquired after appropriate training or course.
- (v) All conducive factors are involved in Aptitude.



- (vi) Aptitude is subject to change over a period of time.

## Aptitude Tests



### Multifactor Batteries

- A) DAT - Differential Aptitude Test  
 By G.K. Bennett and A.G. Weisman  
 invented in 1947 (New York)  
 for educational and vocational counselling of high school students. It is a set of

(11)

following eight (8) Tests -

1. Verbal Reasoning
2. Numerical Ability
3. Space Relations
4. Language Usage  
- Spellings
5. Mechanical Reasoning
6. Abstract Reasoning
7. Clerical speed & Accuracy
8. Language Usage  
- Sentences

General Aptitude Test Battery - It was published by the United States Employees' Service - It contains following 12 tests -

- ① Name Comparison
- ② Tool Matching
- ③ Assemble
- ④ Form Matching
- ⑤ Computation
- ⑥ Vocabulary
- ⑦ Place
- ⑧ Turn
- ⑨ Arithmetic Reasoning
- ⑩ Mark Matching
- ⑪ Disassemble
- ⑫ Three dimension Space.

Specific Aptitude Tests - There are many kind of specific aptitude tests such as -

1. Mechanical Apt. Test
2. Clerical " "
3. Musical " "
4. Artistic " "
5. Teaching " "
6. Medical Apt. Test
7. Scientific " "



## Advantages of Aptitude Tests

- (i) Help to know the individual
- (ii) Selection of subjects
- (iii) selection of streams
- (iv) Admission to professional Courses
- (v) Selection of Job
- (vi) Selection of hobbies
- (vii) Future Planning
- (viii) Placement services
- (ix) helpful for Employers