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Military aptitude testing: The past fifty years.

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Corporate Author : DEFENSE MANPOWER DATA CENTER MONTEREY CA

Personal Author(s) : Maier, Milton H

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Abstract : The purpose of the military selection and classification testing program is to improve the quality of personnel decisions in all the Military Services. In the process of accessioning military recruits, personnel decisions are made at three different times: The first is selection in or out of the Service, depending on whether or not a person meets the

minimum qualification standards. The second is classification, in which the occupational specialties for a which a person meets the qualifying standards are determined. Assignment to a specific occupational specialty is based in part on qualification standards and in part on the needs of the Service. Qualification standards are more complex than just mental standards; they also include medical and moral standards. Mental standards include educational level as well as aptitude test scores.

Descriptors : *MILITARY PERSONNEL , *PERSONNEL SELECTION , *APTITUDE TESTS , DECISION MAKING

Subject Categories : Personnel Management and Labor Relations

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8725 John J. Kingman Road, Fort Belvoir, VA 22060-6218

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