

assignment. Counselling would make career planning possible which would integrate assignment decisions with training. Psychological testing as an aid to this type of counselling would be much more valuable than used as selection instruments.

4. The group interview with candidates in the selection process should be structured to ensure consistency in evaluating candidates. This would involve structuring the interviews. A set of scales should be constructed to enable members of the board to systematically record comparable information about all candidates.
5. The test battery given to candidates in the selection process should be made up of the Group Intelligence Test* and the Ghiselli Self-Description Inventory. The Group Intelligence Test should be used with a cut-off point one standard deviation below the mean for the 100 officers studied, 108.1, with a standard deviation of 19.18. Officer candidates receiving a lower score should not be considered for group interview.

* The General Intelligence Test (GIT) was constructed by the Selection Procedures and Testing Services Division of the Public Service Commission, and permission was obtained for its use in this study.