



Development of Video and Animated Scenarios for SJT as Part of De-novo Selection System for Selection of Officers for the Indian Armed Forces under Sub Programme-I.

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Specific Objective of the Project

Situation Judgment Test (SJT) is a projective technique used for the assessment of personality. Due to the nature of video versions of the scenarios the items become richer and more detailed for behavioural assessment. This project developed and tested 60 video SJT scenarios and 2D animated scenarios, respectively.

Technical Results Obtained

Conventionally paper-pencil format of SJT was being used by the concerned recruitment bodies. With technological advances it is now possible to develop video-based SJTs wherein the situations and possible responses can be presented in the video format. This is a relatively new phenomenon that has been used at selected places in the world and in India this is the first time that a video-based

SJT has been developed. After development of the 60 SJT scenarios inter-rater judgment was performed to check the equivalence of written scenarios and the newly developed video version. This is likely to be used in the selection system for the assessment of personality by the concerned agency.

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