

# ASSESSMENT OF APPTITUDE

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# ORIGIN AND DEFINITION

- APPTITUDE is derived from latin word “aptos”-meaning “fitted for”
- **Freeman** (1971) has **defined** as “an **aptitude** is a combination of characteristics indicative of an individual's capacity to acquire (with training) some specific knowledge skill, or a set of organized responses, such as the ability to speak a language, to become a musician, to do a mechanical work”.

# DEFINITIONS

- According to **Bingham** “**Aptitude**. is a condition or set of characteristics regarded as symptomatic of. an individual’s ability to acquire with training some usually. specified knowledge, skill or set of responses. Such as the ability to speak a language, to produce music.
- Aptitude is a special skill or ability in a person to perform a particular task in a better way. It differs from general intelligence.

# APTITUDE TEST

- **Aptitude** tests also have been developed to **measure** professional potential (e.g., legal or medical) and special abilities (e.g., clerical or mechanical). The Differential **Aptitude** Test (DAT) **measures** specific abilities such as clerical speed and mechanical reasoning as well as general academic ability.
- Aptitude tests can be categorized into two parts-
  - Multiple aptitude test**-designed to measure two or more differentabilities.
  - Special aptitude test**- designed to look at an individual's capacity in a particular area.

# QUALITIES OF APTITUDE TESTS

- Research data show that individually administered aptitude tests have the following qualities:
  - \* They are excellent predictors of future scholastic achievement.
  - \* They provide ways of comparing a child's performance with that of other children in the same situation.
  - \* They provide a profile of strengths and weaknesses.
  - \* They assess differences among individuals.
  - \* They have uncovered hidden talents in some children, thus improving their educational opportunities.
  - \* They are valuable tools for working with handicapped children.

# SOME APTITUDE MEASURING TESTS

Wonderlic Personnel Ability Tests (IQ)

Saville & Holdsworth (SHL) Ability Tests

Employee Aptitude Survey Ability Tests (EAS)

Modern Occupational Skills Ability Tests (MOST)  
Genesis Ability Tests

Hogan Business Reasoning Inventory (HBRI)

Ravens Standard Progressive Matrices Ability Test (IQ)

Global Cognitive Ability Tests