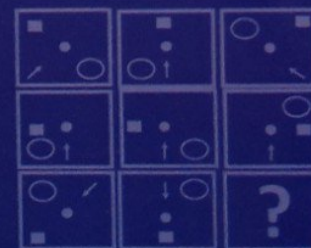
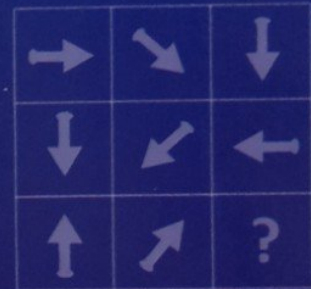


MANUAL FOR

Distinctive Aptitude Test Battery

Specific Abilities

DATB – SVBRAAKSSS



Dr. Vishal Sood

Department of Education
ICDEOL, H.P. University
SHIMLA (H.P.)

Dr. Rajshree Bhargava

Consulting Psychologist & Special Educator
SAMADHAN KENDRA
(A Centre for Psychological Assessment,
Counselling and Special Education)
AGRA (U.P.)

Dr. Arti Anand

Post Doctorate in Education
Department of Education
H.P. University
SHIMLA (H.P.)

Suman Kumari

Research Scholar
Department of Education, H.P. University
SHIMLA (H.P.)

Dr. Sapna Sen

Ph.D. (Education)
HAMIRPUR (H.P.)

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AGRA

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Department of Education, H. P. University
SHIMLA (H. P.)

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Ph. D. (Education)
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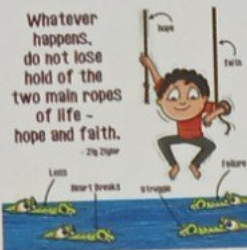
INTRODUCTION

In today's fast growing and changing world, all fields of life are witnessing strong competition and there is a desire among the individuals to excel ahead from others. The current scenario of resource crunch and unemployment is adding fuel to this. So, in order to remove the scarcity of resources and expedite the economic growth, the industries, corporate houses, business groups, employment agencies, placement agencies, training institutions, educational institutions etc. are requiring individuals with a right kind of aptitude to perform different tasks in various work-related situations who possess appropriate abilities to perform different activities. Hence, aptitude is of great and vital significance in the current scenario.

An aptitude is a component of a competence to do a certain kind of work at a certain level. Aptitude may be defined as a specific capacity or special ability, distinct from the general intellectual ability of an individual, indicative of his probable success in a particular field after receiving appropriate opportunity for learning and training. Aptitude means a natural ability, natural skills or talent. An aptitude may be physical or mental. "Aptitude is a condition, a quality or a set of qualities in an individual which is indicative of the probable extent to which he will be able to acquire under suitable training, some knowledge, skill or composite of knowledge, understanding and skill, such as ability to contribute to art or music, mechanical ability, mathematical ability or ability to read and speak a foreign language." Traxler (1957). Ability is developed knowledge, understanding, learned or acquired abilities (skills) or attitude. The innate nature of aptitude is in contrast to skills and achievement, which represent knowledge or ability that is gained through learning. Acquired or natural ability (usually measurable with aptitude tests), for learning and proficiency in a specific area or discipline. Aptitude is broadly defined as the potential within a person to obtain a specific level of skill or ability, following a certain amount of training and/or practice. Aptitudes have a wide range of application. They have proved to be the backbone of all kinds of guidance services and selection programmes as they are useful for predicting the suitability of individuals for specific jobs and lines of work.

NEED OF DIFFERENTIAL OR MULTI-FACTOR TESTING

It was felt the need of differential, distinctive or multifactor testing so that an individual's different specific abilities or varied aptitudes may be understood clearly with the help of an integrated battery for providing better educational and vocational guidance and prediction one's future potentials with high level Job Work satisfaction (Bhargava, 2017) Differential according to the definition given by English and English (1957) is a distinguishing feature which makes something different from other things and a battery of differential tests is designed to present a profile of one's abilities relative to



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Dr. Rajshree Bhargava
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H. P. BHARGAVA BOOK HOUSE

LG 1-2, Nirmal Heights, Near Halwai Ki Bagichi & Mental Hosptial, Agra-282007

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