SYNOPSIS

Of the many aptitude tests, the seven parts of the General Aptitude Test Battery (GATB) were administered on a group of clerical (N=120) and supervisory technical (N=170) personnel, with work experience upto 35 years and education upto graduation. The purpose was to find out whether:

i) the seven GATB parts could form elementary linkages among themselves

ii) the probable subtests of the linkages could be used instead of all the seven parts.

iii) prediction of job performance could be made, based on test performance scores on those parts that emerged from the elementary linkages.

The job performance scores were obtained from job performance inventories (prepared for the purpose) filled up by the concerned department heads.

Analysis of variance and subsequent 't'-testing of the performance scores, obtained by the two groups, indicated the formation of five subgroups (Group I-V) for the clerical personnel; and five (Group VII-X, & XV), for the supervisory technical personnel.
International matrices for all the ten groups showed positive associations amongst most of the seven test parts.

Elementary linkage analysis, for all the ten groups, reflected that the seven GATE parts could be shortened to three parts, viz., parts 1, 3 & 6.

Job performance scores showed significantly positive associations with test scores on parts 1, 3 & 6, for almost all the ten groups.

Multiple correlations, between the job performance scores and the test performance scores on parts 1, 3 & 6, were highly significant. Multiple regression equations for job performance scores showed significantly different weights for parts 1, 3 & 6, for each of the ten groups.

It was concluded that the job performance scores may be obtained directly from the raw scores of parts 1, 3 & 6, using multiple regression equations specific to each of the ten groups. The study requires to be conducted on a large sample in the textile industry in order to generalize the findings.