CHAPTER V
RECOMMENDATIONS

5.1. General: The research has been carried out to bring out the flaws in the present system by studying the factors affecting the selection process and low intake and then also by comparing it with foreign armies and civil services selection system. The summary of recommendations is as here.

5.1.1. Changes in the OLQs: It is recommended that no OLQ should be dropped. However, following two OLQs should be added:

a) Practice what you preach
b) Ability to train Subordinates

5.1.2. Selection Process:

a) The present system of scaling should continue.
b) The same process should continue for all types of selection for arms and services.
c) Selected officers but not in merit should be waitlisted and should be considered as selected for the next batch. Thus, there merit should be kept alive.
d) Candidates selected for NDA but not in merit should be considered selected for IMA/OTA in their turn.
e) Merit should be based on their performance in the interview only and UPSC should not add written paper marks to make a final merit,
f) Allocation of arms and services should be done only at the end of the training as being done hither-to-fore.
g) Border line cases should be considered as provisionally selected and can be re-interviewed after three months or so,
h) Candidates selected by two officers and rejected by one may be given an opportunity to appear for the re-test in that subject only,
i) The present selection system should be re-viewed after every ten years.
5.1.3 Screening Test:

a) It should be discontinued as it will help in giving opportunity to a large number of candidates.
b) If screening test needs to be held on line, then its weightage should be very low.

5.1.4 Reduction in no. of Interview Days:

a) Large no. of foreign countries follow 2-3 days interviews only,
b) Reduction of interview days will help in handling more candidates,
c) Five days interview should be reduced to three days by cancelling the screening test and conducting the conference on the third day itself
d) The first day can be for Psychologist and GTO\The second day for GTO and PI,

5.1.5 Technical Education:

a) The candidates with any background should be allowed to appear for the interview,
b) The training at the academy takes care of basic technical knowledge required by the officers and is adequate.

5.1.6 Reporting by SSB Officers: The quantitative method of reporting for the candidates should be followed as is being done hither-to-fore.

5.1.7 Interaction between DIPR, SSB Officers, Recruitment Directorate Officers and Training Establishment Officers:

a) There is a need to have more frequent interaction between all the three departments,
b) The Officers of the Training Establishment should and SSB Officers should visit each other to know the system better and be able to contribute in a better way.

5.1.8 Media Coverage:

a) More emphasis needs to be given to attract the youth in terms of awareness about the armed forces and type of career ahead,
b) The coverage can be in the form of lectures, TV coverage, motivational stories about own soldiers etc,
5.1.9 **Feedback to the Candidates:**

a) No feedback need to be given to the candidates,
b) Any kind of feedback will only create legal problems

5.1.10 **UPSC Written Test:**

a) It need s to be changed to suit present education system,
b) GATE, GRE and GMAT passed candidates should be considered for the interview directly

5.1.11 **Officers Posted at SSB Centres:**

a) Officers posted at SSB Centres should be highly qualified and up-coming officers
b) The posting at Selection Centres should be considered as the best staff appointment.

5.1.12 **Psychological Tests:**

a) The psychology training should start at the school level itself
b) The Psychology tests conducted at the SSB need to be re-viewed and better and latest techniques should be adopted.

5.1.13 **No. of SSB Centres:** There is a need to increase the no. of SSB Centres so that more candidates can be interviewed and selection ratio can increase.