



History Of SSB

The Selection Process

The assessment is based on selected personality traits and qualities designated as officer like qualities (OLQs). These have evolved over a period of time.

Prior to Second World War, Selection of officers was merely by written exams and interview boards. During the war, written tests were dropped and only interview by the then Central Interview Board was carried out.

The Brief History of evolution of the selection process is as follows:-
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Year 1943:- Experimental board set up in Dehradun on line of War Office Selection Boards in the UK. This worked alongside the Central Interview Board and administered intelligence, aptitude, personality tests & practical group situation tests



Year 1948:- Ghosh Committee was appointed to check validity of selection system. It recommended continuation with few improvements with introduction of a research organization. This gave birth to the Psychological & Research Wing (PRW). PRW later developed into the present Directorate of Psychological Research (DIPR).

Year 1950:- Officer quality rating scale was developed by the PRW. Opinions obtained from 167 officers, 38 members of selection boards & members of PRW were analysed & pooled into 187 categories, thereafter condensed into 29 qualities

Year 1956:- Based on more studies, OLQ further condensed to 15 qualities. They have now been grouped into four factors depending upon their inter correlation.