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TESTING AS A PART OF MILITARY CLASSIFICATION

BY THE STAFF, PERSONNEL RESEARCH SECTION, CLASSIFICATION AND REPLACEMENT BRANCH, THE ADJUTANT GENERAL'S OFFICE

GENERAL

THE construction of psychological tests for use in the classification and assignment of Army personnel is a function of the Personnel Research Section of the Classification and Replacement Branch, The Adjutant General's Office, War Department. The Classification and Replacement Branch is responsible for developing procedures for classifying and assigning all men in the Army with the exception of those in the flight crews of the Air Forces; it develops the policies and prepares the regulations which are used by classification officers in the field. An organizational and functional chart (Fig. 1) of the Personnel Research Section accompanies this article.

The two main objectives of classification are to conserve manpower and expedite training; it is a process through which pertinent data concerning each enlisted

man are validly obtained and accurately recorded for use as a basis in making the assignment in which he will be of greatest value to the Service. Tests are employed at every stage of the complex classification process which continues throughout each man's military career. The personnel consultant and the classification and assignment officers in the induction stations, the reception centers and the replacement training centers of the Arms and Services, and in the tactical units and posts administer tests as an integral part of classification and assignment. The principal divisions and stages of the personnel classification system are indicated in Fig. 2.

Army needs dictate the types of tests in use. The number of tests of all types used in the Army has steadily increased since the initiation of the present classification system. Current tests and procedures

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