

thing possible must be done to put them at their ease - not only in Leaderless Group situations, but in all testing situations. One must always avoid creating the impression that selection or rejection is solely dependent upon test performance. One must avoid the use of such terms as "test" and "examination" and refer rather to the "job" or the "work" to be done. And above all one must avoid practices that can be constructed to be discriminatory in any way.

The present study has dealt with only one aspect of the total problem of increasing African efficiency and productivity.

The industrial situation is a social situation, the productive potential of an industrial plant depends upon both its technological and social organisation.

One must not become so preoccupied with the use of selection techniques as a means of increasing productivity, as to overlook the crucial social problems involving the creation and distribution of human satisfactions, which exert so great an influence upon a worker's efficiency and productivity.

The effective use of African labour involves much more than the development of suitable selection techniques and training methods, it requires a comprehensive study of certain social factors such as, job attitudes, worker morale and job satisfactions, which influence the productivity of the African worker.

The search for better industrial relations and increased efficiency may begin with selection, training and placement, but it should be continued to an analysis of industrial morale, productivity and teamwork.

Appendices:

PART: 1	Appendix A	Page 199.
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	Appendix H	Page 244.
	Appendix I	Page 268.



APPENDIX : A

1. Job Analysis Blank
2. Industrial Biographical Blank
3. School Biographical Blank
4. Score Sheet.
5. Scorebook for Mechanical Computation.

JOB ANALYSIS SHEET

PLANT NAME:

NO:

LOCATION OF JOB:

TITLE OF JOB:

JOB DESCRIPTION(+ = CRIT. REQS.)

1.

2.

3.

4.

5.

EQUIPMENT, MACHINES & TOOLS USED:

CONTENT OF TRAINING:

LENGTH OF TRAINING:

BASIC REQS. OF A GOOD JOB: 1.

2.

3.

RESULTS OF POOR WORKMANSHIP: 1.

2.

3.

RELATION OF THIS TO OTHER JOBS:

SPECIAL REQS. OR SKILLS: 1.

2.

EUROPEAN SUPERVISORS COMMENTS:

AFRICAN SUPERVISORS COMMENTS:

WORKERS COMMENTS:

WORKER REQS: 1.

2.

5.

3.

6.

4.

7.

2.

3.

4.

5.

6.

7.

8.

9.

10.

11.

DG.

BIOGRAPHICAL INVENTORY.INDUSTRIAL SAMPLE.

TESTING CENTRE: _____ DATE: _____

NAME: _____ LENGTH OF STAY IN
 URBAN AREAS: _____
 ALLOTTED NO: _____
 IDENTITY NO: _____ MILITARY SERVICE
 LENGTH: _____ RANK: _____
 SEX: _____
 AGE: _____ PLACE OF BIRTH:
 (1) LOCATION
 (2) FARM
 (3) RESERVE
 TRIPE: _____
 EDUCATION _____
 MARRIED: _____
 CHILDREN: _____

TRIBE OF FATHER	OCCUPATION	EDUCATION
_____	_____	_____
TRIBE OF MOTHER	OCCUPATION	EDUCATION
_____	_____	_____

SIZE OF FAMILY: _____ S. POSITION IN FAMILY: _____

PRESENT JOB: _____

EXPERIENCE IN PRESENT JOB: _____

PREVIOUS JOBS: _____

EXPERIENCE LENGTH IN PREVIOUS JOBS: _____

BIOGRAPHICAL INVENTORY

School Sample.

TESTING CENTRE: DATE:

Name:

Alloted No.: Length of stay
in urban areas:

Sex:

Age:

Tribe:

Present Std. of Education:

Changes of Schools:

Place of Birth:

(1)

(1) Location

(2)

(2) Farm

(3)

(3) Reserve

Education Continuous:

Position in last 3 examinations: (1) in Std.

(2) in Std.

(3) in Std.

No. of double removes :

(1) in Std.

(2) in Std.

No. of times failed

(1)

(2)

Home language:

.....		
Tribe of Father	Occupation	Education

.....		
Tribe of Mother	Occupation	Education

Size of family: Position in family:

Previous jobs (if any): (1)

(2)

DATE: _____

COY. NO.
ALLOTTED NO.

1.	SCREWS TEST	1
2.	SORTING TEST (1)	1 2 T
3.	SORTING TEST (2)	1 2 T
4.	CUBE CONST. TEST	1 2 3 T
5.	TRIPOD ASS. TEST	1 2 3 T
6.	FORMCARD TEST	1 2 3 T
7.	MECH. PEGED. TEST	1 2 T
8.	WIGGLY BLOCKS	1 2 3 T
9.	KOPS BLOCKS	1 2 3 4 5 6 7 8 9 T
10.	COCOPAN TEST	T
11.	BECCANO TEST	T

DATE: _____

COY. NO.

ALLOTTED NO.

1.	SCREWS TEST	1
2.	SORTING TEST (1)	1
		2
		T
3.	SORTING TEST (2)	1
		2
		T
4.	CUBE CONST. TEST	1
		2
		3
		T
5.	TRIPOD ASS. TEST	1
		2
		3
		T
6.	FORMBOARD TEST	1
		2
		3
		T
7.	MECH. PEGED. TEST	1
		2
		T
8.	WIGGLY BLOCKS	1
		2
		3
		T
9.	KOHS BLOCKS	1
		2
		3
		4
		5
		6
		7
		8
		9
		T
10.	COCOPAN TEST	T
11.	BECCANO TEST	T

1

GENERAL ADAPTABILITY BATTERY
RAW SCORES

Sorting I			Sorting II		Card No.
I	II	Total	I	II	
1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30
31	32	33	34	35	36
37	38	39	40	41	42
43	44	45	46	47	48
49	50	51	52	53	54
55	56	57	58	59	60
61	62	63	64	65	66
67	68	69	70	71	72
73	74	75	76	77	78
79	80	81	82	83	84
85	86	87	88	89	90
91	92	93	94	95	96
97	98	99	100	101	102
103	104	105	106	107	108
109	110	111	112	113	114
115	116	117	118	119	120
121	122	123	124	125	126
127	128	129	130	131	132
133	134	135	136	137	138
139	140	141	142	143	144
145	146	147	148	149	150
151	152	153	154	155	156
157	158	159	160	161	162
163	164	165	166	167	168
169	170	171	172	173	174
175	176	177	178	179	180
181	182	183	184	185	186
187	188	189	190	191	192
193	194	195	196	197	198
199	200	201	202	203	204
205	206	207	208	209	210
211	212	213	214	215	216
217	218	219	220	221	222
223	224	225	226	227	228
229	230	231	232	233	234
235	236	237	238	239	240
241	242	243	244	245	246
247	248	249	250	251	252
253	254	255	256	257	258
259	260	261	262	263	264
265	266	267	268	269	270
271	272	273	274	275	276
277	278	279	280	281	282
283	284	285	286	287	288
289	290	291	292	293	294
295	296	297	298	299	300
301	302	303	304	305	306
307	308	309	310	311	312
313	314	315	316	317	318
319	320	321	322	323	324
325	326	327	328	329	330
331	332	333	334	335	336
337	338	339	340	341	342
343	344	345	346	347	348
349	350	351	352	353	354
355	356	357	358	359	360
361	362	363	364	365	366
367	368	369	370	371	372
373	374	375	376	377	378
379	380	381	382	383	384
385	386	387	388	389	390
391	392	393	394	395	396
397	398	399	400	401	402
403	404	405	406	407	408
409	410	411	412	413	414
415	416	417	418	419	420
421	422	423	424	425	426
427	428	429	430	431	432
433	434	435	436	437	438
439	440	441	442	443	444
445	446	447	448	449	450
451	452	453	454	455	456
457	458	459	460	461	462
463	464	465	466	467	468
469	470	471	472	473	474
475	476	477	478	479	480
481	482	483	484	485	486
487	488	489	490	491	492
493	494	495	496	497	498
499	500	501	502	503	504
505	506	507	508	509	510
511	512	513	514	515	516
517	518	519	520	521	522
523	524	525	526	527	528
529	530	531	532	533	534
535	536	537	538	539	540
541	542	543	544	545	546
547	548	549	550	551	552
553	554	555	556	557	558
559	560	561	562	563	564
565	566	567	568	569	570
571	572	573	574	575	576
577	578	579	580	581	582
583	584	585	586	587	588
589	590	591	592	593	594
595	596	597	598	599	600
601	602	603	604	605	606
607	608	609	610	611	612
613	614	615	616	617	618
619	620	621	622	623	624
625	626	627	628	629	630
631	632	633	634	635	636
637	638	639	640	641	642
643	644	645	646	647	648
649	650	651	652	653	654
655	656	657	658	659	660
661	662	663	664	665	666
667	668	669	670	671	672
673	674	675	676	677	678
679	680	681	682	683	684
685	686	687	688	689	690
691	692	693	694	695	696
697	698	699	700	701	702
703	704	705	706	707	708
709	710	711	712	713	714
715	716	717	718	719	720
721	722	723	724	725	726
727	728	729	730	731	732
733	734	735	736	737	738
739	740	741	742	743	744
745	746	747	748	749	750
751	752	753	754	755	756
757	758	759	760	761	762
763	764	765	766	767	768
769	770	771	772	773	774
775	776	777	778	779	780
781	782	783	784	785	786
787	788	789	790	791	792
793	794	795	796	797	798
799	800	801	802	803	804
805	806	807	808	809	810
811	812	813	814	815	816
817	818	819	820	821	822
823	824	825	826	827	828
829	830	831	832	833	834
835	836	837	838	839	840
841	842	843	844	845	846
847	848	849	850	851	852
853	854	855	856	857	858
859	860	861	862	863	864
865	866	867	868	869	870
871	872	873	874	875	876
877	878	879	880	881	882
883	884	885	886	887	888
889	890	891	892	893	894
895	896	897	898	899	900
901	902	903	904	905	906
907	908	909	910	911	912
913	914	915	916	917	918
919	920	921	922	923	924
925	926	927	928	929	930
931	932	933	934	935	936
937	938	939	940	941	942
943	944	945	946	947	948
949	950	951	952	953	954
955	956	957	958	959	960
961	962	963	964	965	966
967	968	969	970	971	972
973	974	975	976	977	978
979	980	981	982	983	984
985	986	987	988	989	990
991	992	993	994	995	996
997	998	999	1000	1001	1002
1003	1004	1005	1006	1007	1008
1009	1010	1011	1012	1013	1014
1015	1016	1017	1018	1019	1020
1021	1022	1023	1024	1025	1026
1027	1028	1029	1030	1031	1032
1033	1034	1035	1036	1037	1038
1039	1040	1041	1042	1043	1044
1045	1046	1047	1048	1049	1050
1051	1052	1053	1054	1055	1056
1057	1058	1059	1060	1061	1062
1063	1064	1065	1066	1067	1068
1069	1070	1071	1072	1073	1074
1075	1076	1077	1078	1079	1080
1081	1082	1083	1084	1085	1086
1087	1088	1089	1090	1091	1092
1093	1094	1095	1096	1097	1098
1099	1100	1101	1102	1103	1104
1105	1106	1107	1108	1109	1110
1111	1112	1113	1114	1115	1116
1117	1118	1119	1120	1121	1122
1123	1124	1125	1126	1127	1128
1129	1130	1131	1132	1133	1134
1135	1136	1137	1138	1139	1140
1141	1142	1143	1144	1145	1146
1147	1148	1149	1150	1151	1152
1153	1154	1155	1156	1157	1158
1159	1160	1161	1162	1163	1164
1165	1166	1167	1168	1169	1170
1171	1172	1173	1174	1175	1176
1177	1178	1179	1180	1181	1182
1183	1184	1185	1186	1187	1188
1189	1190	1191	1192	1193	1194
1195	1196	1197	1198	1199	1200
1201	1202	1203	1204	1205	1206
1207	1208	1209	1210	1211	1212
1213	1214	1215	1216	1217	1218
1219	1220	1221	1222	1223	1224
1225	1226	1227	1228	1229	1230
1231	1232	1233	1234	1235	1236
1237	1238	1239	1240	1241	1242
1243	1244	1245	1246	1247	1248
1249	1250	1251	1252	1253	1254
1255	1256	1257	1258	1259	1260
1261	1262	1263	1264	1265	1266
1267	1268	1269	1270	1271	1272
1273	1274	1275	1276	1277	1278
1279	1280	1281	1282	1283	1284
1285	1286	1287	1288	1289	1290
1291	1292	1293	1294	1295	1296
1297	1298	1299	1300	1301	1302
1303	1304	1305	1306	1307	1308
1309	1310	1311	1312	1313	1314
1315	1316	1317	1318	1319	1320
1321	1322	1323	1324	1325	1326
1327	1328	1329	1330	1331	1332
1333	1334	1335	1336	1337	1338
1339	1340	1341	1342	1343	1344
1345	1346	1347	1348	1349	1350
1351	1352	1353	1354	1355	1356
1357	1358	1359	1360	1361	1362
1363	1364	1365	1366	1367	1368
1369	1370	1371	1372		

2.

GENERAL ADAPTABILITY BATTERY
RAW SCORES

CUBE CONSTR.		TRIPOD			
I	II	I	II	CARD NO.	
1	2	3	4	5	6

GENERAL ADAPTABILITY BATTERY
RAW SCORES

[illegible]

4.

GENERAL ADAPTABILITY BATTERY
RAW SCORES

Mech. Board		Wiggly Blocks							Koti's Blocks							Card No.	
Total		I	II	III	Total	I	II	III									
2	3	4	5	6	7	8	9	10	11	12	13	14	15	16			

5

GENERAL ADAPTABILITY BATTERY
RAW SCORES

Koh's Blocks

V		VI		VII		VIII		IX		Total		Card No.		
2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

GENERAL ADAPTABILITY BATTERY RAW SCORES

Totipot

Card
No.

2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
---	---	---	---	---	---	---	---	----	----	----	----	----	----	----

GENERAL ADAPTABILITY BATTERY GROUPED SCORES

Card No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Sorting I	Sorting II	Cybe Eanstr.	Tripod	Four boards	Mech. Pegbd	Wiggly blocks	K'nish blocks	Cocapap est	Mec=9201 est						

BIOGRAPHICAL INVENTORY
INDUSTRIAL SAMPLE

Project number	Test centre	Month tested	Year tested	Sex and age in years	Education	Place of birth	Card No.
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							

	Length of military service in months	Military rank	Length of residence in urban area	Marital status	Religion	No. of children	Father's tribe	Father's occupation	Father's edu.
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									

Card
No.

INDUSTRIAL SAMPLE

2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
Mother's occupation				Mother's educ.				Size of family				Rank order family			
								Present job				Experience in present job			

Card
 10

INDUSTRIAL SAMPLE

Jobs	2
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	
13	
14	

Card
NO

2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
---	---	---	---	---	---	---	---	----	----	----	----	----	----	----

GEOGRAPHICAL INVENTORY (CONT'D)

INDUSTRIAL SAMPLE

1	2	3	4	5	6	7	8	9	10	11	12	13	14
Previous													
Jobs													

Card No.	Identity No.	Company Number	Name
1	2	3	4
5	6	7	8
9	10	11	12
13	14	15	16
17	18	19	20
21	22	23	24
25	26	27	28
29	30	31	32
33	34	35	36
37	38	39	40
41	42	43	44
45	46	47	48
49	50	51	52
53	54	55	56
57	58	59	60
61	62	63	64
65	66	67	68
69	70	71	72
73	74	75	76
77	78	79	80
81	82	83	84
85	86	87	88
89	90	91	92
93	94	95	96
97	98	99	100

APPENDIX : B

1. Industrial Sample Test Instructions:
 - a) the Zulu instructions
 - b) the Sotho instructions
 - c) the English translation
2. School Sample Test Instructions:
 - a) the English instructions
given from Std. 3 to the Matriculation class
 - b) the Zulu instructions given to
subjects below Std. 3
 - c) the Sotho instructions given to
subjects below Std. 3
 - d) the English translation of the
Zulu and Sotho instructions given to
subjects below Std. 3
3. The reassurance given to pupils between
Std. 3 and the Matriculation class

Industrial Sample Test Instructions:

Zulu Version:

Nizo sebenza lapha namhlanje madoda Lalelanike imithetho yomsebenzi lo.

Kufuneka ningakhulumi. Buka umsebenzi wakho kuphela, ungaphazamisi enyu indoda.

Lapha ebioscope nizabona amadoda esenza umsebenzi ofana nolo enizowuse esenza. Bekisisani kahle ukuthi basebenza kanjani.

Insimbi yokugala (demonstration with the gong) ikhuluma ukuthi galani umsebenzi, nitshetshise, ngoba isikhathi sincane. Eyesibili insimbi (demonstration with the gong again) ikhuluma ukuthi yekela, susa izandla phezu kwetafula.

Sebenzani njengamadoda.

Sotho Version:

Le tha sebetse mona kajeno banne. Mamelang he, melao ea mosebetsi ona.

Hobatleha le seke la bua. Talima mosebetsi oa hao feela. O se ke sa phatsamisa motho e mong.

Mona bioscope le tla bona banna ba sebetse. Talimang hantle hore na basebetsa joang.

Tsipe ea ho gala (demonstration with gong) e bolela hore galang mosebetsi, le phakise, hobane nako ekhuboanyane. Ga bobelitsipe (demonstration with the gong again) e bolela hore tlhela, tlosa matsoho tafoleng.

Sebetsang joaleka banna.

English translation (of both the Zulu and Sotho versions)

You will work here today. Pay attention to the work

instructions. You are not to talk. Attend to your own work; do not disturb the next man.

On the screen you will observe men doing work similar to that which you will do. Pay attention to the demonstration.

The first gong (demonstration) means start work; work fast because there is very little time. The second gong (demonstration again) means stop work, remove your hands from the table.

Work like men.

School Sample Test Instructions:

English Instructions - given from Standard 3 to Matriculation:

You have come here to do some tests. Pay attention to the instructions I am now going to give you.

You are not to talk; keep perfectly quiet. Attend to your own work. You will not be told how to do these tests. Instead a demonstration of how to do the tests is made on the screen. Pay attention to the demonstration.

The first gong (demonstration) means start work. You start at once and work fast because each test is timed. When the second gong rings (demonstration again) you stop work immediately and take your hands away from the table.

You should do your best.

The following are the Zulu and Sotho versions given to subjects below Standard 3:

Zulu Version:

Namhlanje inzongena isikelo lapha. Ni lalele kahle imithetha engizonitshela yona.

Umthetho wokuqala. Kufuneka ni thule nithi duningakhulumi. Faka umsebenzi wakho kuphela; ungaglazi ngapha nangapha.

Yibioscope le. Nizabona amadoda lapha ebioscope asebenza umsebenzi ofano nalo enizowusebenza. Manje nibekisise kahle ukuthi basebenza kanjani; nani nisebenza kanjalo.

Insinibi yokugala uma ikhala kanje, (demonstration) ikhuluma ukuthi galani umsebenzi. Nigale masinyane, nitshetshise ngoba isikhathi sincane. Uma ikhala

obwesibili kanje (demonstration again) ikhuluma ukuthi yekela, susa izandla phezu kwetafula.

Kufuneka ningasabi; nisebenze kahle kakhulu.

Sotho Version:

Kajeno le tla kena sekclo mona. Mamelang hantle melae oe ke tlang ko le bolella eona.

Molae oa pele. Ho batleha le khutse lere tuu - le seke la bua. Talima mosebetsi oa haofeela; o se ke oa talima koana le koane.

Ke bioscope ena. Le tla bonabanna mona bioscope ba sebetsa mosebetsi o tsoang g le ona oo le tlang ho o sebetsa. Joale, le talime hantle hore na ba sebetsa joang; le bona le sebetse joalo.

Tsipe ea ho gala ha e lla tjena (demonstration) e bolela hore galang mosebetsi. Le gale kapele, le phalise hobane naka e khutsoanyane.

Ha ella khetle la bobeli tjena (demonstration again) e bolela hore tlohela, tlosa matsoho tafoleng.

Ho batleha le se ka la tsaba; le sebetse hantle haholo.

English translation (of the afore Zulu and Sotho instructions)

You will attend school here today. Pay particular attention to the instructions I am going to give you.

The first instruction: You must be perfectly silent - you must not talk. Attend to your own work; you must not look this way or that way. (demonstration by tester who moves his head to the left and right of one of the screens).

This is a bioscope (pointing to the screen). You will see men on the screen doing the same work that you are going to do. Therefore pay attention to what they do.

When the first gong rings like this (demonstration) it means start work. Start at once; work fast because there is very little time. When it rings for the second time like this (demonstration) it means stop work, remove your hands from the table.

You must not be afraid; you must all do your best.

The Reassurance given to pupils between
Std. 3 and the Matriculation class:

Boys and girls (if any girls) we have now come to the end of our testing programme. And I wish to thank you all for helping us today. You all behaved very well and I think you all did your best.

I must remind you that this testing is not connected with your school-work in any way. Therefore if you have done badly on the tests do not think that this will affect your examination marks, also if you have done very well on these tests do not think that it will help you at the end of the year - it will not, because your teachers will not be shown these marks.

Thank you.

1. Complete Test Administration, Time and Scoring Sheet.

TEST.	TIME.	ADMINISTRATION	SCORING.
SCREWS	2 MINUTES		1 Point for each correct solution.
SORTING 1.	TRIAL 1 : $2\frac{1}{2}$ MINUTES TRIAL 2 : $1\frac{1}{2}$ MINUTES		1 Point for each correctly sorted item in both trials.
SORTING 2.	TRIAL 1 : 5 MINUTES TRIAL 2 : 3 MINUTES		1 Point for each correctly sorted disc in both trials.
CUB CONSTRUCTION 1. 2. 3. 4.	2 MINUTES 5 MINUTES 7 MINUTES 10 MINUTES	8 Cubes, 3 sides red. Plus 4 Cubes, 2 sides red. Plus 4 Cubes, 2 sides red. Plus 2 Cubes, 1 side red. Plus 4 Cubes, 2 sides red. Plus 4 Cubes, 1 side red. Plus 1 Cube, plain.	
TRIPOD ASSEMBLY 1. 2. 3.	3 MINUTES 2 MINUTES 2 MINUTES	Preceded by a still of 20 seconds Preceded by a still of 10 seconds	1 Point for each correct assembly except the weight which gets 2 pts. If weight hangs incorrectly, only 1 pt.
FORMBOARD 1. 2. 3. 4.	30 SECONDS $1\frac{1}{2}$ MINUTES $3\frac{1}{2}$ MINUTES 15 MINUTES		Practice trial One pt. for each correct solution One pt. extra per recess if all pieces fit correctly i.e: 2 or more pieces.

TEST.	TIME.	ADMINISTRATION.	SCORING.
MECHANICAL PEGBOARD	6 MINUTES		1 Point for each correctly positioned peg.
WIGGLY BLOCK 1. 2. 3.	1 MINUTE 4 MINUTES 10 MINUTES		1 Point for each pair of pieces correctly assembled in each block, and 1 pt. for each block completely correct.
KOHS BLOCKS.	PATTERN 1 - 30 SECONDS PATTERN 2 - 30 SECONDS PATTERN 3 - 30 SECONDS PATTERN 4 - $1\frac{1}{2}$ MINUTES PATTERN 5 - 2 MINUTES PATTERN 6 - 4 MINUTES PATTERN 7 - 6 MINUTES PATTERN 8 - 6 MINUTES PATTERN 9 - 6 MINUTES PATTERN 10 - 5 MINUTES	2 Cubes red, 2 Cubes white 2 Cubes red, 2 Cubes $\frac{1}{2}$ Red and $\frac{1}{2}$ white. 2 Cubes white, 2 Cubes $\frac{1}{2}$ red and $\frac{1}{2}$ white. 4 Cubes $\frac{1}{2}$ red and $\frac{1}{2}$ white. 4 Cubes white, 4 Cubes $\frac{1}{2}$ red and $\frac{1}{2}$ white. 1 Cube red. 9 Cubes $\frac{1}{2}$ red and $\frac{1}{2}$ white. 16 Cubes $\frac{1}{2}$ red and $\frac{1}{2}$ white. 16 Cubes $\frac{1}{2}$ red and $\frac{1}{2}$ white. 16 Cubes $\frac{1}{2}$ red and $\frac{1}{2}$ white. 5 Cubes $\frac{1}{2}$ red and $\frac{1}{2}$ white. 3 Cubes red, 1 Cube white.	

APPENDIX : D

1. Suggested Alterations in Kohs Blocks patterns.



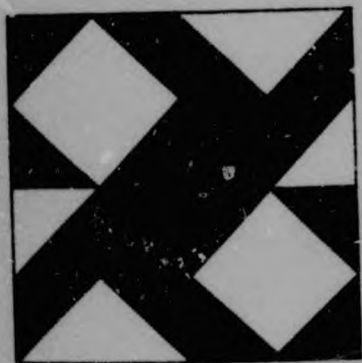
1



2



3



5



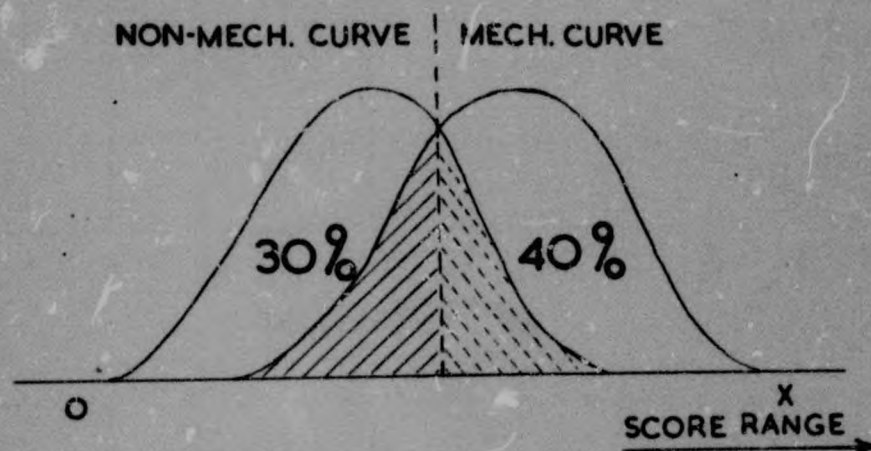
6

SCALE: $\frac{1}{2}'' = 1''$

SUGGESTED ALTERATIONS OF KOHS PATTERNS:

Hark

1. Efficiency of Selection Graphs.

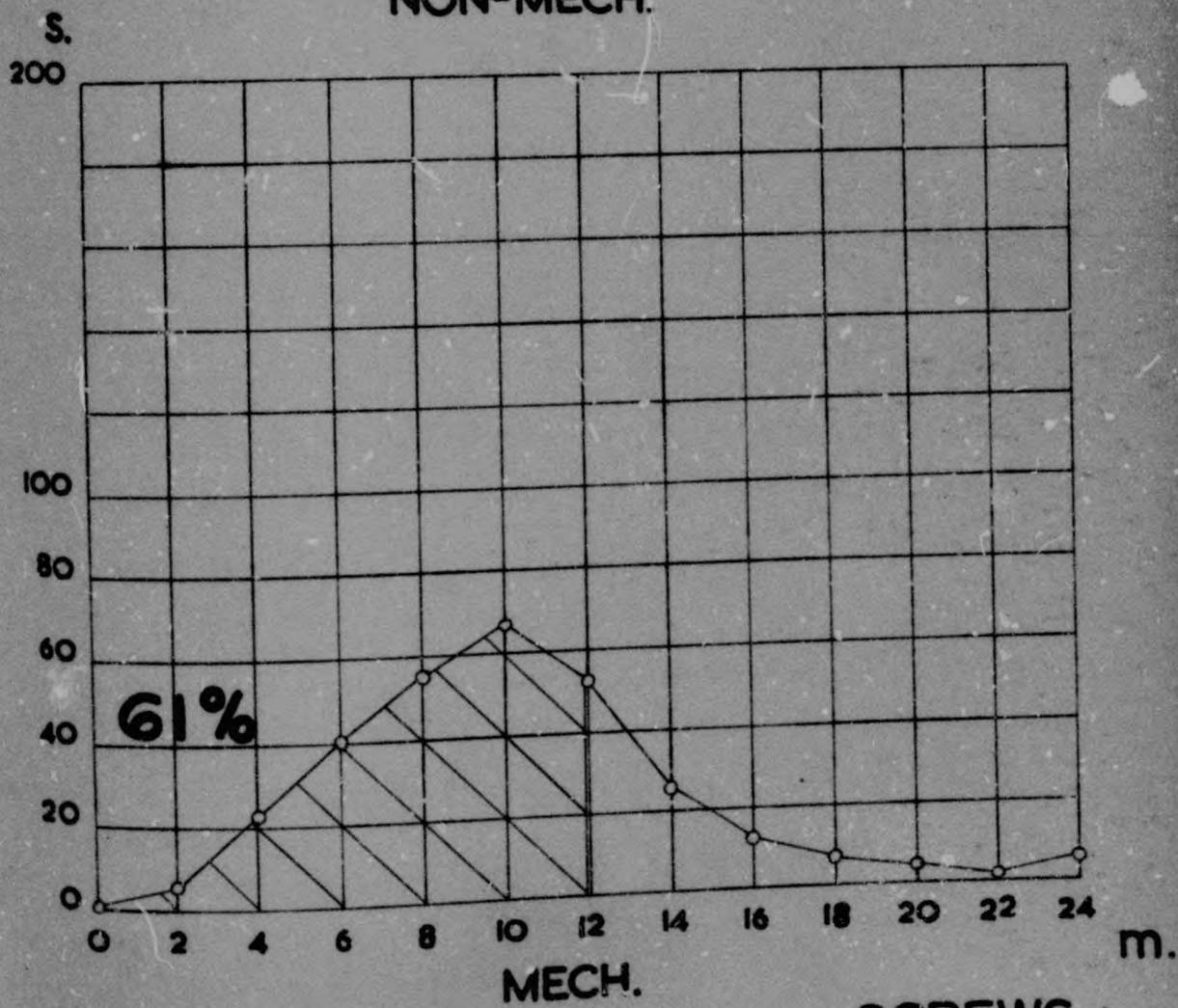
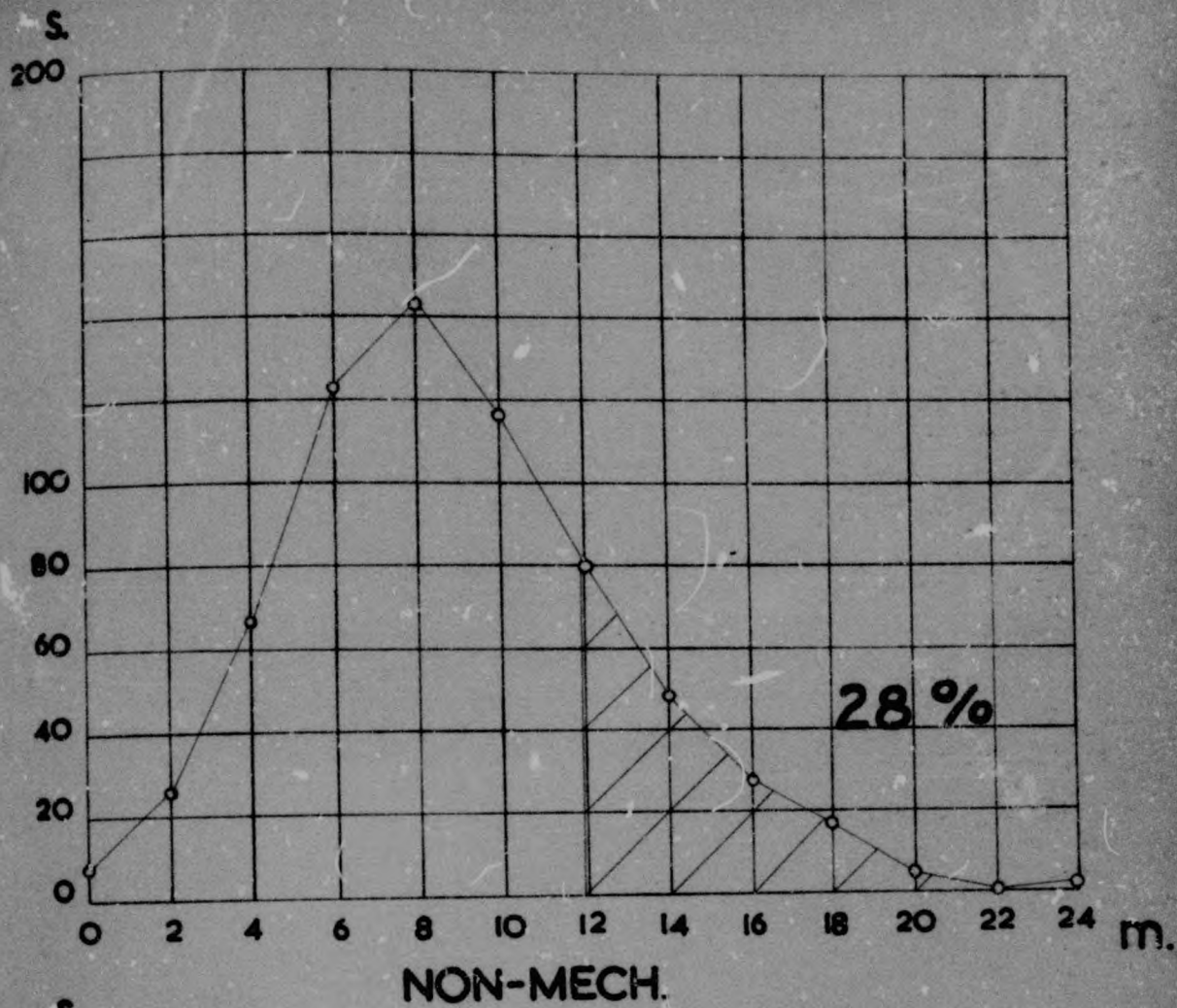


NOTE :

IF INDUSTRIAL SELECTION IS A 100% CORRECT,
 THE TESTS HERE REJECT 30% OF THE MECH. GROUP
 AND ACCEPT 40% OF THE NON-MECH. GROUP.

AN EXAMPLE OF THE PRINCIPLE OF THE FOLLOWING EFFICIENCY
 GRAPHS 

Handwritten signature



SCREWS :

Kach

Author De Ridder J C

Name of thesis An investigation into educational and occupational differences in test performance on a battery of adaptability tests designed for Africans 1956

PUBLISHER:

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