



The Aerospace and Defence Corporation is an aerospace and defence company owned by the Government of India and managed by the Indian Ministry of Defence. It is involved in the design, fabrication, and assembly of aircrafts, helicopters, jet engines, and spare parts. The company has several facilities all over India.

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FLYING HIGH WITH MERITTRAC'S PROMOTION EXAMS

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The Challenge: To administer promotion exams for 1,965 officers across 388 disciplines and 16 test venues

The Aerospace and Defence Corporation wanted to conduct promotion exams for 1,965 officers up to Grade VI in 388 disciplines. Absentees, if any, were to be re-examined and officers posted overseas needed to be examined separately.

There were several special challenges in this case:

- **Test content:** The test material received for 388 disciplines amounted to 1,64,757 questions. Multiple rounds of quality assurance were required for the content. Since candidates would receive questions based on their selected technical discipline, grade, and current location, unique IDs would have to be generated. The testing organization had limited time to develop question generation on the fly. In addition, the testing application had to be customized for deployment in different centers across the country.

- **Security measures:** Since the client was a defence establishment, there were high-security measures in place at its facilities, including network jammers. This restricted communication severely. Moreover, there was limited time to work at the client premises, which could slow down readiness activities.

- **Location of the examinees:** The candidates to be tested were spread across the different facilities of the customer. Some were even scheduled to travel. Thus, last-minute changes in test venue had to be accommodated.

MeritTrac Solution: Creation of unique IDs for candidates and generation of questions on the fly

MeritTrac was chosen after a detailed scrutiny on the basis of its expertise in administering recruitment tests involving various intricacies and dynamics. To address each of the challenges posed, the company developed the following solutions:

- **Test content and administration:** Although MeritTrac offers in-house content, in this case, it collaborated with the customer to perform iterative quality checks on the content provided to it. Question banks were loaded with validated questions categorized by section, level, and difficulty. Questions were created to cater to each of the 388 disciplines. Video instructions to navigate the test interface were created.

Unique IDs were generated for examinees and a separate instance of the testing application was built to suit the needs of the client's locations.

- **Location of the examinees:** To accommodate the time and location constraints of the examinees, the test was administered across 3 days with 5 batches per day held between 7:30 am and 6 p.m. An open batch system of test-taking was enabled i.e. an examinee could choose any slot and any day during the exam. Proctored centralized assessment was enabled for examinees taking the test from overseas.

Outcomes

MeritTrac was successful in conducting fair and unbiased exams for candidates across 388 disciplines within the required timelines (3 days, 5 batches per day).

- Questions were generated on the fly for each discipline.
- Examinees were administered the tests at the client locations and overseas locations.
- Results were shared with examinees immediately after completion of the test.
- Full support was provided for smooth test administration.