



Interaction Research Institute, Inc.

The Feasibility of a Selection/Evaluation Program for Vietnamese Technical Supervisors

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Abstract

A study was conducted at the Vung Tau Fire Fighter and Fire Officer Training Center to determine the feasibility of using various standardized techniques and rating criteria to assess leadership/management capability among trainees. Personal characteristics as measured by the Multinational Preference Schedule (MPS), Grade Point Average measuring technical skill, intellectual capacity assessed by the Universal Digit Span Test, and the trainees' interest in supervisory roles were used as criteria.

The MPS leadership scale was the best single prediction of supervisor training success. GPA, the criteria used for selection of Fire Fighter graduates for advanced (supervisor) training, was not a good prediction of Fire Officer success. Motivation toward leadership positions was a marginally successful predictor, since it was possible to identify those trainees who were opposed to a leadership role. The intellectual measure was unsatisfactory at this time, due to procedural and translation difficulties encountered.

Selection of candidates for supervisory and management training should be based on a whole person concept related to specific functions of the position. Using single factors alone, such as GPA, as selection criteria can lead to unsatisfactory results and lost training effort.

An officer selection battery is recommended based on personal characteristics related to leadership ability, technical skill, training grades, intelligence, and individual motivation.

Table 1
A Comparison of Motivational Analysis, Leadership Potential, and
School Performance for Fire Officer Candidates

Trainee	Motivation		Leadership		School Performance	
	Criterion 1	Criterion 2	Score	Potential	GPA	Class Rank
11	-	Average	5.0	Very Good	81.0	3
12	-	Average	4.0	Good	75.3	4
13	-	Average	-4.0	Poor risk	74.3	5
14	Strong Positive	Excellent	0	Marginal	87.3	2
15	Strong Positive	Excellent	6.0	Excellent	91.0	1

Table 2
Relationship Between Leadership Scores, GPA and Class Rank
for Vietnamese Fire Fighter Trainees

Fire Fighter Trainee	Fire Fighter		Leadership Criteria	
	GPA	Class Rank	Scale	Rating
1	86.5	6	-6.0	Poor
2	90.7	2	0	Marginal
3	74.2	8	4.0	Good
4	69.5	9	4.0	Good
5	87.5	5	-2.0	Poor
6	90.0	3	0	Marginal
7	69.2	10	-2.0	Poor
8	85.7	7	-3.0	Poor
9	88.2	4	-1.0	Poor
10	97.0	1	3.0	Good

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