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This model has the advantage of progressively decreasing the cost of selection as the number of applicants is reduced. But the chances of losing good candidates may be relatively high; an applicant is de-selected simply because he does not perform above the minimum cut-off point at a given stage, although it is possible he might have done really well in the next stage.

## B. SELECTION METHODS IN PRACTICE:

The aim of the various selection techniques is to assess the various characteristics of the individual which are relevant from the point of view of individual's performance on the job. There are quite a few characteristics which cannot be properly assessed either during the interview or by investigating into the background of the candidate. Some of these characteristics can be conveniently assessed by using proper psychological tests.

## i. Application blank:

An application blank is a traditional, widely accepted device for getting information from a prospective applicant which will enable a management to make a proper selection.

The information required to be given in the applicant's own handwriting is needed to identify him properly and to draw