

Under the Support, How Does the Ability Get Killed?

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‘Ability’-It is the precursor to many professional acumens and to master it we have ways which include institutions delivering professional courses or vacancies in the state-run bodies. It is measured at different points in time by the various available tools. In this paper, we will discuss “How to design support structure so that ability doesn’t gets killed.”

It is quite understood that in our country, subtle opportunities rarely exist. A few positions as blue-collar employees are there. Still, the competency required is seldom found in the selected personnel even after getting selected after such a gruel some difficult competition, to be among the lakhs. ‘Ability’ is the key, all the tests whether internal or external are meant to hone and test your current ‘ability’. Now in our country ability has been curbed in the name of achieving social equality implemented under various names to allow the underprivileged to stand equal to those at par. ‘Issues’ exist in this policy. Some of them are very clearly visible as the lesser ability people perform less, spoiling the brand name in the long run. Also, these people fail to stand in tandem with the reputation of the brand name they are carrying whether it is an institute or company or position.

We can see, that ‘Ability’ can be questioned everywhere, so it cannot be compromised at any cost. We have to design the selection procedure so that ‘ability’ is not compromised at any cost, so even at the low-test scores only ‘able’ persons are selected. The steps taken for the selection of ‘able’ persons only would compromise such a pattern where the under-privileged and those who come from affluence will be treated at par with each other and the scores will be scaled to such a level that the ‘ability’ meets the right kind of support. We have to see that the performance gaps will be due to what factors and how during scaling up we can cover them, including Preparation, Age, Qualification, Past performances, economic status, place of residence, quality of teaching, availability of literature, exposure, interest, and peer profile. We should also see that exceptional talent is scarce; despite all odds, it overcomes all resistance and comes out in the open. It generates support through its unique talent and though with limited opportunities it delivers such a performance that he or she comes into the limelight.

We can divide the plethora of students into the following sub-divisions:

1. Extremely talented (versatile)
2. Intelligent

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3. Diligent
4. Hard-worker (Excellent Preparation)
5. Performer
6. Consistent
7. Average
8. Devoid of Resources
9. Non-Performer
10. Not interested
11. Inadequate Qualification

We can divide the studies as per age and qualification in our country as:

1. Primary
2. High School
3. Metric
4. Graduation
5. Post Graduation
6. Doctorate
7. Professional Courses like CA, Engineering, Medicine etc.

Now support is given as per the laws of the land to its people may be of one of the forms as given below:

1. Monetary in terms of scholarships or sponsorships
2. Reservation by the inclusion of seats for the underprivileged handicapped or disabled person.

3. based on merit in the institution.
4. Freedom fighters
5. Reservation based on sex generally female
6. Time-to-time schemes introduced by the government
7. Under NRI or other quota as given by the institute and the board of directors.
8. Management quota seat as per the college admission rules
9. By donation or to buy seats on a payment basis.

The role of teaching or good teachers and the importance of personality development cannot be belittled at any time:

1. Teachers accredited by the genuine acknowledgment body should only be allowed to teach
2. A doctorate is a norm, but instead, a short-term course or certification should be kept to relax as earning a doctorate takes time and also demands much more money.
3. Personality development with a special focus on languages is a must. It allows the development of personality as well as allows you to excel in communication with a background of multi-lingual languages- it in itself opens up a large number of avenues of opportunities
4. Writing skills with communication should be kept on priority for learning and development of personality especially when you do not have much emphasis to be put upon on other things like in primary and up to high school.
5. The 'formative stages' where the child is not so stringent to change through proper inculcations of the subject material by properly designed sessions by the experts leads to the build-up of competency especially in communication in multi-lingual languages.
6. Good manners admissible under various societal norms should be taught at an early stage.
7. Teachers are second to parents and it should be kept in mind that it is assured all of them are tested on suitable scales to teach and work.
8. 'Teachers' or what we call in our society 'Gurus' are the pillars of institutions and so important that they make institutions small to smallest and large to largest and without them biggest of the institutions will fall. The name and fame rest on Teachers. They change the lives of many and to be accessible to them is a necessity.

So, all in all, given the above factors we would like to leverage the fact that 'ability' in the long run finds its path and is utilized in an optimum way as well as it is satisfactory to the participating individual on both sides. Introduction of newer institutions under the same brand name like IIT and IIM will open up channels for prospective students as well as faculty, and under a longer duration both are assessed both on the teaching as well as research with the development of the institution on a bigger platform as one of the best and with peer pressure is being developed year by year more and more. Research and development are key to the growth of the nation and he determines whether we are in sync with the world or not. If we won't be able to compete and sustain ourselves in the international panoramic view we will as a nation have to suffer bullying as well as dominance of others and we have to succumb to their inadvertent demands. Already on the global front despite the formation of so many blocs both on military as well as civilian development basis, the world is unable to restrain themselves from sponsored wars in the name of a few super-powers.

'Ability'-tested and confirmed, over a while will create a strong resource pool which at times of emergency will help nations and the world to cope with the lurking dangers as per requirement. So, if we list down important requirements of the nation as well as the world:

1. Institutions
2. Research Laboratories
3. Quality Students
4. Quality certified teachers
5. Multi-lingual as well as specialized development centers
6. Reference check at various check-points
7. Enhanced global-level technology usage
8. Training centers for both vocal as well as expertise development
9. Development of entrepreneurs with various vocations as soon as possible.
10. Selection test and further internal tests with scaling up as per norms to let the 'ability' be checked and best of it is sieved.

Considering the following as the levels where all is checked as per performance given which are namely

1. Primary:
2. High School
3. Metric
4. Graduation

- 5. Post Graduation
- 6. Doctorate

- 7. Professional Courses like CA, Engineering, Medicine etc.

Presenting the above in a table format we have:

	Institutions	Research Lab	Quality Students	Quality Certified Teachers	Multi-Lingual	Ref. Check	Technology	Training Centers	Entrepreneurship	Ability
Primary	Low	VL	VL	VL	Low	VL	VL	VL	VL	VL
High School	Moderate	Low	Moderate	High	Moderate	Low	Low	Moderate	Low	High
Metric	Moderate	Low	Moderate	High	Moderate	Low	Low	Moderate	Low	VL
Graduation	High	High	High	High	Moderate	High	High	High	Moderate	High
Post Graduation	High	Very High	High	High	Moderate	Very High	High	High	High	High
Doctorate	Low	Very High	Moderate	Moderate	Moderate	Very High	Medium	Medium	High	High
Professional Courses	Very Low	Low	Moderate	Low	Moderate	Very High	Medium	High	High	High

‘Ability’

We can divide the plethora of students into the following sub-divisions:

1. Extremely talented (versatile)
2. Intelligent
3. Diligent
4. Hard-worker (Excellent Preparation)
5. Performer
6. Consistent
7. Average
8. Devoid of Resources
9. Non-Performer
10. Not interested
11. Inadequate Qualification



	Primary	High School	Metric	Graduation	Post Graduation	Doctorate	Professional Courses
Extremely Talented	Na	Low	Low	Very High	Very High	Moderate	Moderate
Intelligent	Na	Low	Low	High	High	Low	Low
Diligent	Na	Low	Low	High	High	Low	Low
Hard-Worker	Na	Moderate	Moderate	High	High	Low	Low
Performer	Na	Moderate	Moderate	Moderate	Moderate	Moderate	Moderate
Consistent	Low	Low	Low	Moderate	Moderate	Low	Low
Average	Na	Depends	Depends	Depends	Depends	Low	Depends
Devoid of Resources	Moderate	Low	Moderate	Moderate	Very Low	High	High
Non-Performer	Na	High	High	High	Very Low	High	High
Not Interested	High	Low	Low	Low	Very Low	High	Low
Inadequate Qualification	Na	Na	Na	Low	Low	Low	High

Career Counselling at various stages of life as mentioned previously to sieve out the best for future positions should be made available to the person based on the various aspects of the person being introspected in the world.

ISTJ (INSPECTOR)	ISFJ (PROTECTOR)	INFJ (COUNSELOR)	INTJ (MASTERMIND)
ISTP (CRAFTER)	ISFP (COMPOSER)	INFP (HEALER)	INTP (ARCHITECT)
ESTP (PROMOTER)	ESFP (PERFORMER)	ENFP (CHAMPION)	ENTP (INVENTOR)
ESTJ (SUPERVISOR)	ESFJ (PROVIDER)	ENFJ (TEACHER)	ENTJ (FIELDMARSHAL)

As per the Keirsay Temperaments, the various personality types with their closest resembling ideal profession are given above. As per the various labels and the related professions given, each alphabet means namely:

I – Introvert, S – Sensing, T – Thinking, J – Judgmental, F – Feeling, N-Intuition, E-Extrovert, P-Perceiving are the namely 8 types used to define the personality of the person and one closest profession linked to the same has been enunciated. We can separate persons in the following groups earlier in their grooming and prepare them as suitable for the later professions as given above or some related professions.

‘Ability’ has to be maximized and for that, we have characterized the ability into 11 labels (Extremely talented, Intelligent, Diligent, Hard Worker, Performer, Consistent, Average, Devoid of Resources, Non-Performer, Not Interested and Inadequate Qualification) above which now as per personality matrix given can be bifurcated into the above 8 on a scale and then can be further refined to the sixteen of the personalities. These personalities can then be mapped to the profession of choice. Each person has some basic requirements for Personality for each profession and once he screws on one profession, he can be mapped in terms of ability to the designated profession thus a basic paradigm can be laid out whether the person is suited for a profession and, “How much affability or correlation is required for a profession between the ability and personality?” A standardized score should be provided and with the person's liking specifically the whole score should be extended over the related professions keeping in mind the ‘ability’ and the ‘profession’. The ‘ability’ with ‘professional’ acumen tested over some specific time or at all the times from the above events – Primary, High School, Metric, Graduation, Post-Graduation, Doctorate, and Professional Courses should be analyzed and given a score over the period and should be added to the scores of any professional test undertaken to decide about the continuity of a person on a professional level.

‘Ability’ tested by a single examination whether in the form of written or personal will only lead to wide fluctuations in the result section over time. The said fluctuations can be minimized and a minimal score could be found that determines the ability and only those who are well-versed should be allowed to continue in this profession or test. ‘Liking’ and ‘Interest’ should also be correlated with each other, in such a manner, that each one lands in a profession of its own.

Also, there should be a smooth transition between each level of performance with the age adding on the experience as and when required. Rise among the positions should be gradual. Rise should be on a proven track record as well as the necessary technology and needed knowledge levels.

Now the question comes, “How to design the support framework as required by the under-privileged persons under various heads to be selected for the given level provided their professional acumen level matches their ability levels?”

So, in reality, the selection test should have a common score of “Professional acumen” which when added to the selection test score should be above the cut-off decided for the list of qualified persons. A person should be allowed according to the level of the designated score on both professional acumens scaled after the passage of the level of the specific time with the scaled score of the selection test. This “Professional Acumen” score is computed at each level i.e. at primary, high school, metric, graduation, post-graduation, doctorate, and other professional levels will be applicable for other higher levels only for the persons who are claiming relaxation under the “unprivileged section” and it should be on a cumulative basis in such a manner that least difference should be allowed to exist between common selection score cutoff after only selected personnel differentiated based on professional acumen are allowed to compete with the remaining personnel.

Key decisions to be taken for granted scaling of scores for selection or admission in the under-privileged reserve list are as follows:

1. The number of times the scaling of scores is permitted for those seeking admission or selection under the underprivileged section of society.
2. Scaling factor to be decided based on professional acumen and selection test score.
3. How many times in a single exam, the scaling is allowed.
4. The number of times reservations under the “unprivileged section” are allowed in a single exam including the number of re-attempts permitted as well as the eligibility criteria under the “unprivileged section”
5. ‘Scaling of score’ up to what level should be permitted so that the “Professional acumen” is not compromised at any level.
6. How many times reservation is allowed under the “unprivileged section” and also on re-attempts how many times?

7. "Ability" is directly correlated with performance and 'as well as' professional acumen. Professional acumen at any cost should not be scaled at any level and should be the sum average of the cumulative scores obtained at each level of the growth i.e. at primary, high school, metric, graduation, post-graduation, doctorate, and other professional levels.
8. Transparency at each level of the selection procedure.
9. Learning should be equal for all its subjects but professional acumen should be competitive.
10. Any selection from the "unprivileged section" should be highlighted while taking the course or if it is for a professional post.
11. The 'High-Lighting' of the support taken will allow a fair demarcation which can be done by the obtained post or degree by an addendum so it can be recognized by others of the facility undertaken.
12. 'Reservation' and 'Ability' go hand in hand, one is up the other goes down. 'Reservation' takes a back seat and 'ability' is the driver so at any point we cannot compromise with the ability. 'Ability' is a must. So, we have to carefully design the support structure so that the true ability finds its way and ascends to its correct place.

In the end, we have to see that ability with support structure doesn't forget that it is ability which plays its part as a must. We cannot neglect or unsee the importance of ability and so at every point, we have to see that 'ability' is not compromised with the support structure introduced for the underprivileged personnel or we can call it 'reservation'. It can be done in the ways mentioned above. The 'thousand years of persecution' by the have's on have not has

led to the ill and misery of many people. To make this gap smaller we have to do injustice to some but we should remember how they were tormented and persecuted as slaves or killed illegally and were forced to live a difficult life. To give them learning at subsidized fees and a relaxed selection procedure is the first of the ways to bring them up in society. Reservation is an evil necessity to kill a bigger evil that has engulfed us for thousands and thousands of years.

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