



REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS  
OFFICE OF THE SECRETARY  
MANILA

097.13 DPWH (R)  
12-12-91

December 9, 1991

DEPARTMENT ORDER )

NO. **246** )

Series of 1991 )

-x-x-x-x-x-x-x-x-x )

SUBJECT: *Simplification Of The  
Evaluation of Psychological  
Test Results*

In Department Order No. 164, s. 1990, as modified in Department Order No. 207, s. 1991, this Office prescribed, with due authority from the Civil Service Commission, the administration of psychological tests to applicants for original appointment, and candidates for promotion to vacancies in the First and Second Levels of the Career Service in case in-depth assessment of their merit and fitness is called for. A rating scale was prescribed for the evaluation of the test results whereby the overall numerical scores are ranged into above average, average, and below average which are assigned specific point scores.

It has come to the attention of this Office, however, that there had been contradictory interpretations by some Supervisors and Selection Committees as to which, between the overall numerical ratings and the point scores of the adjectival ratings, should be considered in the evaluation of the test results. To simplify the evaluation of the psychological test results, and to avoid discordant interpretations thereof, it is hereby directed that the said adjectival ratings be disregarded and deleted from the Psychological Evaluation Report. Only the overall numerical ratings on the tests shall be considered, and the weight thereof as a selection factor in the Personnel Evaluation System established in DO No. 164, as modified, can be arrived at by multiplying the said overall numerical ratings by 10%, the percentage weight assigned to the psychological test results.

This Department Order takes effect immediately.

  
TEODORO T. ENCARNACION  
Officer-In-Charge