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**SANCHAR NIGAM ASSOCIATION OF TELECOM TECHNICAL ASSISTANTS**

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No: SNATTA/JTO LICE \_TTA/15-16/09

Dated: 09/05/16

To,  
GM (Rectt.)  
BSNL Corporate Office  
Jan path, New Delhi-110001

**Sub: REGARDING NEGATIVE MARKING IN JTO LICE EXAM.**

Respected Sir,

As per LICE JTO advertisement there is 0.25 negative marking for attempting one wrong answer. But at the time of **DRTTA recruitment 2007 there were no negative marking** and those who qualified from open market competitive examination are now working as a successful TTA in BSNL and taking an appreciable part for the survival of BSNL.

Introduction of negative marking argued that if candidates do not trust their knowledge enough to answer, they do not functionally possess it. However, negative marking reveals another issue - some candidates may possess the knowledge and be able to demonstrate it in real life, but are so apprehensive about the prospect of losing marks in an exam that they adopt a cautious strategy.

Negative marking throws up two other problems. Imagine two candidates who achieve the same final score in a negatively marked exam. One candidate answers only part of the paper, losing a few marks for wrong answers. The other answers almost all of the paper, getting far more correct but also getting several wrong and having marks deducted. Which one knows more?

The second problem is that the use of negative marking extends the theoretical range of marks for the exam. For example, if one mark is awarded for every correct answer and one deducted for four wrong answer, the theoretical range of the exam is - 25 to +100 percent.

However, this is not usually taken into account when performing the statistical analysis of the exam and, therefore, the performance indicators may be wrong. It also raises the question of what the exam has been testing in the case of a candidate whose final mark is less than zero.

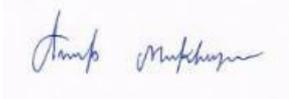
Instead of continuing the quest for a negative-marking system that works, MCQ exams can be improved by following the advice in Robert Wood's *Assessment and Testing* (Cambridge University Press, 1991) and "contain the damage by reducing omission (the real culprit in all this) to a point where confidence differences have no real distorting effect on the estimation of achievement or ability".

Maximum candidates with poor training and study will find it more difficult slipping past the exam. Introduction of negative marking may be an incentive to make everybody study harder and rely less on guessing. Of course, knowing that a pass grade is harder to get could also lead to

resistance against this method of grading tests. Fear of negative markings could make some candidates to perform worse than they are really trained.

JTO (LICE) Candidate need minimum 03 months study leave to cover the syllabus on multiple specializations. Considering the vast syllabus, present day workload in field areas and constraint of time to read, you are requested to keep off the negative marking in departmental LICE Exam for the RY 2013-14,2014-15,2015-16 and order for theoretical range of mark from 0 to +100 percent in case of JTO(LICE) online test for all upcoming JTO LICE 2016,so that work and study both can coexist without hampering the BSNL duties and appear the JTO(LICE) fearlessly.

Yours sincerely,



**Anup Mukharjee**  
**General Secretary**  
SNATTA

Copy to:

1. Shri Abhimaniyu Ji, GS BSNLEU for kind information.