

## Normalization Formula *for the post of Jr. Ass't.*

Normalized Score for each candidate ( $X_n$ ) =  $X_n = (S_2 / S_1) * (X - X_{av}) + Y_{av}$

<b>S2</b>	Is the SD of the shift with the Highest Average Score taken as <b>Base</b> for normalization (Criteria for choosing the base for normalization is generally taken as the shift with 'Highest Average' of raw scores)
<b>S1</b>	Standard Deviation for the corresponding shift (to be scaled to S2)
<b>X</b>	Raw score of a candidate
<b>X<sub>av</sub></b>	Simple average of the Shift
<b>Y<sub>av</sub></b>	Average corresponding to shift with highest Average (taken as <b>Base</b> for normalization)