Selection vs Rejection

LOE-Line of eligibilty; BoRS-Bottom referenced selection; RFE-Rejection first eligibility;

The objects scattered in any space would possess a position in the space as per defined attributes. Objects placed without any assigned attributes, weights and dimensions would be unidentifiable and unrecognizable. Such objects would primarily behave living in isolation for self and not contributing to the society and environment. (This has also been discussed while defining the terms CEAK/AAK and NAAK). Initially it can be presumed that each human is in this state. However, when a question of creating a society comes up, the identification of individual with respect to some attributes and dimensions, commonly and uniformly applicable, becomes necessary. Against these attributes, dimensions and criteria, the objects would get scattered in a space of their worth and application.
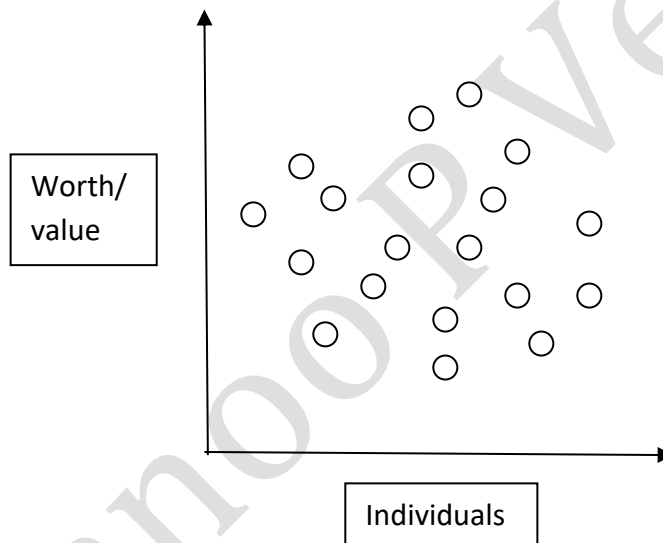
Now with all individuals distributed all over space, for a particular application /purpose and objective, a selection is required to be made, selecting an individual appropriate and eligible, to lead all of them against that particular application and objective.

The first step would be to define the requirement and qualification parameters and subsequently the acceptability. So the line of eligibility is drawn and the most probable place of this LOE (Line of eligibility) would be the place cutting or dividing this whole space of occupancy by people or objects into two equal parts, one portion above the line and other below the line. With the distribution defined by the standard deviation analogy, the line and the space of occupancy is 30:70% ratio, 30% above it and 70% below. However, it is not relevant for the matter being analyzed.
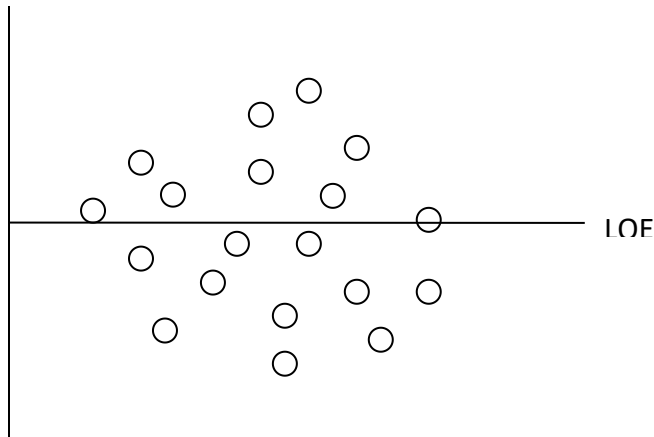
The matter which is under examination is that now what would be the appropriate methodology and philosophy to select a person as leader to lead the mass.

Before talking about the methodology, it is essential to define the objectives. As regards to the screening for a 'public leader' for a 'nation' the natural objective would be to 'pick the best one', intelligent, sincere and impartial. Let we call it 'selection-A'. If not aimed at, the selection on the other hand would present 'non-intelligent, insincere and biased' person. Let we call it 'selection Z'.

It now depends upon the design of 'Governance system', if the Selection-A is programmed or Selection-Z is programmed.
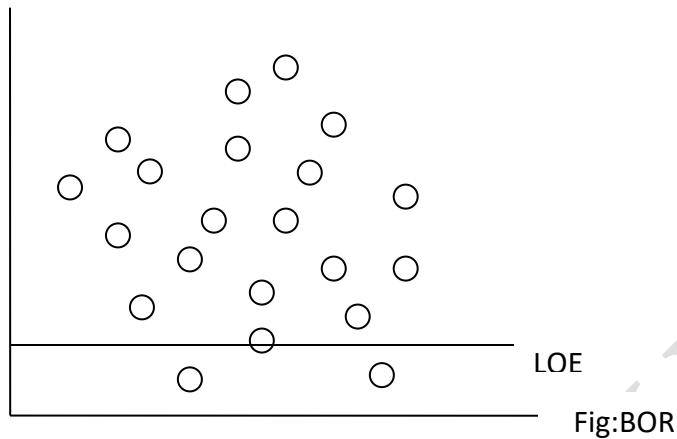
Methodology:

There can be two ways of doing it. **The first is selection in which the person shall be evaluated** against the 'referenced desirable attributes' and then the one securing more shall be selected.

The other way shall be that the people are assessed against undesirable and negative attributes and reject the most negative and further next to it and so on. Let we call this methodology as 'Rejection First Eligibility' (RFE) with Priority defining unsuitable' PDU. And the former as 'bottom referenced selection' (BoRS) with Priority defining suitable. It may look that the methodology RFE is not desirable and only BoRS is enough to select the best one. But is it correct?

Let we examine different possibilities.

Bottom referenced selection; BoRS: First scenario would be that the LOE is at the bottom or close to bottom and most objects are above the line. This would correspond to BORS. In this case the eligibility criteria is not designed to screen and filter the 'goodness' of

the object or even otherwise. One major criteria, not the best obviously, would be the basis of permitting 'entry to the selection process'. Say an education level, **not the best,** is stipulated as the criteria. Therefore, this scenario is equivalent to 'having no eligibility' criteria.

Fig:BOR

The LOE is at bottom and the objects are above it. In this case mojority of the objects are above eligibility and thus acceptable and any object is picked up and it is found to be meeting the stipulations of LOE. This would represent a methodology of 'selection' and is 'bottom referenced selection-BORS'. In this case there is no guarantee that the most suitable object is picked up and 'selected'. The probability of selection of anyone would be n where n= number of objects. However, the probability of selection of the most suitable in this case would be 1/n.

Rejecting first eligibility; RFE: The other scenario would be that the LOE is close to the top and most objects happen to come under it. This would correspond to RFE. This is an interesting case and obviously in this case, the eligibility criteria/LOE are too rigid and stringent and those who are below LOE, stands rejected. It may be apprehended that in this case either the competition is lost amongst members to complete or the selection procedure may indicate to have been designed for particular selected objects. Though the application and objectives are too tight to permit a 'very wide base competition'; however RFE would be 'more purposeful' unless it is made 'sentimental' dispute for having deliberately ignored majority of the people/objects.

LOE

Fig:RFE
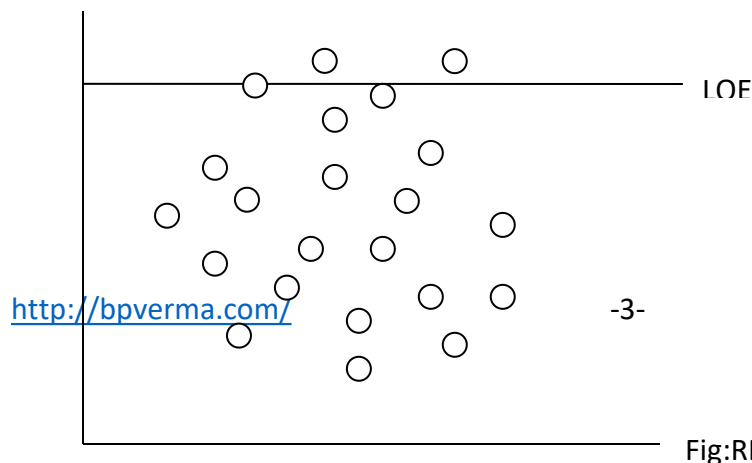
The LOE is close to top and in this case any object picked up has a probability equal to 1/n of being 'unsuitable'. Therefore, in this case the object picked up, has very little probability of being unsuitable, as the 'rejection of unsuitables' has already been affirmed by high LOE. The objects need to be picked and subsequently rejected till the most suitable is 'on hand'.

Define Objectives

It should be very clearly understood that the eligibility criteria is always with respect to the objectives aimed at and the attributes which are related to the fulfillment of such objectives and aims, falls within the consideration zone. Say for example, for research scholars the criteria like education and intelligence etc would be relevant whereas age and health would be important for sports person. This needs a deep and thorough scrutiny and understanding of objectives and the path onward to achieve these. Not only that, this can only be thought of and worked out if the objectives itself are well defined, measurable and verifiable. Thus the objectives must be defined in such terms which are verifiable and measurable anytime.

However, it would be quite common that either the study or presentation of objectives in DAVM terms is not done or under ignorance and even deliberately, not executed. In such a case, which would be quite common and also most sensitive and implicated to be examined, the scenario of having no LOE would come up prominently. This also would be the most undesirable.

Both positive and negative attributes present:

Every object or a person has both positive and negative attributes with respect to any particular objectives and aims. In the quest of looking for the best under the above scenario, one may look at the positive attributes and anyone qualifying against positive attributes would get through. This would be a process of 'selection' BoRS. 'Selection' signifies picking up someone. And 'picking up would always be based upon 'positive attributes'. Apparently it may look to be acceptable but there are very serious drawbacks in this. In the process driven by the philosophy of 'selection', the negative attributes of an object or person are not tested, not revealed and remain hidden. There can not be any argument to support it except that 'there are ideal people around' who have only positive attributes and who do not have any 'negative attribute'. And it is 'impossible'. Thus 'selection' methodology would not necessarily provide 'sincere and impartial' persons. **It is most unwanted if the 'selection process' is applied to the process for picking up someone for a position which has powers, especially the 'undefined and unchallenged powers' like 'government of a nation' and its members thereof. When a person with such hidden** negative attributes

would acquire a position of unquestionable powers, the negative attributes would invariably surface out turning the person into selfish mode.

Taking a turn around, the other process, opposite to "selection", would be 'rejection'. In this approach the best positive attributes are identified and saggregated and then negative attributes of the object or persons must be found and based upon the assessment on such attributes, the 'rejection' should occur. In this process, it is mandatory to 'dig out the negative attributes' to the best possible. And the persons with least 'negative attributes' should be identified. In this approach, it is necessary that the LOE is decided based upon the acceptability criteria based upon rejection on account of 'undesired attributes' instead of 'selection' on the basis of desired attributes. Therefore, **the eligibility must stress 'priority for rejection' of 'what is not acceptable' than defining 'what is acceptable'**. And what is not acceptable should cover even the 'least negative attribute' so the criteria must include 'each possible negative attribute', starting from 'severest' down to the 'lightest', but must include all. So the criteria would include from severest 'like if person involved in a major crime-murder/rape etc' to 'lightest that 'if person does cheating- telling lies or behaving mischieveous'. Even if the 'reply to a questionaire on negative attributes' is expected to be 'No' but every 'negative aspect' must be covered.

Any criteria and process not mentioning as to 'what is not acceptable' including all negative attributes, would be 'selection' and would always lead to permitting the people to be through even with negative attributes.

The process of selection if continues successively for long it would lead to disastrous consequences. Repetition of 'selection' would lead to a situation where all objects or persons would fall below the LOE and even selection of best out of them would not give the 'Best' for anytime to come.

Successive selection

Fig1
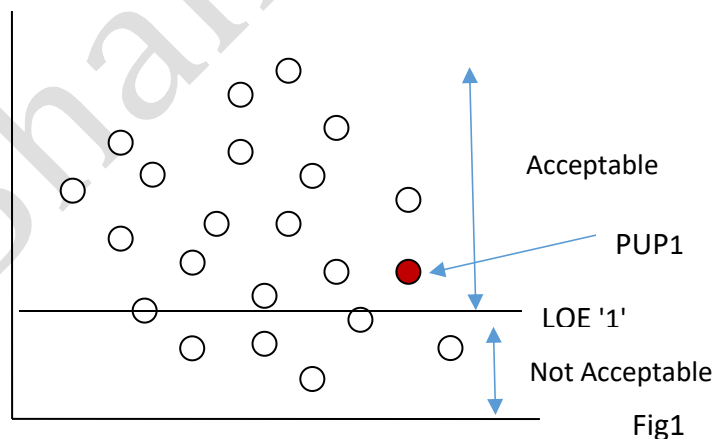
Let in the first round of selection, the LOE is at '1'. The acceptable lot of people and 'not acceptable' lot are shown. It is not likely that the 'top' in the 'acceptable' shall be 'selected' as if

this was the objective, the 'rejection' would have been adopted invariably. So let the 'PUP1' is presumed to have been 'selected'. Now the subsequent selection shall be an interesting affair.

As elaborated in other chapter, if a 'moron' is once selected for a 'position of authority', it is evident that the person possessing powers now would always 'select persons' under him/her who are 'more stupid' than him/her as it would be an essential condition for its survival now. So in the next round of selection, the LOE would shift downward to LOE'2'


Fig1
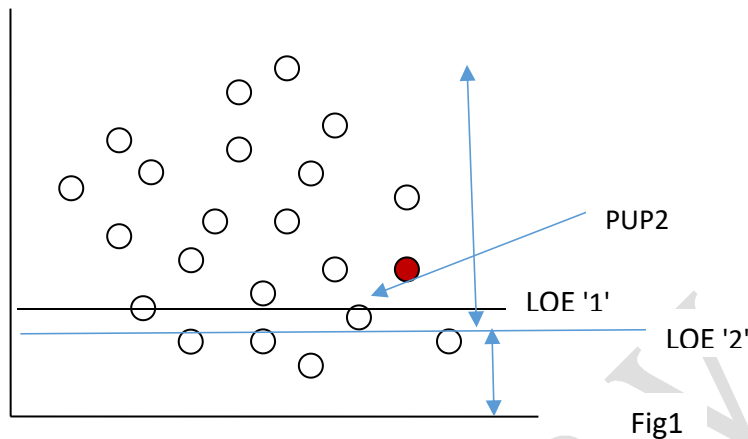
And there is no possibility that a person above the position of PUP1 shall be selected by him/her and invariably, the choice would go to PUP2 who is below PUP1 by shifting the LOE downward from LOE1 to LOE2. It is not necessary that the LOE shall be shifted from 1 to 2 by changing the 'criteria' physically. Even if the LOE is at 1, the selection of successive next stage would go for PUP2, someone below PUP1 invariably. So the change of criteria 'visible and recognizable' will not happen, but the 'selection process' intrinsic design shall yield deterioration in successive stages, shifting the selections away from 'eligibility basis'. And this will go on and the selection process will continuously 'worsen' the level of 'people' selected in successive stages.

Successive Rejection:

In 'rejection process' the LOE is placed at higher level and the people would be kept below LOE even for 'marginal shortcomings and deficiencies'. Argument mongers would put up imprudent argument that it would impart injustice to those who are below LOE. The argument is meaningless as in any 'selection process' only a low fraction of people are selected compared to those who took part and there is no question of any injustice as nobody prevented anyone to be one who got picked up.

In case of 'rejection process' there are only few, highly eminent, qualified and worthy and anyone got selected would be a 'good selection'. Normally a 3 to4 times than the final selection numbers, are kept and picking up those many from top and above LOE, shall meet the statutory and fundamental requirements.

Fig2
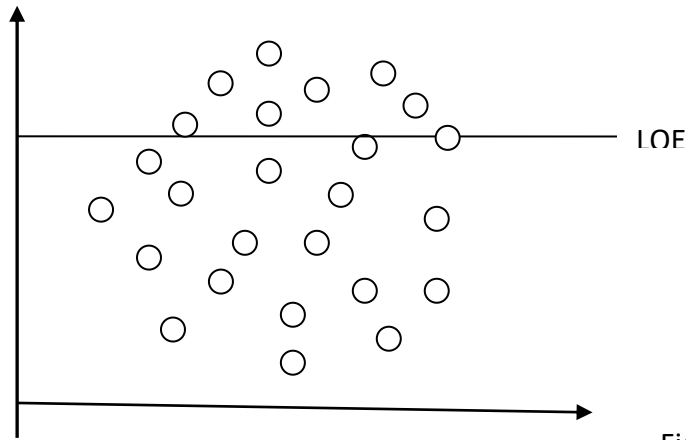
It may be apprehended that like the occurrence in 'selection process' BoRS; previously, the selection shall deteriorate in 'successive stages'. This however, is baseless and untrue. In case of 'rejection process' the LOE is high and the people even with 'marginal shortcomings' shall not be 'eligible'. So the position of LOE shall define the 'eligibility' which shall be 'realistic and obligatory'. The one who would get 'picked up' shall always be above LOE and amongst those who are most 'suitable, qualified and eminent'.

The only requirement in this case is that LOE is kept as high as possible.

Principles: So the following must be followed as basic rules to enforce the 'rejection' as the commanding attribute over 'selection'

(i)   Must publicly announce and notify that the criteria for any 'position of responsibility and authority and incumbent' shall be highest level of analytical intelligence

(ii)   Must notify the positive/desirable attributes as highest education, proficiency and substantial practicing of analysis fields//attributes and exploring/vision-ability

(iii)   Defining positive attributes, **best**, for education, professional, history of yielding outstanding professional accomplishments, and 'no negative attributes'

(iv)   Defining negative attributes, at least 2 to 4 times the number of positive attributes

(v)   The total weightage of negative attributes must be 3-4 times compared to weightage of 'positive attributes'

(vi)   The negative attributes must cover minimum

      (a) Criminal behaviour- executing; supporting; instigating

(b) Anti-social behaviour- executing; supporting; instigating

(c) Anti-national- executing; supporting; instigating

(d) Social dis-harmony/agitations/riots- executing; supporting; instigating

(e) Cheating/mischievous behavior- fraudulence, false statements, 2Face character, theme of criticizing others,

(f) Deliberate picking past actions by others to justify 'wrong' of self in the present

(g) No direct communication with people

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