



**TSI PROXIMITY KEYBOARD
... THE ONLY KEYBOARD WITH
100% GUARANTEED RELIABILITY**

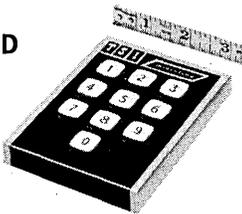
Tested, approved and accepted, this solid state keyboard gives you dependability and performance unparalleled by any other keyboard, including those labeled "breakthroughs in technology."

HERE'S PROOF OF TSI SUPERIORITY

- **RELIABILITY**—TSI Proximity Key (patent pending) utilizes non-contacting proximity transducers to provide infinite operational life.
- **ADAPTABILITY**—The TSI Keyboard can be tailored to meet any specific requirement.
- **ECONOMY**—No bounce characteristic eliminates the need for anti-bounce circuitry . . . up to 8 outputs from single key eliminates the need for diode matrices . . . trouble-free performance requires practically no maintenance, downtime or costly repairs.

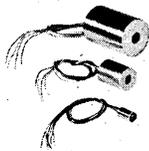
TSI MINI-LINE KEYBOARD

Constructed to same high standards and ultra-reliability as the larger keyboard. The TSI Mini is designed for limited space applications requiring thin line construction.



SPECIFY TSI PROXIMITY TRANSDUCERS

If you produce key punch, card reader, paper tape or disc file equipment, you should be using TSI Proximity Transducers . . . the most reliable and economical method for parity checking, rack peak detection, displacement sensing and hole detection. Sizes from 1/16" O.D. to 1/4" O.D.



WE CAN DELIVER UP TO 5,000 UNITS A WEEK

For keyboards write for Bulletin K-9000-A; for Proximity Transducers Bulletin PT-4000-A; or telephone.



TRANSDUCERS SYSTEMS, INC.

Easton and Wyandotte Roads Willow Grove, Pa. 19090
(215) 657-0655

CIRCLE 90 ON READER CARD

**TESTING FOR
PROGRAMMING APTITUDE . . .**

population at which the 10th percentile of the group population fell. Thus the 10th percentile of the systems analysts' scores fell at the 5th percentile of the norm population.

The middle mark, the arrowhead, indicates the median of the group. Thus the median score of the accounting group corresponds to the 30th percentile of the norm population. The vertical stroke near the right end of the bar indicates the 90th percentile of the group. Thus the 90th percentile of the scores of the computer operators fell at the 71st percentile of the norm population. The right end of the bar indicates the norm percentile of the highest score of the group. Thus the highest score of the keypunch operators corresponds to the norm percentile rank of 57.5.

It is interesting to observe that every group had some representation in the upper half of the norm distribution. Except for three groups—two-year college or institute students, clerical and secretarial personnel, and keypunch operators—every group had some representation in the top decile of the norm population.

where to look

It is not likely that very large numbers of new programmers can be obtained from the groups of professional engineers or mathematicians. The members of those groups who are interested in programming careers, moreover, will probably be interested in scientific programming rather than business applications. While the college graduate group appears to be attractive, the cream of the crop will probably take the most attractive offers. Many of these persons will be working in scientific applications or for the very large corporations. To seek programming personnel in the lower levels of the college graduate group, with regard to their programming potential, rather than in the upper levels of other groups, may be a costly mistake. Persons should be evaluated as individuals and not cloaked with "group attributes."

While it will generally be necessary to consider significantly more applicants from a lower group to find the persons with high potential for programming, the search might well be done in one's own company. Such persons, when identified and trained by their own company, are also likely to remain as long-term employees of the company. They will also be coming to the programming department with a practical background of experience in the company's business. They can be valuable liaison contacts between the programming department and other departments, probably more so than a person brought into the programming department from outside the company. Although the percentage of successful applicants will probably be less than for the college graduate group as a whole, a company will probably find a significant number of persons with high potential for programming in the various departments of its own organization. The fact that the total base from which to draw is so much larger than the college graduate group may well result in a substantial number of new trainees selected from within the company itself.

It is important, however, that supervisors' recommendations about highly accurate workers should not be the chief basis of selection. Many persons who do their regular work with high accuracy and even with good judgment in that work will prove inadequate for the special kind of logical demands of the work in programming. It would be desirable to administer some test or tests of logical ability with special reference to programming before starting a person in a programming training program.

This study is being continued and updated and supplementary reports will be prepared on an on-going basis. ■