



Govt. of India
Staff Selection Commission

Explanatory Note on new method of normalization adopted by SSC

When candidates take exams in multiple shifts, the difficulty level of each shift might vary – some shifts could be harder or easier than others. To make sure everyone is treated fairly, the Commission normalizes the scores. This means that the scores are adjusted so that candidates from different shifts can be compared fairly on the same scale.

2. As per the earlier method of normalization published on the website of the Commission vide Notice dated 7.2.2019, this was done by considering the top scores and average scores from all shifts, as well as how much scores vary within each shift. Using this information, a new, adjusted score for each candidate was calculated. This new score shows how well a candidate performed compared to everyone else, not just those in his/her own shift. This process of normalization is effective at ensuring that candidates who took tougher shifts aren't unfairly disadvantaged, and everyone's scores can be compared fairly, no matter which shift they appeared in.

3. After evaluating the impact of normalization, Staff Selection Commission has adopted a new procedure of normalization which is based on equipercentile method. The details of this method have been published on the website of the Commission vide its Notice dated 2nd June, 2025.

4. Under the equipercentile system, instead of adjusting scores using averages and variation (spread), the ranks or percentiles of candidates in each shift are considered. As per this system, the most important determinant of a candidate's performance is his/her ranking within his/her own shift, which is reflected by the percentile score. For example, the candidate who scored better than 80% of examinees in one shift will be matched to the candidate who scored better than 80% of examinees in another shift. By matching candidates based on their relative positions in their own shift, this method creates a fair way to compare scores across different shifts, even if the difficulty varies. Thus the new method ensures that candidates who faced certain problems relating to content in one shift won't be unfairly ranked compared to candidates in other shifts who didn't face similar problems.

5. The Commission will continue to work towards improving the systems so as to ensure the sanctity of examinations conducted by it.
