

# Bangladesh Psychometric Society

## E-Newsletter





## President's Note



I am pleased to share that it was my long-cherished dream to form a forum for debating, discussing, and exercising psychometrics, the science of measuring psychosocial and educational variables. At long last, the dream came true during an unblessed time of Covid-19 outbreak.

As you all aware that we are passing through an era where interdisciplinary and multidisciplinary research approach is a rule rather than an exception. The cutting-edge research in psychological, educational, behavioural, social, medical, and other allied disciplines requires knowledge and understanding of psychometrics in one way or the other. It has been a routine approach to apply knowledge of psychometrics in these fields even for publishing articles in relevant journals.

However, there is globally a clear gap in acknowledging and or/ understanding the necessity of studying psychometrics as part of professional growth and development. The reason behind this gap is multiple. One of the vital reasons being the fact that psychometrics is not offered in many of the fields. Even if it is offered in some fields either at graduate or undergraduate levels, it is not instructed systematically and comprehensively. Another reason might be fears or phobias of learners to embrace psychometrics since it demands knowledge in mathematics, statistics and research methods.

Keeping all these issues in mind, we eventually formed a forum named Bangladesh Psychometrics Society (BPS) on June 20, 2020, with a commitment to cater the need for advancing knowledge of psychometrics among students, teachers, professionals, practitioners, educators, policy-makers of home and abroad in a very easy, systematic and comprehensive way.

With the slogan 'Work for Fairness, Justice, and Elimination of Discrimination' in its heart, BPS dreams of a balanced society in particular and a world in general where equality and equity will be ensured through applying principles and processes of psychometrics in all spheres of lives wherever applicable. We are working towards developing skilled psychometricians whose solemn duty will be to strive toward achieving those goals by collecting, analyzing,



evaluating, and interpreting psychometric data in a meaningful and efficient way.

To travel through the uneven path of achieving the vision, mission, goals, and targets of the BPS, it required a bunch of dedicated persons. I am fortunate that I have come across a few but genuine humans from home and abroad. My profound gratitude and sincere wishes to them, including my fellow Executive Council members and General Body members without whose continued support, effort, feedback, and adherence, the journey would not have even been started. I am thankful to participants of Level A and Level B, who are the real sources of inspiration and motivation to move forward.

Finally, I express my deep sense of gratitude to a trusted and efficient team comprising Shathi, Mushfiq, Momtaz, Shahriar, and Akram headed by Professor Ferdousi, who brought the E-newsletter out in time.

Thanking you,  
Dr. Md. Kamal Uddin  
President, Bangladesh Psychometric Society  
&  
Professor, Department of Psychology  
University of Dhaka, Dhaka 1000, Bangladesh





## Vice-President's Note



The “Bangladesh Psychometric Society (BPS)” is an innovative, dynamic platform for multidisciplinary audiences who wish to apply psychometric tools in a methodically correct way to research, clinical and applied sciences with scientific rigour and confidence.

As part of the Global Mental Health (GMH) movement, researchers and policymakers at the WHO identified the lack of mental health professionals combatting the exponential spike in mental health problems due to the pandemic, and encouraged an approach known as ‘task sharing’ via nonprofessional community health workers.

Therefore, BPS intends to approach this by deterring the misuse, abuse and disuse of the psychometric tools. The BPS is unique in presenting complex equations in a simpler fashion by relating scenarios to real-life examples and promotes accessibility to users across all social science backgrounds.

BPS also aims to support researchers using psychometric tools by facilitating ethical approval after rigorous review.

So, as the vice president of BPS, I have a vision- that this platform will enable a large community to utilise the benefits of methodically using psychometric tools- both in workplaces and research fields.

**Vice-President  
Dr. Fahmida Tofail**

Scientist & Senior Consultant Physician, International Centre for Diarrhoeal Disease Research, Bangladesh.





## Research Secretary's Note



Psychometry, as a discipline, has a very long history of development. Interestingly, the cornerstones of psychometry were laid by researchers and scientists from disciplines like Astronomy, Anthropology, and Statistics. Nonetheless, the last century witnessed major development in the domain of Psychometry, and this helped shape the discipline of Psychometry as we know it.

A point of concern in this regard is the lack of awareness about the nitty-gritty of test construction and administration in the mass fraternity, precipitating into unethical practices and a general aversion towards test construction. Bangladesh Psychometric Society (BPS), as an academic body constituted of psychologists and educationists, has taken up a leader's role in disseminating knowledge and foster a general awareness about test construction and administration in the common mass. I am extremely proud and honoured to be a part of this society and collaborate with other academicians and professionals under the great leadership of Prof. Mohd. Kamaluddin.

Bangladesh Psychometric Society (BPS) intends to reach the greater mass of budding and practising psychologists and educationists through offering different courses and training programs in basic and advanced levels of Psychometry. In the coming years, BPS will also be involved in other academic activities with the focus on dissipating knowledge of Psychometry. As the Research Secretary of BPS, I am truly honoured to be a part of this noble endeavour, and I'd express my heartfelt gratitude to all the respected Executive Council members and colleagues for extending their kind support. Together as a team, we dream to become a pioneer organization dedicated to spreading knowledge in this part of the globe.

**Research Secretary**  
**Dr. Sumona Datta**  
Assistant Professor  
Department of Psychology Adamas University  
Kolkata, India

## Editor's Note



Recently we, few academicians, and professionals of different fields, have gathered together under the same umbrella named as Bangladesh Psychometric Society to ensure the appropriate and effective use of psychometrics to different disciplines. I salute the stalwarts who dare to dream to form this society in Bangladesh which was a demand of the time. Although the historical roots of psychometrics date back in China almost 4000 years for the purpose of civil service testing, modern psychometric models and methods now have a wide range of applicability in various disciplines such as education, industrial and organizational psychology, behavioural genetics, neuropsychology, clinical psychology, medicine, and social sciences. Therefore, the aim of this society is to build up highly skilled psychometricians who will “work for fairness, justice, and elimination of discrimination.”

However, it gives me immense pleasure to be a part of the first issue of E-Newsletter of Bangladesh psychometric Society. From the very beginning of our journey, we had the dream to publish an E-Newsletter to keep a record of our mission, vision, activities and so on to the people of different corners. To materialize the dream, the executive council of this society formed the editorial team. I am thankful to the council to have faith in my skill and strength to select me as the editor-in-chief of this E-newsletter. With our good spirit and enthusiasm we, the editorial team, started to furnish the E-Newsletter as our spokesperson but the process of crafting was not an easy attempt. The roads had ups and downs, twists and turns. Despite that, the team tried hard to bring it to the light, no matter in what form. Our efforts eventually paid off. We were able to arrange the bouquet of flowers, our E-newsletter, within the deadline! I must say that the newsletter may not be entirely free from mistakes and flaws; as the editor in chief, I apologize for all the shortcomings which stuck us to reach up to the mark. But I must say that there was no lapse in our sincerity and dedication. Hopefully, the next issue will be enriched with the comments and suggestions of the erudite people.

This note will remain incomplete if I would not express my gratitude



to all the members of this editorial team for their unstinted support to make our dream a reality. I am indebted to Dr. Muhammad Akram Uzzaman, Dr. Mohd. Ashik Shahrier, Mr. Mushfiqul Anwar Siraji, and Ms. Momtaz Sultana for their active participation and sincere cooperation. I am especially grateful to Mr. Mushfiqul Anwar Siraji, who gave his shoulder to turn this challenge into a successful mission. I am also thankful to the President of the Bangladesh Psychometric Society, Professor Dr.Md. Kamal Uddin for his innovative ideas and suggestions. I also appreciate the prompt response of Ms. Shathi Rani Roy to our queries and make us well equipped with all the necessary information. Finally, I would like to express my gratitude to all the members, participants, and well-wishers who contributed by all means to enrich this publication a success.

And last but not least, I believe that Bangladesh Psychometric Society will be a genuine scientific body to use psychometrics, the psychological measurement, for the betterment of our daily lives and the society as well.

**Dr. Murshida Ferdous Binte Habib**

Professor  
Department of Psychology  
University of Rajshahi  
Rajshahi, Bangladesh.





## Why Psychometrics?

*“The art of imposing measurement and number upon operations of the mind.”*

*-Francis Galton*

The human quest for understanding why and how we differ from each other gave birth to “Psychometrics”. What is Psychometrics? The word ‘Psychometrics’ itself is coined from the Greek words ‘Mental’ and ‘measurement’, and we may say these two words do a proper justice of defining psychometrics. Psychometrics is nothing but theories and techniques of psychological measurement. This is the bridge connecting psychological theories to statistical interpretation. This is mostly done by quantifying and measuring mental attributes, behaviours, or performances.

In conception, psychometrics involved only measuring the rudimentary intelligence and personality attributes. Today, with the advancement of this branch, psychometrics covers virtually all statistical methods that are useful for the behavioural and social sciences. In addition to psychology, psychometric theories are now widely being used in many other professions, especially in education, health, and industry. The improvement of instrumentation, growth of the internet, and computer-based testing shifted the nature of data to whole another level. To analyze this complex nature of data, a firm understanding of theories, innovations in measurement, and statistics is a must. Additionally, the modern era demands psychometric testing in every aspect of our life- from pre-school to corporation, the military, and private sectors- in an attempt to assess personality, ability and other psychological aspects to ensure social justice and equity. Soon the economy will grow around on the ability to analyze and interpret data. As a result, it is essential that we create a rigorous team of expert psychometrician who will be able to create scientifically valid and reliable instruments to collect data and provide meaningful interpretation.

Bangladesh Psychometric Society is aimed at gearing up individuals in the journey of their own metamorphosis towards becoming an effective psychometrician.





## Meet Us

Bangladesh Psychometric Society is committed to work for fairness, justice, and to eliminate discrimination by providing opportunities so that society can adequately measure everyone on his/her own merits.

### Our Mission

No single human is identical. We differ in terms of our physiological aspects (height, weight, skin colour) and psychological aspects (ability, aptitude, achievement, Intelligence, & personality trait). It is indispensable to understand and quantify these differences to attain a fair and indiscriminating society. From this necessity, the seeds of psychometrics were sowed in China nearly 4000 years ago. Today we can define psychometrics as the science of evaluating the attributes of psychological tests. Psychometrics deals with the data generated by the use of psychological tests, the reliability of the information obtained from the psychological tests and issues concerning the validity of the obtained data. Irrespective of disciplines, one would require the understanding of psychometrics if s/he intend to measure various aspects of personality, cognitive abilities, interests, motivation, mood and suchlike.

The demand for expert psychometrician is gradually growing both for the sake of economic and scientific growth. Both the growth of modern science and economic welfare are highly dependent on understanding individuals' particulars. Answering this universal call, Bangladesh Psychometric Society aims to provide our society an extensive psychometric pool. With the collaboration of researchers, professionals and policymakers, we intend to attain equality, equity and justice. We intend to attain these goals of ours by-

- ✚ Providing highly skilled psychometrician to the society by our rigorous training program
- ✚ Promoting the highest quality psychological testing in the industry, civil and military services, and mental health services in Bangladesh
- ✚ Promoting psychometric education and research
- ✚ Advancing and representing the profession of psychometrics
- ✚ Serving the professional needs of its membership

## Our Trainers



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*"In regard to the amount of difference between the  
races, we must make some allowance for our nice  
powers of discrimination gained by a long habit of  
observing ourselves"*

*- Charles Darwin*

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BANGLADESH PSYCHOMETRIC SOCIETY

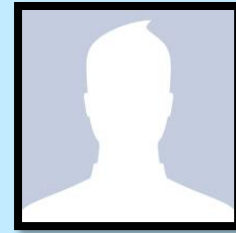
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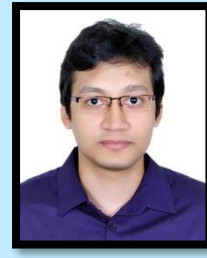




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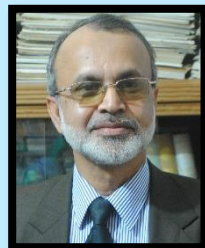
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Professor & Chairperson  
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University of Dhaka.



## Online Training Courses BPS Offer

To select the right measurement tools for specific purposes, the knowledge of psychometrics is essential. Towards this end, Bangladesh Psychometric Society (BPS) is offering training courses to the psychologists, practitioners, researchers, educationists, and other professionals to provide deep and holistic views of how a psychometric measure is developed and used to assess any particular psychological construct. BPS intends to train up its target peoples through three levels of intensive online courses, namely basic, advanced and applied levels. The basic psychometrics course is prepared to provide an introductory knowledge covering mainly the basic principles of testing and measurement (e.g., reliability, validity, standardization and norms) with an aim to apply the concepts in real-life settings, for example, recruitment and staff development in an organization. The advanced level, in continuation with the basic level, can make the trainees competent enough by learning the application of different modern approaches (e.g., IRT, DIF, EFA, CFA model specifications through software) underlying the basic principles of testing and measurement. Lastly, the applied level course, after completing the basic and advanced level courses, intends to categorize the trainees reflecting their field-specific needs of psychometric tools and accordingly, train them the application of the appropriate psychometric tools to their respective fields of interests based on the expertise they gained through the trainings in previous two levels.

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**“We are what we are because we have what we have been, and what is needed for solving the problem of human life and motives is not moral estimates but more knowledge.”**

*- Sigmund Freud*

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## Become Our Member

- 1. General Member:** Individuals who are interested in and actively engaged in the field of psychometrics can apply to become our general member. An MS degree in fields that rigorously apply psychometric procedures such as psychometrics, psychology and education, etc. is a pre-requisite to become a general member.
- 2. Life member:** Any General Members of the Association who, instead of the annual subscription, wishes to pay a commuted sum can become our Life member. But this opportunity will only available to those who have been a general member for a year before being a Life Member.
- 3. Honourary Member:** Individuals who have made outstanding contributions to the field of Psychometric in Bangladesh might be nominated by any member of the society for honorary membership. Such nominations will be made in writing to the President of the society and must be approved by the Executive Committee.
- 4. International Member:** Any foreign citizen having a degree in psychometrics, psychology, and education, etc., may be enrolled as an International Affiliate if s/he applies for membership by paying due fees and the Executive Committee approves his or her application.

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“Life does not make any sense without interdependence.  
We need each other, and the sooner we learn that, the  
better for us all’

*- Erik Erikson*

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## Recent Highlights

Bangladesh Psychometric Society (BPS) has organized many virtual programs since its inception. From July to December 2020, we have hosted weekly Facebook live, international webinars, workshops, musical evening etc. where various issues of psychometrics and its relevance with other discipline were discussed. Learners from different countries participated in these programmes. Till now, six international webinars, two international workshops and eight-Facebook Live has been arranged by BPS on the virtual platform.

### World Mental Health Day 2020

**World Mental Health Day 2020**  
Theme: Mental Health For All

October 10, 2020, Saturday  
10.30 am - 12.30 pm

**Professor Dr. Muhammad Kamal Uddin**  
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University of Dhaka  
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Bangladesh Psychometric Society  
Vice President  
Asia Pacific School Psychology Association

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Bangladesh Psychometric Society (BPS) observed world mental health day-2020 on October 10, 2020, from 7 pm to 10 pm in a befitting manner in collaboration with the Bangladesh School Psychology Society (BSPS). The main theme of the day was 'Mental Health for All: Greater Investment-Greater Success'. On the occasion of this day, BPS arranged a webinar for discussion while Professor Dr. Muhammad Kamal Uddin (President of the Bangladesh Psychometric Society) presented the Key Note Paper titled 'Raising Resilient Children'. Professor Kamal reported that the need for mental health and psychosocial support would substantially increase in the coming months and years.

Investment in the mental health program at the national and international levels, which have already suffered from years of chronic underfunding, is now more important than it has been ever. Around 50 participants from home and abroad participated in the webinar. The other prestigious members of BSPS also presented several papers such as Promoting Children's Mental Health through Protecting Child's Right: The Role of School Psychologist by Jakia Rahman, Building Social-Emotional Skills by Mahin Sultana, Child's Rights to Quality Education and the School Psychologist by Sanjida Kabir, Play, Leisure and Recreation by Samia Binta Rahman and Ensuring Safe and friendly School Environment by Tasnim Diba etc. All presenters focused on the importance of mental health and behaviour pattern. All presenters gave much importance to the need for arranging such a program. They encouraged the participants to be aware of their mental health as well as physical health.



## Cultural Night 2020

**CULTURAL EVENING PRESENTED BY  
BANGLADESH PSYCHOMETRIC SOCIETY**



Dr. Fahmida Tofail  
Scientist & Senior Consultant  
Physician, ICDDR,B, Bangladesh



Professor Dr. Murshida Ferdous  
Department of Psychology  
University of Rajshahi



Professor Dr. Sabina Sultana  
Department of Psychology  
University of Rajshahi

**20th October, 2020, Tuesday at 8.00 pm (BST)**



Dr. Sumona Datta  
Assistant Professor  
Department of Psychology  
Adamas University  
Kolkata, India



Lutfun Naher  
Lecturer  
Department of Psychology  
University of Chittagong



Shahreen Shabnam Mumu  
Enroute International Ltd.

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[facebook.com/bangladeshpsychometricsociety](https://www.facebook.com/bangladeshpsychometricsociety)



Bangladesh Psychometric Society (BPS) arranged a colourful cultural program on October 20, 2020, at 8.00 pm BST through zoom platform. Around 100 audiences participated in the function from different countries, including distinguished members of the BPS. President of the BPS Professor Dr. Muhammad Kamal Uddin inaugurated the program and delivered a valuable speech. He gave much importance to the need for arranging such programs off and on. He encouraged participants for their laudable performances. Noteworthy that everybody enjoyed the cultural function and highly appreciated the organizers. The events of the cultural program included music,

recitation, story-telling, extempore speech, pantomime, shared past experience, and chorus. Professor Dr. Muhammad Kamal Uddin appreciated all the participants who made the event a success. The function presented many aspects of our culture before the audience. The organized and planned cultural program had been performed by Dr. Fahmida Tofail, Professor Dr. Murshida Ferdous, Professor Dr. Sabina Sultana, Dr. Sumona Datta, Lutfun Naher, and Shahreen Shabnam.

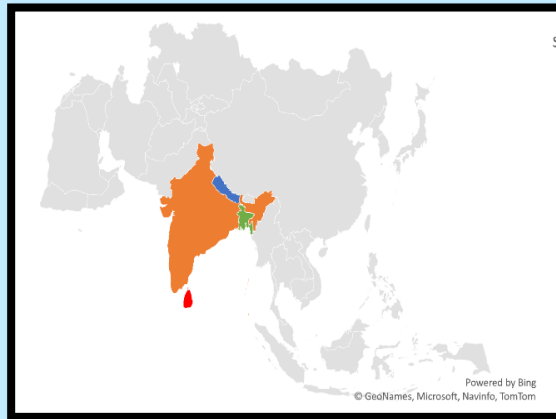
**“The pendulum of the mind oscillates between sense and nonsense, not between right and wrong.”**

*— Carl Gustav Jung*



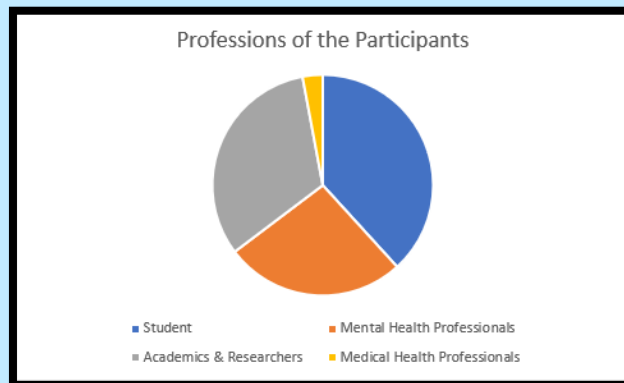
## Level A: Basic Psychometrics (4 credits-60 Hours) Batch 1

<b>Commencement Date</b>	July 10 2020
<b>End Date</b>	September 12 2020
<b>Total Students</b>	33



We believe the application of psychometrics is not only limited to psychology, and almost every profession requires its application. In that pursuit, we successfully launched our training program on psychometrics. People from Bangladesh, India, Nepal and Sri Lanka have participated in our first batch of Level A: Basic Psychometrics Training Program.

Our Participants varied in their profession, educational background and age range. Our aim of diversity and inclusion has reflected through this pool of participants. In the first iteration of our training program, 33 participants received certificates as proof of completion.



### Three Dimensional Approach of BPS







## Level A: Basic Psychometrics (4 credits-60 Hours) Batch 1

**Md. Abdur Razzak**  
NGO  
Handicap International.

**Momtaz Sultana**  
Lecturer  
Department of Psychology  
Bangabandhu Sheikh Mujibur Rahman  
Science and Technology University.

**Sumona Datta**  
Assistant Professor  
Adamas University  
Kolkata, India

**Sayed Tanvir Rahman**  
Associate Professor  
University of Dhaka  
Dhaka, Bangladesh

**HM Motacchim Shimanto**  
Doctor  
Dhaka Community Medical College.

**Jannatul Ferdous**  
Lecturer  
Jagannath University.  
Dhaka, Bangladesh

**Md. Wahid Anowar**  
Student  
University of Dhaka (Psychology)

**Ferdous Ara Reshmin**  
Psychologist  
Bangladesh Protibondi Foundation.

**Lamiya Akhter Mow**  
Student  
University of Dhaka.

**Avilash Noor**  
Student  
Government Commerce College,  
Chittagong.

**Jannatul Adon**  
Student  
University of Dhaka.

**Shamima Akhter**  
Associate Professor  
Jagannath University.

**Masuma Parvin**  
Lecturer  
Department of Psychology  
Bangabandhu Sheikh Mujibur  
Rahman Science and  
Technology University.

**Lutfun Nahar**  
Lecturer  
Chittagong University,  
Bangladesh

**Shyeda Akter**  
Student  
Begum Badrunnessa Govt.  
Girls' College, Dhaka,  
Bangladesh

**A.A.Dheen Mohamed**  
Counseling Officer  
District Secretariat.

**Mohamed Aboobucker**  
**Mohamed Sameem**  
Senior lecturer  
South Eastern University of  
Srilanka.

**S.M. Abu Bakar Siddique**  
Student  
University of Dhaka

**Md. Moin Khan**  
Student  
University of Dhaka.

**Iffat Ara**  
Psychologist  
Private Chamber.

**Tazbina Zaman**  
Student  
University of Dhaka.

**Atia Masuda Bilkis**  
Student  
University of Dhaka.

**Khem Raj Bhatta**  
Assistant professor  
Tribhuvan University. Nepal

**Narendra Singh Thagunna**  
Faculty  
PK Campus  
Tribhuvan University, Nepal

**Padam RaJ Joshi**  
Psychologist  
The school of Psychology  
(TSOP)Nepal.

**Sarzam Arobi**  
Counselor, NNG  
Dhaka, Bangladesh

**Hasina Perveen**  
Assistant Director  
SOS Children's villages  
International.

**Jebin Nahar**  
PhD Student  
Dhaka University.

**Shead Ashraf**  
I/O Psychologist  
Inner Circle, Riseuo Lab

**Syeda Sara Nasir**  
Learning Support Facilitator,  
BRAC IED.

**Jony Miah**  
Lecturer  
Tejgaon College.

**Refat Sultana Rumi**  
Student  
University of Dhaka.

**Mahin Sultana**  
Student  
University of Dhaka.



## International Webinars

### Multivariate Functional Data Visualization and Outlier Detection

Bangladesh Psychometric Society (BPS) had arranged its first International Webinar on “Multivariate Functional Data Visualization and Outlier Detection” via Zoom. Nearly 90 participants from all over the world registered for this webinar and E-certificates were given to the participants.

Date: 04-08-2020

Time: 9 pm BST

#### Honourable Speaker



**Debdulal Dutta Roy**  
President, Rabindrik  
Psychotherapy Research Institute  
Trust, Head and Associate  
Professor, Psychology Research  
Unit, Indian Statistical Institute,  
Kolkata, India.

#### Welcome Address



**Professor Dr. Md. Kamal Uddin**  
Department of Psychology  
University of Dhaka  
President  
Bangladesh Psychometric Society.

#### Vote of Thanks



**Dr. Samsad Afrin Himi**  
Associate Professor  
Department of Psychology Jagannath  
University  
International Secretary  
Bangladesh Psychometric Society.

### Dimensionality and Measurement Invariance in Test Construction and Adaptation

2nd International Webinar was conducted on “Dimensionality and Measurement Invariance in Test Construction and Adaptation” via Zoom.

Date: 18-08-2020

Time: 9 pm BST

#### Honorable Speaker



**Dr. Diane Leach Putnick**  
Staff Scientist Epidemiology  
Branch Eunice Kennedy Shriver  
National Institute of Child Health  
and Human Development (NICHD),  
Rockville, MD 20187, USA.

#### Welcome Address



**Professor Dr. Md. Kamal Uddin**  
Department of Psychology  
University of Dhaka.  
President  
Bangladesh Psychometric Society

#### Vote of Thanks



**Dr. Samsad Afrin Himi**  
Associate Professor  
Department of Psychology  
Jagannath University.



### **Item Response Theory in Test Construction and Adaptation**

Third International Webinar was conducted on “Item Response Theory in Test Construction and Adaptation” via Zoom.

**Date: 31-08-2020**

**Time: 8 pm BST**

#### **Honorable Speaker**



**Dr. Sumona Datta**  
Assistant Professor  
Department of Psychology  
Adamas University Kolkata, India.

#### **Welcome Address**



**Professor Dr. Md. Kamal Uddin**  
Department of Psychology  
University of Dhaka  
President, Bangladesh Psychometric Society.

### **Electrophysiological Methods: Basic Issues and Applications**

Fourth International Webinar was conducted on “Electrophysiological Methods: Basic Issues and Applications” via Zoom.

**Date: 08-09-2020**

**Time: 8 pm BST**

#### **Honorable Speaker**



**Professor Dr. Azizuddin Khan**  
Department of Humanities and Social Sciences  
Indian Institute of Technology Bombay  
Powai-400076, Mumbai, Maharashtra, India.



**Professor Dr. Md. Kamal Uddin**  
Department of Psychology  
University of Dhaka  
President  
Bangladesh Psychometric Society.

## Music and Mental Health

Musical evening and fifth International Webinar was conducted on “Music and Mental Health” facilitated by Kaafi Mahmud. The webinar was scheduled on September 27, 2020 at 8 pm (BST) via Zoom.

Date: 27-09-2020

Time: 8 pm BST

### Honorable Speaker



**Kaafi Mahmud**  
England.

### Welcome Address



**Professor Dr. Md. Kamal Uddin**  
Department of Psychology  
University of Dhaka  
President  
Bangladesh Psychometric Society.

## Testing Measurement Invariance in Test Construction and Adaptation

Sixth International Webinar was conducted on “Testing Measurement Invariance in Test Construction and Adaptation” facilitated by Dr. Diane Leach Putnick. The webinar was scheduled on September 29, 2020 at 8.00 pm (BST) via Zoom.

Date: 29-09-2020

Time: 8 pm BST

### Honorable Speaker



**Dr. Diane Leach Putnick**  
Staff Scientist Epidemiology Branch Eunice  
Kennedy Shriver National Institute of Child Health  
and Human Development (NICHD), Rockville, MD  
20187, USA.

### Welcome Address



**Professor Dr. Md. Kamal Uddin**  
Department of Psychology  
University of Dhaka  
&  
President  
Bangladesh Psychometric Society.



## International Workshops

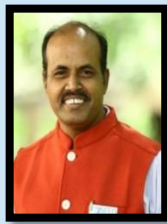
### Taxonomy of Teaching, Learning and Assessing

Bangladesh Psychometric Society (BPS) had arranged its First International Workshop on “Taxonomy of Teaching, Learning and Assessing” via Zoom.

Date: 24-08-2020

Time: 7pm -10 pm BST

#### Honourable Speaker



**Dr. N. Asokan**  
Educational Leader  
Chennai, India.

#### Welcome Address



**Professor Dr. Md. Kamal Uddin**  
Department of Psychology  
University of Dhaka  
President  
Bangladesh Psychometric Society.

### Principles and Processes in Psychometric Tool Construction

Bangladesh Psychometric Society had arranged its first One-Day International Workshop on “Principles and Processes in Psychometric Tool Construction” with the collaboration of Academy for Solution Focused Approaches and Research India, Sri Lanka School Psychology Association and The School of Psychology, Nepal via Zoom

Date: 13-09-2020

Time: 9am-5pm BST

#### Honourable Speaker

Professor Dr. Md. Kamal Uddin, University of Dhaka, Bangladesh.  
Dr. Padam Raj Joshi, Triton International College, Nepal.  
Dr. Ahsan Habib, Institute of Education & Research (IER), University of Dhaka, Bangladesh.  
Dr. M. A. M. Sameem, South Eastern University of Sri Lanka.  
Dr. Narendra Thagunna, Tribhuban University, Nepal.  
Dr. Sareeta Behera, Clinical Psychologist, India.  
Dr. Sumona Datta, Adamas University, India.,  
Dr. Samsad Afrin Himi, Jagannath University, Bangladesh.

#### Topics

Introduction to Psychometrics  
Fundamentals of Measurement  
Item Analysis; Classical & Modern Approaches  
Reliability & validity  
Interpretation of Test Scores  
How to Construct a Psychometric Tool



## Everyday Psychometrics (Facebook Live)



Bangladesh Psychometric Society (BPS) had arranged a series of Facebook Live titled “Everyday Psychometrics” with the presence of distinguished guests who were specialists in their own professional sectors. In this one hour program, guests were asked many questions regarding psychometrics in different countries, its relations with other disciplines and such like. . From July to August 2020, almost 08 Facebook live had been conducted on every Saturday from 9 pm to 10 pm (BST) on various issues relevant to psychometrics.

### Episode 01: Psychometrics in Bangladesh: Use, Disuse, and Misuse

Date: 04-07-2020

Time: 9 PM-10 PM BST

#### Honorable Guests

#### Host



**Professor Dr. Md. Kamal Uddin**  
Department of  
Psychology  
University of Dhaka  
&  
President,  
Bangladesh  
Psychometric Society.



**Dr. Ahsan Habib**  
Associate Professor &  
Chairman, Department  
of Educational  
Psychology & Guidance,  
Institute of Education &  
Research (IER),  
University of Dhaka,  
Bangladesh.



**Sarzam Arobi**  
Career Counselor-NND,  
Nitol Niloy Group,  
Communication Secretary  
of BPS



**Jakia Rahman**  
Lecturer  
Department of  
Psychology  
University of Dhaka.

“Ethnic psychology must always come to the assistance of individual psychology, when the developmental forms of the complex mental processes are in question.”

*-Wilhelm Wundt*

## Episode 02: Psychometrics in India: Use, Disuse, and Misuse

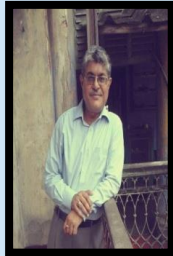
Date: 11-07-2020

Time: 9 pm – 10 pm (BST)

### Honourable

### Host

### Guests



**Debdulal Dutta Roy**  
President, Rabindrik  
Psychotherapy  
Research Institute  
Trust, Head &  
Associate Professor,  
Psychology Research  
Unit, Indian Statistical  
Institute, Kolkata,  
India.



**Dr. Anjana  
Bhattacharjee**  
Assistant Professor,  
Department of  
psychology,  
Tripura University  
(A Central University),  
Tripura, India.



**Shahinoor Rahman**  
Assistant Professor,  
Department of  
Psychology,  
Chittagong University.



**Ishrat Shahnaz**  
Assistant Professor  
Department of Psychology  
University of Dhaka.

## Episode 03: Psychometrics in Nepal: Use, Disuse, and Misuse

Date: 11-07-2020

Time: 9 pm – 10 pm (BST)

### Honourable Guests

### Host



**Dr. Khagendra Prasad Subedi**  
Chief Psychologist(Joint Secretary)  
Public Service Commission, Nepal.



**Md. Shaheen Mollah**  
Assistant Professor  
Department of Psychology  
Jagannath University.



**Jakiya Rahman**  
Lecturer  
Department of Psychology  
University of Dhaka.

## Episode 04: Psychometrics in Rehabilitation: Use, Disuse, and Misuse

Date: 25-07-2020

Time: 9 pm – 10 pm (BST)

### Honourable Guests

### Host



**Abida Sultana**  
Physiotherapist at  
NITOR  
Organizing Secretary  
Bangladesh  
Government Employee  
Physiotherapy  
Association.



**S. M. Imran Shoaib**  
Clinical Prosthetist and  
Orthotist  
Head of the Department  
Department of Prosthetics and  
Orthotics  
Centre for the Rehabilitation  
of the Paralyzed (CRP).



**Himica Arjuman**  
Founder & Coordinator  
Bangladesh Therapy &  
Rehabilitation  
Foundation  
Member  
Society of Speech &  
Language Therapists.



**Momtaz Sultana**  
Lecturer  
Department of  
Psychology  
Bangabandhu Sheikh  
Mujibur Rahman  
Science &  
Technology  
University,  
Gopalganj.

## Episode 05: Psychometrics in Malaysia: Use, Disuse, and Misuse

Date: 08-08-2020

Time: 9 pm – 10 pm (BST)

### Honourable Guests

### Host



**Dr. Mohammad Rahim  
Kamaluddin** Associate Professor  
Center for Research in Psychology  
and Human Well-Being (PsiTra)  
Faculty of Humanities and Social  
Sciences  
Universiti Kebangsaan Malaysia.



**Professor Dr. Muhammad Kamal  
Uddin**  
Department of Psychology  
University of Dhaka  
President  
Bangladesh Psychometric Society.



**Lutfun Naher**  
Lecturer  
Department of Psychology  
University of Chittagong.



## Episode 06: Psychometrics in Psychopathology: Use, Disuse, and Misuse

Date: 15-08-2020

Time: 9 pm – 10 pm (BST)

### Honourable Guests

### Host



**Dr. Bidhan Ranjan Roy Podder**  
Director & Professor  
National Institute of Mental Health  
Bangladesh.



**Dr. Mekhala Sarkar**  
Associate Professor, Psychiatry,  
National Institute of Mental Health  
Bangladesh.



**Jakia Rahman**  
Lecturer  
Department of Psychology  
University of Dhaka.

## Episode 07: Psychometrics in Research & Evaluation: Use, Disuse, and Misuse

Date: 22-08-2020

Time: 9 pm – 10 pm (BST)

### Honourable Guests

### Host



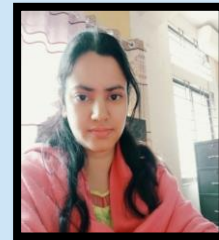
**Dr. Fahmida Tofail**  
Scientist  
Senior Consultant  
Physician  
International Centre for  
Diarrhoeal Disease  
Research  
Bangladesh.



**Dr. Jena Derakhshani  
Hamadani**  
Emeritus Scientist  
Maternal & Child Health  
Division  
International Centre for  
Diarrhoeal Disease  
Research  
Bangladesh.



**Dr. Mohammad  
Kadir**  
Research Fellow  
Griffith University  
Australia.



**Momtaz Sultana**  
Lecturer  
Department of  
Psychology  
Bangabandhu Sheikh  
Mujibur Rahman Science  
& Techbology  
University, Gopalganj.

## Episode 08: Psychometrics in Developmental Assessment: Use, Disuse, and Misuse

Date: 29-08-2020

Time: 9 pm – 10 pm (BST)

### Honourable Guests

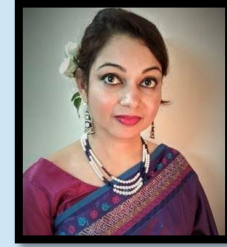
### Host



**Dr. Shaheen Akhter**  
Director & Professor  
Institute of Paediatric  
Neurodisorder & Autism  
Bangabandhu Sheikh Mujib  
Medical University  
Bangladesh.



**Tanmi Akhter**  
Educational Psychologist  
Institute of Paediatric  
Neurodisorder & Autism  
Bangabandhu Sheikh Mujib  
Medical University  
Bangladesh.



**Ferdous Ara Reshmin**  
Psychologist  
Bangladesh Protibondhi  
Foundation.

## Meetings

Meetings	Date
1 <sup>st</sup> EC Meeting	June 06, 2020
2 <sup>nd</sup> EC Meeting	June 20, 2020
3 <sup>rd</sup> EC Meeting	June 29, 2020
4 <sup>th</sup> EC Meeting	July 07, 2020
5 <sup>th</sup> EC Meeting	July 29, 2020
6 <sup>th</sup> EC Meeting	August 26, 2020
7 <sup>th</sup> EC Meeting	September 16, 2020
8 <sup>th</sup> EC Meeting	October 30, 2020
9 <sup>th</sup> EC Meeting	November 30, 2020
General Body Meeting	December 30, 2020

## Level A: Basic Psychometrics (4 credits-60 Hours) Batch 2

**Commencement Date**

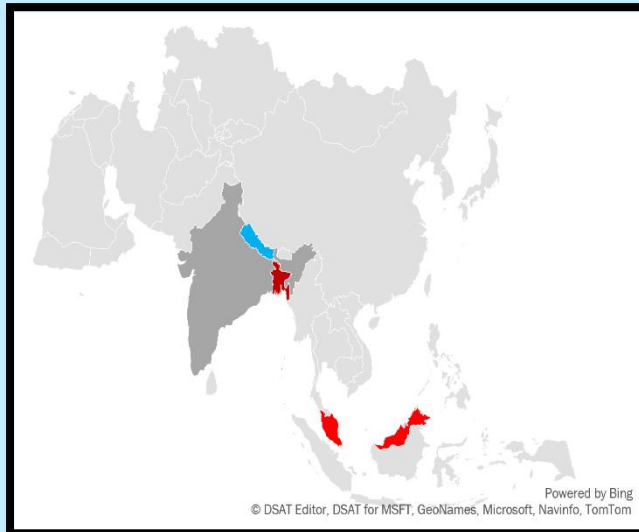
**October 2 2020**

**End Date**

**December 19 2020**

**Total Students**

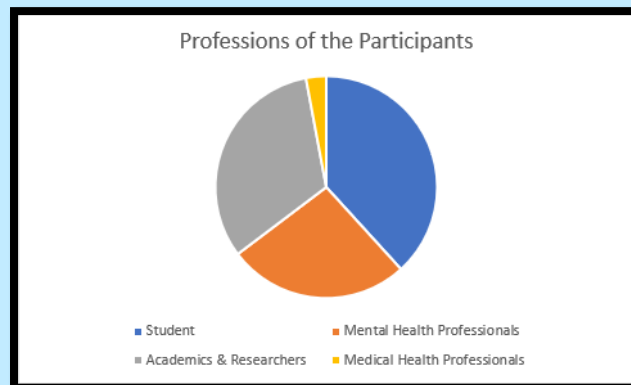
**63**



People from various countries have participated in our Level A: Basic Psychometrics Batch 2. As our training materials are tailored to attain the highest generalizability professionals from different sectors, including mental health professionals, academics, and researchers participated

in Batch 2. The participants' age range (20-73) reflects the necessity of learning Psychometrics is not age bound.

The necessity and importance of psychometrics are also reflected by the various nature of the attendees' educational background and job sectors.



**“In teaching, the greatest sin is to be boring.”**

*- Johann Friedrich Herbar*

## Participants of Batch 2



**Shimsad Narmeen**  
Monitoring, Evaluation,  
Accountability, and Learning  
(MEAL) Officer, Christian Aid.



**Mst. Nasrin Nahar**  
Lecturer, Bangabandhu Sheikh  
Mujibur Rahman Science and  
Technology University, Gopalganj.



**Nasrin Sultana Shila**  
Consultant Psychologist  
Riseup Labs.



**Bina Akter**  
M. Sc. Student .  
Eden Mohila College.



**Faizul Labeeb**  
Prosthetist and Orthotist  
Centre for the Rehabilitation of  
the Paralyzed, CRP.



**Md. Rony Hossan**  
Lecturer, Jagannath University.



**Md. Ershad Ali Rahman**  
Lecturer, Tejgaon College, Dhaka.



**Tanwita Ghosh**  
Therapeutic Counsellor & Addiction  
Professional  
BRB Hospital Limited.



**Rawnak Jahan Jui**  
MS Student in School Psychology  
Department of Psychology University  
of Dhaka



**Mushfiqul Anwar Siraji**  
PhD Candidate, Monash University.



**Zannatul Ferdousi**  
Relief International.



**Munira Parveen**  
Lecturer, Tejgaon College, Dhaka.



**Ahmad Obaidus Sattar Bhuiya**  
Specialist (Examination & Evaluation) Bangladesh Examination Development Unit (BEDU) SESIP, Board of Intermediate and Secondary Education, Dhaka.



**Shimul Mondol**  
MS in School Psychology  
Rainbow Valley Centre for Early childhood Development.



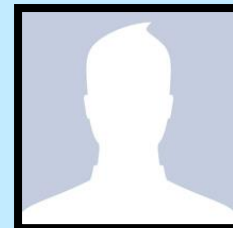
**Nusrat Zaman**  
MS Student in I-O Psychology  
Department of Psychology  
University of Dhaka.



**Fatema Akter**  
MS in Communication Disorders  
Department of Communication Disorders  
University of Dhaka.



**Rahama Rahim**  
Assistant Professor  
Department of Psychology  
Jagannath University.



**Md. Mahadi Hasan Sunny**  
MS Student,  
Department of Psychology,  
University of Dhaka.



**Sumaiya Tabassum**  
MSc Student,  
Department of Psychology  
University of Rajshahi.



**Md. Sabbir Sheikh**  
BSc Student,  
Department of Psychology  
University of Rajshahi.



**Mohammad Habibur Rahman Khan**  
Psychologist, Bangladesh Navy.



**Mohammad Abu Bakar Siddik**  
Assistant Specialist  
National Academy for Primary Education.



**Md. Jakirul Islam**  
BRAC.



**Hafizur Rahman**  
Former MSc Student  
Department of Psychology  
University of Rajshahi.



**Ameen Maharjan**  
MA Student,  
Tribhuvan University,  
Kirtipur, Kathmandu, Nepal.



**Jakia Rahman**  
Lecturer,  
Department of Psychology,  
University of Dhaka.



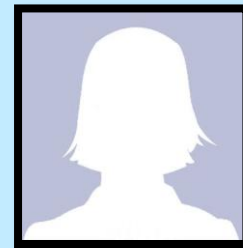
**Zinia Jesmin Karim**  
ECD Specialist. Rainbow Valley  
Centre for Early childhood  
Development.



**Nabiha Sultana**  
Staff Researcher, BRAC IED.



**Mahbubur Rahman**  
Assistant Specialist, National  
Academy for Primary Education  
(NAPE) Mymensingh.



**Sunita Shrestha**  
ANTARANG Psychosocial  
Research and Training Institute,  
Kathmandu, Nepal.



**Bibita Koirala**  
MSc Student, Tribhuvan  
University, Kathmandu, Nepal.



**Sushama Regmi**  
ANTARANG Psychosocial  
Research and Training Institute,  
Kathmandu, Nepal.



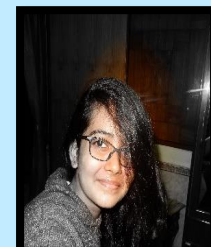
**Z.R.M. Ashraf Uddin**  
Advisor, Policy Research Centre  
(PRC), Dhaka, Bangladesh.



**Dr. Jhilli Das (Tewary)**  
Assistant Professor, Adamas  
University, Kolkata, India.



**Irene Chattopadhyay**  
M. Sc. Student, Department of  
Psychology, Adamas University,  
Kolkata.



**Shramana Singha Roy**  
BSc 3<sup>rd</sup> Year, Department of  
Psychology, Adamas University,  
Kolkata.



**Imran Jabir Bhuiyan**  
MSc Student of I-O Psychology  
Department of Psychology  
Jagannath University.



**Shathi Rani Roy**  
MSc Student,  
Department of Psychology.  
Eden Mohila College.



**Ishrat Shahnaz**  
Assistant Professor  
Department of Psychology  
University of Dhaka.



**Nampa Kumar Sen**  
MSc Student  
Department of Psychology,  
Rajshahi College.



**Bijon Baroi**  
Lecturer  
Department of Psychology  
Jagannath University



**Jannatul Ferdous Jisan**  
Assistant Professor  
Department of Psychology  
Jagannath University.



**Priyanka Bhowmik**  
Prosthetist & Orthotist,  
Center for the Rehabilitation of  
the Paralyzed (CRP).



**Md. Jahirul Islam Ripon**  
Prosthetist & Orthotist,  
Center for the Rehabilitation of  
the Paralyzed (CRP).



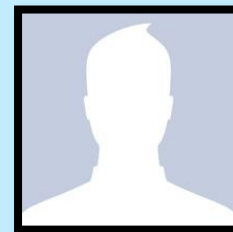
**Sarzam Arobi**  
Counselor, Nitol Niloy group.



**Intijamul Islam**  
Executive, Business Development,  
Enroute International Limited.



**Anik Roy**  
Executive, Business Development,  
Enroute International Limited.



**Shariful Islam**  
Executive, Business Development,  
Enroute International Limited.



**Shahreen Shabnam**  
Head of Touchstone,  
Enroute International Limited.



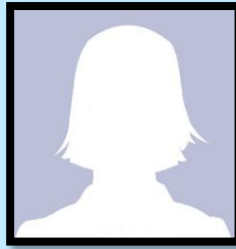
**Salma Akter**  
LSF, BRAC IED.



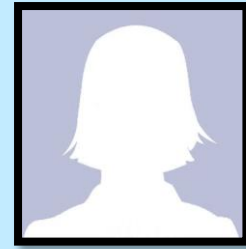
**Habiba Yesmin.**



**Md. Shaheen Mollah**  
Assistant Professor, Department  
of Psychology, Jagannath  
University.



**Mottakina Parvin**  
CARR BANGLADESH.



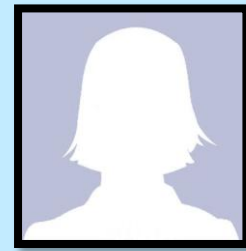
**Wahida Akhter**  
Executive, Learning &  
Development,  
Enroute International Limited.



**Lalthasangima**  
PhD Research Scholar, Mizoram  
University, Mizoram, India.



**Murshida Ferdous Binte Habib**  
Professor,  
Department of Psychology,  
University of Rajshahi.



**Sayeda Sara**  
BRAC.



**Hasina Parveen**  
SOS Children's Village



**Syed Abul Kalam Azad**  
Chairman,  
Department of Psychology,  
BSMRSTU.



**Sabrina Mousum**  
MBBS, MPH Student (Epidemiology)  
Department of Public Health and  
Informatics, BSMMU, Dhaka

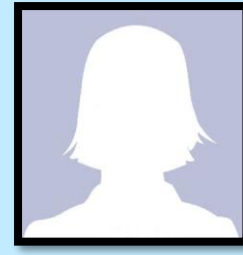




**Sayema Rahman Rathi**  
Lecturer,  
Department of Psychology,  
Jagannath University.



**Nilufer Hye Karim**  
Retired Scientist  
Policy Research Centre (PRC),  
Dhaka, Bangladesh



**Shermin Abedin**  
International Committee for the  
Red Cross

“Life doesn’t make any sense without interdependence. We need each other, and the sooner we learn that, the better for us all.”

*- Erik Erikson*

## Listen to What Others Say



I have been working as a Specialist (Exam. & Evaluation) for a long time in Bangladesh Examination Development Unit (BEDU), Dhaka Education Board. Here we have to work through a vigorous process from developing a new examination model through piloting. After successfully piloting through rigorous qualitative and quantitative analyses, we re-model the examination and implement it in Bangladesh. As a matter of fact, the Creative Question System (commonly known as structured question system), which is a paradigm shift in the field of assessment,

is a development implemented by Bangladesh Examination Development Unit (BEDU).

We provide a lot of trainings to build up the capacity of item development for our secondary and higher secondary teachers. As it is not possible to pilot the items of public examination in Bangladesh context, I have to do a lot of item analysis after each public examination. For this particular purpose, I have to train myself with psychometrics. As we were unaware that there is any capacity for psychometric analysis in Bangladesh, so we went abroad for our training. But when I was approached by Professor Muhammad Kamal Uddin and came to know that there is a capacity for psychometric analysis in our country, it was a very pleasant surprise for me. As I came to know that Level A: Basic Psychometrics course is going to be conducted by university professors of international exposure and I will be able to learn psychometrics in the comfort of my home in my leisure time, it was a golden opportunity for me. Without any hesitation, I enrolled myself in the course, and the journey was amazing. I came to know about so many things that I did not even know that this type of analysis really exists. I really enjoy the learning journey with all of my learned international classmates. The association of all the learned professors enlightened me. I consider myself blessed in the companionship of Professor Muhammad Kamal Uddin, PhD. This course made me so enthusiastic that I had no choice but to enroll in Level B: Advanced Psychometrics course. Now I have been approved as a proud life member of the Bangladesh Psychometric Society (BPS). Because of this opportunity, I came to know so many legendary people of diverse disciplines.

I hope the Bangladesh Psychometric Society will keep up the international standard of this course and enlighten society with psychometrics' essential knowledge. I wish every success of BPS.

Regards

**Ahmad Obaidus Sattar Bhuiya**

Associate Professor of Physics

Specialist (Exam. & Evaluation)

Bangladesh Examination Development Unit (BEDU), SESIP

## Listen to What Others Say



The Basic Psychometrics course is a revelation to the advances of science through the use of tools to understand and test the psychological constructs of human beings. The course covers all aspects of quantitative measurement to fulfil the psychologist's urge to find full proof and evidence-based solution to problems of the human behavior and its functions. Items analysis in building the right constructs is an important aspect of psychometric measurement of a person's mental and intellectual status. The scores obtained through psychometric analysis reflect the person's suitability to specific roles in society. However, by far, the best application of psychometric measurement leads to diagnosis and treatment of mental health problems that are distressing the global environment.

As an agricultural scientist, I am unprofessional in psychometrics with my meagre knowledge underlying human behavior and mental processes. I became exposed to how standardized mathematical measurement as well as scientific assessment of qualitative characteristics can be used to correct human behaviour to normalcy. The use of psychometrics encompasses the fields of education, neuroscience, sociology, genetics, agriculture, political science, armed forces and any area requiring the collection of basic and end line information and, in recruiting the right person in the right place. By far, the most important application of psychometric measurement allows testing and evaluating a child's aptitude to place him/her in the best direction of education.

For the non-psychologists, the psychometrics training course would have been comfortable with prior lessons on basic know-how on statistics, use of Excel and SPSS before starting the course.

Regards

**Nilufer Hye Karim PhD**

Former Director (Research)

Bangladesh Rice Research Institute (BRRI)

Director Research

Policy Research Centre (PRC)

## Listen to What Others Say



Over the years, I have briefed and guided many about the IQ test. However, only after going through the Basic Psychometric Course organized under the auspices of BPS (Bangladesh Psychometric Society), at the fag-end of my life, I could understand how scientifically, painstakingly, and interestingly the questionnaires of IQ test were developed and prepared.

In 2001-2, I was working with the UN Peacekeeping Forces as the Deputy Contingent Commander of a Bangladeshi Military Contingent in Sierra Leone. Ten years of Civil War had left the fabric of that West African Society torn apart! Too many girls were left severely violated and too many children orphaned! Voluntarily I helped the girls to find a platform for them to organize to work for sustenance. I organized the people returning to life to take care of the orphans and also to reopen the Schools, encouraging the Teachers and the Students. It took a lot of motivational work to bring them back to vibrant lives. Today I have a feeling that if I had some basic knowledge about psychometry and related subjects, I could have done my voluntary jobs much efficiently for the benefit of those who needed help!

Before joining the Army, I studied in the Department of Chemistry at Chittagong University (1972-1976). If there is anything called 'second chance in life', I think I'll study School Psychology. After attending this course, I strongly feel that anyone who thinks and wants to work for the People in the Society should have knowledge of Basic Psychometry.

Regards

**Z.R.M. Ashraf Uddin**

Advisor, Policy Research Centre (PRC), Dhaka, Bangladesh



The course titled 'Level A: Basic Psychometrics' joins a delightful and thoughtful discussion in the field of psychology, psychometry in particular. The challenging nature of psychological evaluation and assessment is paved on psychometry. Human evaluation is interdependent on criterion-standard rhythm. Again, standard is set on validity-reliability rigours. Psychometry is very much concerned with validity-reliability excellence. The perception towards psychometry is very scruffy in developing societies. The present endeavour of BPS to introduce psychometry both locally and internationally is much worthy from its developmental perspective. The significance of studying basic psychometrics for understanding, developing, and standardizing the psychological tests is of immense benefit and also essential to a certain extent. A total of 63 participants (batch-2), mostly professionals, along with students, were enrolled in this course. All the instructors and their associates rendered their lectures and services professionally and in a prudent manner. The participants were very sentient and vibrant throughout the course. As a participant, I found this course very effective and productive to my profession as an assessor. I believe that this course has facilitated me to a great extent. I wish Bangladesh Psychometric Society a fair weather and following seas towards its goal..

Regards

**Mohammad Habibur Rahman Khan**

Universiti Sultan Zainal Abidin, Malaysia

## Listen to What Others Say



Psychometric training is very much indispensable for generating knowledge in psychological research and related fields. Being part of BPS's training program, it has moulded my rudimentary understanding of psychometrics into a refined shape necessary to gain academic and professional excellence. The internationally acclaimed diligent resource persons in BPS are very skillful in turning the learning into a lot of fun.

Regards

**Mr Ameen Maharjan**

M.A. in Clinical Psychology, Tribhuvan University,  
Kirtipur, Kathmandu, Nepal



It was one of the most effective opportunities for me to take part in such an admirable training program arranged by Bangladesh Psychometric Society (BPS) during the Covid-19 pandemic period. Being an educator of Psychology, though many of the contents were familiar to me, here I enriched my knowledge of psychometrics to a greater extent. Interestingly, I assumed that psychometrics is only applicable to the psychologists, but by attending this program, I realized that it is pertinent to various areas of knowledge and can be practiced by diverse professionals. Moreover, I must appreciate the course design comprising several assignments, in-courses, and final examination. Apart from the in-depth theoretical knowledge, we had hands-on experiences that were the most attractive part of the classes and made the lessons fruitful.

Moreover, the facilitators were highly knowledgeable, dedicated, communicable, and cordial. I really enjoyed the journey with my classmates, who were very much enthusiastic and interactive. Finally, I would like to thank Professor Dr. Kamal Uddin sir and the entire BPS team for taking such a great initiative and forming this society. I wish every success of BPS.

Regards

**Rahama Rahim**

Assistant Professor  
Department of Psychology  
Jagannath University, Dhaka, Bangladesh.



Bangladesh Psychometric Society has provided "the royal road" for novice psychometricians like me as we venture into the challenging world of research. It has immensely changed my perspective towards online classes; all the faculties were found to be cordial, communicative, and competent. Psychometrics is so complex, arcane, and mind boggling; help doesn't come easy! Yet, the BPS family has honed our statistical skills, enumerating statistical concepts in a very clear, precise, and straightforward manner. If anyone is in search of a platform to become a better psychometrician, BPS is definitely the right rendezvous.

Regards

**Lalthasangima**

Research Scholar  
Mizoram University, Mizoram, India.

## Listen to What Others Say



Very intensive and informative course indeed! I was sceptical about such long online training, but this training has changed my mind. I really enjoyed this fruitful and productive training. I admire all the mentors/trainers in their vision of the program from conception to completion. The training program had many appreciable elements. The mentors have accumulated vast knowledge in psychometrics. They were very dedicated, empathetic, and communicable, and always were ready to answer the queries. The information shared by the mentors was nicely interweaved and presented, which was supported by a bunch of reading resources. The concrete examples were a beautiful addition to the program. The fellow participants, who had helped us to learn from each other, were another asset. Thank you, everyone, for providing me with the opportunity to grow together in the journey of this course! Besides, the program helped in expanding the horizons of my knowledge gained in my work, which I have longed for a long time. Although I need to dig more into psychometrics, I feel very confident to talk about it, and my craving in the field has been increased. Thank you to all the mentors and BPS team for your wisdom, experience, and sharing!

Regards

**Sushama Regmi**

Psychologist

Program Director

ANTARANG Psychosocial Research and Training Institute  
Kathmandu, Nepal



wonderful memory.

I am delighted and grateful to be associated with this course. It was a great experience as I got to learn and polish my knowledge while working with some of the great personalities. To be able to work in this international association, I had the benefit of meeting new people and share a beautiful bond with them. My course was very informative and well planned. Our respected professors taught me each and everything very delicately and there was a lot of flexibility as our feedback was used positively to share more knowledge and to make the course even more interesting and informative. It was a wonderful learning experience for me, thank you Bangladesh Psychometric Society, for giving us such a

**Shramana Singha Roy**

Final Year Student, Department of Psychology  
Adamas University.

## Listen to What Others Say



I have participated in many Massive Open Online Courses (MOOC) during the CORONA pandemic to develop my professional skills, but the Level-A: Basic Psychometrics course that I enrolled online in October 2020 is one of the most effective courses to me this year. I have been working for about nine years in the primary education field as a government employee. Now I am deployed as an Assistant Specialist at National Academy for Primary Education (NAPE), Mymensingh. Besides doing research and conducting training sessions at NAPE, one of the major activities of mine is developing and reviewing test items for Primary Education Completion Examination (PECE). While participating in this Basic Psychometrics course, I realized that I did not follow psychometrics' standard procedures to develop PECE test items in most cases. Actually, this course opened new windows to my mind to develop, administer, and publish test items following a standard procedure of psychometrics. Moreover, this online course also helped me to find the grey areas that I need to develop to be a good psychometrician. However, now I am confident to develop test items for PECE following the procedures of psychometrics.

I acknowledge the resource persons' expertise in delivering the sessions effectively, especially Professor Dr. Muhammad Kamal Uddin for his vast knowledge and lucidly presenting advanced contents. I hope the Bangladesh Psychometrics Society (BPS) will continue offering this valuable course to create a skilled workforce in psychometrics.

Regards

**Mohammad Abu Bakar Siddik**

Assistant Specialist

Faculty of Language Education

National Academy for Primary Education (NAPE), Mymensingh



I would like to express my gratitude to all the respected professors and professionals who have taught us, guided us, and have encouraged us to be an active learner of this course. This has been a great experience and a wonderful opportunity to be a part of the psychometric training program. Since I did not have a psychology background, I assumed I would not comprehend the classes properly. Fortunately, it was different. My teachers were very supportive as well as my course mates. I have thoroughly enjoyed the course even though understanding the concept may have been challenging at times. But, as time progressed, my confidence grew up, and I realized I could excel in the course along with my fellow companions.

I have been working in the Early Childhood Development Education (ECDE) field. I have been trying to raise awareness among the parents in our community and help them extract the best versions of the little ones and reach their full potential in life. Participating in this course has opened up a new horizon for me and my line of work. I have come across a lot of people who are very knowledgeable in this field of work. I have learned a lot from being a part of this course. I would like to express my profound gratitude towards Dr. Kamal Uddin, who has driven me to continue with this course and go to the next level and be a life member of psychometric society. I wish the very best of this society and its respected members to carry out the classes as smoothly as ever. I pray BPS continues to provide excellent knowledge to their fellow participants.

Regards

**Zinia Jesmin Karim**

ECD Specialist Founder & Head

Rainbow Valley, Centre for Early Childhood Development

## Listen to What Others Say



As a HR professional, I interpret the word “psychometrics” as “a measurement of the mind”. During recruitment and selection, candidates are assessed on the merit of their CV, where features like education, skills, experiences, appearance, and punctuality can be observed. My job is to funnel out the candidates who do not have the aptitudes or the personality types required in a specific position/role and/or meet the employers’ expectations; all the while ensuring equal opportunity.

Deploying psychometric testing during the recruitment and selection process ensures better evaluation of candidates and secures the best fit for any role. HR community believes that psychometric assessment provides a more objective overview of a candidate’s character, strengths, weaknesses, and working style. An interview process can be subjective. Nonetheless, employers normally assess the candidate’s skills and experiences accurately. However, many attributes (e.g., intelligence, critical reasoning, motivation, and personality profile) can still be left unexplored and subjected to gut instinct. Thus, for employers and/or recruiters, psychometric testing can help find the right-fit candidate for a role and gauge his/her future performance while improving employee retention.

I am thankful to the Bangladesh Psychometric Society, the facilitators and organizers of “Level A: Basic Psychometrics” online training, especially the initiators working hard to publish this E-newsletter. I am honored and privileged to be a participant in this training. I have enjoyed the opportunity to learn from enlightened minds as well as to share my thoughts with leading experts in this field during the three-month-long journey.

Wishing all the best for Bangladesh Psychometric Society!

Regards  
**Shahreen Shabnam**  
Head of Touchstone  
(Skill Recruitment, Background Verification and HR Consulting)  
Enroute International Limited

“Intelligence is the aggregate or global capacity of the individual to act purposefully, to think rationally and to deal effectively with his environment.”

*-David Wechsler*



## Listen to What Others Say



By introducing the Basic Psychometric course, Bangladesh Psychometric Society (BPS) opens a new horizon for various professions. I have been working in SOS Children's Villages Bangladesh as a Psychologist for many years. SOS Children's Villages, the world's largest non-governmental organization supporting children and young people without adequate parental care, present in more than 130 countries and territories. We ensure the best care for children. We believe that every child is unique and respect individual differences.

We need psychometric knowledge to understand each child individually and measure their abilities, different cognitive concerns to take proper steps to shape their future. From early childhood, we need to focus on every child because early identification is vital to the developing child. It is also essential to use psychometric more practically for adolescents, young people, caregivers, and care coworkers.

In the Basic Psychometric course, I have learnt a lot with very rich course content. All the speakers were very knowledgeable, interactive, and creative. Though the course was conducted in a virtual mood, it was much interactive and participatory. Participants from different countries also took part in the course that gave it another dimension. Sharing participants' knowledge from different fields and disciplines has enriched me that I can use in my professional and personal life. Psychometric can be used in various fields, including medical, research, education, policy-making, and many other sectors. So it is possible to take a few steps further by doing this course.

Regards  
**Hasina Perveen**  
 Assistant Director  
 Child Safeguarding Focal Person  
 SOS Children's Village Dhaka  
 1 Shamoli, Mirpur Road, Dhaka-1207  
 Bangladesh



My journey with the Bangladesh Psychometric Society has been started since its inception. As a university teacher, I am used to teaching psychometrics in classrooms, research works, and dealing with many statistical operations associated with research. Therefore, it was empirical for me to learn the best implications of Psychometrics. All these thirsts let me to be enrolled in the Basic Course conducted by the Bangladesh Psychometrics Society. A thorough three months-long journey of basic course under the experienced resource persons' supervision and guidance enlightened me in various aspects of psychometrics. I couldn't resist me being enrolled in the advanced course for in-depth knowledge of this discipline. I really feel honoured to be an executive member of this society. This platform connected me with experts from all over the world. I would like to thank all respectable who have taken this great initiative, creating such a great opportunity where everyone interested from professionals to learners, can learn techniques of psychometrics. I wish all the best for Bangladesh Psychometric Society on its way to every future endeavour.

**Momtaz Sultana**  
 Lecturer  
 Department of Psychology  
 Bangabandhu Sheikh Mujibur Rahman Science and Technology University, Gopalganj, Bangladesh  
 Executive Member, Bangladesh Psychometric Society

## Listen to What Others Say



Lecturer  
of Psychology

The program arranged by the Bangladesh Psychometric Society on Basic Psychometrics was a well-designed hands-on training program that offered great insights on the fundamentals of Psychometrics. It was a great honour and pleasure to learn from a set of exceptionally knowledgeable and professional instructors. I have gained understanding and mastery of various aspects that will significantly aid in my career as an academician. I would be remiss if I don't mention the high calibre co-participants who had been helpful and communicative. Overall, the training program was quite interactive and useful. My heartfelt gratitude to the organizers and the instructors for the great sessions!

**Sayema Rahman Rathi**

Department  
Jagannath University,  
Dhaka-1100



psychometrics' knowledge that ultimately will contribute in our national development.

Universities do teach different concepts of psychometrics but in a non-linear manner. This not so sequential approach hinders the student's understanding and learning process. "Basic Psychometric Course: Level A" organized by Bangladesh Psychometrics Society (BPS) has organized a lucrative and easily consumable platter of 'Psychometrics'. Here, learning was not only confined with theoretical knowledge but also have practical experience which will improve my role as a lecturer and even as a researcher in future. I would like to express my gratitude to Professor Muhammad Kamal Uddin, other respected trainers and also other members of BPS for their outstanding effort for completing this training successfully. I hope Bangladesh Psychometric Society (BPS) will continue their training program through enlighten society with

Regards  
**Bijon Baroi**

Lecturer  
Department of Psychology  
Jagannath University, Bangladesh.



discover the vast sea of psychometrics opportunities in public health.

When I began The Level A: Basic Psychometrics class with Bangladesh psychometrics society, I never understood that I would come in touch with this vastly impressive world of scholarly people. All my course mates were experts of their own domain. And it encouraged me to try and learn from them as well. With extensive experience in their classroom lessons, the educators were superb. The sessions were interactive, and for this, I have to give my course mates credit. My mentor, Dr M. Atiqul Haque sir, introduced me to the field of psychometrics. Our esteemed Professor Kamal Uddin sir made it possible for me to explore. I owe these two learned academics a lot of debt. For The Bangladesh psychometric society, I wish every success in this world. With the knowledge and experience I have gained from these courses, I intend to

**Sabrina Mousum**

MBBS, Student of the MPH program (Epidemiology)  
Department of Public Health and Informatics  
Bangabandhu Sheikh Mujib Medical University, Dhaka, Bangladesh

## Listen to What Others Say



“Level A: Basic Psychometrics” course is very different from other online courses. It has all the elements that we generally find in a course in our traditional university curriculum. It is a 3-month course with long classes, several assignments, two in-course exams, and a final exam! The truth is, I have never put so much time and effort into an online course!

One of the most interesting things about this course is the diverse audience. I am probably one of the youngest participants here. Many of my fellow classmates are very accomplished in their fields and have immense experience. They often offer their knowledge and discuss different perspectives in the class. And I am quite surprised to see how eager they are to learn new things

even after retirement!

This has been a memorable journey for me. Hopefully, I will be able to complete this successfully.

**Nasrin Sultana Shila**  
Industrial-Organizational Psychologist



This course has been an intensive learning experience, and I feel privileged to have been a part of it. All through the duration of this course, a supportive atmosphere was maintained where everybody felt welcome to share their views. The content was exciting, and all the facilitators presented their discourse in such a way that it provided lots of opportunities for thought and discussion. The knowledge that I have gained has made me love psychometry a bit more, and it will definitely be of great help to me in my future endeavours. I’m incredibly thankful to Professor Kamal Uddin for his constant support and guidance, without whom this course wouldn’t have come to fruition. Lastly, I wish the very best to Bangladesh Psychometric Society for their upcoming projects and

looking forward to learning much more from them in the future.

**Irene Chattopadhyay**  
M.Sc Psychology student  
Adamas University, Kolkata, India.



In the pursuit of professional development and growth, I have attended the Level A: Basic Psychometrics training program. The course content of this training is well designed with a talented pool of facilitators from different countries. I am very much impressed that in this training program participants are from different countries. All the mentors, including Professor Md. Kamal Uddin sir smoothly clarified the critical things which facilitated the learning process. After completing this training, I realize that every psychology student should admit this training. I think this training is essential for those who are to build a career as a researcher. I wish all the best for Bangladesh Psychometric Society!

**Md. Ershad Ali Rahman**  
Lecturer  
Department of Psychology  
Tejgaon College, Dhaka

## Listen to What Others Say



It was one of the most meaningful and comprehensive course I ever had in the field of psychology. Though being a graduate in psychology, I have little knowledge of research, testing, and measurement of psychological attributes, i.e., aptitude, intelligence, personality, etc. The knowledge I have learned in this course will help broaden my theoretical knowledge and practical experience in the future. I wish all the best to the Bangladesh Psychometric Society and my respected teachers and peers, whose contribution was colossal during this course. I am obviously thankful to Professor Muhammad Kamal Uddin, who continuously aimed to make this course feasible for all learners. Overall, I pray its long and impactful journey for future psychometricians. Thank you!

**Nusrat Zaman**

MS in Industrial and Organizational Psychology (ongoing)  
University of Dhaka



The course is delightful and informative, in fact, it is well planned. Overall I really like the classes because all lectures, assignments and tests are straight forward. The experience of this course has been nothing but positive. I firmly believe that the course outline is beneficial. Moreover, the classes were very detailed and organized. I found it compelling, and I enjoyed the course. Before joining this program, apart from being a student of psychology, I felt lacking in the psychometrics domain. Now I believe I have learned the essentials and will be capable of maintaining the quality of my research works. Still, there is a lot to learn, and I am eagerly waiting for the advanced course.

Last but not least, I would be ever grateful to Professor Muhammad Kamal Uddin, without his encouragement and support, I couldn't continue this course. Also, his contribution to making this course comprehensible for all is really remarkable. Finally, I wish best wishes for the Bangladesh Psychometric Society.

**Shimul Mondol**

Child psychologist  
Rainbow Valley, Centre for Early Childhood Development.  
Office Secretary  
Bangladesh School Psychology Society



Psychometry is a term which expresses the quantification and measurement of mental attributes, behaviour, performance etc. Basic Psychometrics course has eventually explored many areas of developing and improving the tests, questionnaires, and other instruments used in such measurement. Psychometric tools help different areas of researchers, practitioners to measure certain psychological, social concepts such as cognition, knowledge and personality. This unique field is vital for the success of all research-based branches. This course has enhanced my ability in research and tool construction area. Thanks to the team for such a fantastic collaboration of quality materials and time management, of course, which has been possible because of our respected Professor Kamal Uddin sir. His marvellous contribution has made the whole thing successful and attractive.

**Rawnak Jahan Jui**

Trainee School Psychologist, University of Dhaka

## Listen to What Others Say



very soon.

Bangladesh Psychometric Society is a platform for national and International psychometricians. After receiving membership, I am feeling honoured. This society has highly qualified members and provides training for capacity building of teachers, students, and interested researchers. The teaching method is amicable, and they also provide us with essential reference books and other necessary study materials, which are very resourceful and easy to understand. I learned how to contact psychometric tools. This society will play a vital role in preventing psychometric tools, unethical use of psychometric tests, and constructing new psychometric tests. I am grateful to all the facilitators of the Level A basic psychometric training course. The Honorable President of BPS is very helpful and trying to connect with international people, which will help introduce this society

**Md. Abdur Razzak**

Psychologist and Psychosocial Officer  
Handicap International-Humanity & Inclusion, Bangladesh Program  
Life Member -39, BPS



I am Md. Jahirul Islam Ripon, working as Associate Prosthetist and Orthotist in Center for the Rehabilitation of the paralyzed (CRP). Here we directly deal with patients who need orthotic and prosthetics services. Our team is determined to provide the best quality of service where we need to measure their psychological behaviour and state of his/her mental health. Through this course, I came to learn how to do so. At first, it was very tough for me to understand all the topics then I started getting in. Our faculty members for this course have given their best, and especially I would like to thanks Md. Kamal Uddin sir for his initiative and his lectures. Though I have to learn more advance on it, my starting was so fruitful here where all the classmates were very active and interactive. The faculty teachers are also very co-operative and knowledgeable.

Every ending there is a new beginning, so hopefully, we will implement acquired knowledge from this course for the benefit of people. At the end thanks to all teachers, classmates and facilitators.

**Md. Jahirul Islam Ripon**

Associate Prosthetist and Orthotist  
Center for the Rehabilitation of the Paralyzed (CRP)

“Psychology is describing things which everyone knows in a language who no one understand.”

*-Raymond B. Cattell*

## Listen to What Others Say



When I came to know about the course ‘Level A: Basic Psychometrics’, I was a bit confused about whether I would take part in it or not. Fortunately, I managed to convince myself finally, as course contents resemble my professional interest. Now I can happily say that I am amazed and able to realize the course’s importance toward my goal. The course is well-designed and has entirely covered all critical areas through the lectures of the rigorous experts and the provided books and tools. Moreover, participants were given assignments that lead to achieving mastery of certain topics through practice. The evaluation methods and in-course exams are also commendable. I also need to mention that of my course mates- the group is matched with people from different nationalities and diverse fields. I enjoyed their company very much.

Last but not least, this platform permits me to get connected with distinguished academicians, researchers, and practitioners renowned in their area of interest, which is an achievement of a lifetime. In essence, the Basic Psychometric course has gone beyond my expectations. It sparks my interest in the field of psychometrics. Though the basic course has provided me with hands-on psychometrics expertise, there are still many more things to learn. Thus I am eagerly waiting to actively participate in the advanced course. I hope the upcoming program will also perform nicely as the previous one.

**Imran Jabir Bhuiyan**  
MSc (Industrial and Organizational Psychology)  
Jagannath University

“Every individual matters. Every individual has a role to play. Every individual makes a difference.”

*-Jane Goodall*



## Cultural Evening

**CULTURAL EVENING PRESENTED BY  
BANGLADESH PSYCHOMETRIC SOCIETY**

  
Kaafi Mahmud  
England

  
Dr. Fahmida Tofail  
Scientist  
Senior Consultant Physician  
ICDDR,B, Bangladesh

**30th December, 2020, Wednesday at 9.00 pm (BST)**

  
Dr. Murshida Ferdous  
Professor  
Department of Psychology  
University of Rajshahi

  
Dr. Sumona Datta  
Assistant Professor  
Department of Psychology  
Adamas University  
Kolkata, India

  
Shahreen Shabnam Mumu  
Enroute International Ltd.

Find us:  
[facebook.com/bangladeshpsychometricsociety](https://www.facebook.com/bangladeshpsychometricsociety)



Bangladesh Psychometric Society (BPS) arranged a colourful cultural program on December 30, 2020, at 9.00 pm BST through zoom platform. The events of the cultural program included music, recitation, extempore speech, pantomime, shared past experience, and chorus. Professor Dr. Muhammad Kamal Uddin appreciated all the participants who made the event a success. The organized and planned cultural program had been performed by Kafi Mahmud, Dr Sanchita Sharmin Chowdhury,

Professor Dr. Murshida Ferdous, Dr. Sumona Datta, Shahreen Shabnam, Munira Parveen, and Md. Mahbubul Alam.

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**“Knowledge is the equipment which the trained mind can find for itself, but the training is a thing you have got to provide for it”**

*- Karl Pearson*

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## Upcoming Events

Level B-Advanced Psychometrics Course (Batch 1)

January 2021

Level A-Basic Psychometrics Course (Batch 3)

May, 2021

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