

## Using Situational Judgement Test to Assess The ‘Pancasila’ Student Profiles Construct: A Systematic Literature Review

### ABSTRACT

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The Situational Judgment Test (SJT) is very well known for measuring non-cognitive and non-academic attributes. Merdeka Curriculum contains the ‘Pancasila’ Student Profiles, those are global diversity, cooperation, critical reasoning, creativity and independence. This systematic literature review answers three basic questions, namely (1) In what fields has the application of SJTs been expanded? (2) How can the measurement of Indonesian Student Profile dimensions be enhanced? (3) How does the role of technology in implementing SJT? (4) What are the evaluation and update of measured dimensions? The Scopus database with the keyword Situational Judgment Test from 2013 to 2024 was explored and filtered using the PRISMA stages and measurement variables that were appropriate to the profile of Indonesian students. The Situational Judgment Test (SJT) has transitioned from military applications to a versatile tool used in education, medicine, and workforce assessment. It measures dimensions such as global diversity, critical thinking, and creativity, aligning with the Indonesian Student Profile. Technological advancements like gamification, video scenarios, AI, and web-based platforms have enhanced SJT’s accessibility and engagement. To remain relevant, SJT must adapt to emerging competencies, including digital literacy and remote teamwork, ensuring alignment with future workforce demands. This study highlights SJT’s potential to evolve as a vital tool for selection processes and competency development across diverse fields.

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### INTRODUCTION

The educational aspect is one of the foundations for a country to progress and lead other countries. In the future, quality education will produce a strong young generation to lead a country. The Indonesian education curriculum has undergone several changes to adapt to the needs of the times. Starting in 2013, the Indonesian education curriculum included aspects of character as the foundation for the behavior of Indonesian students. The cultivation of these characters is becoming more massive as a profile of Indonesian students in the 2022 curriculum which is known as the independent curriculum. The profile of Indonesian students includes global diversity, mutual cooperation, critical reasoning, creativity and independence (Kemendikbudristek, 2020). Global diversity is related to the competence to respect cultural differences and have the competence to compete globally. Gotong royong is a collaborative competency or working together and working in a team. Indonesian students have the behavior as described in the profile (Kemendikbudristek, n.d.). Therefore, a suitable assessment method is needed to assess this behavior.

One of the behavioral measurement tools is the situational judgment test method. The situational consideration test (SJT) is a test method that asks respondents to provide the most

appropriate response to a particular case situation described in the questions. There are no wrong answers because the responses represent the respondent's attitudes or behavior. SJT is well known for its use for selection and performance assessment needs in the fields of Medicine, Pharmacy, Military and various other fields (Fahim, 2023; Männiste, 2019; Smith et al., 2020). Even the fields of educational measurement and psychology have also utilized SJT for personality assessment and non-academic attributes (Durksen, 2015; Revuelta, 2021). The SJT's ability to measure non-academic attributes has led to its use being expanded to measure social-emotional competence, communication skills, leadership, and decision-making abilities (Fröhlich et al., 2017; Martin et al., 2020; Murase, 2019; Schubert et al., 2008). With the characteristics of SJT and various advantages, this research through a systematic literature review will answer the questions:

RQ1: In what fields has the application of SJTs been expanded

RQ2: How can the measurement of Indonesian Student Profile dimensions be enhanced?

RQ3: How does the role of technology in implementing SJT?

RQ4: What are the evaluation and update of measured dimensions?

Character integration into Curriculum started from 2013, therefore the literature data search will begin from 2013 to 2024.

## METHOD

Systematic Literature Review (SLR) is an analysis technique that includes activities to identify, assess, and interpret research findings contained in the literature. In this research, SLR was carried out using the PRISMA 2022 checklist and applying a comparative research design. The stages in PRISMA include identification, screening and inclusion (Majitol & Yunus, 2023). The sources of literature data analyzed came from Scopus indexed articles from 2013 to 2024. Because the aim of this research was to investigate the use of SJT in measuring Indonesian student profiles, various sources were combined, analyzed and filtered. The main things are in what fields SJT is used, the dimensions of the variables measured in SJT are in accordance with the profile of Indonesian students, namely (1) global diversity, (2) mutual cooperation, (3) critical reasoning, (4) creative, and (5) independent. Apart from that, the use of technology and its influence on the implementation and results of tests with SJT were also identified.

### 1. Identification Phase

The database used in this research are articles that all have DOI and/or ISSN from 2013 to 2023. The Scopus index was chosen as the database in order to obtain reliable data or information. The keywords used in data searches are as shown in Table 1, and other additional relevant criteria are shown in Table 2. The profile of Indonesian students, namely the Pancasila student profile, is a typical profile of the Indonesian curriculum which has only begun to be massively implemented after the pandemic period, namely the 2022-2023 academic year. The term Pancasila is the basis of the Indonesian state which contains the values of the Indonesian nation. The Pancasila student profile keyword was not found in the Scopus database, perhaps because it is specific to Indonesia only. Therefore, there is only one keyword to search for articles, namely Situational Judgment Test, then from the filtered articles we will look for measurement variables that correspond to the profile of Indonesian students. The variables measured in the article are matched with indicators of Indonesian student profiles in each dimension. Indonesian student profile indicators include respect for culture, communication, collaboration, caring, sharing, self-management, exploration, analysis, reflection, creating original work, having creative solutions to problems faced, and being independent in work.

Table 1 Keywords used in searching related data

Database	Keywords
Scopus	Situational Judgment Test

Table 2 Inclusion and Exclusion Criteria

Criteria	Inclusion	Exclusion
Article type	Article	Books, book chapters, proceedings
Year	2013-2023	Before 2013
Language	English	Non-English
Abstract	SJT	Non-SJT
Title	SJT	Non-SJT

## 2. Screening Phase

The screening stage is the feasibility checking stage, namely the articles that have been identified are checked for their suitability. Before carrying out a feasibility check, a screening is first carried out for duplicate articles and SLR articles as well as articles outside the scope. Articles that are duplicates, namely similar or identical articles are deleted, as well as SLR articles. Next, the remaining articles are checked and selected which truly fit the specified scope, and are not SLRs. Articles that do not comply with the intended scope and SLR articles are deleted.

The next screening process is the eligibility check. The articles were examined based on the criteria in Table 2 to obtain more thorough and reliable data. Inclusion criteria include article type, year, language, abstract and title containing Situational Judgment Test terminology.

## 3. Included Phase

At the inclusion stage, the articles collected were journal articles published in the period 2013 to 2024, written in English, and contained the Situational Judgment Test terminology. A depiction of the inclusion stage can be seen in Figure 1.

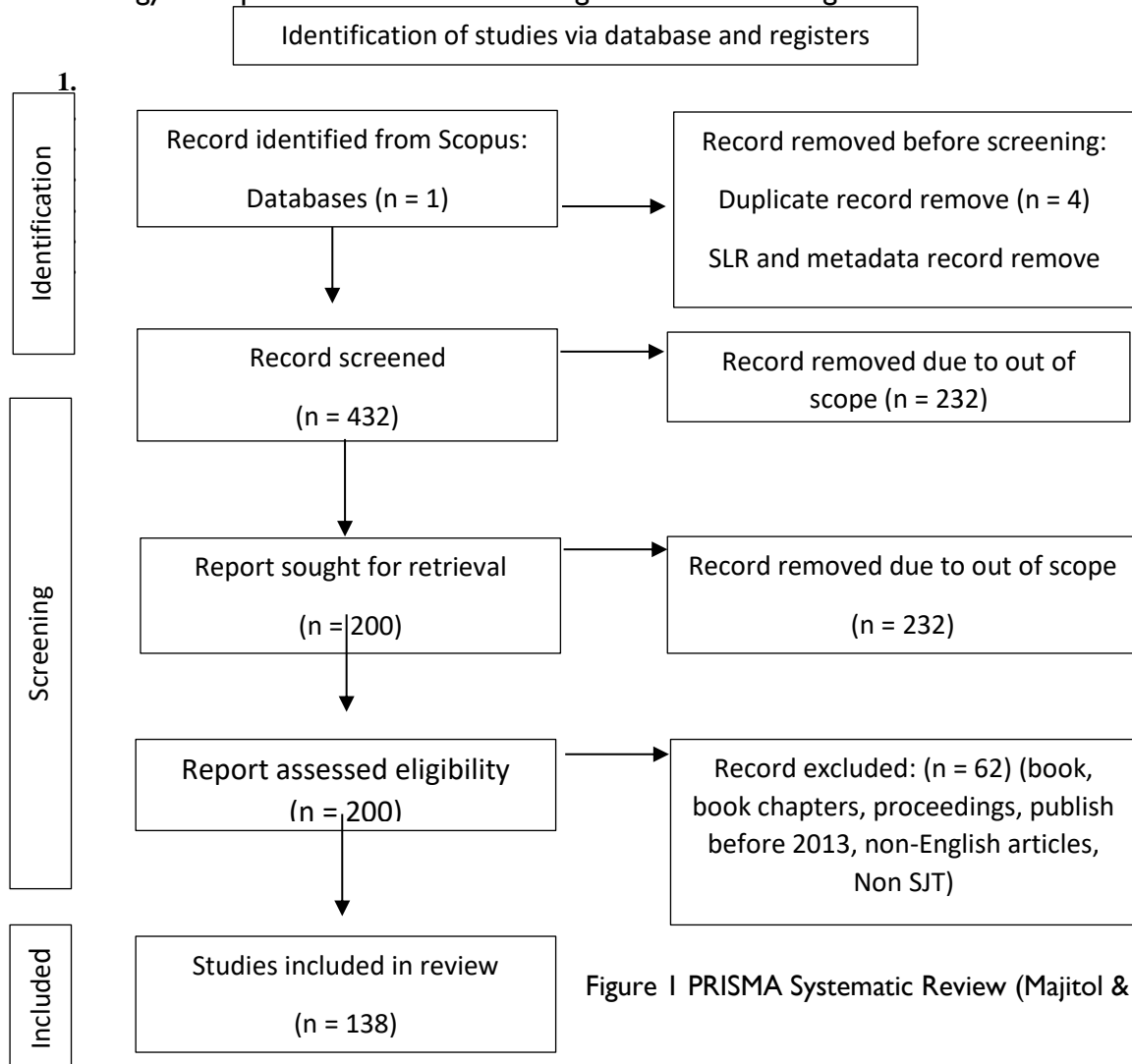


Figure 1 PRISMA Systematic Review (Majitol & Yunus, 2023)

## RESULTS

A review of systematic literature reviews will be described in depth in this section. After going through the three stages of PRISMA 2022 in selecting articles, various relevant research results were combined to answer the research questions. There are many articles discussing SJT, but the important points in this research include diversifying SJT applications, using SJT for Practical Skill Assessment, enhancing the measurement of Indonesian Student Profile Dimensions, the role of technology in implementing SJT, evaluation and update of measured dimensions.

Based on Table 3, SJT is used in various fields with research coverage for measurement. The medical field was found to use SJT significantly more for selection and measurement purposes. This is followed by the education sector which ranks next in terms of the use of SJT both for teacher or student selection and measurement. A more in-depth examination of the variables measured is shown in Table 4. In addition, SJT is also used in research on correlation, comparison, and effectiveness. However, the scope of this research will not be discussed in this SLR. The implementation of SJT also seems to keep up with the times with the development of increasingly advanced computer technology. Computerization, gamification, and artificial intelligence are applied so that the SJT becomes more interesting and respondents have fun when working on SJT items.

Table 3 Number of articles in the field and purpose of using SJT

Field	The intended use	
	Selection	Performance Measurement
Medical	18	20
Nursing		8
Psychology		2
Education		4
Military	4	6
Industry	1	2
General		73
Amount	23	115

Table 4 Dimensions are measured by the SJT method and their suitability to the Indonesian Student Profile

Article	Measured Dimensions	Indonesian Student Profile
(Fahim, 2023)	Non cognitive	Yes
(Wang, 2023)	Cooperative	Yes
(Starčević, 2023)	Cultural competence, communication	Yes
(Warwas, 2023)	Competence in dealing with stress	No
(Freudenstein, 2023)	Personality traits, performance	No
(Davis, 2023)	General engineering competency	No
(Irvin, 2023)	Reaction to stress	No
(Delellis, 2023)	Affective domain	Yes
(Cox, 2023)	Non-academic construction	Yes
(Pan et al., 2023)	Language, Socioeconomics	Yes
(Soemantri, 2022)	Ethnic diversity, gender, socio-economic status	Yes
(Mielke, 2022)	Social skills	Yes
(Fontaine, 2022)	Emotional intelligence	Yes
(Smith, 2022)	Empathy, assertiveness, communication, ethics	Yes
(Li, 2022)	Ability to analyze	Yes
(Wolcott, 2022)	Empathy, adaptability, integrity	Yes
(Cullen, 2022)	Professionalism	No
(Goerke, 2022)	Teamwork	Yes

(Tiffin, 2022)	Professional behavior	No
(Awang-hashim et al., 2022)	Critical thinking, problem solving, entrepreneurship, integrity, leadership, teamwork.	Yes
(Willis, 2022)	Educational values, culture, diversity	Yes
(Reiser, 2022)	Communication	Yes
(Delellis, 2022)	Affective	Yes
(Nisa, 2022)	Continuous learning	Yes
(Klemmt, 2021)	Scientific competence, decision making	Yes
(Koschmieder, 2021)	Managing emotions	Yes
(Murano, 2021)	Social and emotional skills	Yes
(Littlepage, 2021)	Teamwork	Yes
(Wolcott, 2021a)	Predictive ability	No
(Wolcott, 2021b)	Empathy	Yes
(Khukhlaev, 2021)	Intercultural competence	Yes
(Desarrollo & Socioemocionales, 2021)	Social and emotional competence	Yes
(Jesiek et al., 2020)	Technical competency	No
(Wuttke, 2020)	Financial competency	No
(Golubovich, 2020)	Achievement efforts	Yes
(Zu, 2020)	Managing emotions, cooperation	Yes
(Aldrup, 2020)	Social, emotional competence	Yes
(Wolcott, 2020)	Decision-making	Yes
(Cullen, 2020)	Conscientiousness, integrity, accountability, aspiration for excellence, teamwork, stress tolerance, and care	Yes
(Tiffin, 2020)	Non-Academic	Yes
(Graupe, 2020)	Emotional handling, communication	Yes
(Hashmi, 2020)	Non cognitive	Yes
(Patterson, 2019)	Non-Academic	Yes
(Olaru et al., 2019)	Personality	Yes
(Oostrom, 2019)	Personality	Yes
(Schmitt et al., 2019)	Cultural competency	Yes
(Männiste, 2019)	Decision making skills	Yes
(Murase et al., 2018)	Leadership	Yes
(Sciences, 2016)	Non cognitive	Yes
(Mussel et al., 2016)	Personality	Yes
(Leng et al., 2018)	Integrity	Yes
(Rowet, 2017)	Non-academic attributes	Yes
(Fröhlich et al., 2017)	Social competence	Yes
(Naomi, 2017)	Confidence	Yes
(Bauer et al., 2016)	Communication	Yes
(Lievens et al., 2016)	Social status, ethnicity, gender	Yes
(Rosman & Mayer, 2015)	Information search skills	Yes
(Luschin-ebengreuth et al., 2015)	Non-cognitive abilities	Yes
(Guenole, 2015)	Leadership	Yes
(Linden & Oostrom, 2014)	General factors of personality	Yes
(Quarterly, 2013)	Leadership	Yes
(Roth et al., 2013)	Cultural differences	Yes
(Sharma et al., 2013)	Emotional intelligence	Yes

Table 5 Use of Technology in SJT

Article	Use of Technology
(Borchert, 2023)	ChatGPT
(Gkorezis et al., 2020)	Gamification
(Grand, 2020)	Website
(Schäpers, 2020)	Use of videos
(Landers, 2020)	Gamification
(Blair et al., 2014)	Use of videos
(Bauer et al., 2016)	Computer based test

**1. Research question 1: In what fields has the application of SJTs been expanded?**

SJT was first applied in the military field for soldier selection and was proven effective in producing reliable soldiers during World War II (Lievens & De Soete, 2015). Over the past decade, research on SJT has expanded significantly, revealing its widespread use in the medical field, particularly for selection and assessment purposes. In medical contexts, selection refers to processes such as the acceptance of new students, trainees, and resident students.

Similarly, SJT has been adopted in the education sector for selection and performance measurement. Selection in this context includes the recruitment of new teachers, training participants, and students. Furthermore, a review of 73 articles highlights the diverse applications of SJT in research, including correlation studies, comparative analyses, effectiveness evaluations, and assessments of validity and reliability across various fields.

The diversification of SJT applications has become evident. While SJT has seen significant use in the medical and educational fields, further research is recommended to explore its potential in other sectors, such as industry and psychology, where its application remains limited. For instance, SJT could be utilized in industrial or organizational settings for selection and performance measurement, offering insights into its effectiveness beyond academic contexts.

Moreover, the use of SJT for practical skill assessment has also been explored. Beyond its traditional roles in selection and performance evaluation, SJT has the potential to assess practical skills, such as workplace communication and technical expertise, which are becoming increasingly crucial in today's digital and interconnected world.

**2. Research question 2: How can the measurement of Indonesian Student Profile dimensions be enhanced?**

A total of 54 articles employing SJT in their research methods measure variables aligned with the Indonesian Student Profile indicator categories, as detailed in Table 2. These dimensions include global diversity, mutual cooperation, critical thinking, creativity, and independence. For the global diversity dimension, SJT has been used to assess indicators such as cultural competence (Starčević, 2023), ethnic diversity (Soemantri, 2022), intercultural competence (Khukhlaev, 2021), and cultural differences (Roth et al., 2013; Willis, 2022).

In the mutual cooperation dimension, SJT has been employed to measure cooperation (Wang, 2023), empathy, communication (Bauer et al., 2016; Reiser, 2022; Smith, 2020; Wolcott, 2022), teamwork (Goerke, 2022; Littlepage, 2021; Zu, 2020). For the critical thinking dimension, indicators measured include analytical skills (Li, 2022), critical thinking (Awang-hashim, 2022), and information seeking skills (Rosman & Mayer, 2015). The creative dimension has been explored through the measurement of problem-solving abilities (Awang-Hashim, 2022). Lastly, the independence dimension includes indicators such as social skills (Desarrollo & Socioemocionales, 2021; Mielke, 2022), emotional intelligence (Aldrup, 2020; Koschmieder, 2021; Mitana et al., 2021; Murano, 2021; Sharma et al., 2013; Zu, 2020).

Beyond these core dimensions, other supporting indicators related to the Indonesian Student Profile have also been identified, including continuous learning (Nisa, 2022), achievement efforts (Golubovich, 2020), leadership (Guenole et al., 2017; Murase et al., 2018;

Quarterly, 2013), integrity (Leng et al., 2018), non-cognitive (Fahim, 2023; Hashmi, 2020; Luschin-ebengreuth et al., 2015), non-academic (Rowet, 2017; Tiffin, 2020), affective domain (Delellis et al., 2022), and personality (Mussel et al., 2016; Oostrom, 2019).

The findings underscore the potential of SJT in strengthening social and emotional skills. By measuring key dimensions such as empathy, cooperation, and communication, SJT demonstrates its relevance not only in education but also in preparing students for workforce demands. Further research could explore strategies to refine and expand the measurement of these dimensions to better align with the needs of Indonesian students.

Moreover, integrating SJT into educational curricula is essential. Efforts should focus on embedding SJT-based assessments into curriculum evaluation and development, especially for dimensions like critical thinking, creativity, and leadership. Such integration is vital to ensure students are equipped with the competencies required in an ever-evolving job market.

### **3. Research question 3: How does technology influence the implementation of SJT?**

It cannot be denied that technology is advancing rapidly and has been applied in various fields, including measurement using the SJT method. Eight articles specifically discuss the integration of technology into SJT. For instance, computer-based tests (Bauer et al., 2016) have become a necessity to enable quick, comprehensive, and structured administration of test results. Respondents are now presented with questions through gamification platforms (Gkorezis, 2021; Landers, 2020), and SJT scenarios are depicted in video formats (Blair et al., 2014; Schäpers, 2020).

Artificial intelligence has also been explored in this context, with studies showing that ChatGPT can successfully answer SJT questions (Borchert, 2023). Additionally, computer-based tests have been developed using web-based platforms to facilitate easier test administration (Grand, 2020). These advancements highlight the role of technology in making SJT more efficient and engaging.

#### **Optimizing Technology Use in SJT**

Research suggests that technologies such as gamification, video integration, and artificial intelligence can significantly enhance respondents' experiences when taking SJTs. To maximize these benefits, it is recommended to further promote the use of such innovations. For example, developing more interactive and gamified platforms can increase engagement, particularly among younger generations.

#### **Improving Accessibility Through Digital Technologies**

Advancing technologies like websites and computer-based applications have the potential to make SJTs more accessible, especially in regions where traditional testing methods are unavailable. These digital solutions allow for faster, easier, and more cost-effective test administration while maintaining accuracy and structure. Expanding the accessibility of SJT through digital technologies can ensure that a broader audience benefits from these tools, fostering inclusivity in assessment practices.

### **4. Research question 4: What are the evaluation and update of measured dimensions?**

As technology and society continue to evolve, the dimensions measured by SJT—such as stress management, emotional intelligence, and social skills—must be regularly updated to remain relevant to contemporary challenges. Emerging dimensions like mental resilience, digital literacy, and the ability to work effectively in remote teams are becoming increasingly critical in today's interconnected and rapidly changing world. In the context of the Indonesian Student Profile, further refinement and development of SJT indicators are essential to align with future workforce demands, particularly in technology and innovation sectors. Adjustments to these indicators will ensure that SJTs not only measure current competencies but also anticipate the skills needed to thrive in an ever-evolving job market.

By adopting these recommendations, the application of the SJT method is expected to expand and make more significant contributions to selection processes and competency measurement across various domains. This adaptability will position SJTs as a vital tool for addressing the shifting needs of the future workforce while maintaining their relevance and impact.

### **Discussion**

Based on the findings of this research, it is evident that the use of Situational Judgment Tests (SJT) has grown significantly across various fields, particularly in medicine and education. One key observation is the increasing role of technology in enhancing the SJT experience, with the application of gamification, artificial intelligence, and digital platforms. These advancements have the potential to improve both the engagement of participants and the accuracy of results, making SJT more accessible and user-friendly. Furthermore, the alignment of SJT with the Indonesian student profile dimensions such as empathy, teamwork, and emotional intelligence highlights the relevance of this method in evaluating key non-cognitive skills necessary for academic and professional success in Indonesia. However, there remains room for expansion, especially in underexplored sectors such as industry and psychology, which could benefit from further application of SJT to measure job-relevant competencies.

In addition, while SJT has proven effective in measuring social and emotional competencies, there is a need for more in-depth research into how these dimensions can be better assessed and integrated into existing curricula. This is particularly important for shaping future workforce skills, especially in an era where adaptability, critical thinking, and leadership are highly valued. Technology, including computer-based testing and the use of AI, offers an opportunity to further streamline the implementation of SJT, allowing for more efficient and widespread application in various sectors. As the landscape of education and professional requirements continues to evolve, it is crucial that SJT remains adaptable and continues to evolve alongside technological advancements to meet the needs of both students and employers.

### **CONCLUSION**

The Situational Judgment Test (SJT) has demonstrated its versatility and potential in various fields, evolving from its initial military applications to becoming a widely used tool in education, medicine, and beyond. Research highlights its capability to assess diverse dimensions such as global diversity, critical thinking, creativity, mutual cooperation, and independence, all of which align with the Indonesian Student Profile. Moreover, SJT's applications have expanded to include practical skill assessments and social-emotional competencies, reflecting its adaptability to modern needs.

The integration of technology, including gamification, video scenarios, artificial intelligence, and web-based platforms, has further enhanced the effectiveness, engagement, and accessibility of SJT. These innovations not only improve test administration but also broaden its reach, especially in regions with limited access to traditional methods. As societal and technological advancements continue, SJT must evolve to remain relevant. Incorporating emerging dimensions such as digital literacy, mental resilience, and remote teamwork is essential to address the demands of the modern workforce. This evolution requires regular updates to indicators, particularly in contexts like the Indonesian Student Profile, to ensure alignment with future needs in technology and innovation sectors.

By embracing technological advancements and adapting its measured dimensions to contemporary challenges, SJT is poised to play an increasingly significant role in selection processes and competency assessments across diverse fields. Its continued development will ensure its relevance and impact in shaping the future workforce and fostering global competency.



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