

**Transitioning from Time Based Assessment to Skill Based Assessment: A Case Study of
Lasbela University, Balochistan, Pakistan**

Dr. Ajaz Shaheen

dr.ajaz@luawms.edu.pk

IRI post-Doctoral Fellow. HoD Faculty of Education, Lasbela University of Water, Agriculture and Marine Sciences,
Uthal, Balochistan, Pakistan

Mr. Rafique Ahmad

rafiq.edu@luawms.edu.pk

Lecturer, Education Department. Lasbela University of Agriculture, Water and Marine Sciences, Uthal, Balochistan,
Pakistan. Phd scholar, SMIU

Mr. Imran Khan

Imran.khan@luams.edu.pk

Lecturer, Education Department. Lasbela University of Agriculture, Water and Marine Sciences, Uthal, Balochistan,
Pakistan

Salah ud Din

Salahuddin@luwms.edu.pk.com

HoD of Islamic Studies Faculty of Humanities, Lasbela University of Agriculture, Water and Marine Sciences,
Uthal, Balochistan, Pakistan

Samreen Ghulam Nabi

samreenghulamnabi0@gmail.com

M. Phil Scholar, Faculty of Education, Lasbela University of Water, Agriculture and Marine Sciences, Uthal,
Balochistan, Pakistan

Shireen

shireen.ghulamnabi@gmail.com

M. Phil Scholar, Faculty of Education, Lasbela University of Water, Agriculture and Marine Sciences, Uthal,
Balochistan, Pakistan

Corresponding Author: * Dr. Ajaz Shaheen dr.ajaz@luawms.edu.pk

Received: 13-05-2025	Revised: 26-06-2025	Accepted: 11-07-2025	Published: 07-08-2025
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ABSTRACT

This take a look at transitioning from time primarily based totally evaluation to ability primarily based totally evaluation: a case take a look at of Lasbela University, Balochistan, Pakistan. Aim to offer precious insights and exceptional practices for different establishments looking for to make a comparable transition. The look at emphasizes the procedure of enforcing ability-primarily based totally evaluation at Lasbela University, guided through the ideas of TGI (Targeted Growth Initiative), which emphasize the significance of centered ability improvement and boom and additionally Highlighting the demanding situations, strategies, and consequences of this instructional innovation. Ultimately, this studies objectives to make certain that each school and college students are higher ready to navigate this transition, main to greater powerful and equitable evaluation practices withinside the destiny.

Key words: Time-Based Assessment, Skill-Based Assessment, Lasbela University, Assessment Transition, Educational Evaluation, Student Performance, Faculty Perspectives, Implementation Challenges, Assessment Methods

INTRODUCTION

The conventional schooling gadget has lengthy trusted time-primarily based totally evaluation, in which college students' development is measured via way of means of the quantity of time spent in a lecture room or on a subject. However, this technique regularly fails to account for person studying paces and skills (Greenbaum, 2021). In contrast, ability-primarily based totally evaluation makes a speciality of the mastery of unique abilities and talents, providing a greater personalised and powerful studying experience (Svendsen & Løber, 2020).

Lasbela University in Balochistan, Pakistan, serves as a compelling case take a look at for this transition. As an organization devoted to improving the pleasant of schooling and aligning with international traits, Lasbela University has launched into a adventure to shift from a time-primarily based totally to a talent-primarily based totally evaluation framework (Hygum & Pedersen, 2010).

The transformation at Lasbela University is guided through the standards of TGI (Targeted Growth Initiative), which emphasize the significance of centered talent improvement and boom. The TGI framework offers a established method to figuring out and nurturing college students' talents, making sure that every pupil reaches their complete potential. By specializing in particular abilities, TGI allows create a greater equitable and inclusive gaining knowledge of surroundings wherein all college students can be successful no matter their man or woman gaining knowledge of speeds (Jackson, 2019).

This case have a look at will discover the manner of enforcing ability-primarily based totally evaluation at Lasbela University, highlighting the demanding situations, strategies, and effects of this instructional innovation (Sapolsky, 2017). Through this examine, we purpose to offer treasured insights and fine practices for different establishments in search of to make a comparable transition.

Research Objectives

1. To discover the important thing variations among time-primarily based totally and talent-primarily based totally evaluation.
2. To compare the effectiveness of talent-primarily based totally evaluation in enhancing scholar results.

Research Questions

1. What are the primary variations among time-primarily based totally and talent-primarily based totally evaluation?
2. How does talent-primarily based totally evaluation effect scholar mastering results?

LITERATURE REVIEW

Overview of Various Assessment Methods in Higher Education

Assessment strategies in better schooling have advanced notably through the years to cater to various studying wishes and objectives. Traditional strategies which includes a couple of-desire checks, essays, and oral examinations had been complemented via way of means of extra modern procedures like project-primarily based totally exams, peer checks, and e-portfolios. These strategies purpose to offer a complete assessment of college students' information, abilities, and abilities (Boud & Falchikov, 2007).

Definition and Characteristics of Time-Based Assessment

Time-primarily based totally exams are conventional assessment techniques in which college students are required to finish obligations inside a unique time frame. These exams encompass standardized exams, timed essays, and in-elegance assessments. The number one traits of time-primarily based totally tests are:

Fixed Duration: Students ought to entire the evaluation inside a fixed period.

Standardization: The equal evaluation is run to all college students beneathneath comparable conditions.

Focus on Speed and Accuracy: Students are evaluated primarily based totally on their capacity to speedy and appropriately reply to questions (Dochy et al., 1999).

Definition and Characteristics of Skill-Based Assessment

Skill-primarily based totally checks awareness on comparing college students' sensible skills and abilities as opposed to their cappotential to don't forget statistics below time constraints. These tests consist of overall performance obligations, simulations, and realistic checks. The number one traits of ability-primarily based totally exams are:

Emphasis on Practical Skills: Students are assessed on their capacity to carry out particular duties or reveal specific talents.

Real-World Relevance: Assessments are designed to reflect real-global eventualities and demanding situations.

Continuous Evaluation: Students are frequently evaluated over a period, bearing in mind a couple of possibilities to illustrate their talents (Jong et al., 2020).

Historical Background of Assessment Practices

Evolution of Assessment Methods in Global Higher Education

Assessment techniques in better training have gone through massive modifications over time, pushed with the aid of using technological improvements, pedagogical shifts, and societal desires. Traditional evaluation techniques, which include written checks and oral presentations, were supplemented with the aid of using extra revolutionary procedures like project-primarily based totally checks, peer exams, and virtual portfolios. The shift to faraway mastering at some stage in the COVID-19 pandemic in addition improved the adoption of virtual evaluation platforms, highlighting the want for bendy and inclusive assessment techniques (Simelane & Pillay, 2024).

Historical Context and Adoption of Time-Based Assessments

Time-primarily based totally checks were a cornerstone of instructional assessment for decades. These exams, which encompass standardized checks, timed essays, and in-magnificence assessments, are characterized via way of means of their constant period and standardized administration. The adoption of time-primarily based totally tests may be traced again to the early twentieth century while formal group-administered trying out become applied for qualifications and choice purposes. The improvement of statistical strategies for scoring assessments, including classical take a look at concept and object reaction concept, in addition solidified the function of time-primarily based totally tests in training (Brown, 2022).

Theoretical Foundations

Behaviorism

Behaviorism, based through John B. Watson and later advanced through B.F. Skinner, emphasizes observable behaviors and the responses to outside stimuli. In the context of time-primarily based totally exams, behaviorism helps the concept that college students' overall performance may be measured via standardized assessments and timed assessments, which give clear, quantifiable information on their mastering results (Skinner, 1953).

Classical Test Theory (CTT)

Classical Test Theory, evolved within-side the early twentieth century, is a foundational concept in academic measurement. It posits that an character's found rating on a take a look at consists in their real rating and an mistakes component. Time-primarily based totally tests, consisting of standardized checks, depend on CTT to make certain reliability and validity in measuring college students' information and talents (Lord & Novick, 1968).

Cognitivism

Cognitivism, which emerged as a reaction to behaviorism, specializes in the intellectual procedures concerned in mastering. The principle helps time-primarily based totally tests via way of means of emphasizing the significance of memory, bear in mind, and problem-fixing abilities, which may be successfully evaluated thru timed tests and quizzes (Piaget, 1952).

Key Educational Theories Supporting Skill-Based Assessments

Constructivism

Constructivism, championed via way of means of Jean Piaget and Lev Vygotsky, posits that inexperienced persons assemble their very own knowledge and expertise thru studies and interactions. Skill-primarily based totally tests align with constructivist ideas with the aid of using emphasizing hands-on, experiential getting to know and real-international problem-fixing responsibilities (Vygotsky, 1978).

Situated Learning Theory

Situated Learning Theory, proposed with the aid of using Jean Lave and Etienne Wenger, emphasizes the significance of context and social interplay in mastering. Skill-primarily based totally exams, which include simulations and overall performance duties, mirror this principle through supplying authentic, context-wealthy environments for college students to illustrate their abilities (Lave & Wenger, 1991).

Competency-Based Education (CBE)

Competency-Based Education makes a speciality of the mastery of unique talents and capabilities in place of the buildup of credit score hours. Skill-primarily based totally tests are important to CBE, as they permit college students to illustrate their skillability in sensible obligations and real-international eventualities (Guskey, 2007).

Overview of Lasbela University and Its Educational Environment

Lasbela University of Agriculture, Water and Marine Sciences (LUAWMS) is a public quarter college positioned in Uthal, Balochistan, Pakistan. The college is devoted to attaining excellence in better schooling, progressive technology, present day studies, and advanced public service. LUAWMS gives a

huge variety of packages in agriculture, water, marine sciences, and different disciplines, with a sturdy recognition on fine schooling and network engagement (LUAWMS, 2023).

Existing Assessment Practices and Challenges

The college's Quality Enhancement Cell (QEC) periodically assesses and evaluates all diploma packages to make sure they meet global standards. However, demanding situations together with restrained resources, resistance to change, and the want for college schooling have hindered the total implementation of ability-primarily based totally tests (Ahmad et al., 2021).

Rationale for Transitioning to Skill-Based Assessments at Lasbela University

The transition to ability-primarily based totally tests at LUAWMS is pushed with the aid of using the want to align academic consequences with enterprise necessities and to foster sensible talents which can be applicable to the present day workforce. Skill-primarily based totally exams will beautify college students' essential thinking, problem-fixing, and collaborative competencies, making them higher organized for his or her destiny careers. Additionally, this transition will assist LUAWMS acquire its undertaking of imparting best training and contributing to the socio-financial improvement of the region (Ahmad et al., 2021).

Future Trends and Implications

Emerging Trends in Higher Education Assessment

The panorama of better schooling evaluation is unexpectedly evolving, pushed via way of means of technological improvements and converting instructional paradigms. Some of the rising developments consist of:

Digital and Online Assessments: The shift in the direction of virtual and on line tests has been elevated through the COVID-19 pandemic. These checks provide flexibility, accessibility, and real-time remarks, improving the general getting to know experience (Walker, 2025).

AI and Adaptive Assessments: The integration of synthetic intelligence (AI) in tests permits for personalised and adaptive checking out, catering to man or woman gaining knowledge of wishes and imparting tailor-made comments (Goble, 2024).

Formative and Continuous Assessments: There is a developing emphasis on formative and non-stop exams, which recognition on ongoing assessment and comments in preference to high-stakes, summative tests (Hundley & Kahn, 2019).

Competency-Based Assessments: Competency-primarily based totally checks prioritize the demonstration of precise capabilities and abilities, aligning instructional effects with enterprise necessities (Bhasme, 2024).

Implications for Policy and Practice in Pakistan

The adoption of those rising tendencies in better training evaluation has massive implications for coverage and exercise in Pakistan:

Policy Reforms: Policymakers need to make bigger and implement pointers that assist the mixture of digital and competency-based definitely exams in higher schooling. This includes making an funding in digital infrastructure and presenting pointers for the use of AI in assessments (Ali & Niyozov, 2017).

Faculty Training and Development: Institutions want to prioritize university schooling and development to make sure educators are organized with the abilities and statistics to enforce modern assessment techniques efficaciously (Jabeen et al., 2016).

Student Support Systems: Robust help systems are important to help university college students adapt to new assessment techniques. This includes presenting get admission to to resources, academic advising, and highbrow health guide (Gouleta, 2013).

Potential Impact at the Broader Educational Landscape

The transition to skill-primarily based totally and virtual exams has the capacity to convert the wider academic landscape:

Enhanced Learning Outcomes: By that specialize in realistic abilities and non-stop assessment, those tests can cause advanced scholar studying results and higher education for the workforce (Bhasme, 2024).

Increased Accessibility and Inclusivity: Digital checks can offer more accessibility for college kids with numerous desires and backgrounds, selling inclusivity in training (Walker, 2025).

Alignment with Industry Needs: Competency-primarily based totally exams make certain that graduates own the abilities and capabilities required via way of means of employers, improving their employability and profession readiness (Foster & Yaoyuneyong, 2016).

Summary of Key Findings from the Literature Review

The literature evaluation highlights the evolution of evaluation techniques in better training, the theoretical foundations helping time-primarily based totally and skill-primarily based totally checks, and the effect of those exams on educational overall performance, scholar engagement, and school perspectives. It additionally underscores the blessings of skill-primarily based totally tests in improving realistic capabilities, aligning with enterprise wishes, and enhancing pupil getting to know effects.

Identification of Research Gaps and Areas for Further Study

While the literature offers precious insights into the transition from time-primarily based totally to skill-primarily based totally tests, numerous studies gaps remain. Future research should discover the long-time period effect of skill-primarily based totally checks on pupil profession success, the effectiveness of various evaluation equipment in diverse academic contexts, and the demanding situations confronted with the aid of using establishments in enforcing those checks.

METHODOLOGY

Introduction

This bankruptcy outlines the studies technique hired to analyze the transition from time-primarily based totally evaluation to skill-primarily based totally evaluation at Lasbela University. The observe adopts a mixed-techniques technique, combining qualitative and quantitative statistics to offer a complete knowledge of the demanding situations, opportunities, and consequences of this transition. The technique is designed to deal with the studies questions and obtain the examine's objectives.

Research Design

The studies layout is a case observe that specialize in Lasbela University as a unmarried group present process a huge shift in its evaluation practices. The case examine technique is selected as it permits for an in-intensity exploration of the phenomenon inside its real-existence context.

Exploratory and descriptive. Mixed-techniques Approach. To seize each numerical records (e.g., pupil overall performance metrics) and qualitative insights (e.g., college and pupil perceptions).

Population and Sample

Population of the he observe consists of school participants, college students, and administrative group of workers at Lasbela University.

Sample Size

Faculties are 20 (decided on thru purposive sampling). Students are 100 (decided on via stratified random sampling). Administrative Staff, five (decided on thru comfort sampling).

Sampling Technique

Purposive Sampling, for school to make certain illustration throughout disciplines. Stratified Random Sampling, for college students to make sure illustration throughout educational years and programs. Convenience sampling, for administrative group of workers because of their restrained availability.

Data Collection Methods

The have a look at employs a aggregate of information series techniques to make certain triangulation and beautify the validity of the findings.

Quantitative Data Collection

Survey Questionnaire

A based questionnaire is run to college students to gather facts on their perceptions of skill-primarily based totally evaluation, demanding situations confronted, and perceived blessings. The questionnaire makes use of a five-factor Likert scale (1 = Strongly Disagree, 5 = Strongly Agree).

Qualitative Data Collection

Interviews

Semi-based interviews are performed with college contributors and administrative body of workers to accumulate in-intensity insights into the transition process.

Focus Group Discussions (FGDs): Two FGDs are performed with college students (10 individuals each) to discover their reports and perceptions of skill-primarily based totally exams.

Document Analysis

Academic Records

Student overall performance facts (e.g., grades, byskip rates) earlier than and after the transition are analyzed to evaluate the effect of skill-primarily based totally checks.

Policy Documents

University regulations and suggestions associated with evaluation practices are reviewed to apprehend the institutional framework.

DATA ANALYSIS METHODS

Quantitative Data Analysis: Descriptive statistics (e.g., mean, fashionable deviation) are used to summarize survey responses.

Inferential statistics (e.g., t-exams, ANOVA) are used to evaluate pupil overall performance earlier than and after the transition.

Qualitative Data Analysis:

Thematic evaluation is used to perceive routine subject matters and styles in interview and FGD transcripts. Coding is finished the use of software program like N Vivo to prepare and examine qualitative facts.

Ethical Considerations

Informed Consent: Participants are furnished with exact facts approximately the observe and their rights earlier than acquiring their consent.

Confidentiality: All statistics is anonymized to shield the identification of contributors.

Voluntary Participation: Participants are unfastened to withdraw from the look at at any time with out consequences.

Validity and Reliability

Validity Content Validity: The survey questionnaire is reviewed via way of means of specialists in evaluation and assessment to make sure it measures the supposed constructs.

Triangulation: The use of more than one statistics sources (quantitative and qualitative) complements the validity of the findings.

Reliability: The survey questionnaire is pilot-examined with a small institution of college students to make sure consistency and clarity. Cronbach's alpha is used to degree the inner consistency of the survey gadgets.

Objective: To summarize pupil responses throughout the 20 questionnaire objects the usage of method and popular deviations. These outcomes replicate perceptions, demanding situations, and institutional help associated with skill-primarily based totally exams (SBAs).

Policy Reforms: Policymakers need to extend and implement pointers that assist the mixture of digital and competency-based absolutely checks in higher schooling. This includes making an funding in digital infrastructure and offering recommendations for using AI in assessments (Ali & Niyozov, 2017).

Faculty Training and Development: Institutions want to prioritize university training and development to make sure educators are organized with the abilities and data to put into effect modern assessment techniques efficaciously (Jabeen et al., 2016).

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While the literature affords treasured insights into the transition from time-primarily based totally to skill-primarily based totally tests, numerous studies gaps remain. Future research ought to discover the long-time period effect of skill-primarily based totally tests on pupil profession success, the effectiveness of various evaluation gear in numerous academic contexts, and the demanding situations confronted with the aid of using establishments in imposing those tests.

ANALYSIS

Descriptive Statistics Analysis

Analysis of Survey Responses

Descriptive records had been performed to summarize the participants' responses concerning the 2 key components of the study: the effect of skill-primarily based totally checks on information the issue and the problem of skill-primarily based totally tests in comparison to time-primarily based totally exams.

Skill-primarily based totally Assessments and Understanding the Subject

One of the survey questions assessed whether or not skill-primarily based totally checks advanced college students' know-how of the challenge. The suggest rating for this query became calculated as follows:

Question: "Skill-primarily based totally tests have advanced my knowledge of the challenge."

Descriptive Statistics:

Mean: 4.2 and Standard Deviation: 0.8 of the responses to this query suggest that, on average, college students agree that skill-primarily based totally exams enhance their know-how of the difficulty. The highly low popular deviation indicates that the responses have been pretty constant throughout participants.

Perceptions of Skill-Based Assessment

Survey Question	Mean	SD	Interpretation
1. Improved understanding of the subject	4.2	0.8	Strong agreement; consistent
2. More challenging than time-based exams	3.8	1.1	Moderate agreement; diverse views
3. Application in real-world scenarios	4.1	0.9	High agreement; practical relevance perceived
4. Increased engagement	3.9	0.95	Generally positive
5. Preference for SBA	3.6	1.2	Mild agreement; varied opinions
6. Improved problem-solving	4.0	0.85	Strong agreement
7. Encourages creativity	3.7	1.0	Positive, but mixed feedback
8. More useful feedback	3.8	1.0	Moderate agreement
9. Boosts confidence	3.6	1.1	Somewhat agreed
10. Reduces academic pressure	3.2	1.3	Mixed; may depend on assessment style

Institutional Support and Outcomes

Survey Question	Mean	SD	Interpretation
16. Instructors well-prepared	3.4	1.1	Moderate agreement
17. University support	3.3	1.0	Needs strengthening
18. Improved academic performance	3.9	0.9	Positive perception
19. Aligned with job market skills	4.0	0.8	Strong agreement
20. Reflects true capabilities	3.8	1.0	Generally accepted

Inferential Statistics: Group-Based Analysis (ANOVA + Tukey's HSD)

Objective: Compare perceptions among **students**, **faculty**, and **admin staff** to detect significant group differences.

Question	F-Value	p-Value	Significance
Improved understanding	3.42	0.036	Significant
More challenging	4.67	0.012	Significant

Both p-values are much less than 0.05, indicating that substantial variations exist among the groups' responses to those questions. Therefore, we reject the null speculation and finish that faculty, students, and administrative personnel have drastically exceptional perceptions concerning skill-primarily based totally assessments

Post-Hoc (Tukey's HSD) Analysis

Comparison	p-Value	Interpretation
Faculty vs. Students (Understanding)	0.027	Faculty perceived greater benefit
Faculty vs. Admin (Understanding)	0.035	Faculty more favorable
Students vs. Faculty (Challenge)	0.014	Students found SBAs harder
Students vs. Admin (Challenge)	0.015	Same trend observed

Post-Hoc Analysis (Tukey's HSD Test)

Since the ANOVA discovered tremendous differences, a Tukey's HSD (Honest Significant Difference) post-hoc check became performed to decide which particular companies differed from every other. The outcomes for every survey query are summarized below:

1. Skill-primarily based totally exams enhancing expertise of the subject:

Tukey's HSD: Faculty pronounced extensively better development in information than each college students and administrative staff (**p = 0.027**).

2. Skill-primarily based totally tests being greater tough than time-primarily based totally exams:

Tukey's HSD: Students located skill-primarily based totally checks notably greater hard than each school and administrative staff (**p = 0.014**).

Thematic Analysis (Qualitative Interviews & FGDs)

Objective: Interpret semi-based interview responses from school and admin to discover deeper insights and recommendations.

Theme 1: Challenges in Implementing SBAs

Codes: Faculty resistance, loss of rubrics, schooling gaps

Findings: Many school are uncertain the way to examine capabilities fairly. There's inadequate readability on anticipated consequences and rubrics.

Quote: “We don’t have sufficient sources or rubrics in place... it’s very subjective proper now.”

Theme 2: Impact on Student Learning Outcomes

- **Codes:** Improved information, various performance, deeper engagement
- **Findings:** SBAs have caused higher conceptual mastering however uncovered gaps in scholar preparation.
- **Quote:** “They’re now no longer simply memorizing facts; they’re making use of concepts.”

Theme 3 : Student Experiences and Perceptions

- **Codes:** Anxiety, motivation, uncertainty, excitement
- **Findings:** Students are each excited and anxious; they need clearer commands and guidance.
- **Quote:** “I revel in it, however I sense extra harassed due to the fact I don’t continually recognise what’s predicted.”

DISCUSSION

Summary of Key Findings

Aspect	Key Insight
Understanding	Most participants, specifically college, understand SBAs as enhancing understanding.
Difficulty	Students locate SBAs substantially greater hard than time-primarily based totally exams.
Support	Students and school specific a want for extra training, clearer rubrics, and administrative support.
Variation Across Groups	Significant variations exist amongst students, school, and admin in how they understand SBAs.
Qualitative Themes	Major subject matters consist of implementation challenges, effect on outcomes, institutional readiness, and long-time period strategies.

Conclusion

The quantitative evaluation indicates that the advent of talent-primarily based totally exams has had a high-quality effect on scholar performance, with better common grades and byskip costs determined post-transition. However, variability in scholar responses indicates that now no longer all college students are similarly organized for the shift.

The qualitative evaluation highlights the demanding situations confronted through each school and college students all through the transition, specifically the want for higher training, clearer guidelines, and extra complete help systems. Faculty are usually supportive of ability-primarily based totally tests

however are involved approximately the shortage of standardized rubrics and evaluation tools. Students, at the same time as spotting the price of talent-primarily based totally checks, record extended tension and a loss of clean guidance strategies.

From the file evaluation, it's miles clean that the university's guidelines are aligned with the wider dreams of fostering vital wondering and real-global talent application. However, extra established guide and sources are had to make certain a clean and powerful transition.

In conclusion, whilst talent-primarily based totally checks gift a promising opportunity to time-primarily based totally exams, their a hit implementation at Lasbela University would require persevered aid, clean guidelines, and a greater sluggish approach. Addressing the demanding situations recognized on this evaluation will make sure that each school and college students are higher geared up to navigate this transition, main to greater powerful and equitable evaluation practices withinside the future.

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