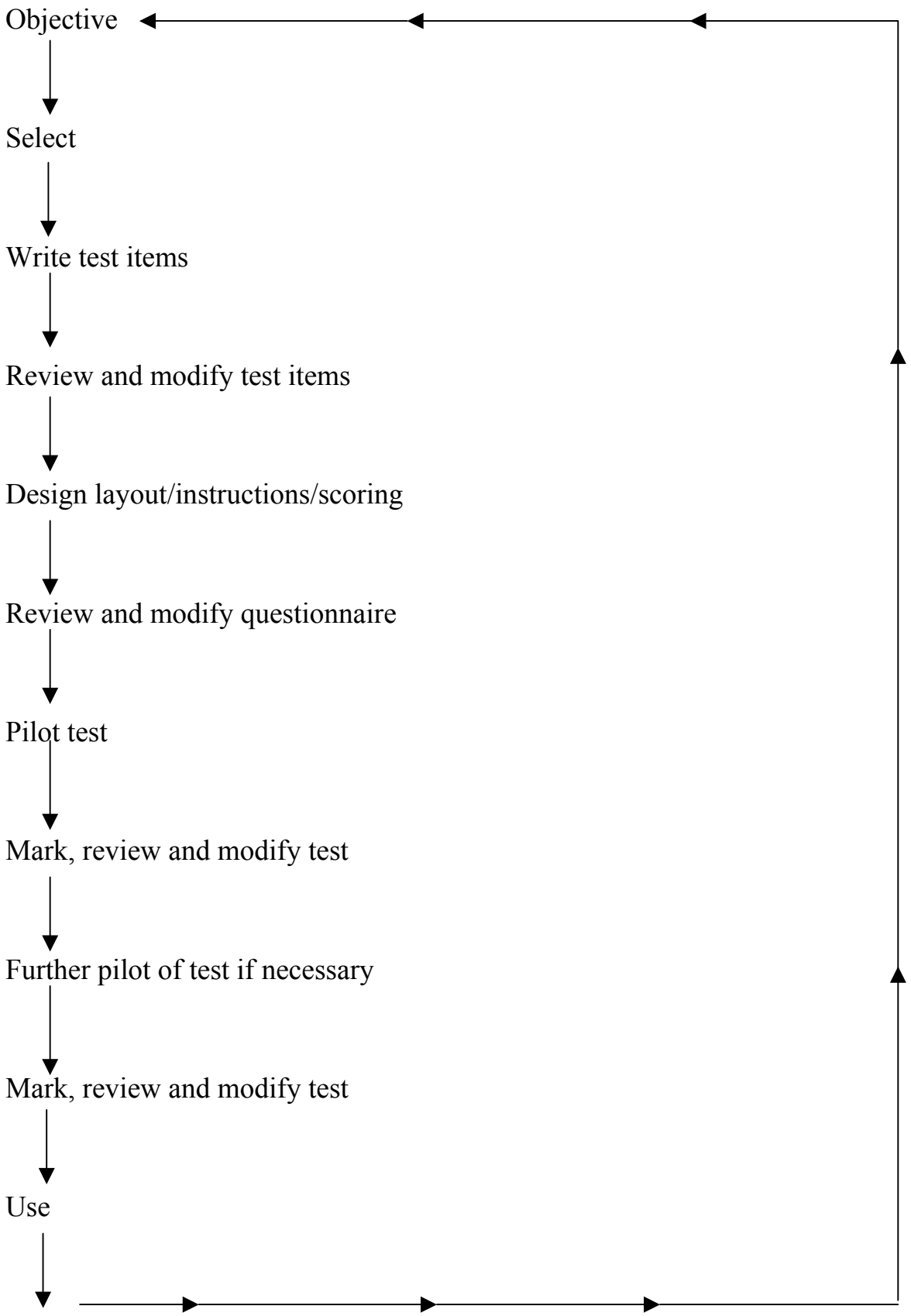STEPS INVOLVED IN CONSTRUCTING OBJECTIVE TEST ITEMS