

# Occupational Personality Profile Norm Group: South Africans of African Race, updated 2010

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## Sample composition

The sample consisted of 26174 South Africans who stated their race as African, tested by Psytech SA and collaborators during the period up to January 2010. The respondents were tested mainly for selection or development purposes.

## Gender composition of the sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
F	15545	15545	59.39100	59.3910
M	10599	26144	40.49438	99.8854
U	30	26174	0.11462	100.0000
Missing	0	26174	0.00000	100.0000

## Educational composition of the sample

Category	Frequency table: EducGroup			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	2025	2025	7.73669	7.7367
Grade 12	14528	16553	55.50546	63.2421
Diploma	1565	18118	5.97922	69.2214
Degree	1074	19192	4.10331	73.3247
Post Graduate	611	19803	2.33438	75.6591
Missing	6371	26174	24.34095	100.0000

## Language composition of the sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	7985	7985	30.50737	30.5074
English	418	8403	1.59700	32.1044
isiXhosa	4881	13284	18.64828	50.7527

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Afrikaans	202	13486	0.77176	51.5244
Sesotho	3332	16818	12.73019	64.2546
Siswati	583	17401	2.22740	66.4820
Setswana	3723	21124	14.22404	80.7060
Sepedi	2403	23527	9.18087	89.8869
Xitsonga	755	24282	2.88454	92.7715
Tshivenda	602	24884	2.29999	95.0714
isiNdebele	270	25154	1.03156	96.1030
isNdebele	8	25162	0.03056	96.1336
Missing	1012	26174	3.86643	100.0000

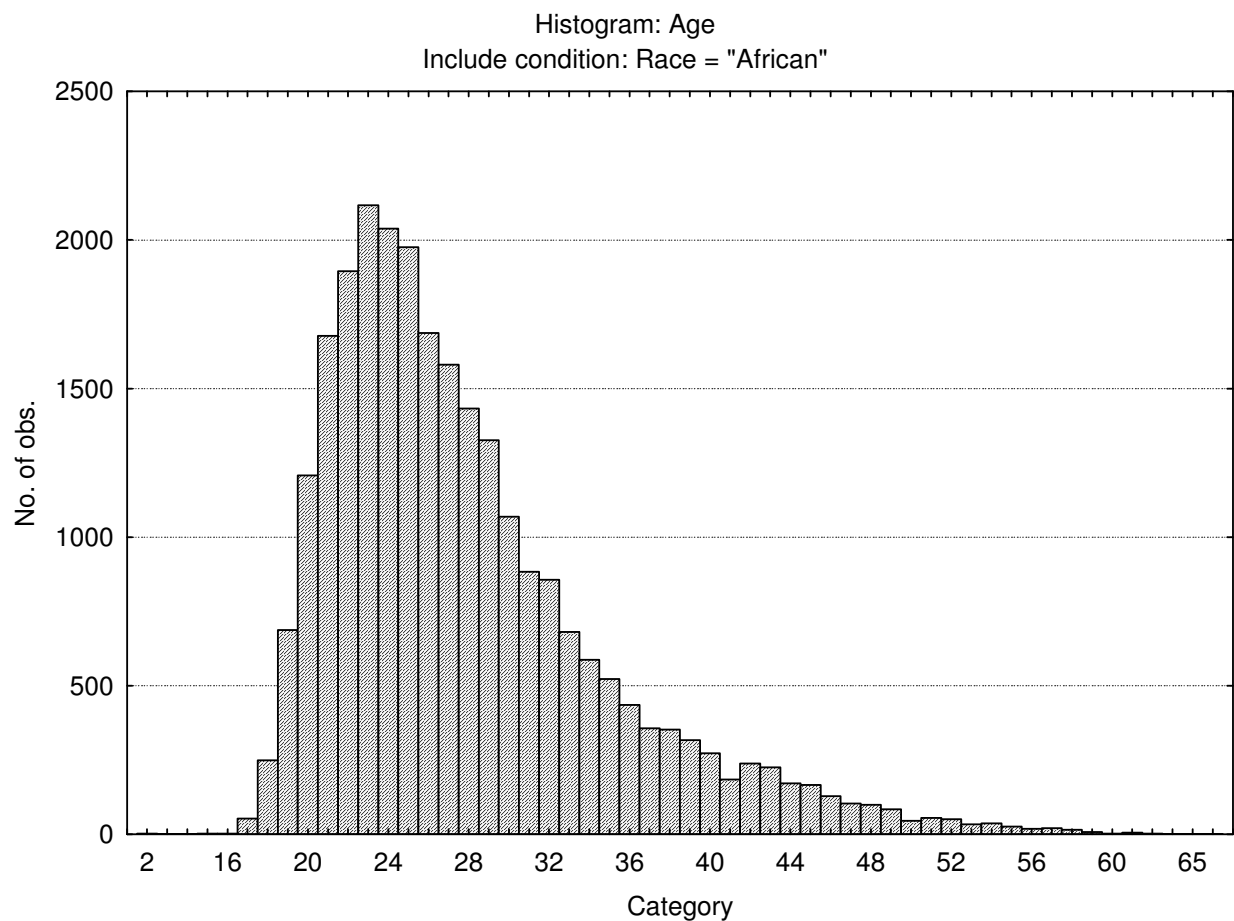
Category	Frequency table: Language group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	20811	20811	79.51020	79.5102
English	418	21229	1.59700	81.1072
Afrikaans	202	21431	0.77176	81.8790
Missing	4743	26174	18.12104	100.0000

### Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	26174	26174	100.0000	100.0000
Missing	0	26174	0.0000	100.0000

### Age composition of the sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.85982	7.021541	2.000000	69.00000	25995	179

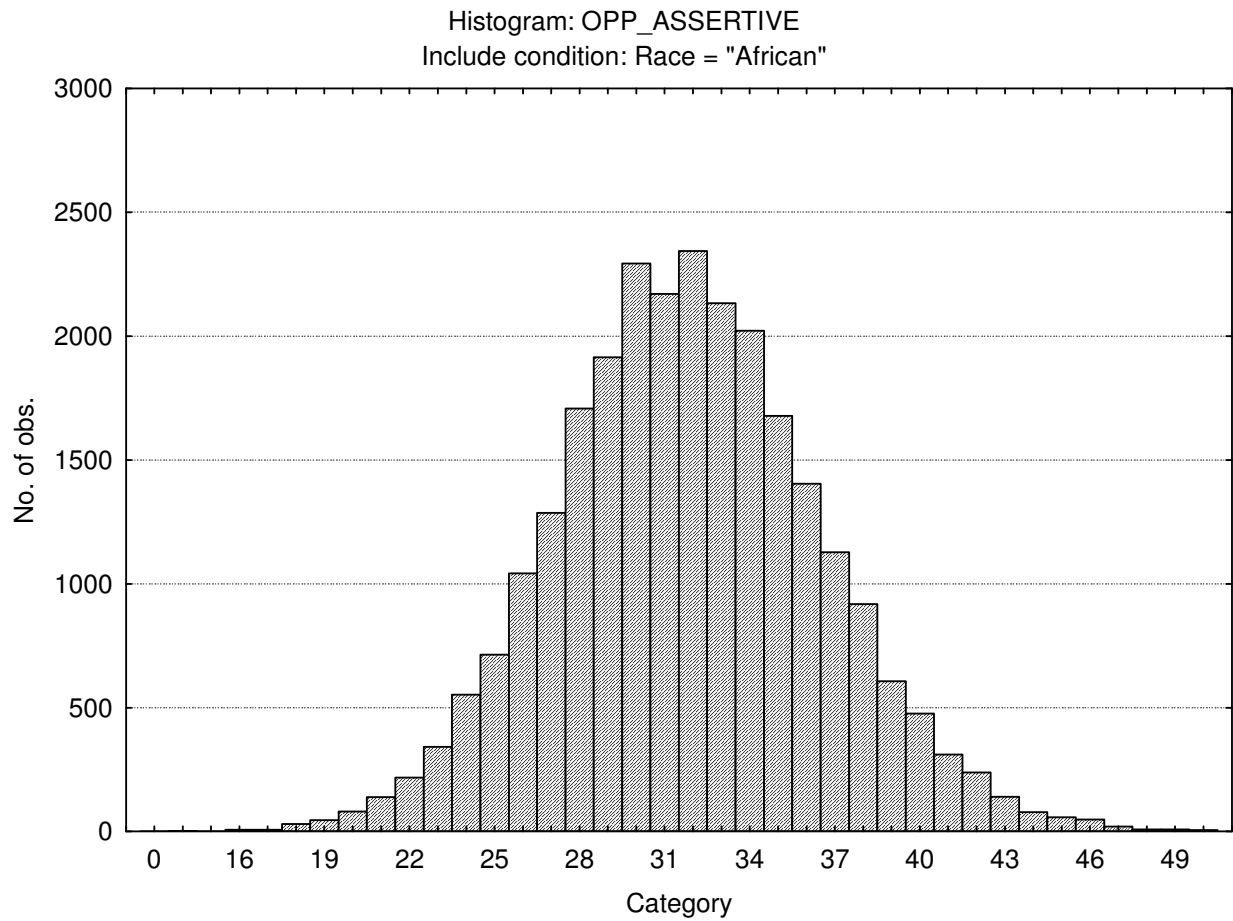


## Descriptive statistics on Occupational Personality Profile scales

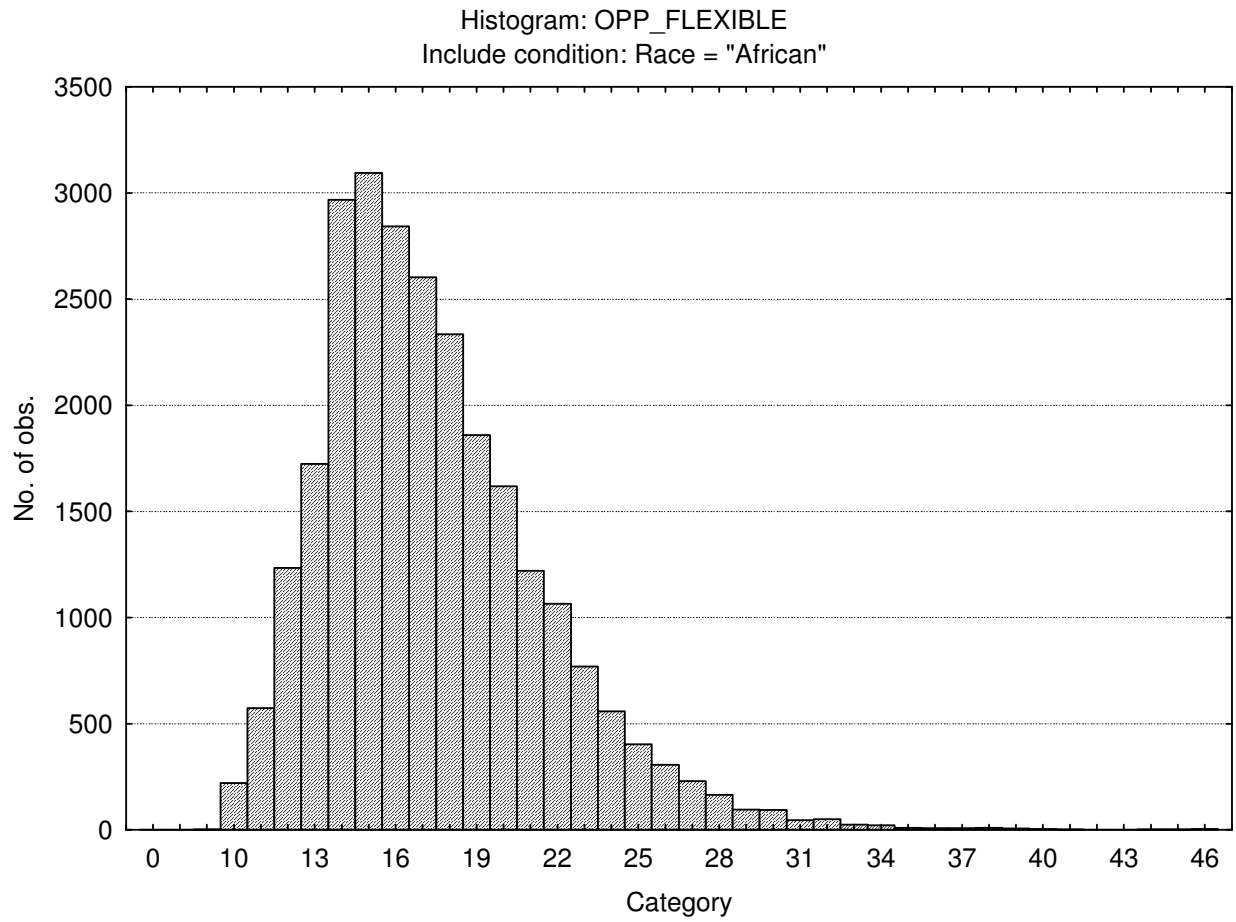
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Assertive	31.81986	4.65648	0.00	50.0000	26174	0
Flexible	17.36020	4.08740	0.00	46.0000	26174	0
Trusting	32.71388	6.28153	0.00	55.0000	26174	0
Phlegmatic	37.42909	6.74918	0.00	60.0000	26174	0
Gregarious	33.48139	5.76877	0.00	50.0000	26174	0
Persuasive	27.29040	5.16826	0.00	45.0000	26174	0
Contesting	31.83472	5.62578	0.00	50.0000	26174	0
Pessimistic	24.75120	5.43110	0.00	40.0000	26174	0
Pragmatic	28.27867	4.59291	0.00	46.0000	26174	0
Conforming	25.30954	4.60235	0.00	40.0000	26174	0
Central tendency	76.08188	20.81519	0.00	191.0000	26174	0

## Frequency distributions of Occupational Personality Profile scales

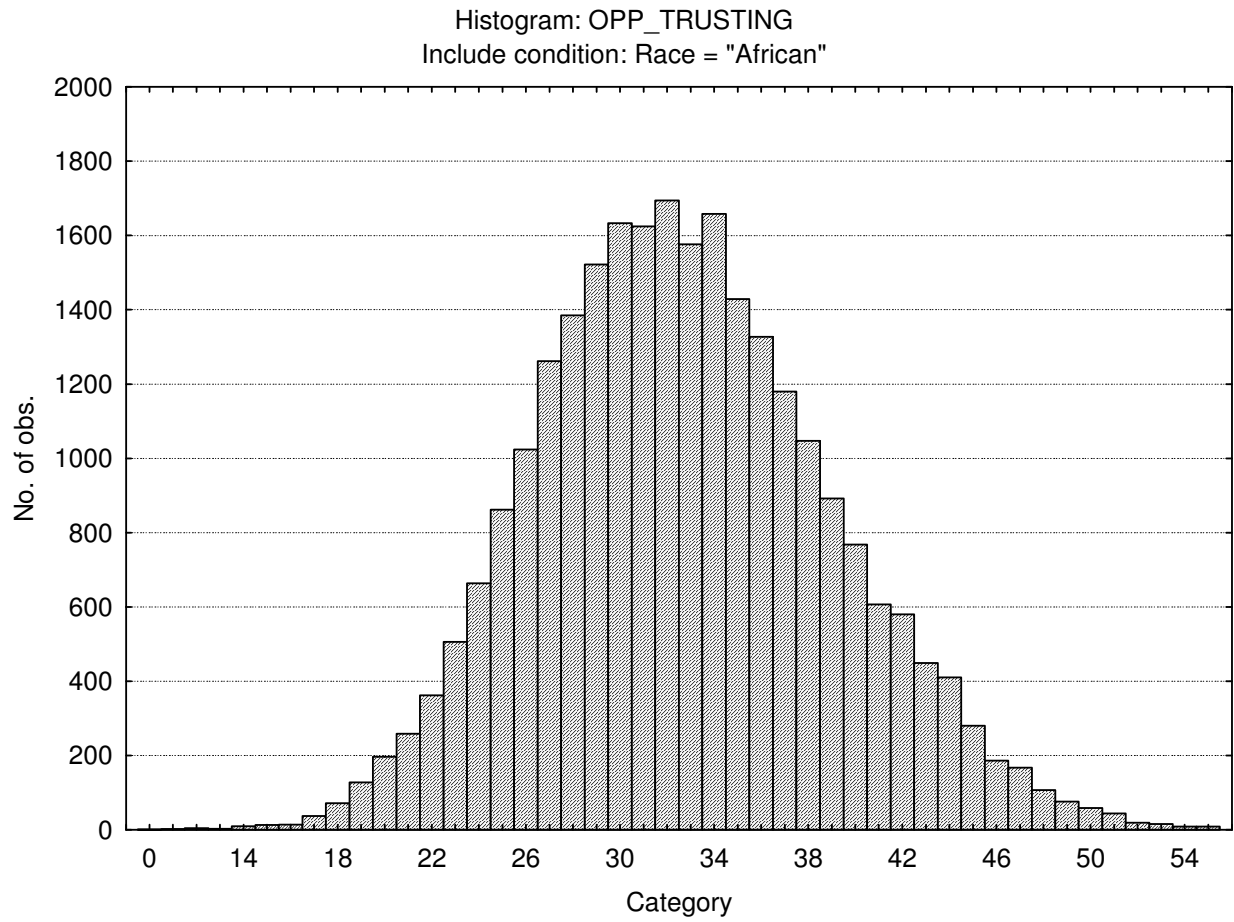
### Assertive



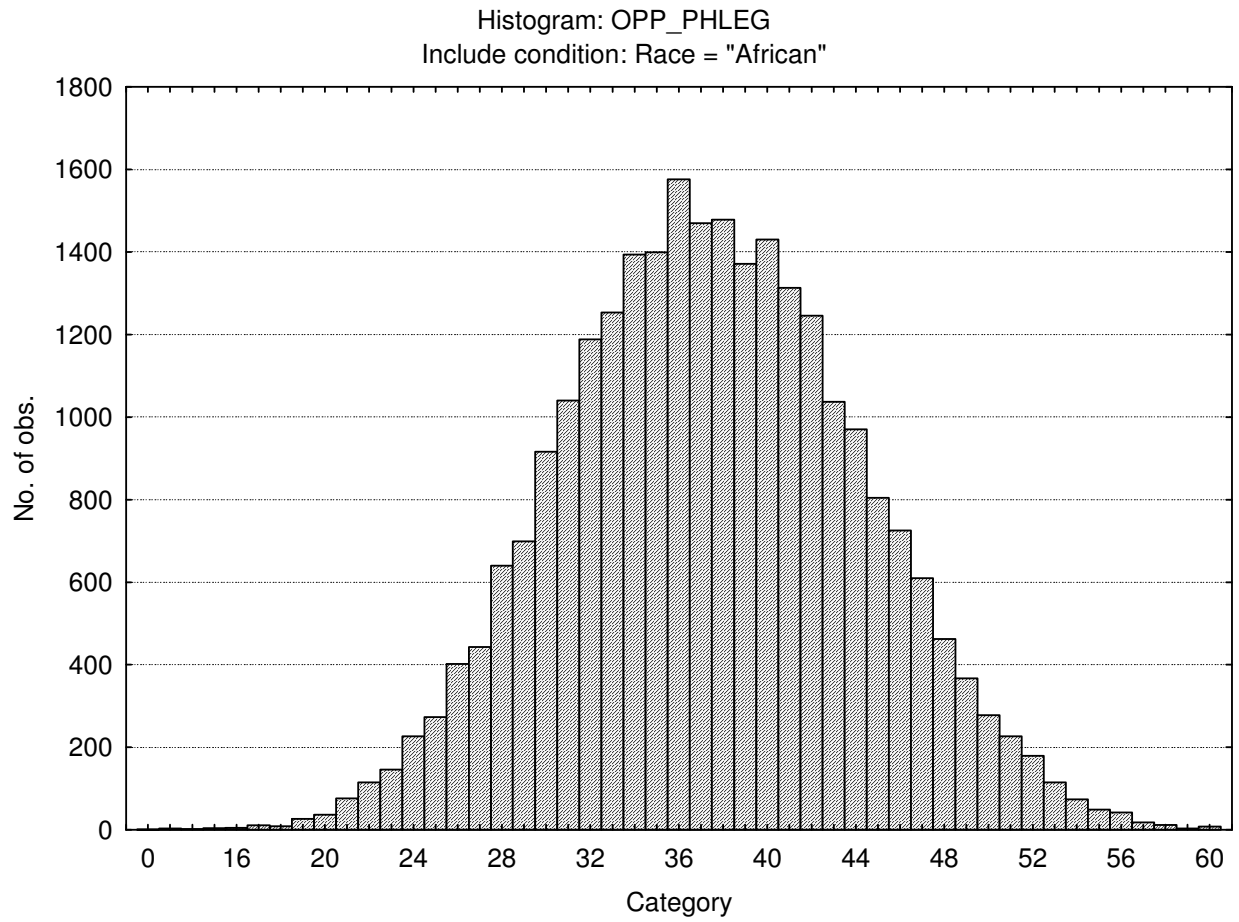
Flexible



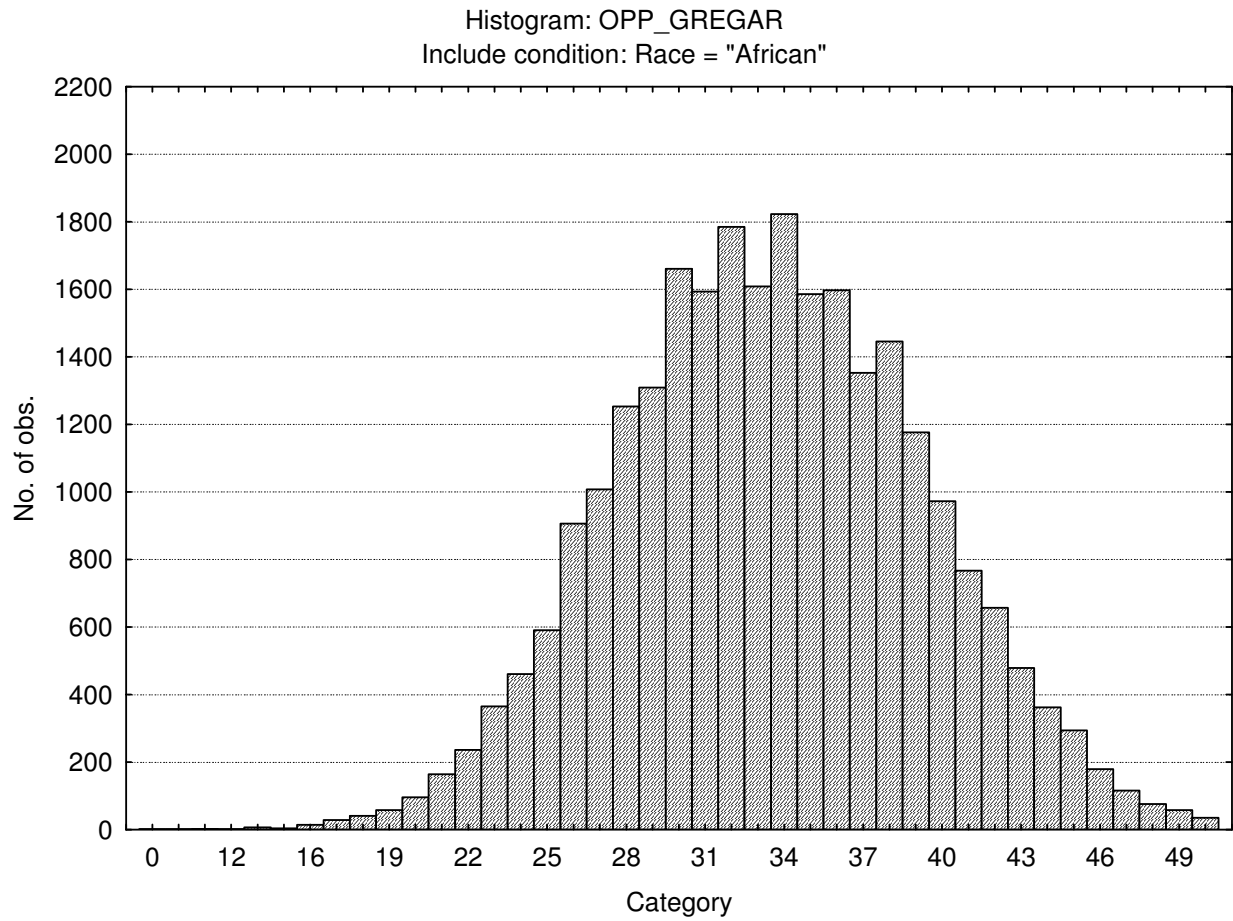
Trusting



Phlegmatic

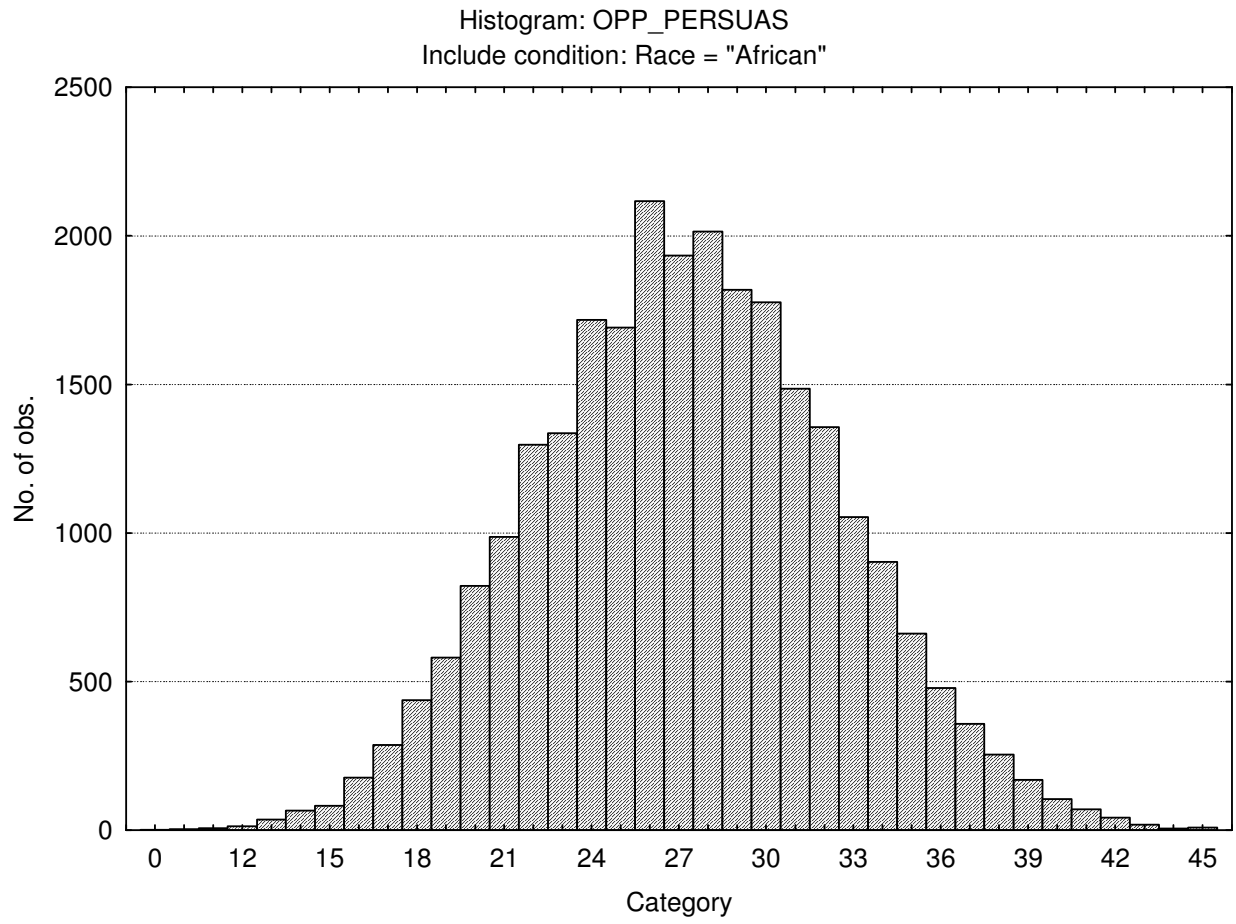


Gregarious

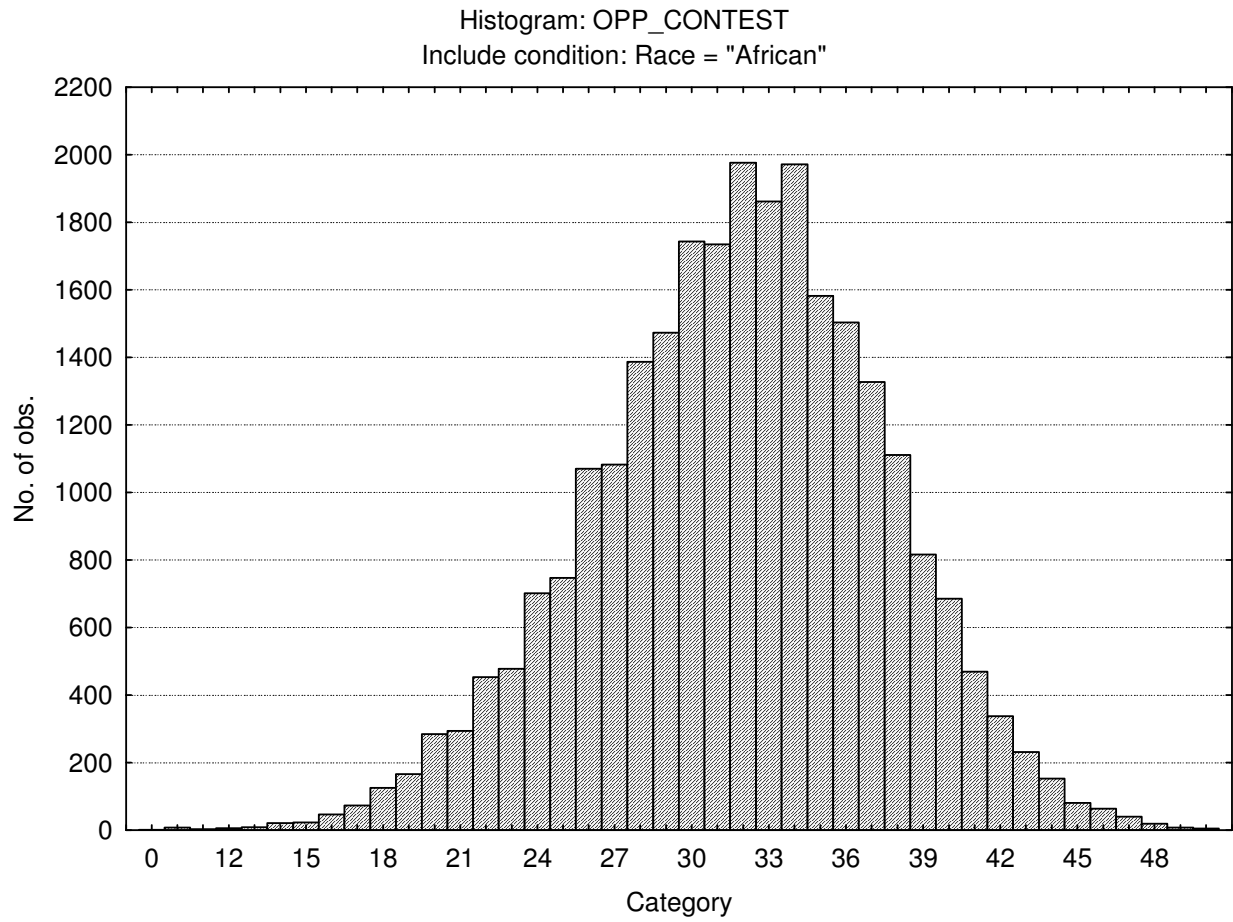




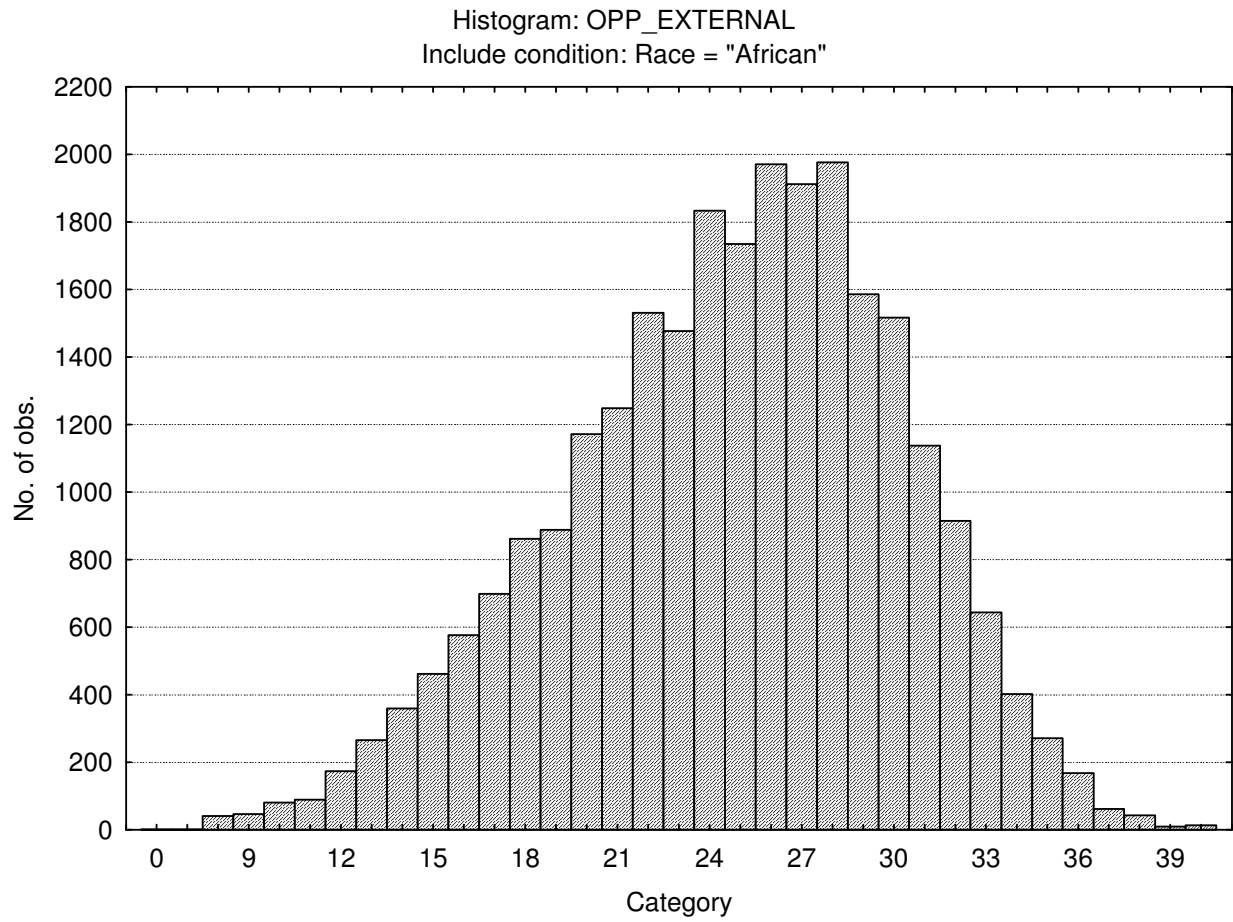
Persuasive



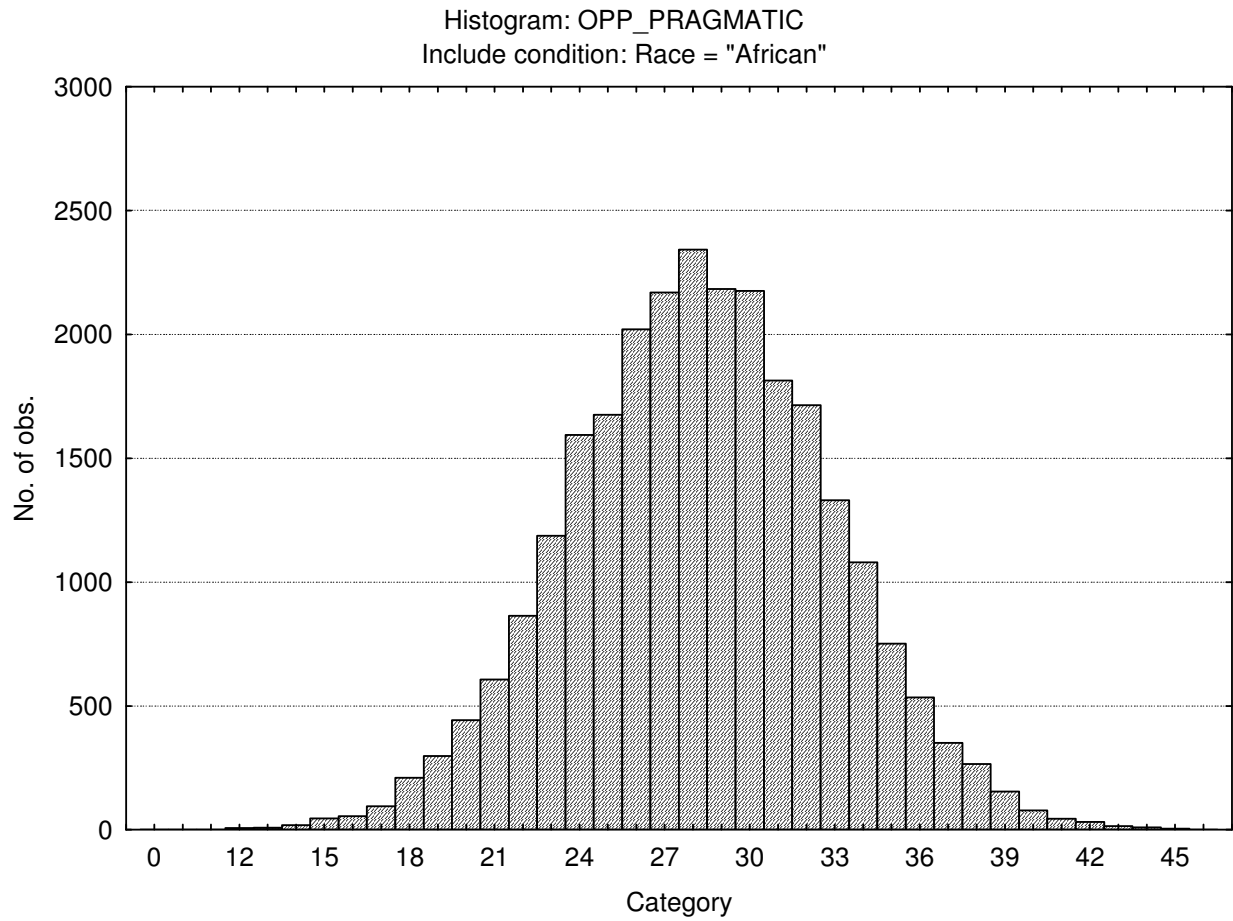
## Contesting



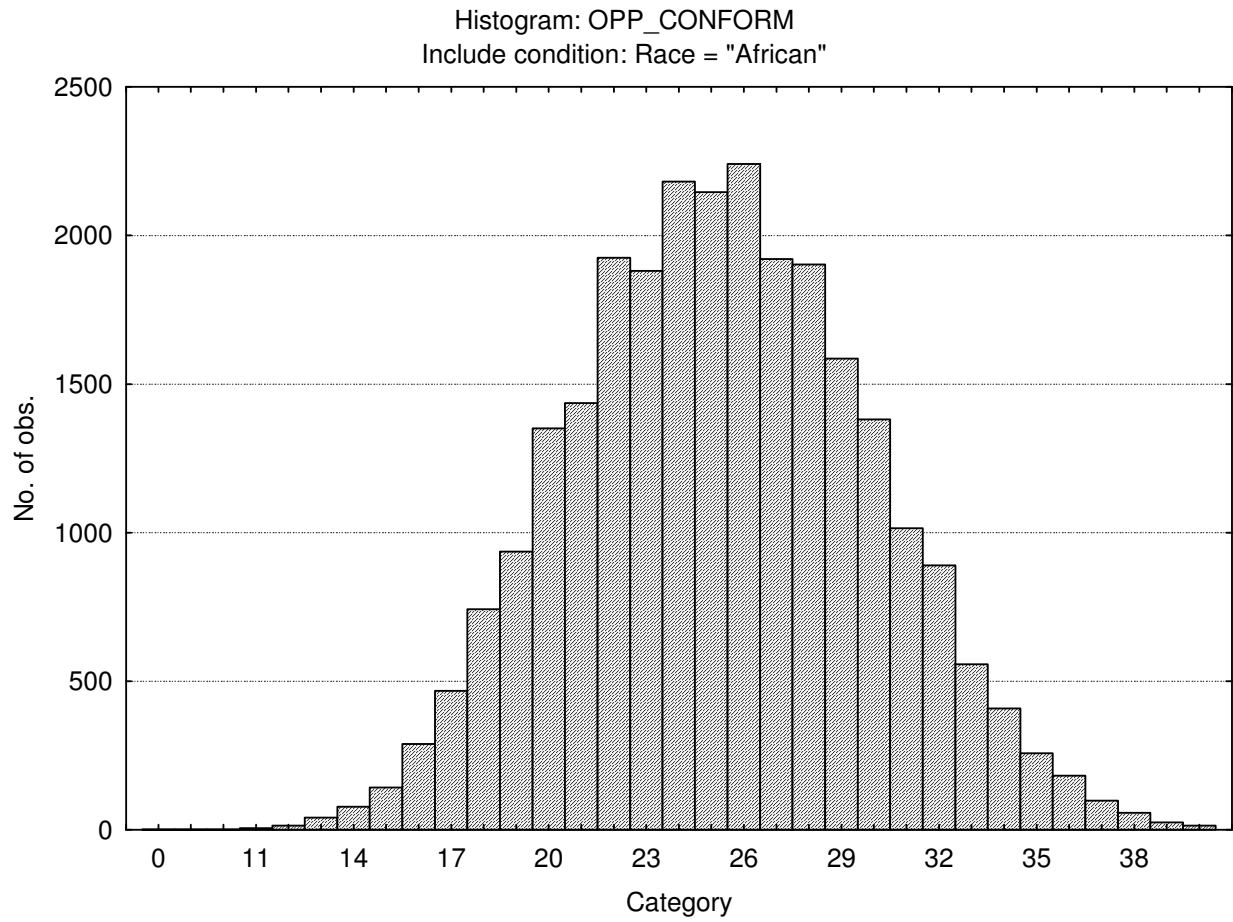
Pessimistic (External locus of control)



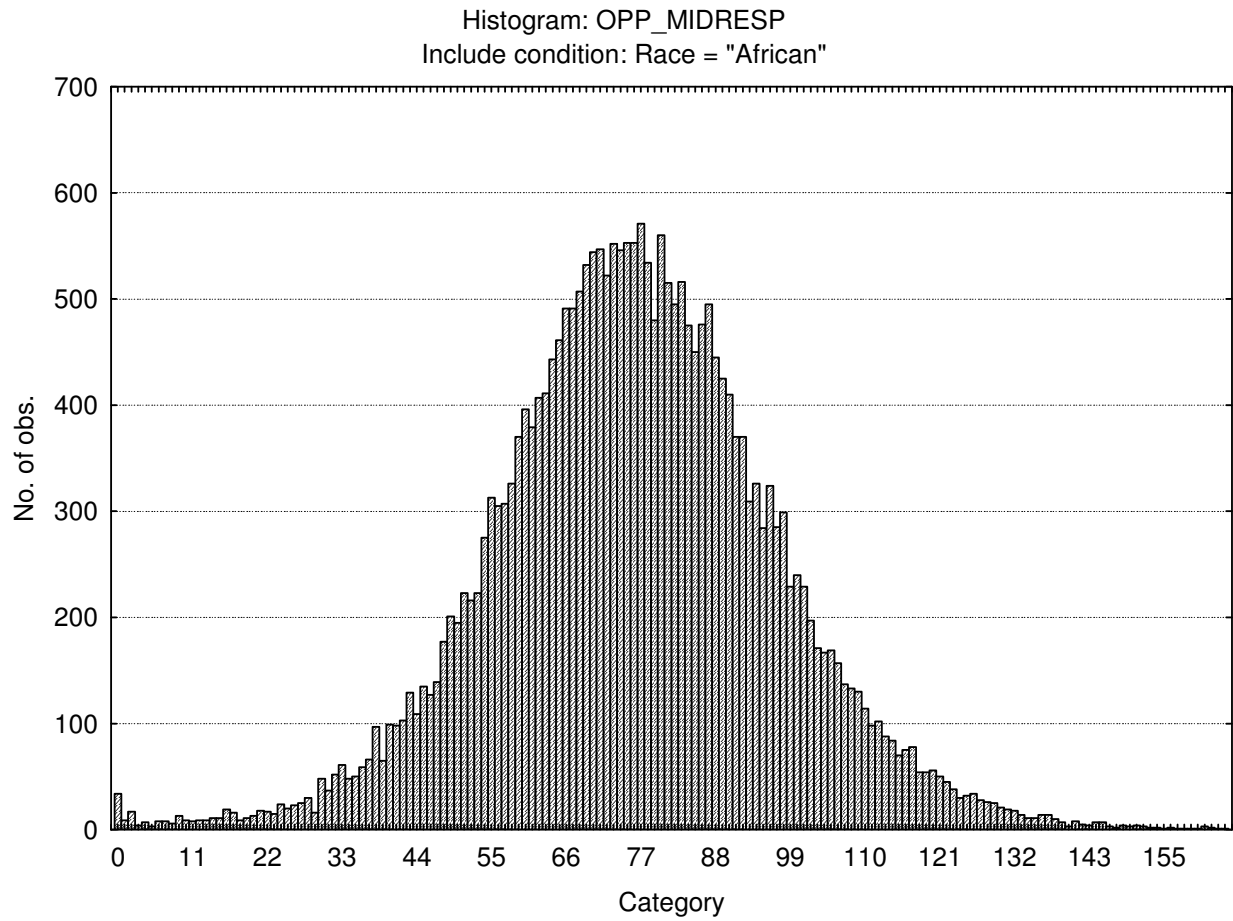
Pragmatic



Conforming (Social desirability)



Central tendency



## Stanine Table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	0-23	24-25	26-28	29-30	31-32	33-35	36-37	38-39	40-50
Flexible	0-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-46
Trusting	0-21	22-24	25-28	29-31	32-34	35-37	38-40	41-43	44-55
Phlegmatic	0-25	26-28	29-32	33-35	36-39	40-42	43-45	46-49	50-60
Gregarious	0-23	24-26	27-29	30-32	33-34	35-37	38-40	41-43	44-50
Persuasive	0-18	19-20	21-23	24-25	26-28	29-31	32-33	34-36	37-45
Contesting	0-21	22-24	25-27	28-30	31-33	34-36	37-38	39-41	42-50
Pessimistic	0-15	16-17	18-20	21-23	24-26	27-28	29-31	32-34	35-40
Pragmatic	0-20	21-22	23-24	25-27	28-29	30-31	32-34	35-36	37-46
Conforming	0-17	18-19	20-21	22-24	25-26	27-28	29-31	32-33	34-40
Central Tendency	0-39	40-50	51-60	61-70	71-81	82-91	92-102	103-112	113-191