

## OIP Norm group: SA Industrial Psychology students

### Sample characteristics

Students in their third year at a university in Gauteng, studying Industrial Psychology. Students completed the questionnaires as part of their training requirements.

Frequency table: Sex				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	66	66	86.84211	86.8421
M	10	76	13.15789	100.0000
Missing	0	76	0.00000	100.0000

Frequency table: Age				
Category	Count	Cumulative Count	Percent	Cumulative Percent
18	1	1	1.31579	1.3158
19	20	21	26.31579	27.6316
20	32	53	42.10526	69.7368
21	11	64	14.47368	84.2105
22	6	70	7.89474	92.1053
24	2	72	2.63158	94.7368
25	1	73	1.31579	96.0526
28	1	74	1.31579	97.3684
35	2	76	2.63158	100.0000
Missing	0	76	0.00000	100.0000

Frequency table: Education				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Degree	2	2	2.63158	2.6316
University entrance matri	68	70	89.47368	92.1053
Technikon	1	71	1.31579	93.4211
Grade 12	4	75	5.26316	98.6842
Post Graduate	1	76	1.31579	100.0000
Missing	0	76	0.00000	100.0000

Frequency table: First Language				
Category	Count	Cumulative Count	Percent	Cumulative Percent
English	11	11	14.47368	14.4737
Afrikaans	54	65	71.05263	85.5263
Sesotho	1	66	1.31579	86.8421
isiZulu	3	69	3.94737	90.7895
SWAZI	1	70	1.31579	92.1053
Setswana	1	71	1.31579	93.4211
isiXhosa	2	73	2.63158	96.0526
Missing	3	76	3.94737	100.0000

Frequency table: Race				
Category	Count	Cumulative Count	Percent	Cumulative Percent
Asian	4	4	5.26316	5.2632
European	60	64	78.94737	84.2105
African	10	74	13.15789	97.3684
Coloured	2	76	2.63158	100.0000
Missing	0	76	0.00000	100.0000

### Descriptive statistics on OIP scales

Variable	Descriptive Statistics		
	Valid N	Mean	Std.Dev
Need for Excitement	76	37.68421	6.39418
Stability	76	25.92105	7.54676
Need for change	76	23.10526	4.99220
Need for people	76	42.00000	7.46011
Need for control	76	36.69737	6.78040
Persuasive interest	76	32.61842	8.42688
Scientific interest	76	25.43421	7.23387
Practical interest	76	29.96053	7.40889
Administrative interest	76	26.64474	7.86333
Caring interest	76	35.64474	7.54666
Artistic interest	76	30.84211	8.46648
Logical/computational interest	76	33.42105	6.82400

### Stanine table

	1	2	3	4	5	6	7	8	9
	S9 1	S9 2	S9 3	S9 4	S9 5	S9 6	S9 7	S9 8	S9 9
Need for Excitement	0-26	27-29	30-32	33-36	37-39	40-42	43-45	46-48	49-50
Stability	0-12	13-16	17-20	21-24	25-27	28-31	32-35	36-39	40-50
Need for change	0-14	15-16	17-19	20-21	22-24	25-26	27-29	30-31	32-50
Need for people	0-28	29-32	33-36	37-40	41-43	44-47	48-51	52-55	56-60
Need for control	0-24	25-28	29-31	32-35	36-38	39-41	42-45	46-48	49-50
Persuasive Interest	0-17	18-22	23-26	27-30	31-34	35-38	39-43	44-47	48-50
Scientific Interest	0-12	13-16	17-20	21-23	24-27	28-30	31-34	35-38	39-50
Practical Interest	0-16	17-20	21-24	25-28	29-31	32-35	36-39	40-42	43-50
Administrative Interest	0-12	13-16	17-20	21-24	25-28	29-32	33-36	37-40	41-50
Caring Interest	0-22	23-26	27-29	30-33	34-37	38-41	42-45	46-48	49-50
Artistic Interest	0-16	17-20	21-24	25-28	29-32	33-37	38-41	42-45	46-50