

Occupational Personality Profile norm group: South Africans, indigenous languages, updated 2010

Sample composition

The sample consisted of 21047 South Africans speaking indigenous languages as a first language, tested by Psytech South Africa and collaborators during the period leading up to January 2010

Gender composition of the sample

Category	Frequency table:			
	Count	Cumulative Count	Percent	Cumulative Percent
F	12416	12416	58.99178	58.9918
M	8608	21024	40.89894	99.8907
U	23	21047	0.10928	100.0000
Missing	0	21047	0.00000	100.0000

Educational composition of the sample

Category	Frequency table:			
	Count	Cumulative Count	Percent	Cumulative Percent
<Grade 12	1648	1648	7.83009	7.8301
Grade 12	12003	13651	57.02951	64.8596
Diploma	1211	14862	5.75379	70.6134
Degree	807	15669	3.83428	74.4477
Post Graduate	489	16158	2.32337	76.7710
Missing	4889	21047	23.22896	100.0000

Language composition of the sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	8055	8055	38.27149	38.2715
isiXhosa	4974	13029	23.63282	61.9043
Sesotho	3348	16377	15.90726	77.8116
Siswati	588	16965	2.79375	80.6053

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sepedi	2446	19411	11.62161	92.2269
Xitsonga	757	20168	3.59671	95.8236
Tshivenda	605	20773	2.87452	98.6982
isiNdebele	274	21047	1.30185	100.0000
Missing	0	21047	0.00000	100.0000

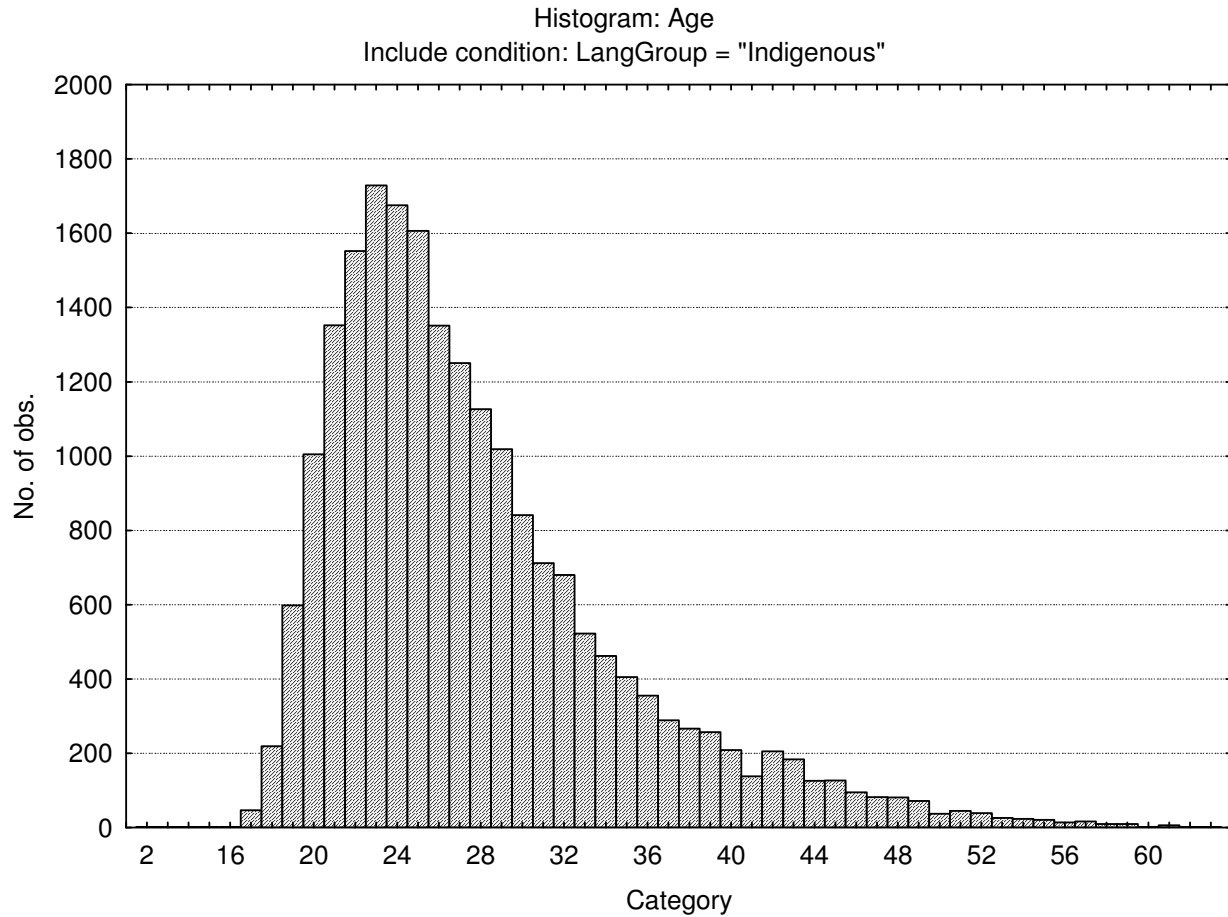
Category	Frequency table: Language group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	21047	21047	100.0000	100.0000
Missing	0	21047	0.0000	100.0000

Racial composition of the sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	20811	20811	98.87870	98.8787
European	18	20829	0.08552	98.9642
Coloured	113	20942	0.53689	99.5011
Asian	69	21011	0.32784	99.8290
Missing	36	21047	0.17105	100.0000

Age composition of the sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	27.73731	7.005391	2.000000	65.00000	20899	148

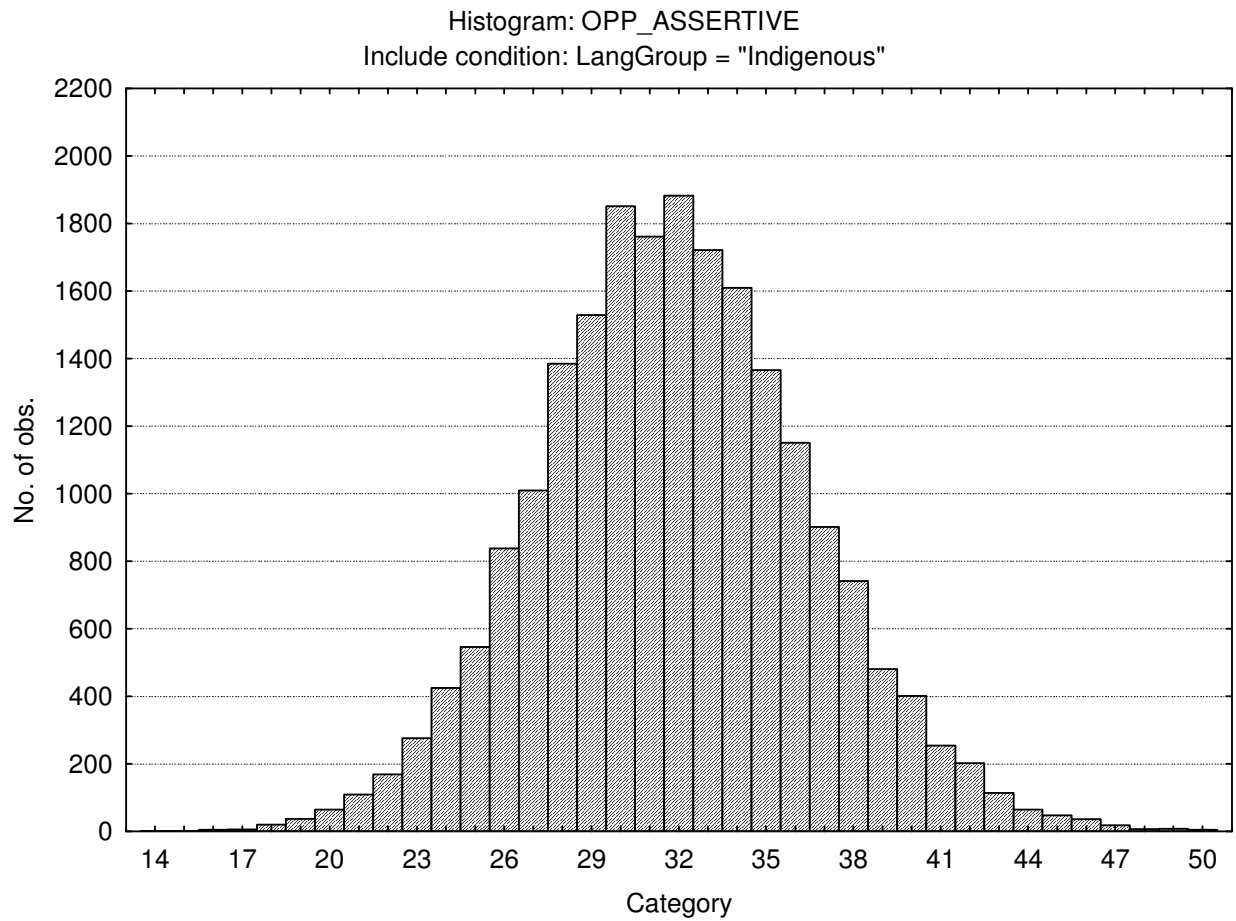


Descriptive statistics on Occupational Personality Profile scales

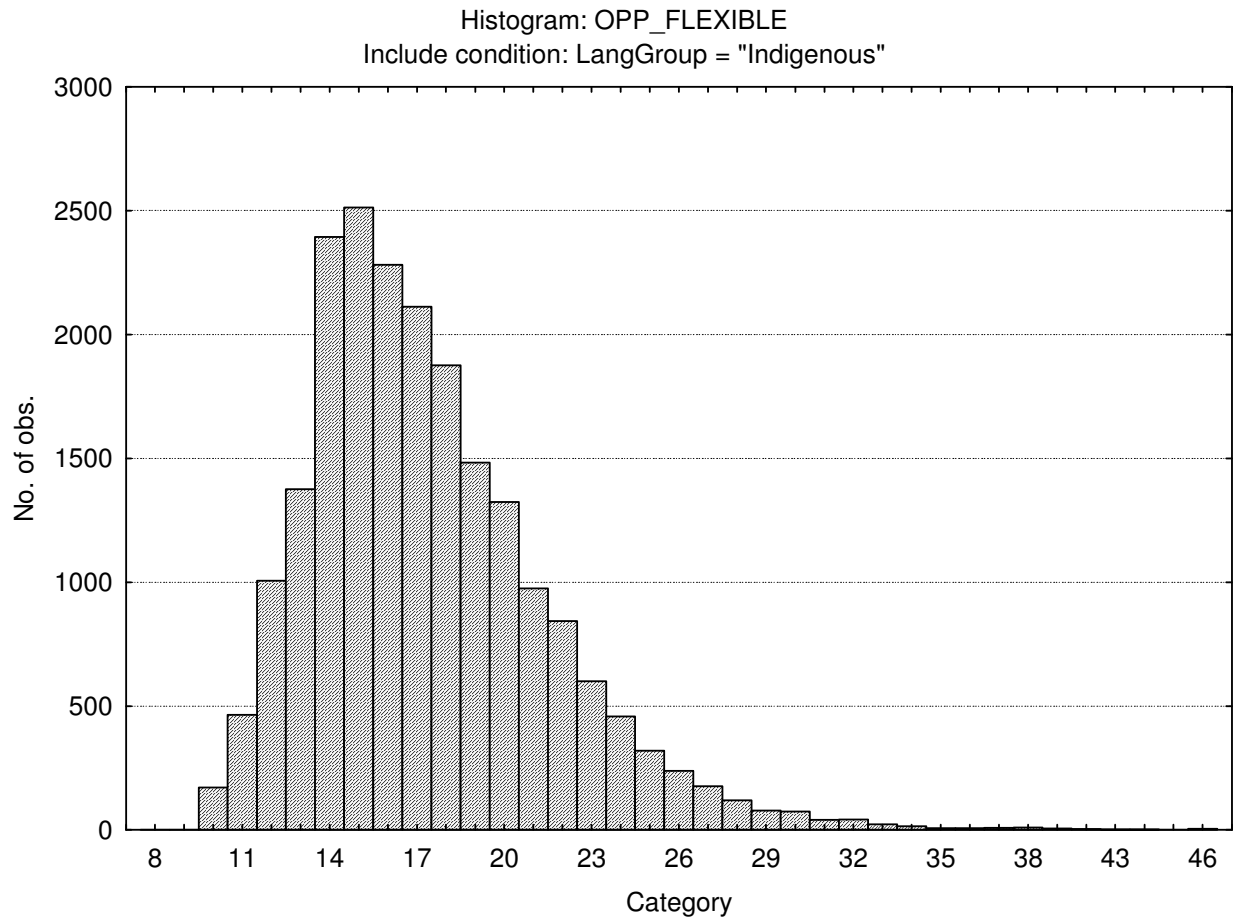
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Assertive	31.86891	4.65230	14.00000	50.0000	21047	0
Flexible	17.34204	4.07687	8.00000	46.0000	21047	0
Trusting	32.80843	6.24217	11.00000	55.0000	21047	0
Phlegmatic	37.57467	6.70655	12.00000	60.0000	21047	0
Gregarious	33.48620	5.76814	10.00000	50.0000	21047	0
Persuasive	27.30802	5.16819	9.00000	45.0000	21047	0
Contesting	31.82359	5.58770	10.00000	50.0000	21047	0
Pessimistic	24.72942	5.39358	6.00000	40.0000	21047	0
Pragmatic	28.30085	4.57554	11.00000	46.0000	21047	0
Conforming	25.42880	4.61165	9.00000	40.0000	21047	0
Central tendency	76.28588	20.83267	0.00000	191.0000	21047	0

Frequency distributions of Occupational Personality Profile scales

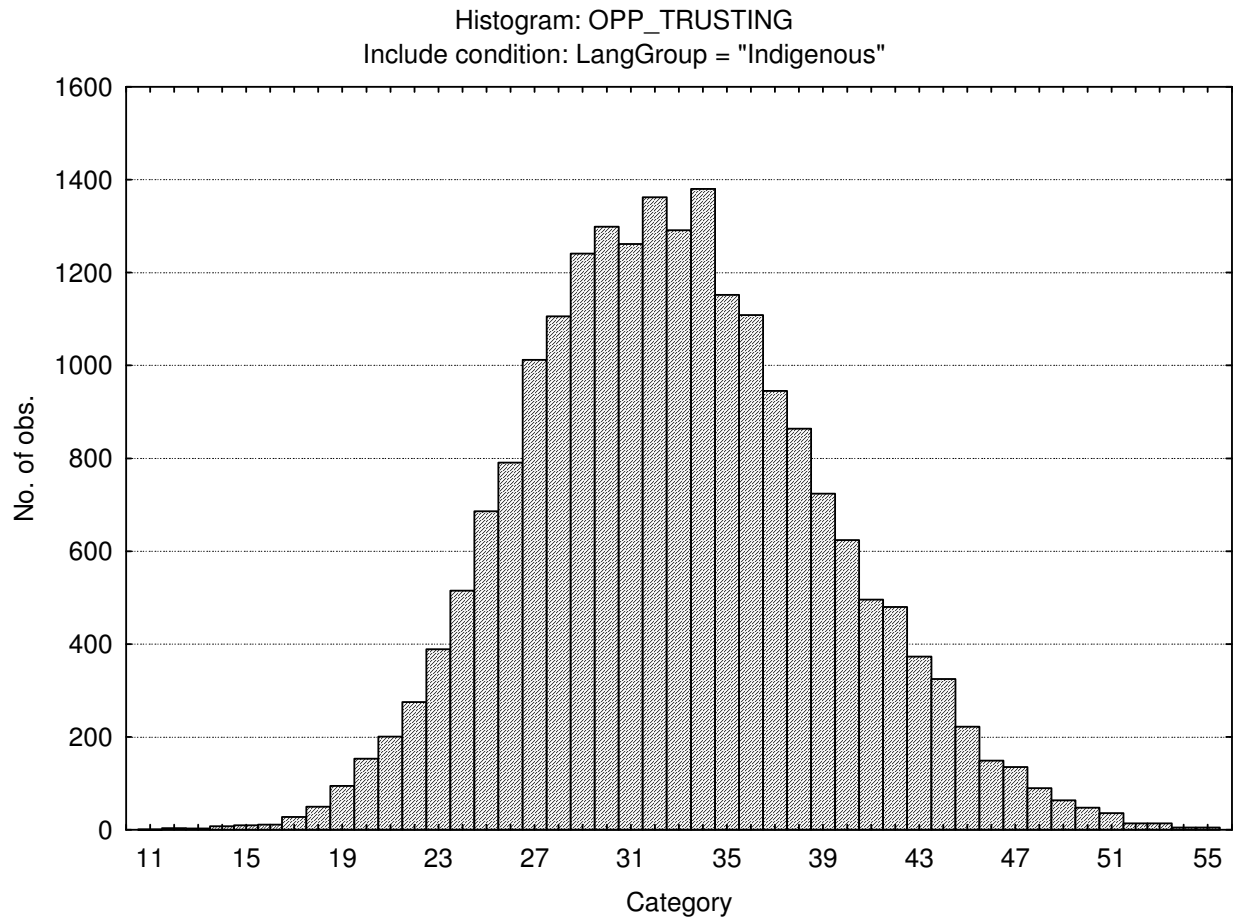
Assertive



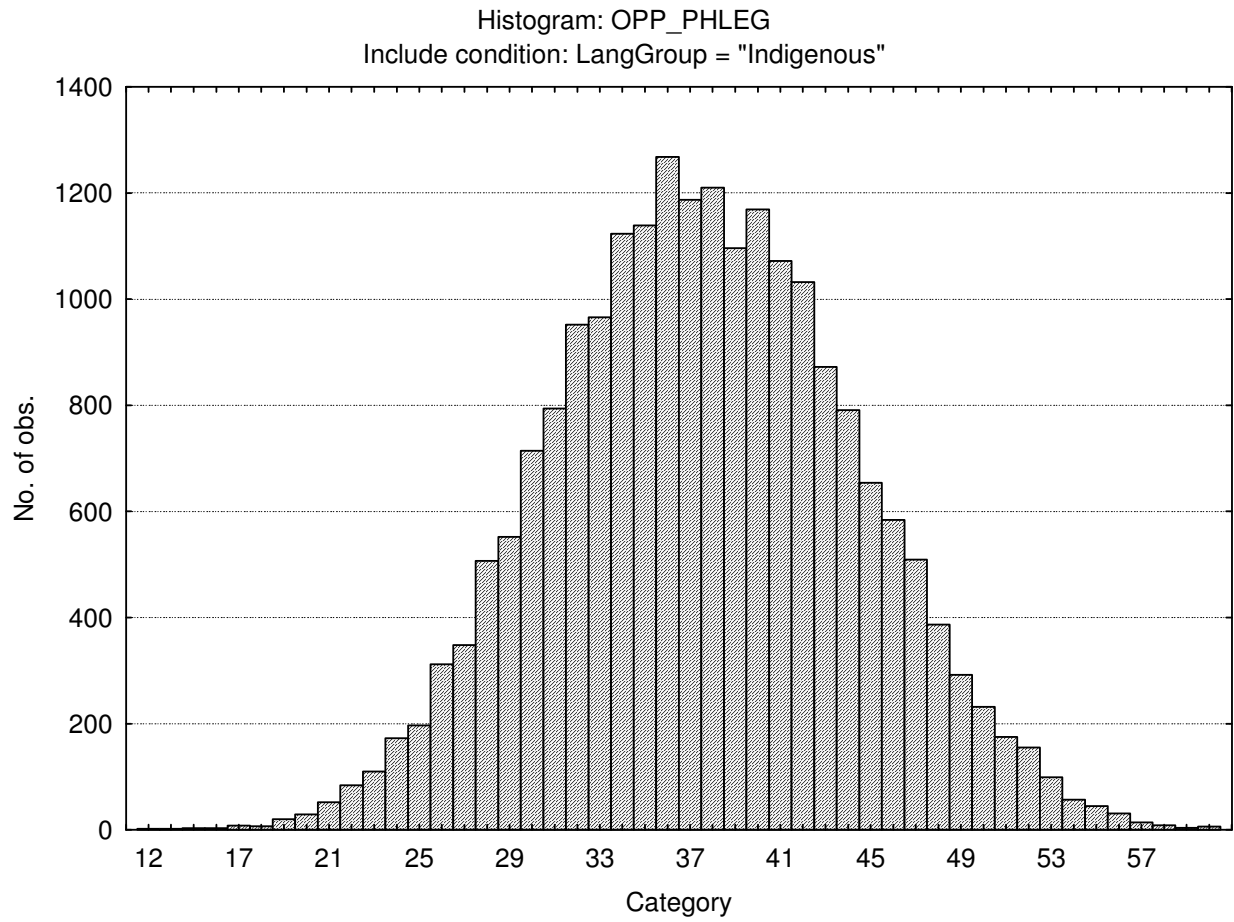
Flexible



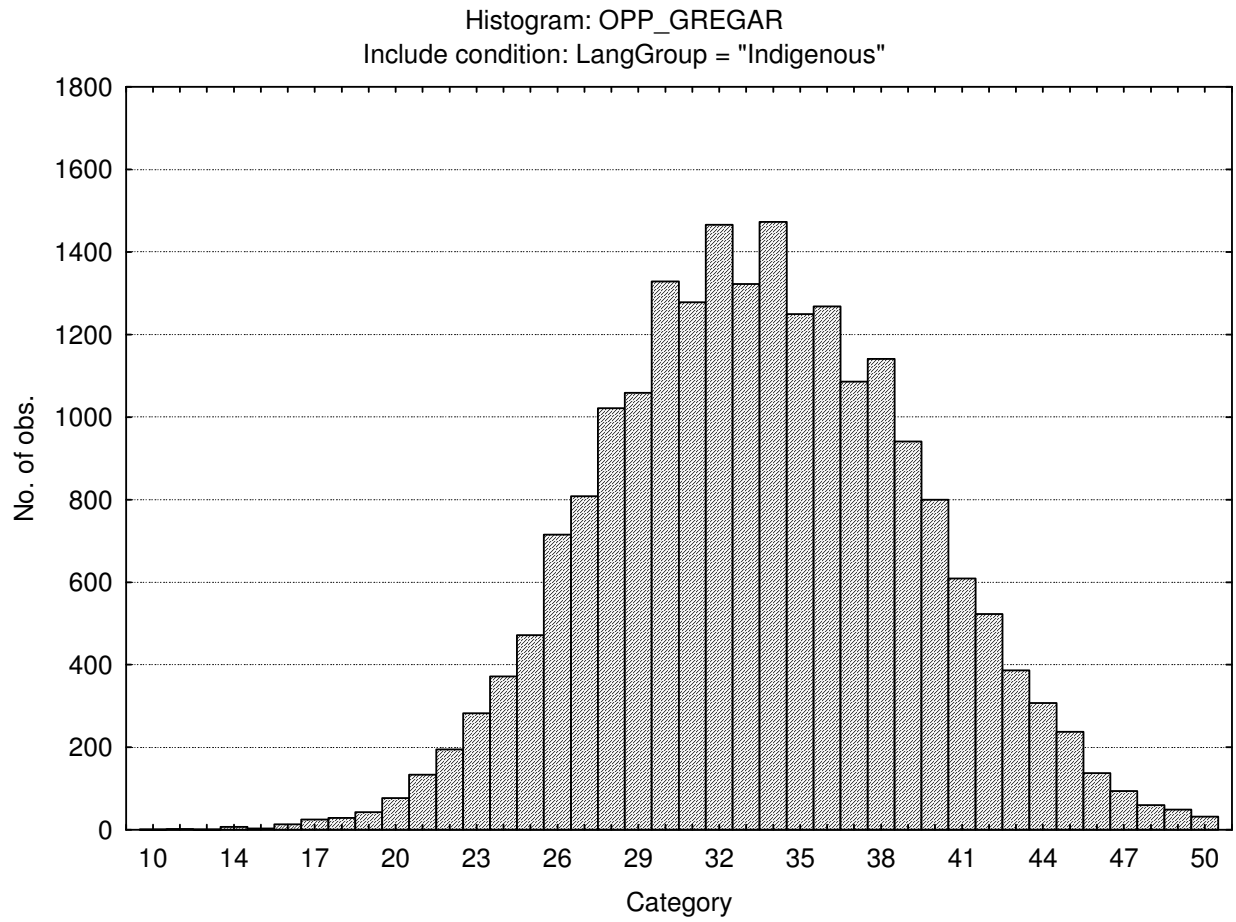
Trusting



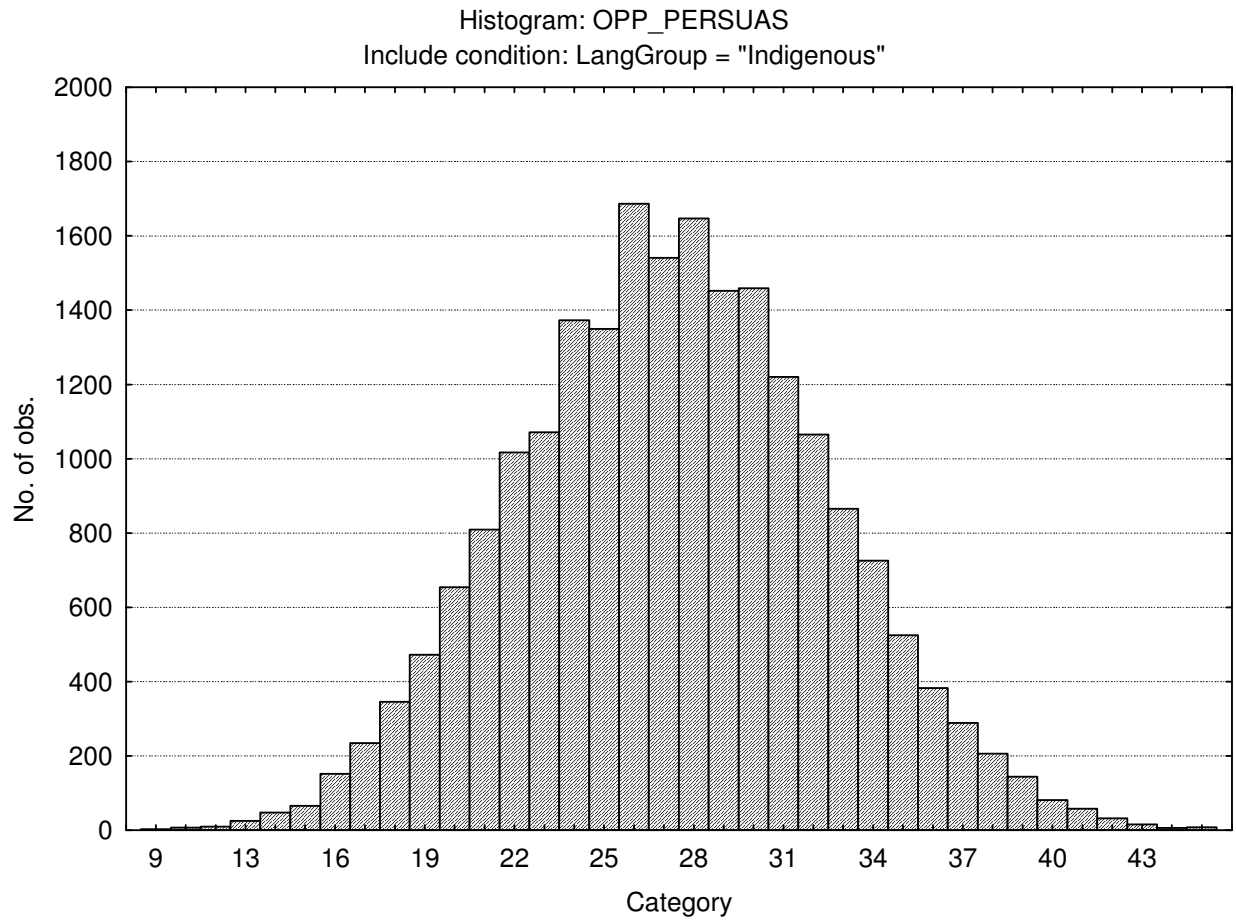
Phlegmatic



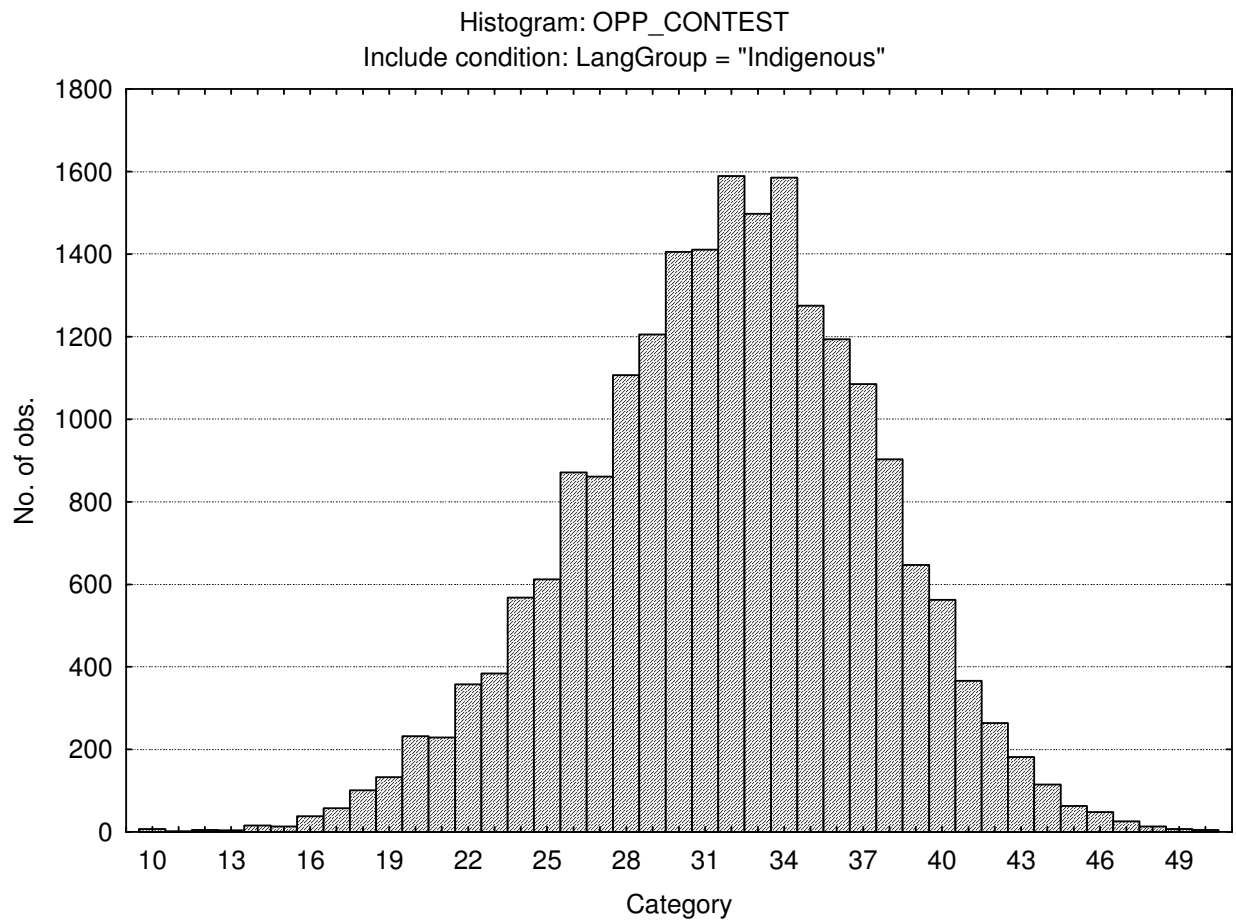
Gregarious



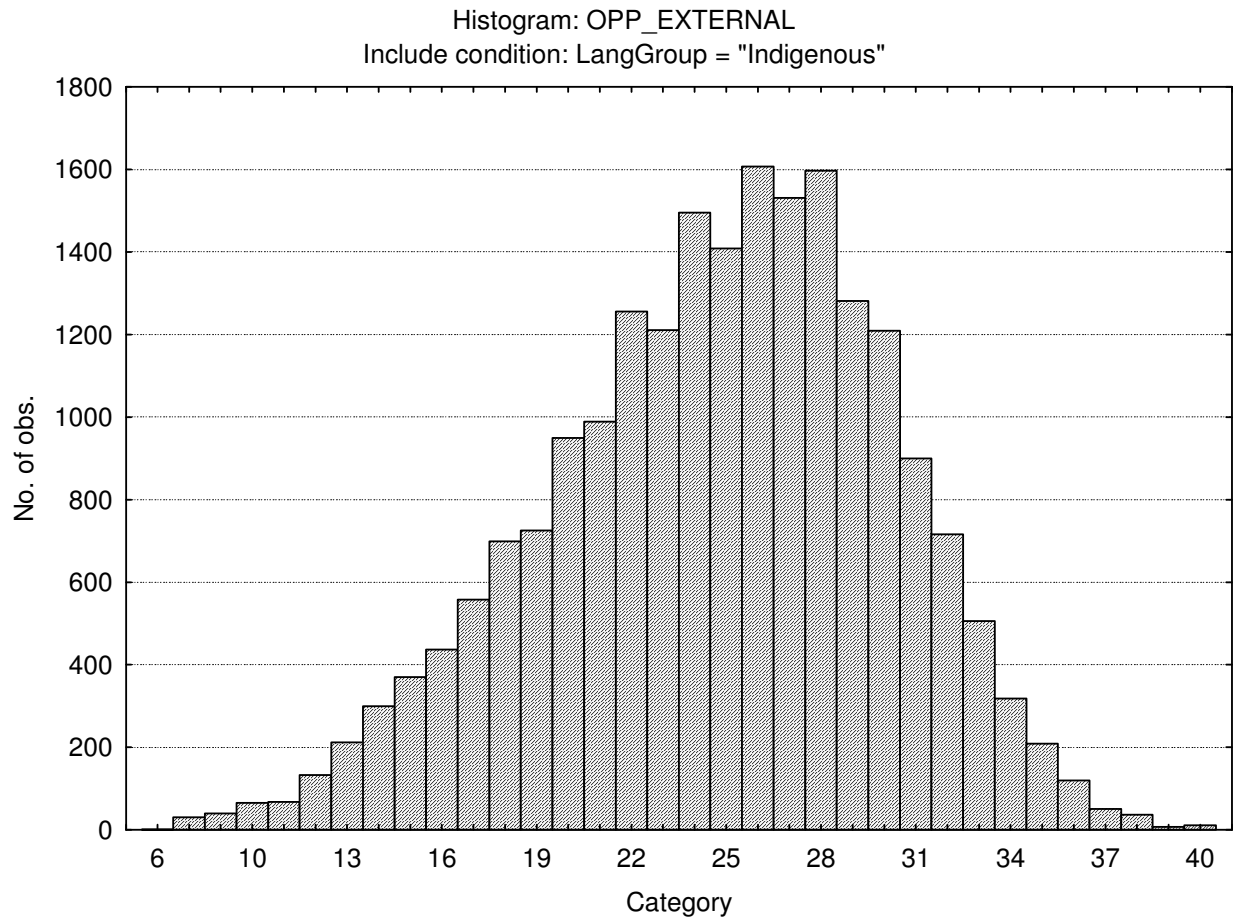
Persuasive



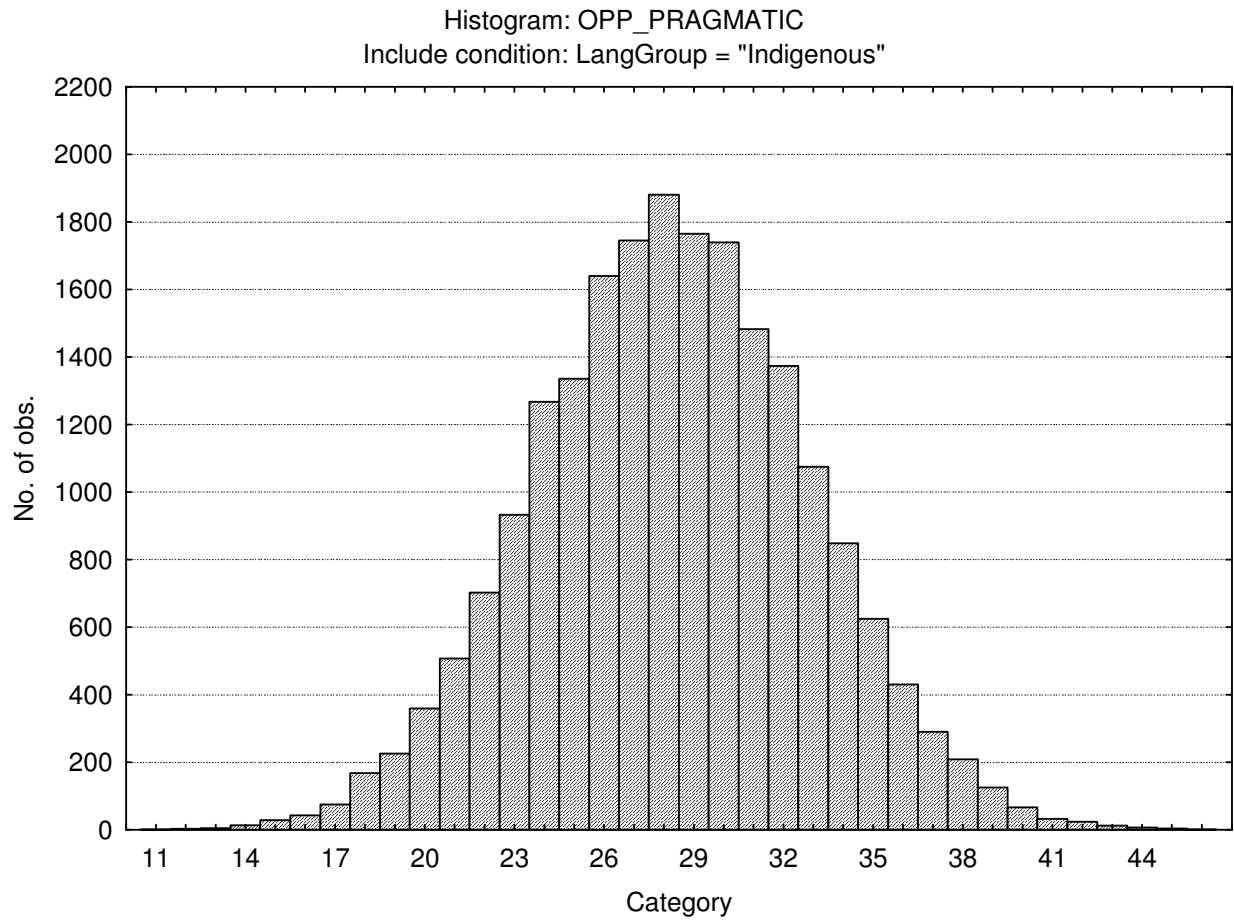
Contesting



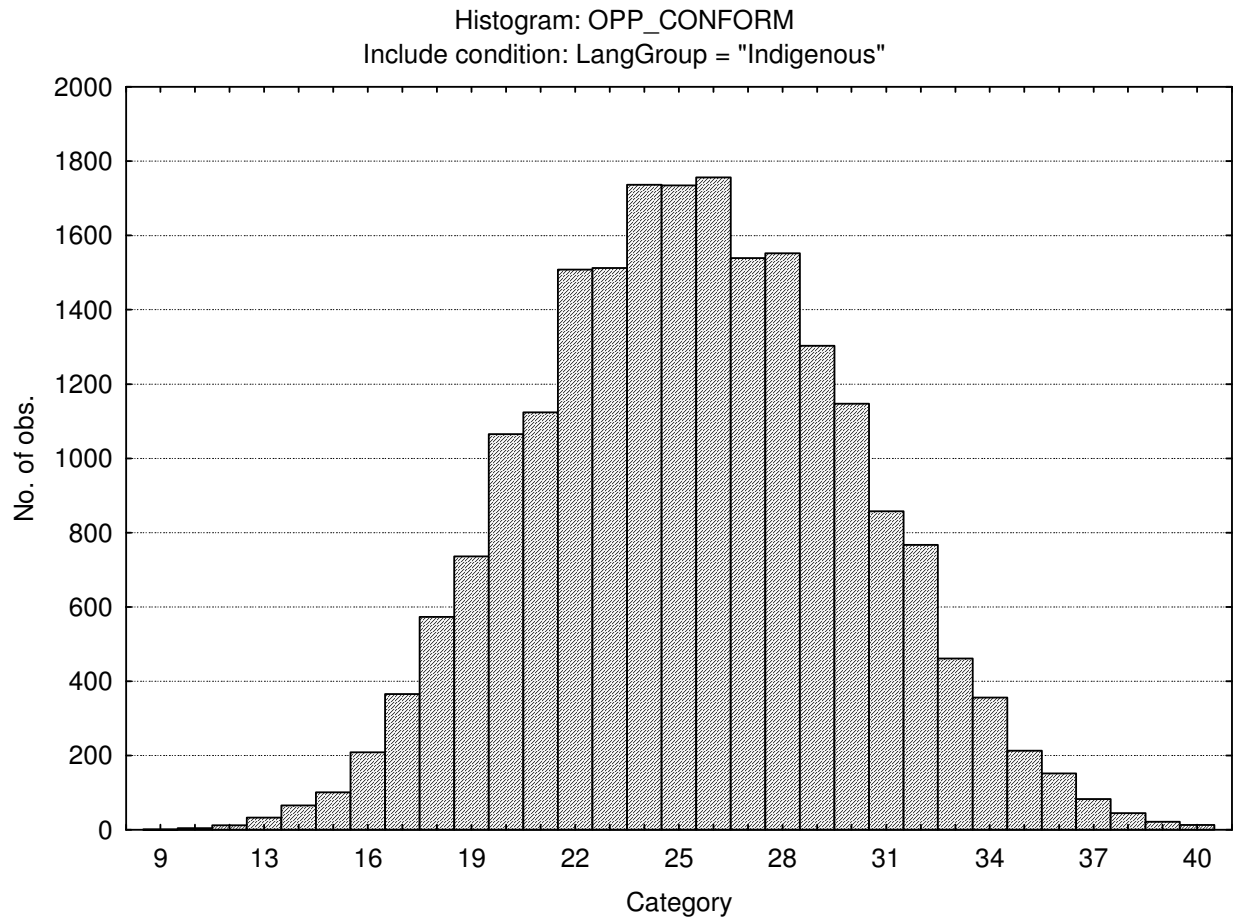
Pessimistic (External locus of control)



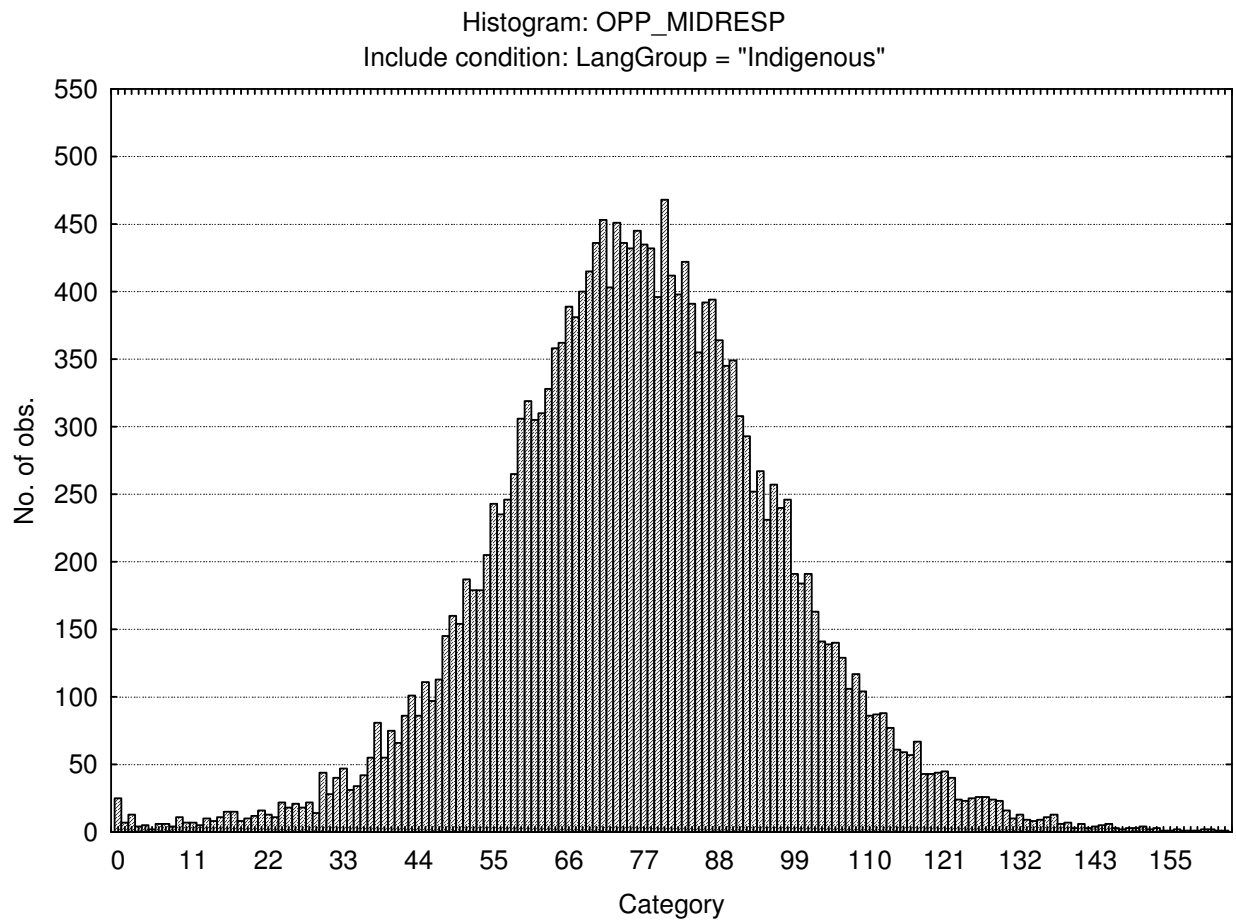
Pragmatic



Conforming



Central tendency



Stanine table

	S9_1	S9_2	S9_3	S9_4	S9_5	S9_6	S9_7	S9_8	S9_9
Assertive	14-23	24-26	27-28	29-30	31-33	34-35	36-37	38-40	41-50
Flexible	8-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-46
Trusting	11-21	22-25	26-28	29-31	32-34	35-37	38-40	41-43	44-55
Phlegmatic	12-25	26-29	30-32	33-35	36-39	40-42	43-45	46-49	50-60
Gregarious	10-23	24-26	27-29	30-32	33-34	35-37	38-40	41-43	44-50
Persuasive	9-18	19-20	21-23	24-26	27-28	29-31	32-33	34-36	37-45
Contesting	10-22	23-24	25-27	28-30	31-33	34-36	37-38	39-41	42-50
Pessimistic	6-15	16-17	18-20	21-23	24-26	27-28	29-31	32-34	35-40
Pragmatic	11-20	21-22	23-24	25-27	28-29	30-31	32-34	35-36	37-46
Conforming	9-17	18-19	20-21	22-24	25-26	27-28	29-31	32-33	34-40
Central Tendency	0-39	40-50	51-60	61-71	72-81	82-91	92-102	103-112	113-191