

Occupational Personality Profile (OPPro) Norm Group: South Africans, isiZulu speaking, updated 2019

Norm Type:

Standard deviation norm

Composition of the Sample

The sample consisted of South Africans tested by Psytech South Africa and collaborators during the period up to June 2019, both on GeneSys for Windows (up to June 2015) and GeneSys online (up to June 2019).

Gender Composition of the Sample

Category	Frequency table: Sex			
	Count	Cumulative Count	Percent	Cumulative Percent
M	3294	3294	49,55619	49,5562
F	3335	6629	50,17301	99,7292
U	18	6647	0,27080	100,0000
Missing	0	6647	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	1732	1732	26,05687	26,0569
< Matric	339	2071	5,10005	31,1569
Grade 12	2686	4757	40,40921	71,5661
Degree	146	4903	2,19648	73,7626
Post Graduate	685	5588	10,30540	84,0680
Tertiary Cert / Trade	786	6374	11,82488	95,8929
Missing	273	6647	4,10712	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiZulu	6647	6647	100,0000	100,0000
Missing	0	6647	0,0000	100,0000

Language Group Composition of the Sample

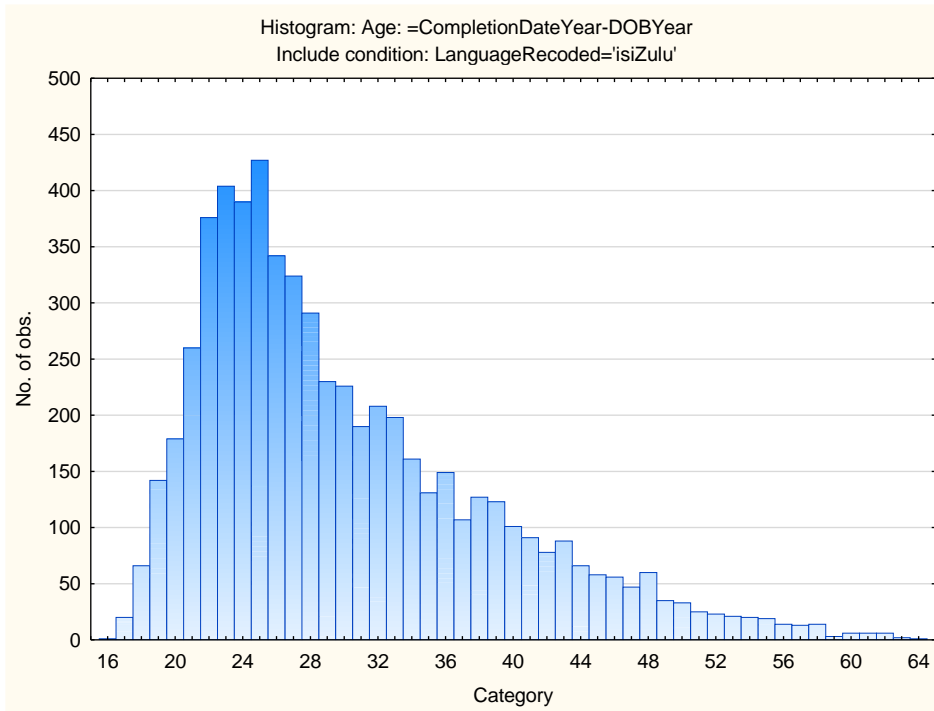
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	6647	6647	100,0000	100,0000
Missing	0	6647	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	6366	6366	95,77253	95,7725
European	3	6369	0,04513	95,8177
Coloured	12	6381	0,18053	95,9982
Asian	18	6399	0,27080	96,2690
Missing	248	6647	3,73101	100,0000

Age Composition and Distribution of the Sample

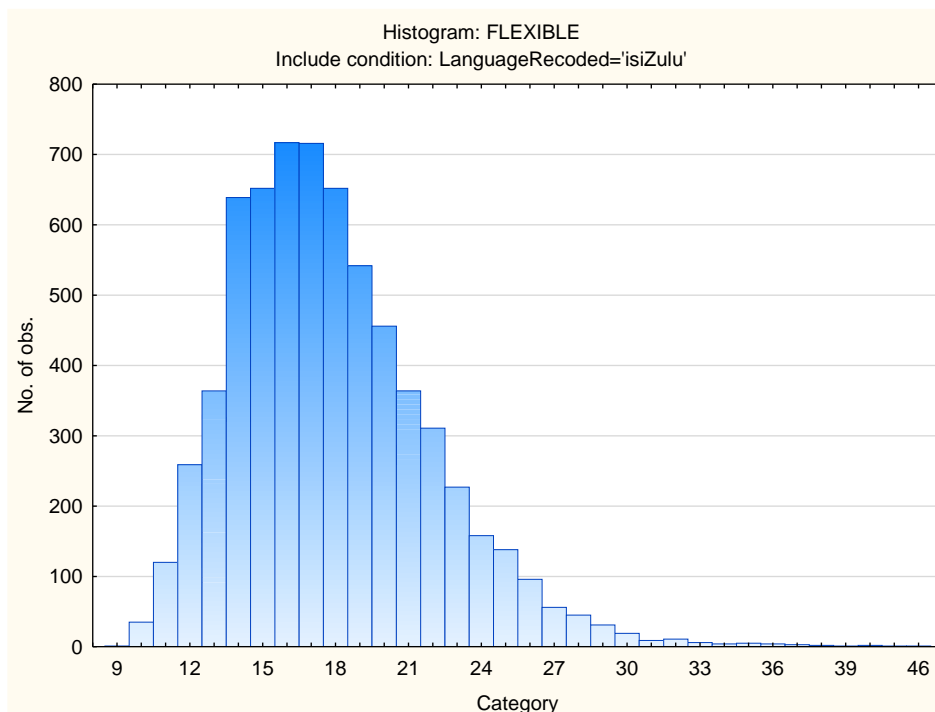
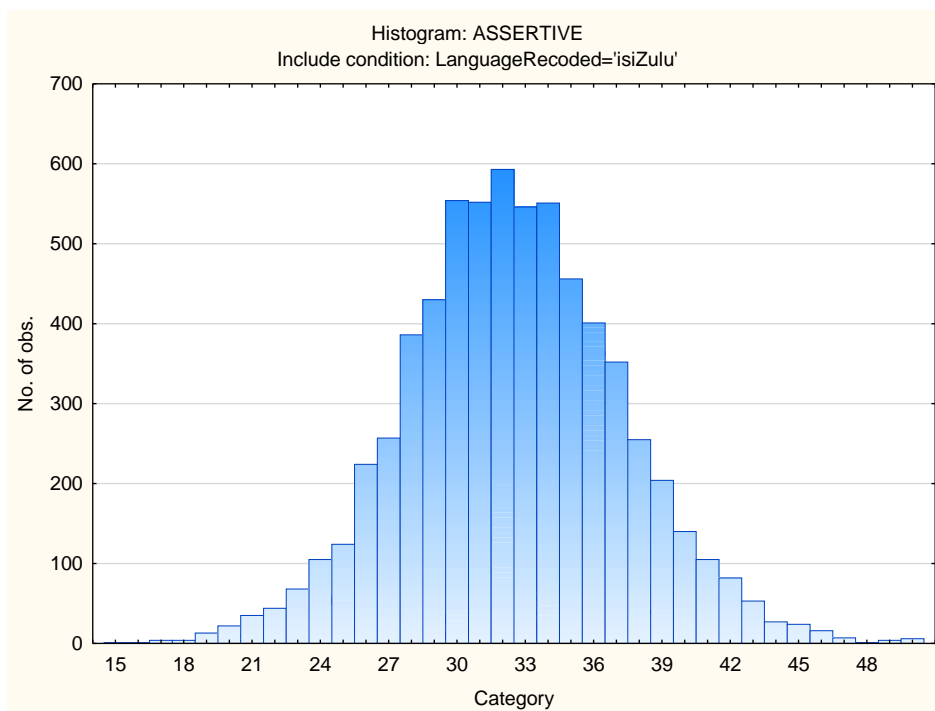
Variable	Descriptive Statistics					No.cases Missing
	Mean	Std.Dev	Minimum	Maximum	N	
Age	30,05874	8,604603	16,00000	64,00000	5958	689

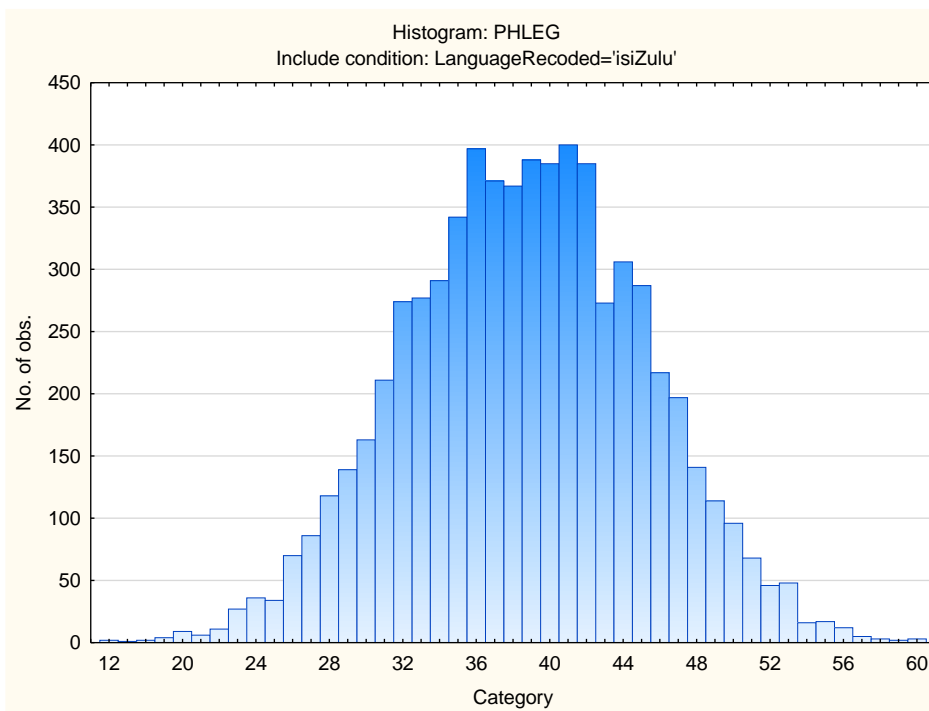
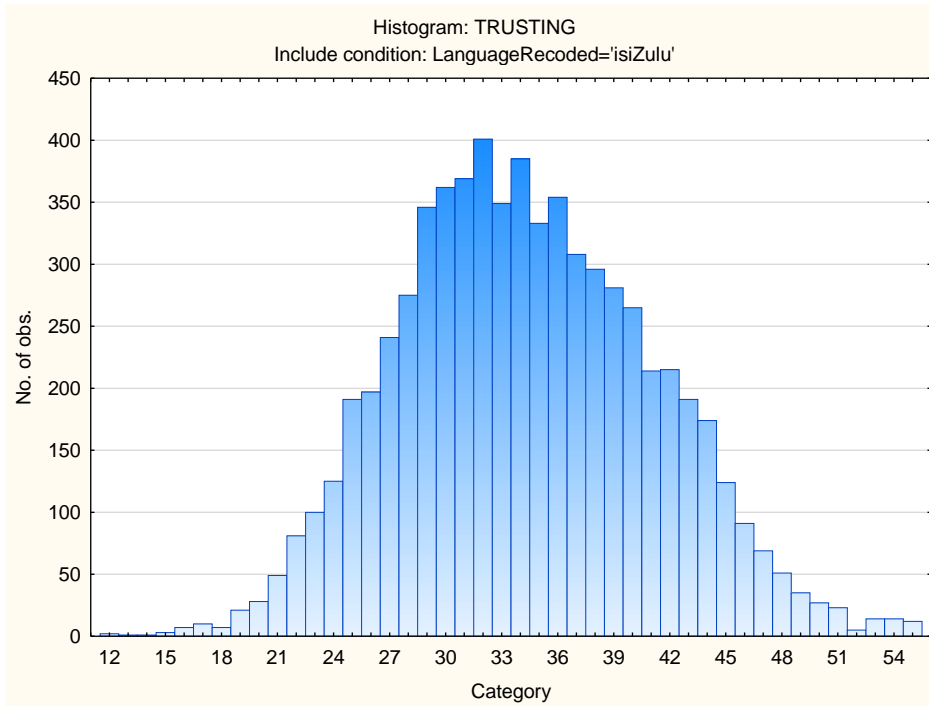


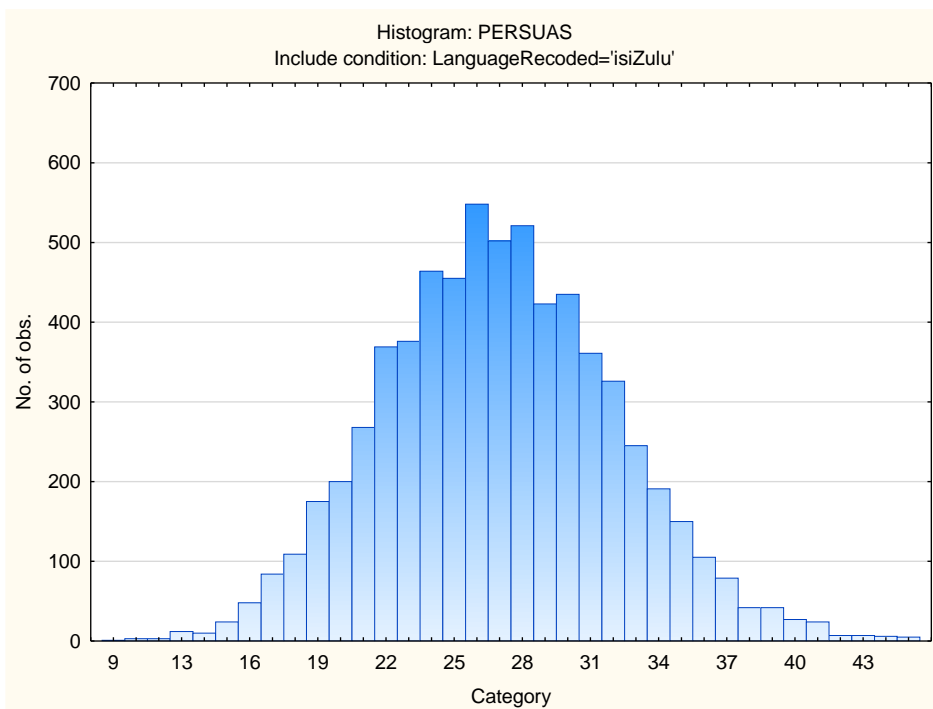
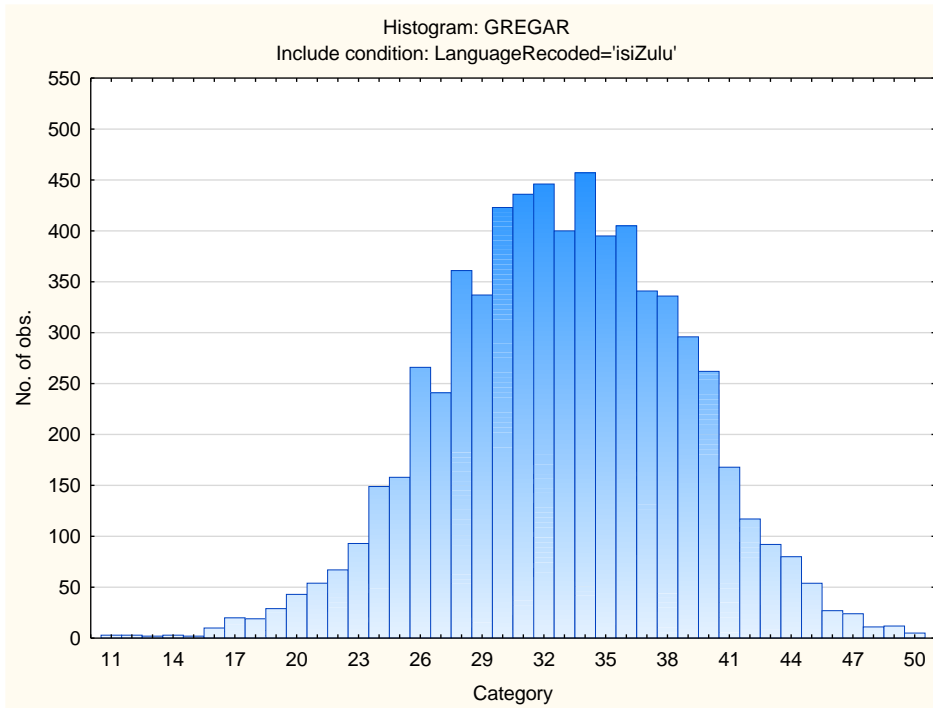
Descriptive Statistics on 15FQ+ Scales

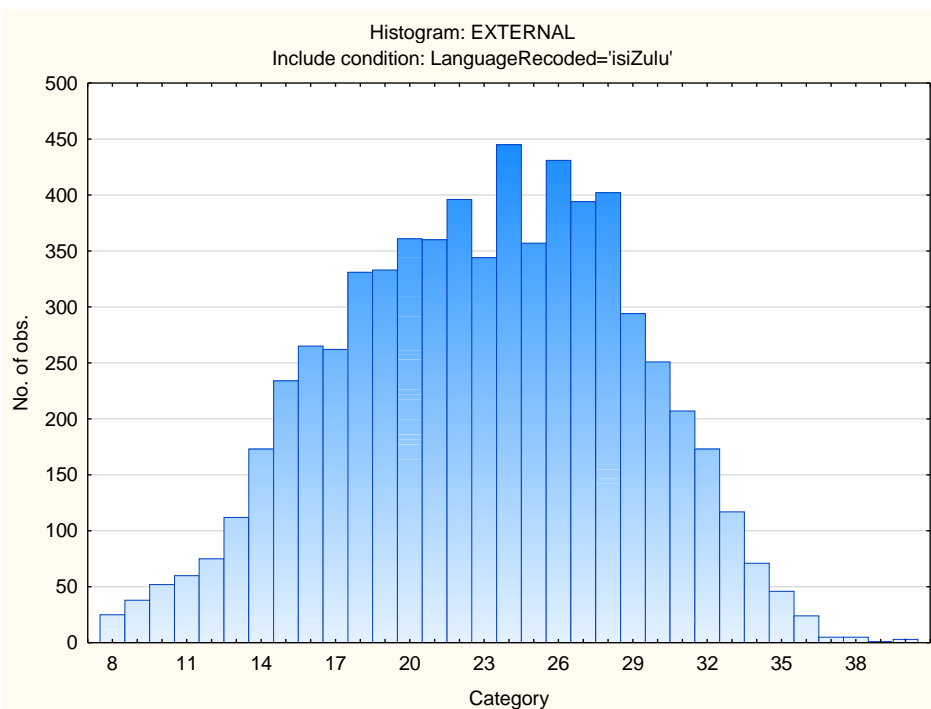
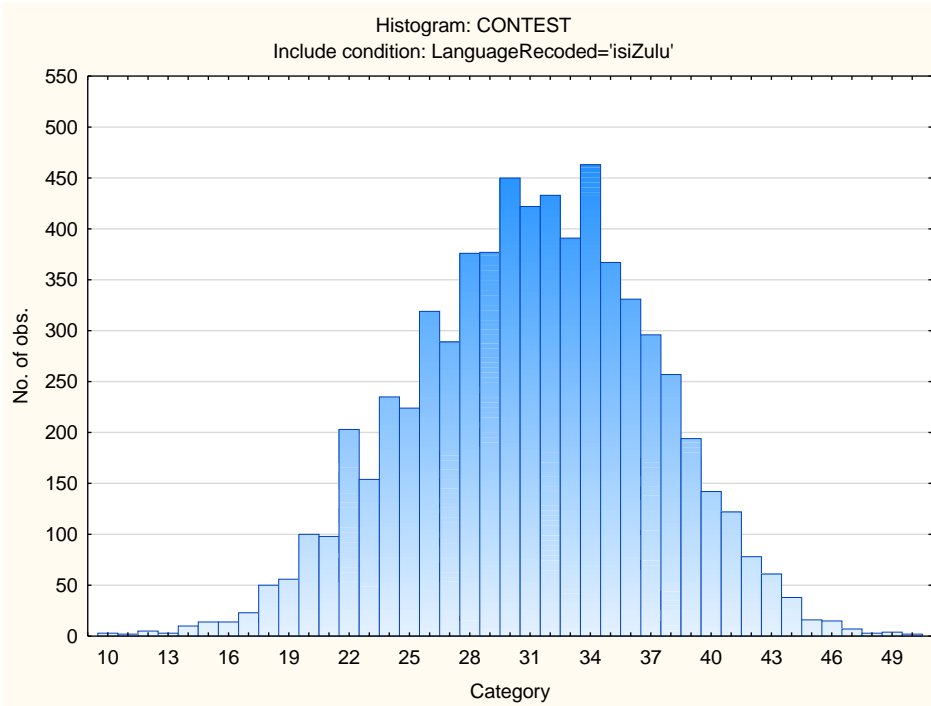
Scale	Scale description	Sample size	Mean	Std.Dev.
ASSERTIVE	Accommodating - Assertive	6647	32,46833	4,746240
FLEXIBLE	Detail-Conscious - Flexible	6647	17,81420	4,070466
TRUSTING	Cynical - Trusting	6647	34,27682	6,777699
PHLEG	Emotional - Phlegmatic	6647	38,65338	6,525943
GREGAR	Reserved - Gregarious	6647	32,86761	5,832571
PERSUAS	Genuine - Persuasive	6647	26,98450	5,147383
CONTEST	Composed - Contesting	6647	31,06725	5,968431
EXTERNAL	Optimistic - Pessimistic	6647	22,92613	5,847942
PRAGMATIC	Abstract - Pragmatic	6647	28,63954	4,745753
CONFORM	Low Distortion - High Distortion	6647	24,91214	4,433049
MIDRESP	Extreme Responses – Central Tendency	6647	80,72845	21,15363

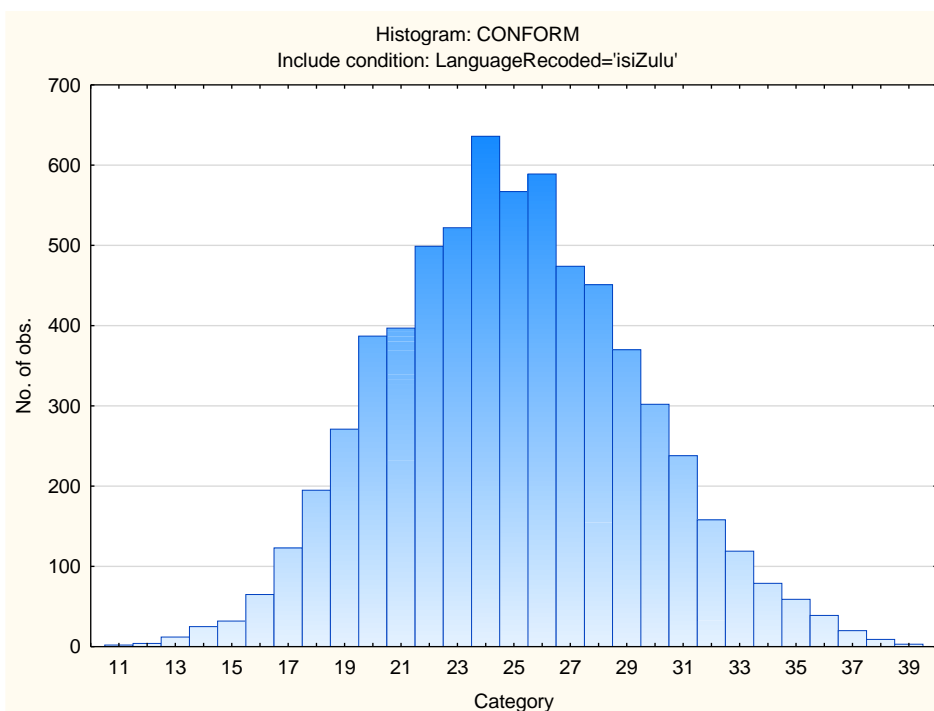
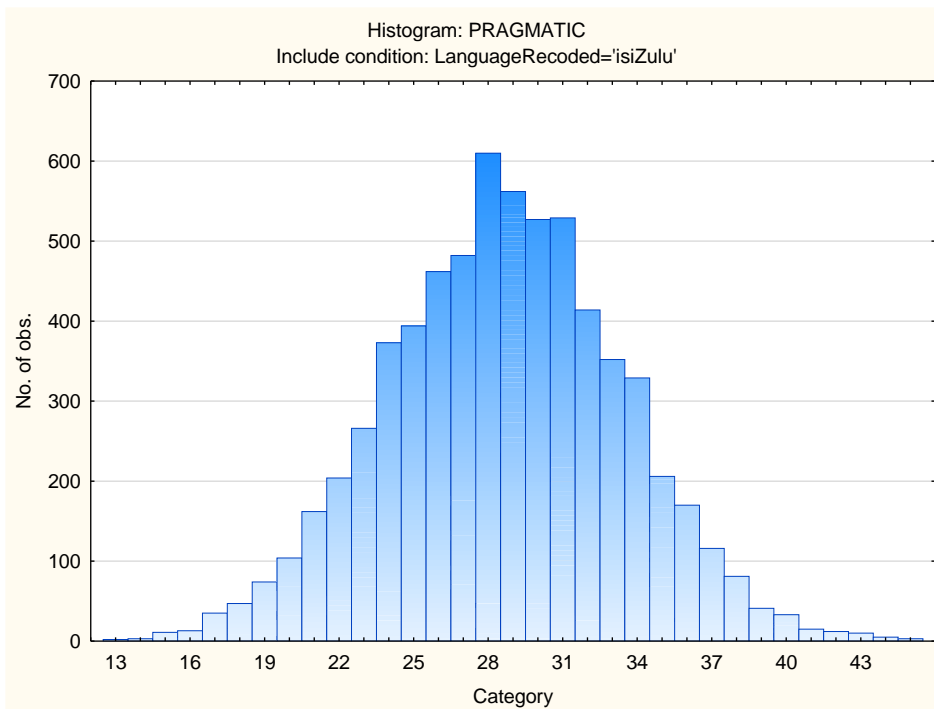
Frequency Distributions for OPPro Scales











Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
ASSERTIVE	Accommodating - Assertive	15-22	23-25	26-27	28-30	31-32	33-34	35-37	38-39	40-41	42-50
FLEXIBLE	Detail-Conscious - Flexible	9-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-46
TRUSTING	Cynical - Trusting	12-20	21-24	25-27	28-30	31-34	35-37	38-41	42-44	45-47	48-55
PHLEG	Emotional - Phlegmatic	12-25	26-28	29-32	33-35	36-38	39-41	42-45	46-48	49-51	52-60
GREGAR	Reserved - Gregarious	11-21	22-24	25-27	28-29	30-32	33-35	36-38	39-41	42-44	45-50
PERSUAS	Genuine - Persuasive	9-16	17-19	20-21	22-24	25-26	27-29	30-32	33-34	35-37	38-45
CONTEST	Composed - Contesting	10-19	20-22	23-25	26-28	29-31	32-34	35-37	38-40	41-43	44-50
EXTERNAL	Optimistic - Pessimistic	8-11	12-14	15-17	18-20	21-22	23-25	26-28	29-31	32-34	35-40
PRAGMATIC	Abstract - Pragmatic	13-19	20-21	22-23	24-26	27-28	29-31	32-33	34-35	36-38	39-46
CONFORM	Low Distortion - High Distortion	11-16	17-18	19-20	21-22	23-24	25-27	28-29	30-31	32-33	34-39
MIDRESP	Extreme Responses - Central Tendency	0-38	39-48	49-59	60-70	71-80	81-91	92-101	102-112	113-123	124-185