

Occupational Personality Profile (OPPro) Norm Group: South Africans, Sepedi 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	1192	1192	49,23585	49,2359
F	1219	2411	50,35109	99,5869
U	10	2421	0,41305	100,0000
Missing	0	2421	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	746	746	30,81371	30,8137
< Matric	65	811	2,68484	33,4986
Grade 12	851	1662	35,15076	68,6493
Degree	98	1760	4,04791	72,6972
Post Graduate	300	2060	12,39157	85,0888
Tertiary Cert / Trade	247	2307	10,20240	95,2912
Missing	114	2421	4,70880	100,0000

Language Composition of The Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sepedi	2421	2421	100,0000	100,0000
Missing	0	2421	0,0000	100,0000

Language Group Composition of the Sample

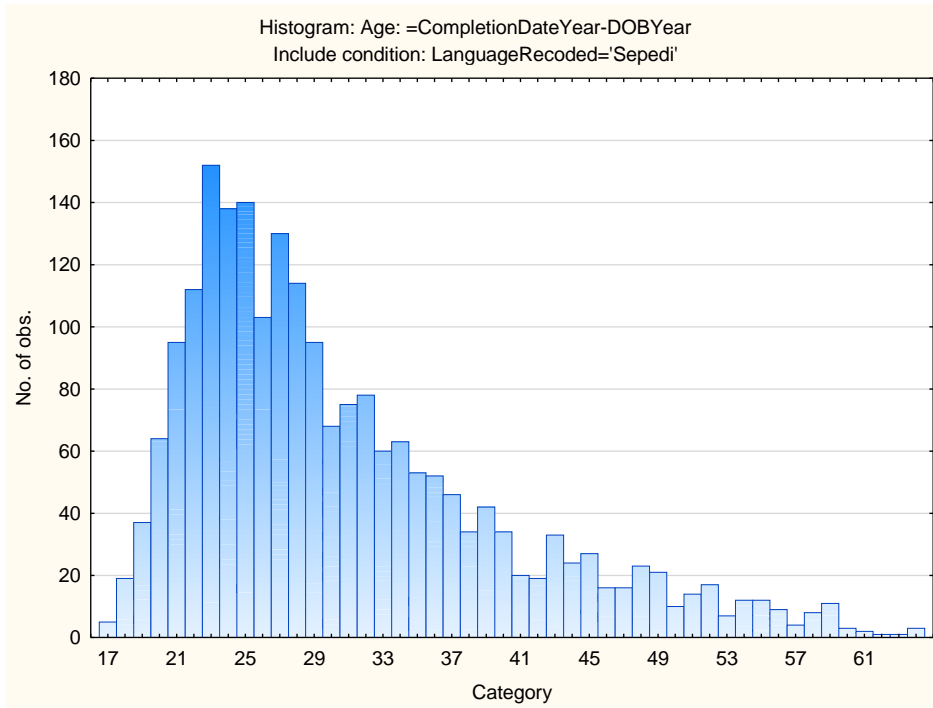
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2421	2421	100,0000	100,0000
Missing	0	2421	0,0000	100,0000

Racial Composition of The Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2357	2357	97,35646	97,3565
European	5	2362	0,20653	97,5630
Coloured	14	2376	0,57827	98,1413
Asian	7	2383	0,28914	98,4304
Missing	38	2421	1,56960	100,0000

Age Composition and Distribution of the Sample

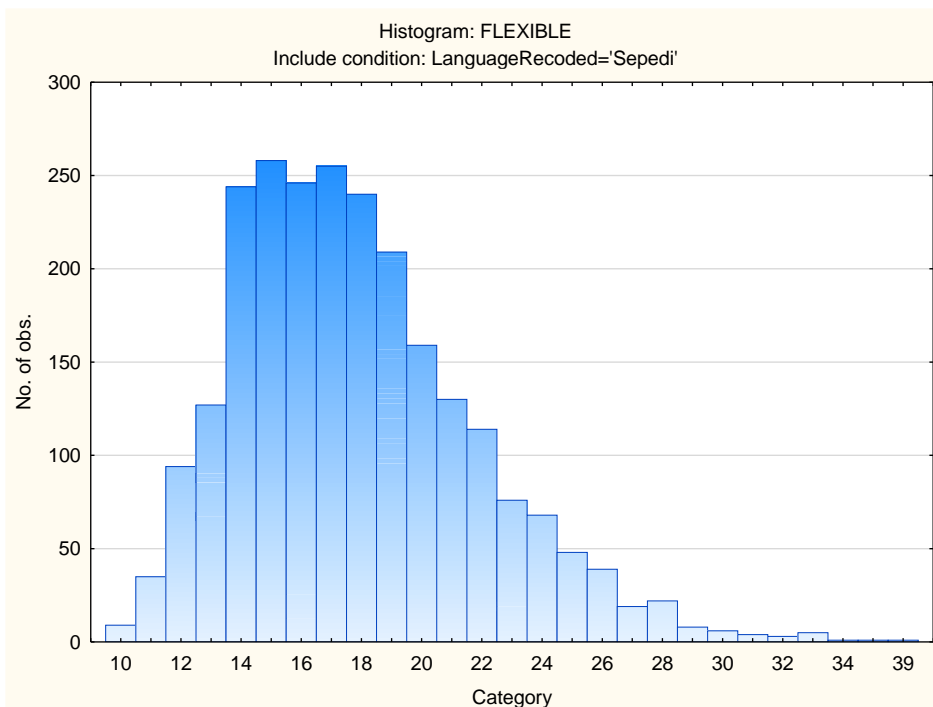
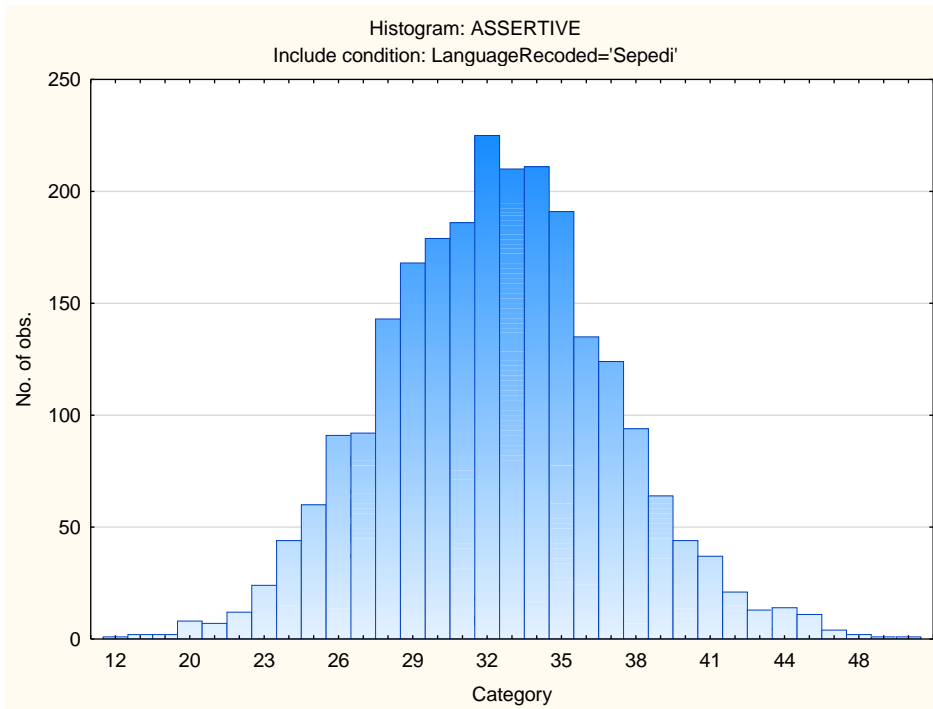
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,71819	9,222062	17,00000	64,00000	2122	299

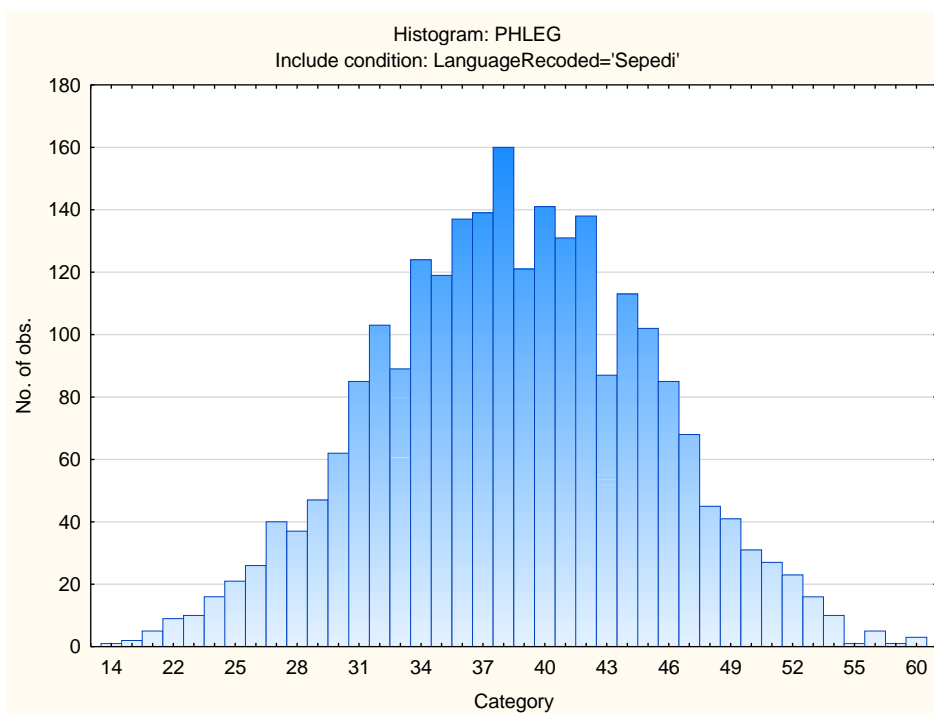
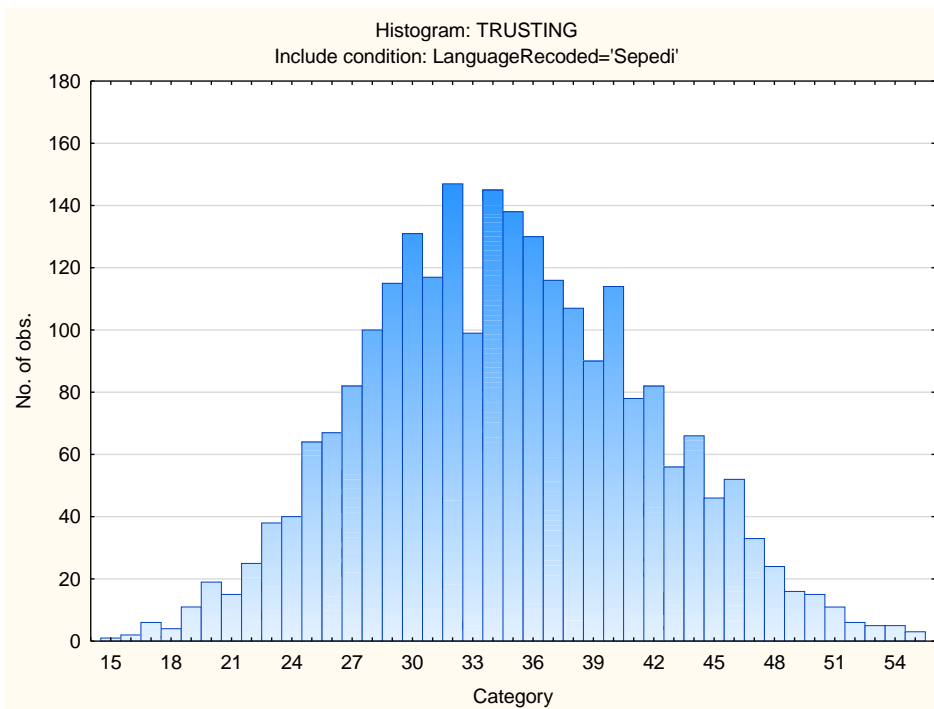


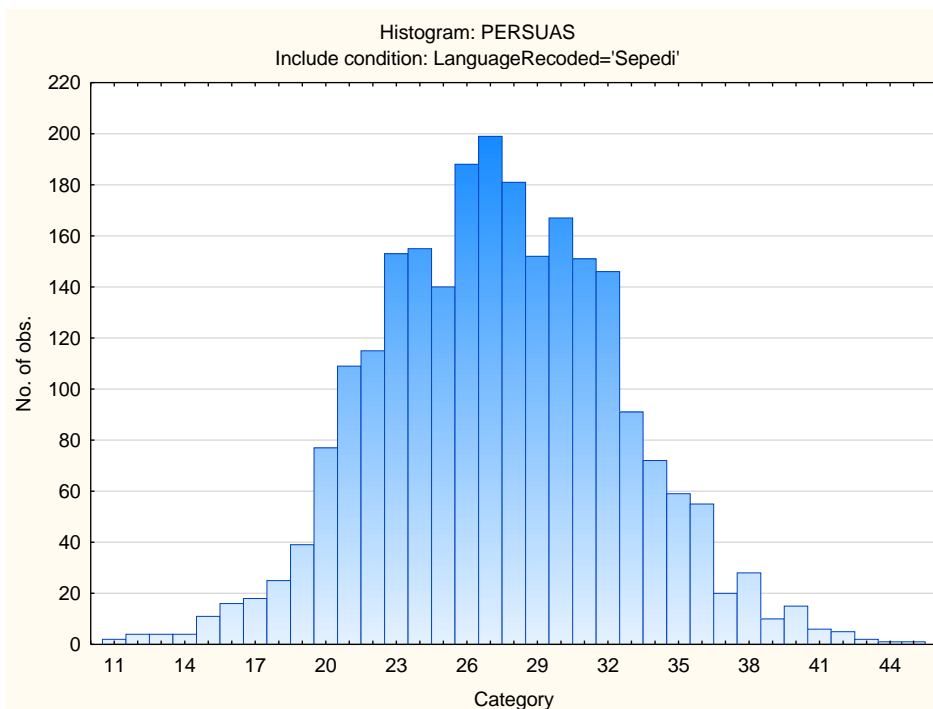
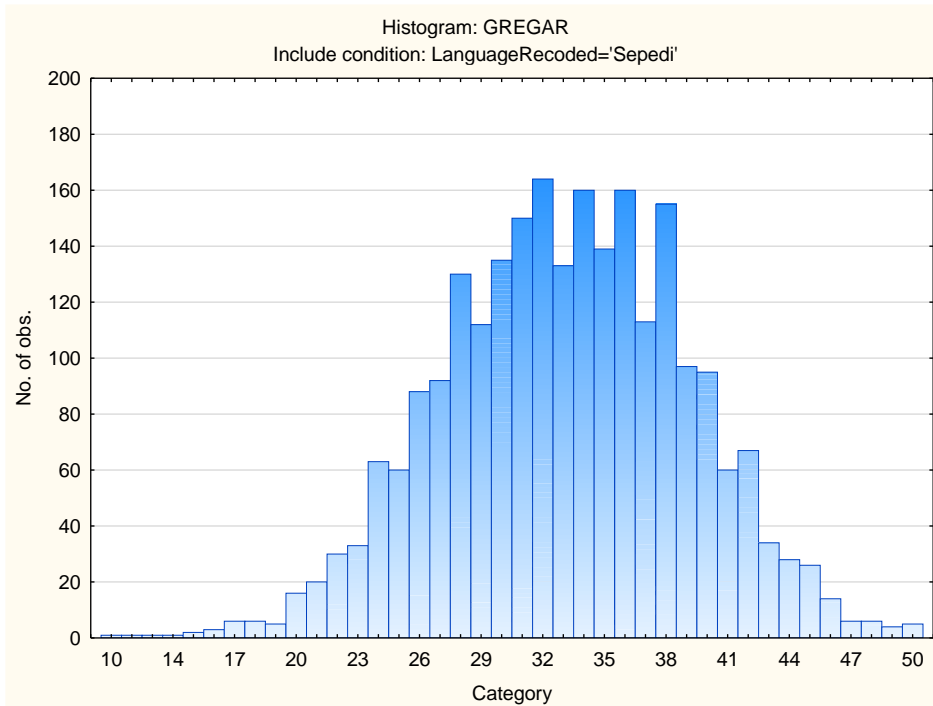
Descriptive Statistics on 15FQ+ Scales

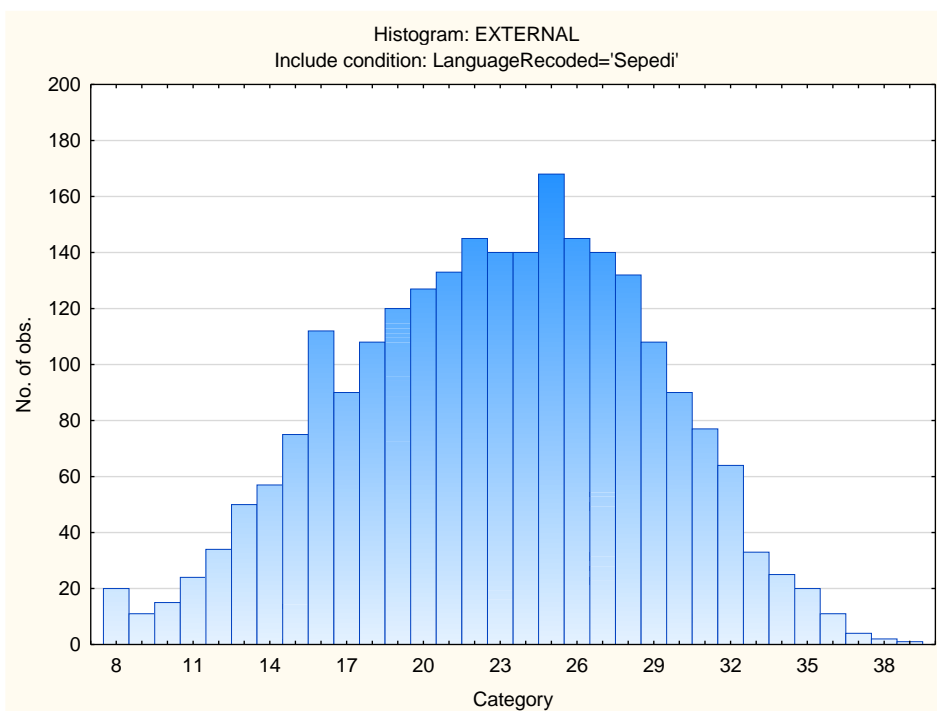
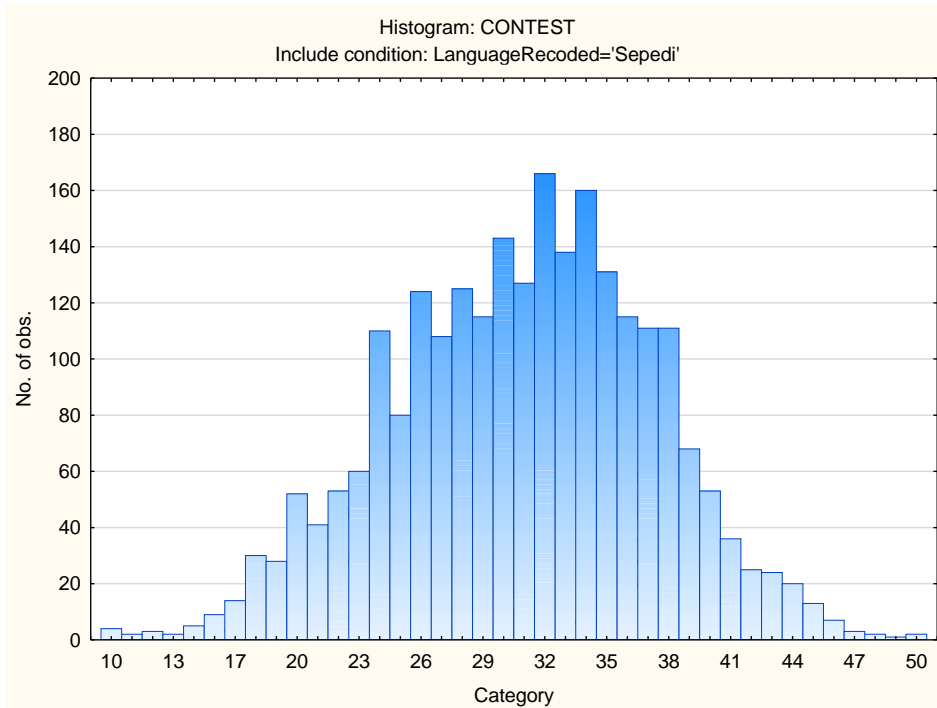
Scale	Scale description	Sample size	Mean	Std.Dev.
ASSERTIVE	Accommodating - Assertive	2421	32,35853	4,627389
FLEXIBLE	Detail-Conscious - Flexible	2421	17,82239	3,974070
TRUSTING	Cynical - Trusting	2421	34,62288	6,999430
PHLEG	Emotional - Phlegmatic	2421	38,45601	6,632083
GREGAR	Reserved - Gregarious	2421	33,09211	5,974549
PERSUAS	Genuine - Persuasive	2421	27,35027	5,132982
CONTEST	Composed - Contesting	2421	30,89674	6,362214
EXTERNAL	Optimistic - Pessimistic	2421	22,84758	5,923436
PRAGMATIC	Abstract - Pragmatic	2421	28,62371	4,762552
CONFORM	Low Distortion - High Distortion	2421	25,36059	4,572474
MIDRESP	Extreme Responses – Central Tendency	2421	79,04461	22,13793

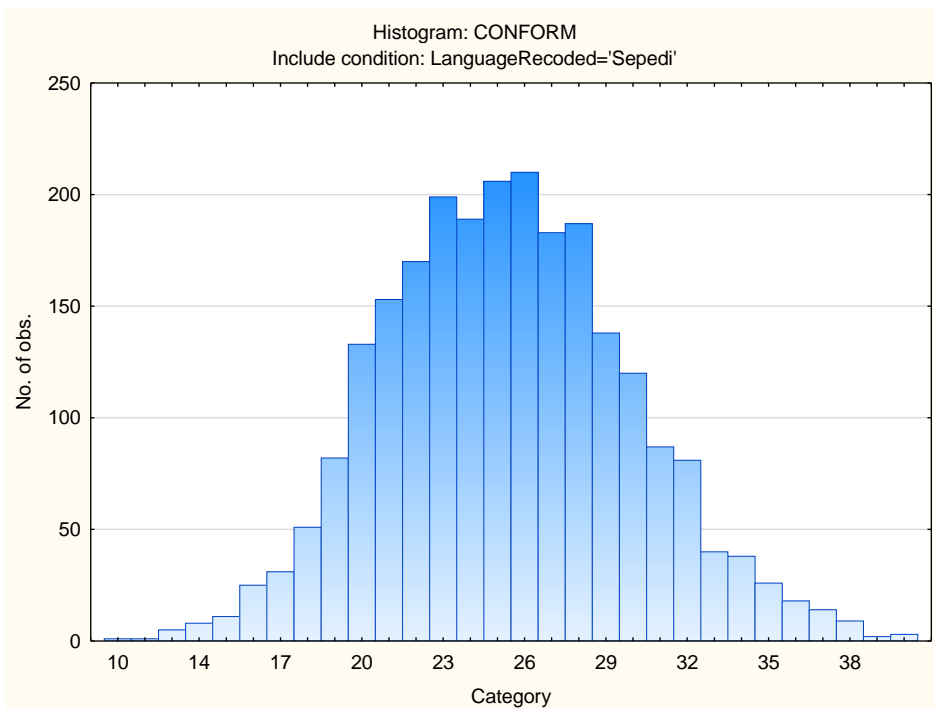
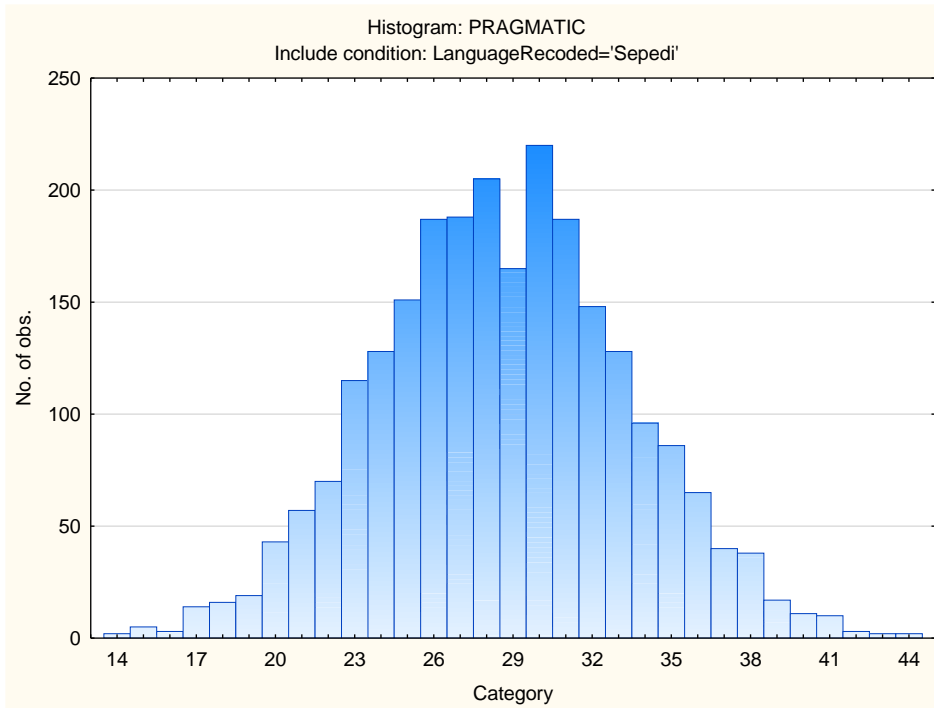
Frequency Distributions for OPPro Scales











Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
ASSERTIVE	Accommodating - Assertive	12-23	24-25	26-27	28-30	31-32	33-34	35-36	37-39	40-41	42-50
FLEXIBLE	Detail-Conscious - Flexible	10-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-39
TRUSTING	Cynical - Trusting	15-20	21-24	25-27	28-31	32-34	35-38	39-41	42-45	46-48	49-55
PHLEG	Emotional - Phlegmatic	14-25	26-28	29-31	32-35	36-38	39-41	42-45	46-48	49-51	52-60
GREGAR	Reserved - Gregarious	10-21	22-24	25-27	28-30	31-33	34-36	37-39	40-42	43-45	46-50
PERSUAS	Genuine - Persuasive	11-17	18-19	20-22	23-24	25-27	28-29	30-32	33-35	36-37	38-45
CONTEST	Composed - Contesting	10-18	19-21	22-24	25-27	28-30	31-34	35-37	38-40	41-43	44-50
EXTERNAL	Optimistic - Pessimistic	8-11	12-13	14-16	17-19	20-22	23-25	26-28	29-31	32-34	35-39
PRAGMATIC	Abstract - Pragmatic	14-19	20-21	22-23	24-26	27-28	29-31	32-33	34-35	36-38	39-44
CONFORM	Low Distortion - High Distortion	10-16	17-18	19-20	21-23	24-25	26-27	28-29	30-32	33-34	35-40
MIDRESP	Extreme Responses - Central Tendency	0-34	35-45	46-56	57-67	68-79	80-90	91-101	102-112	113-123	124-159