

OIP Norm group: SA Call Centre Applicants

Sample composition

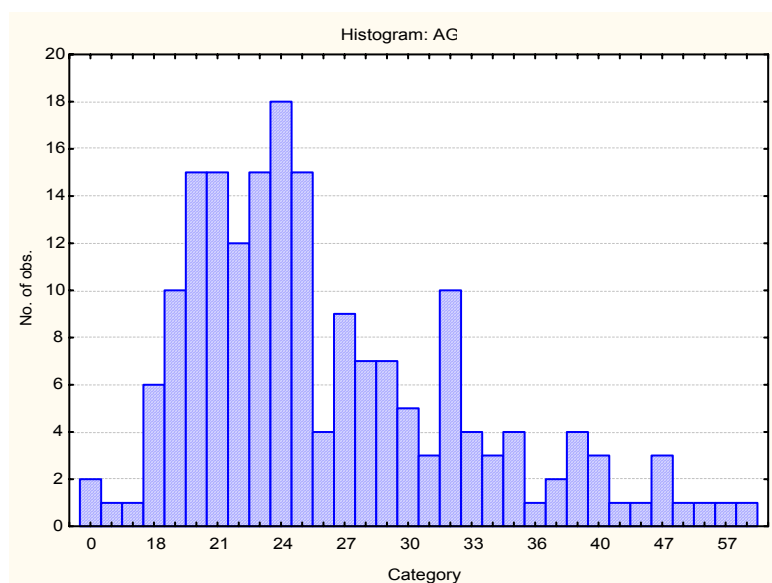
Applicants to a call centre company in Gauteng – an outbound call centre selling insurance. The OIP formed part of an assessment battery for selection purposes.

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	104	104	56.21622	56.2162
M	81	185	43.78378	100.0000
Missing	0	185	0.00000	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
A	19	19	10.27027	10.2703
WC	59	78	31.89189	42.1622
B	107	185	57.83784	100.0000
Missing	0	185	0.00000	100.0000

Race was coded based on respondents' names.
Whites or coloureds were coded WC.

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	26.32973	7.979214	0.00	60.00000	185	0



Descriptive statistics on OIP Scales

Variable	Descriptive Statistics		
	Valid N	Mean	Std.Dev.
Need for excitement	185	35.76216	5.531302
Stability	185	36.12973	5.995871
Need for change	185	19.00541	4.670091
Need for people	185	40.20541	6.246823
Need for control	185	35.85946	6.063229
Persuasive interest	185	37.94054	5.210955
Scientific interest	185	28.84865	7.467234
Practical interest	185	33.76757	6.202649
Administrative interest	185	36.92432	6.773887
Caring interest	185	36.28649	6.540765
Artistic interest	185	32.80000	7.808023
Logical/computational interest	185	38.58919	5.616735

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	27-28	29-31	32-34	35-37	38-39	40-42	43-45	46-50
Stability	0-25	26-28	29-31	32-34	35-37	38-40	41-43	44-46	47-50
Need for change	0-10	11-13	14-15	16-17	18-20	21-22	23-24	25-27	28-50
Need for people	0-29	30-32	33-35	36-38	39-41	42-44	45-48	49-51	52-60
Need for control	0-25	26-28	29-31	32-34	35-37	38-40	41-43	44-46	47-50
Persuasive Interest	0-28	29-31	32-34	35-36	37-39	40-41	42-44	45-47	48-50
Scientific Interest	0-15	16-19	20-23	24-26	27-30	31-34	35-38	39-41	42-50
Practical Interest	0-22	23-26	27-29	30-32	33-35	36-38	39-41	42-44	45-50
Administrative Interest	0-25	26-28	29-31	32-35	36-38	39-42	43-45	46-48	49-50
Caring Interest	0-24	25-28	29-31	32-34	35-37	38-41	42-44	45-47	48-50
Artistic Interest	0-19	20-23	24-26	27-30	31-34	35-38	39-42	43-46	47-50
Logical/Computational Interest	0-28	29-31	32-34	35-37	38-39	40-42	43-45	46-48	49-50