

Occupational Personality Profile (OPPro) Norm Group: South Africans, Tshivenda 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	451	451	59,18635	59,1864
F	310	761	40,68241	99,8688
U	1	762	0,13123	100,0000
Missing	0	762	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	248	248	32,54593	32,5459
< Matric	9	257	1,18110	33,7270
Grade 12	172	429	22,57218	56,2992
Degree	23	452	3,01837	59,3176
Post Graduate	158	610	20,73491	80,0525
Tertiary Cert / Trade	109	719	14,30446	94,3570
Missing	43	762	5,64304	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Tshivenda	762	762	100,0000	100,0000
Missing	0	762	0,0000	100,0000

Language Group Composition of the Sample

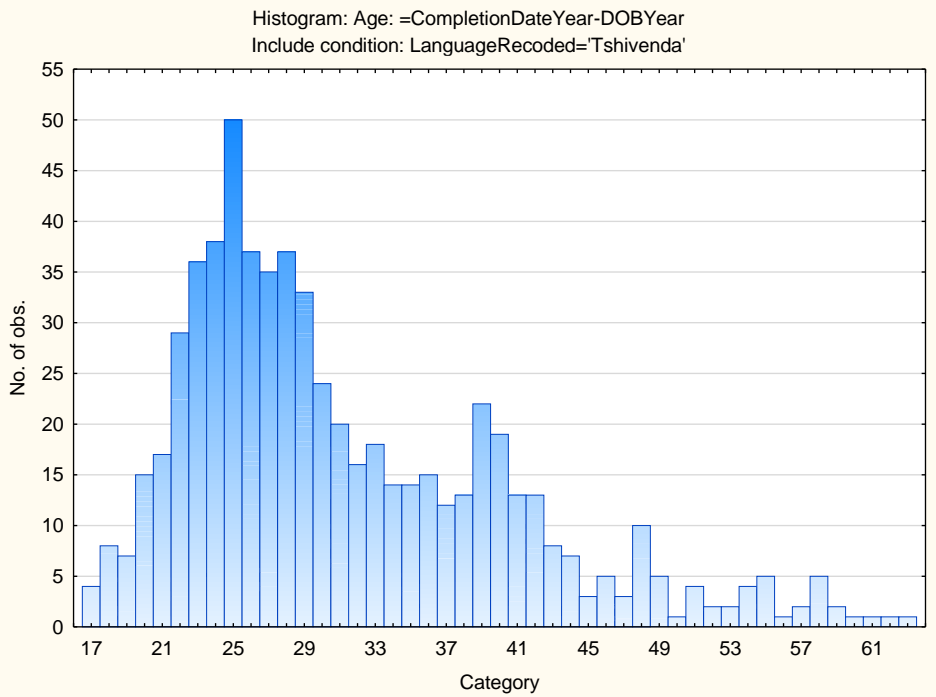
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	762	762	100,0000	100,0000
Missing	0	762	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	742	742	97,37533	97,3753
European	1	743	0,13123	97,5066
Missing	19	762	2,49344	100,0000

Age Composition and Distribution of the Sample

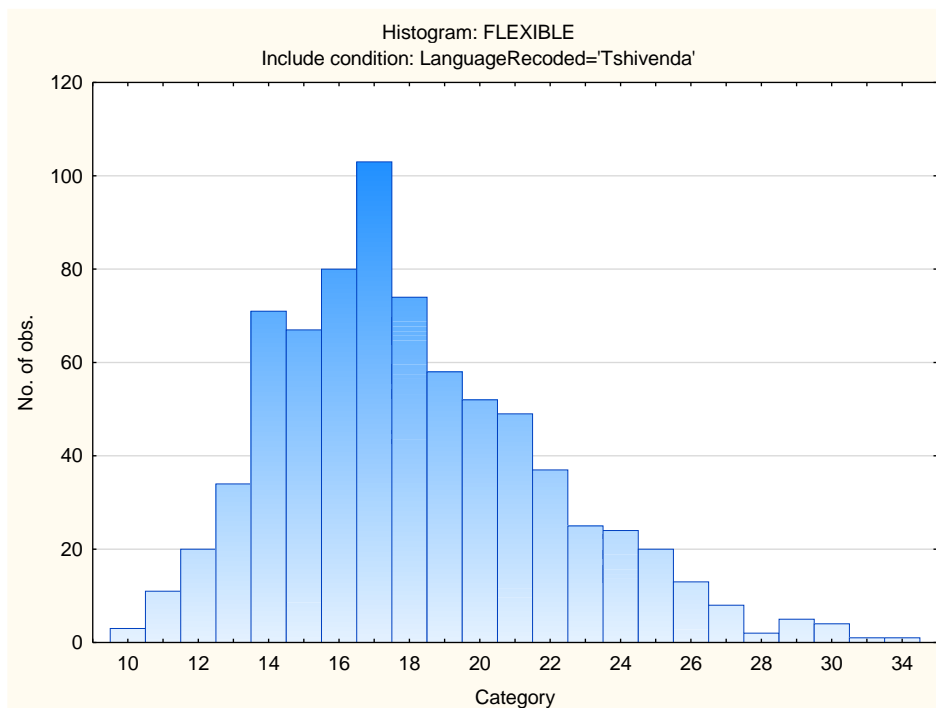
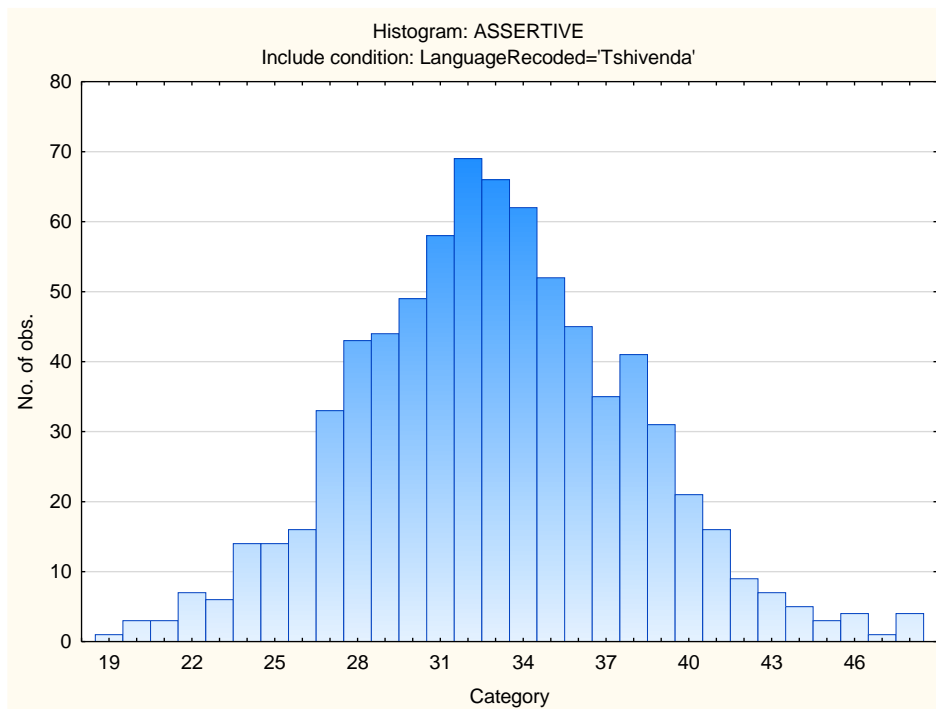
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,29905	9,231181	17,00000	64,00000	632	130

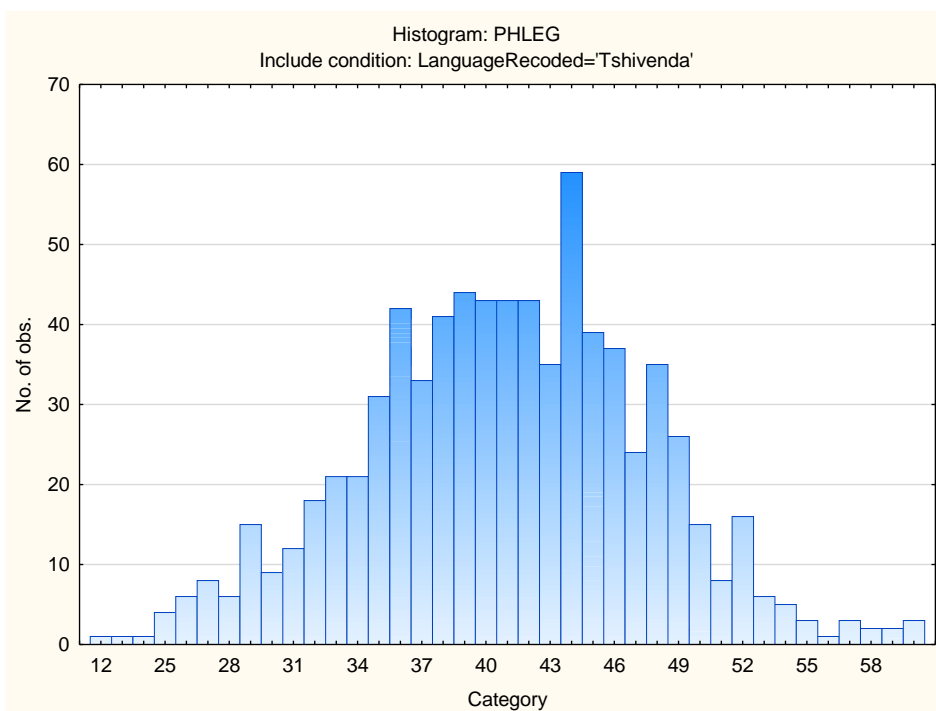
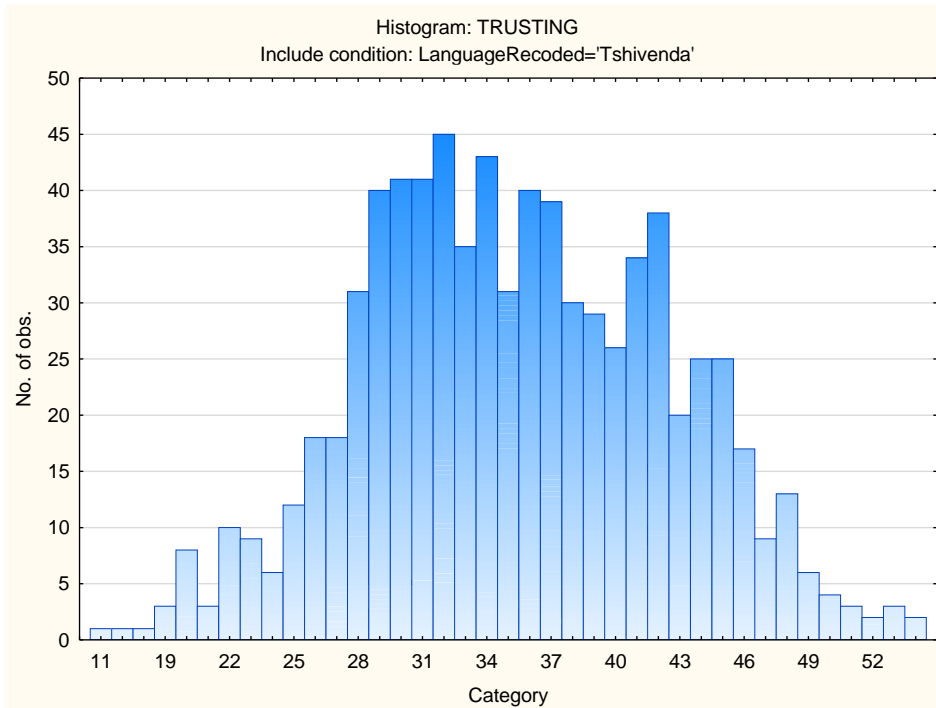


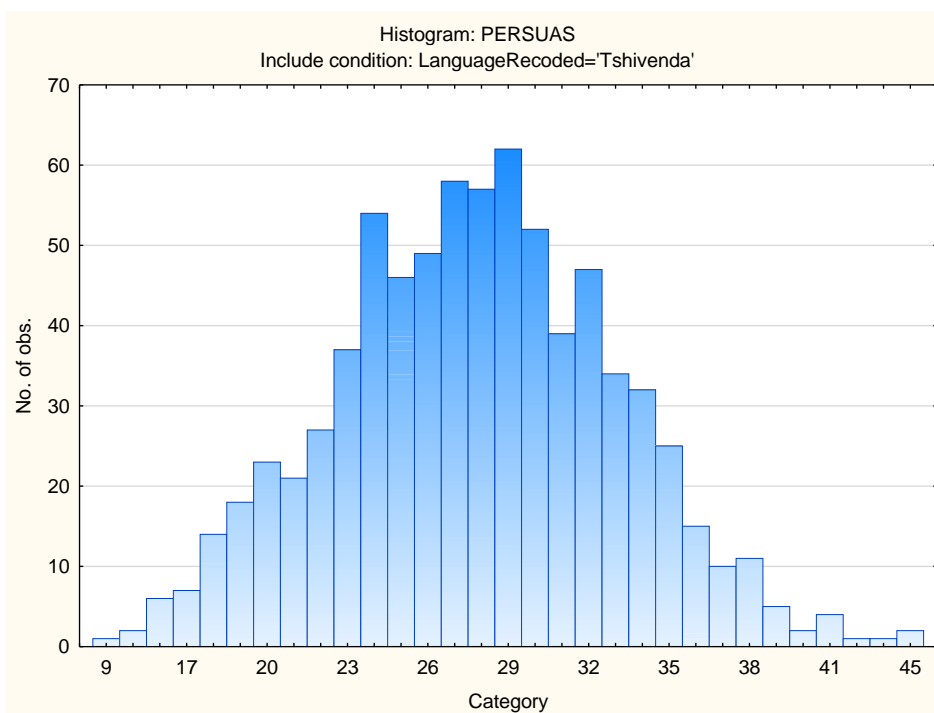
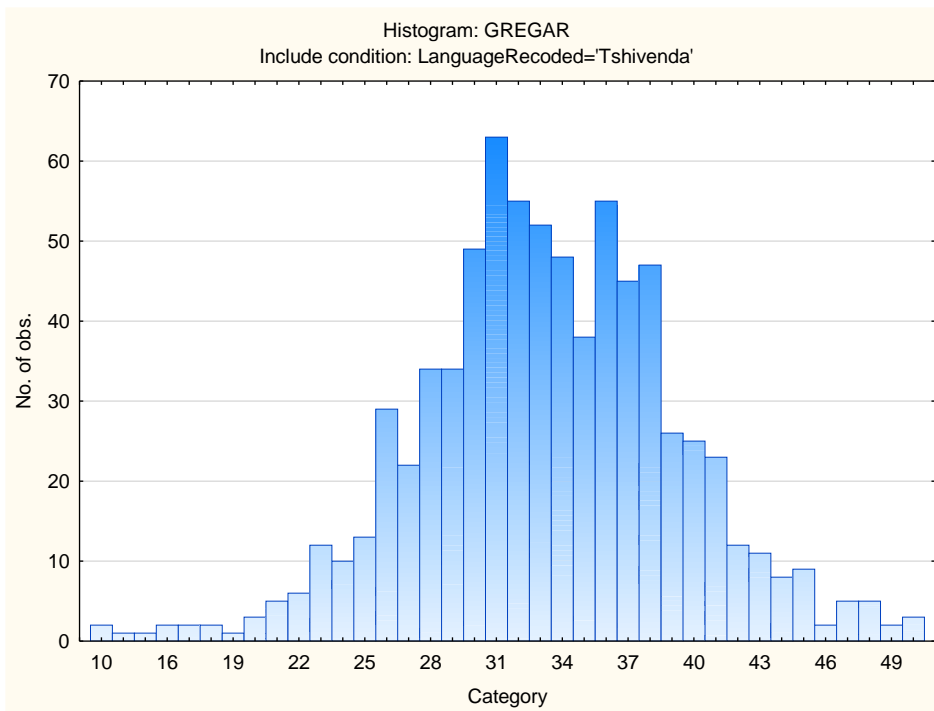
Descriptive Statistics on 15FQ+ Scales

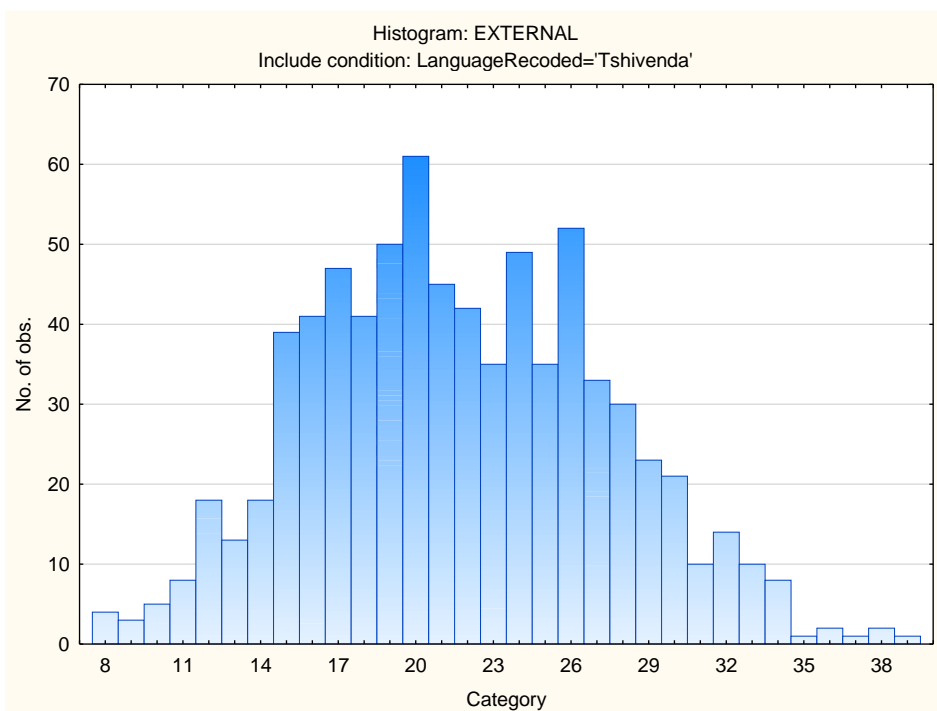
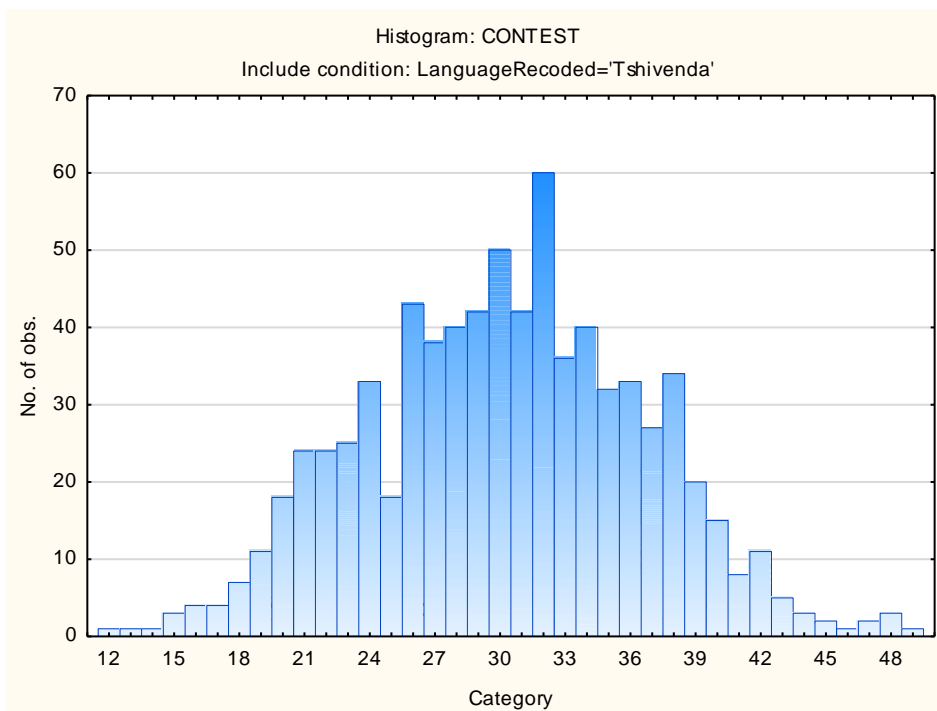
Scale	Scale description	Sample size	Mean	Std.Dev.
ASSERTIVE	Accommodating - Assertive	762	32,98425	5,008247
FLEXIBLE	Detail-Conscious - Flexible	762	18,07218	3,889578
TRUSTING	Cynical - Trusting	762	35,35433	7,086321
PHLEG	Emotional - Phlegmatic	762	40,88583	6,725622
GREGAR	Reserved - Gregarious	762	33,32021	5,957346
PERSUAS	Genuine - Persuasive	762	27,78346	5,295880
CONTEST	Composed - Contesting	762	30,25197	6,399288
EXTERNAL	Optimistic - Pessimistic	762	21,66273	5,708918
PRAGMATIC	Abstract - Pragmatic	762	28,70866	4,330517
CONFORM	Low Distortion - High Distortion	762	25,72966	4,540706
MIDRESP	Extreme Responses – Central Tendency	762	81,04199	22,57831

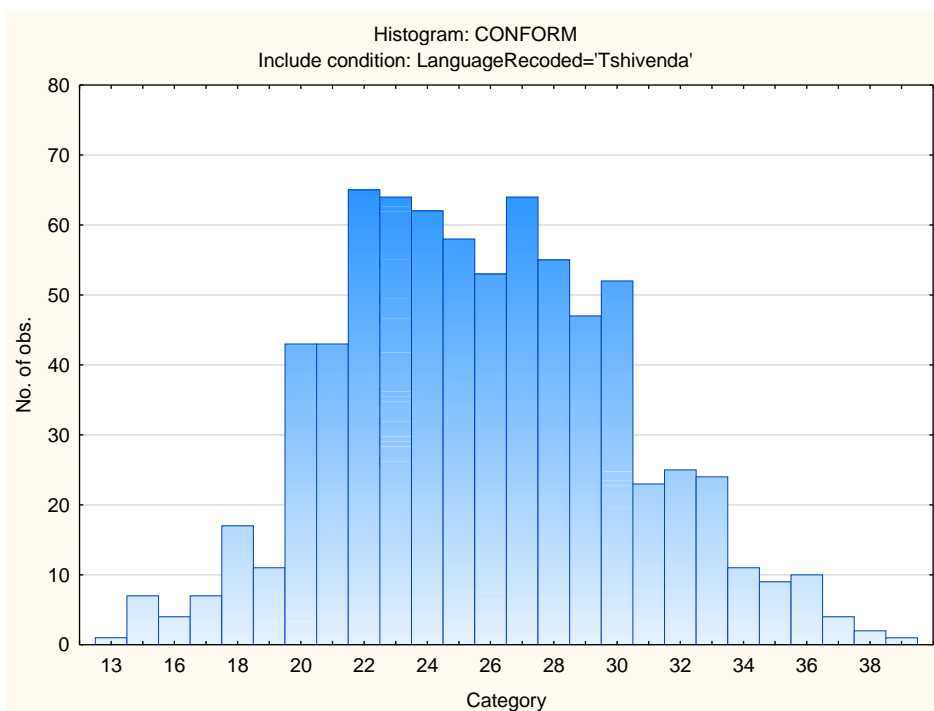
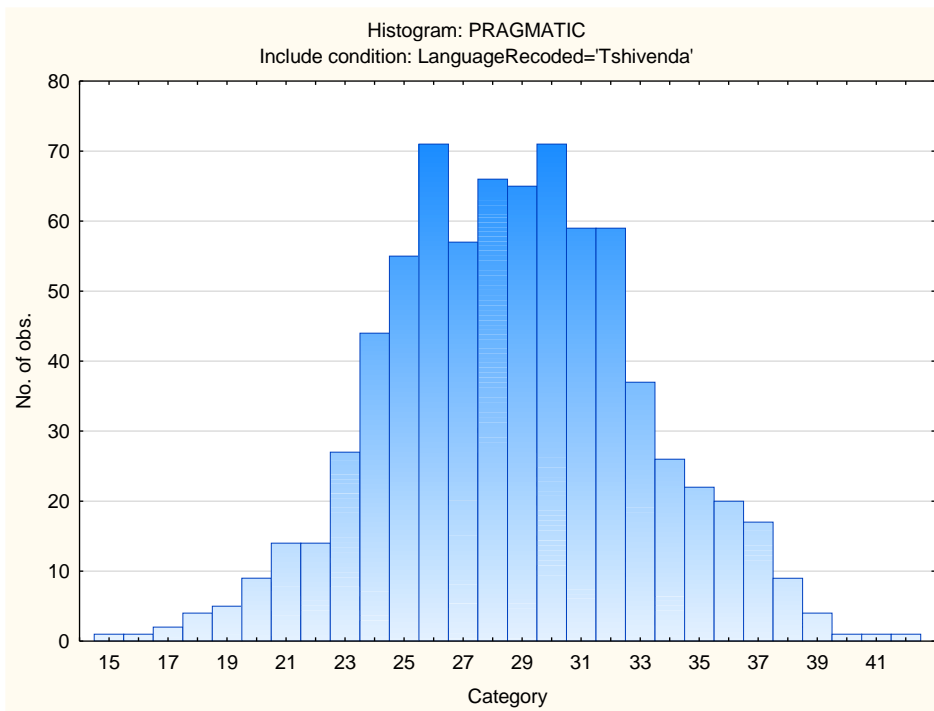
Frequency Distributions for OPPro Scales











Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
ASSERTIVE	Accommodating - Assertive	19-22	23-25	26-27	28-30	31-32	33-35	36-37	38-40	41-43	44-50
FLEXIBLE	Detail-Conscious - Flexible	10-10	11-12	13-14	15-16	17-18	19-20	21-21	22-23	24-25	26-34
TRUSTING	Cynical - Trusting	11-21	22-24	25-28	29-31	32-35	36-38	39-42	43-45	46-49	50-55
PHLEG	Emotional - Phlegmatic	12-27	28-30	31-34	35-37	38-40	41-44	45-47	48-50	51-54	55-60
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	9-17	18-19	20-22	23-25	26-27	28-30	31-33	34-35	36-38	39-45
CONTEST	Composed - Contesting	12-17	18-20	21-23	24-27	28-30	31-33	34-36	37-39	40-43	44-50
EXTERNAL	Optimistic - Pessimistic	8-10	11-13	14-15	16-18	19-21	22-24	25-27	28-30	31-33	34-40
PRAGMATIC	Abstract - Pragmatic	15-20	21-22	23-24	25-26	27-28	29-30	31-33	34-35	36-37	38-42
CONFORM	Low Distortion - High Distortion	13-16	17-18	19-21	22-23	24-25	26-28	29-30	31-32	33-34	35-40
MIDRESP	Extreme Responses - Central Tendency	0-35	36-47	48-58	59-69	70-81	82-92	93-103	104-114	115-126	127-180