

Occupational Personality Profile (OPPro) Norm Group: South Africans, isiNdebele 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	155	155	55,16014	55,1601
F	125	280	44,48399	99,6441
U	1	281	0,35587	100,0000
Missing	0	281	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	82	82	29,18149	29,1815
< Matric	8	90	2,84698	32,0285
Grade 12	108	198	38,43416	70,4626
Degree	11	209	3,91459	74,3772
Post Graduate	27	236	9,60854	83,9858
Tertiary Cert / Trade	42	278	14,94662	98,9324
Missing	3	281	1,06762	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiNdebele	281	281	100,0000	100,0000
Missing	0	281	0,0000	100,0000

Language Group Composition of the Sample

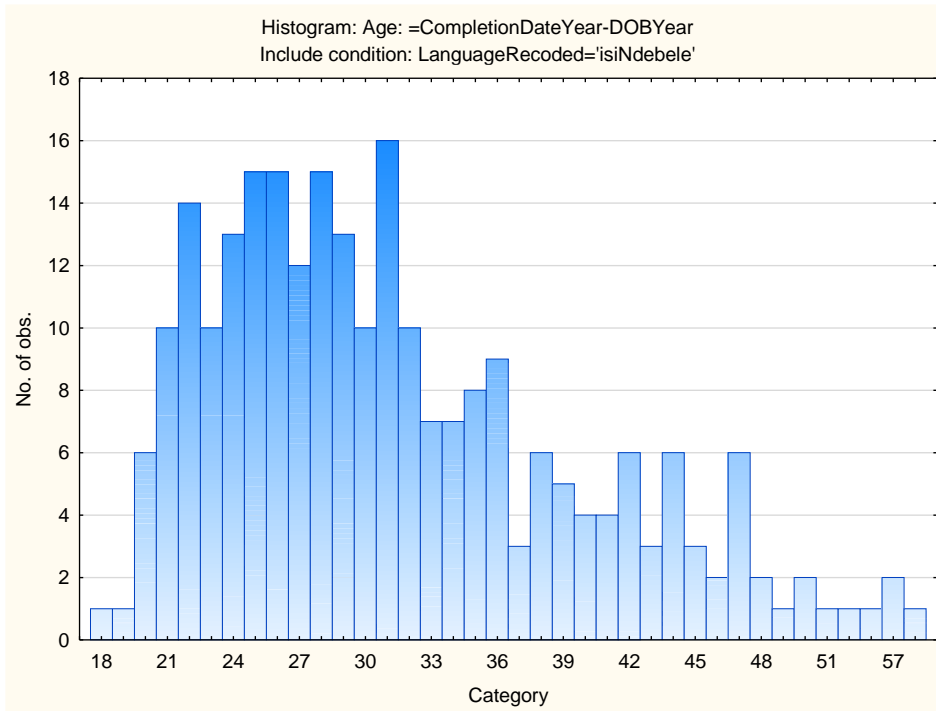
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	281	281	100,0000	100,0000
Missing	0	281	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	274	274	97,50890	97,5089
Coloured	1	275	0,35587	97,8648
Missing	6	281	2,13523	100,0000

Age Composition and Distribution of the Sample

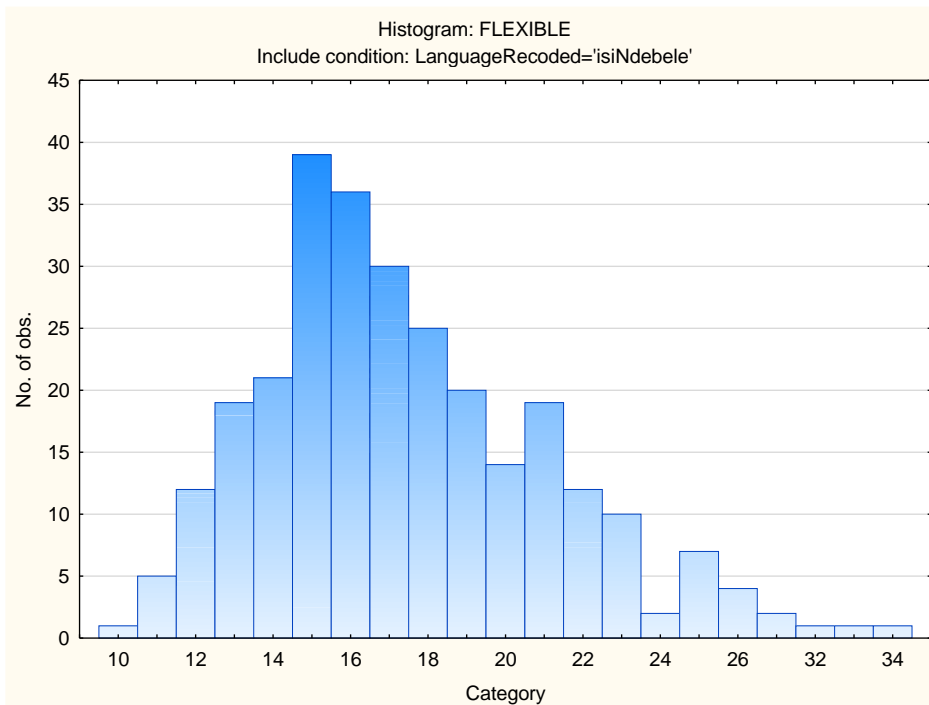
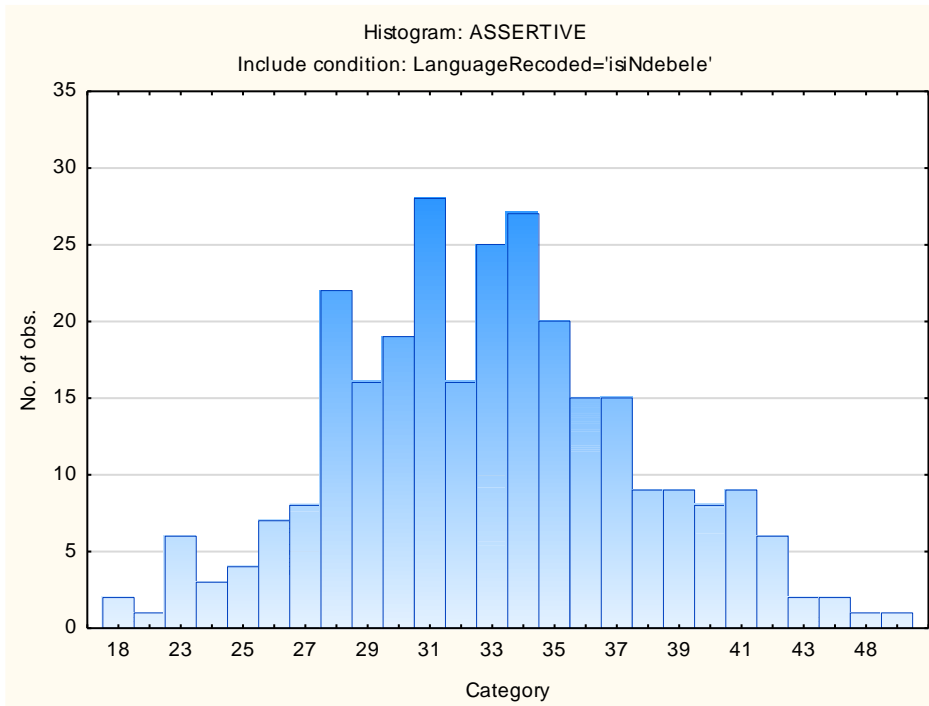
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,40637	8,421057	18,00000	63,00000	251	30

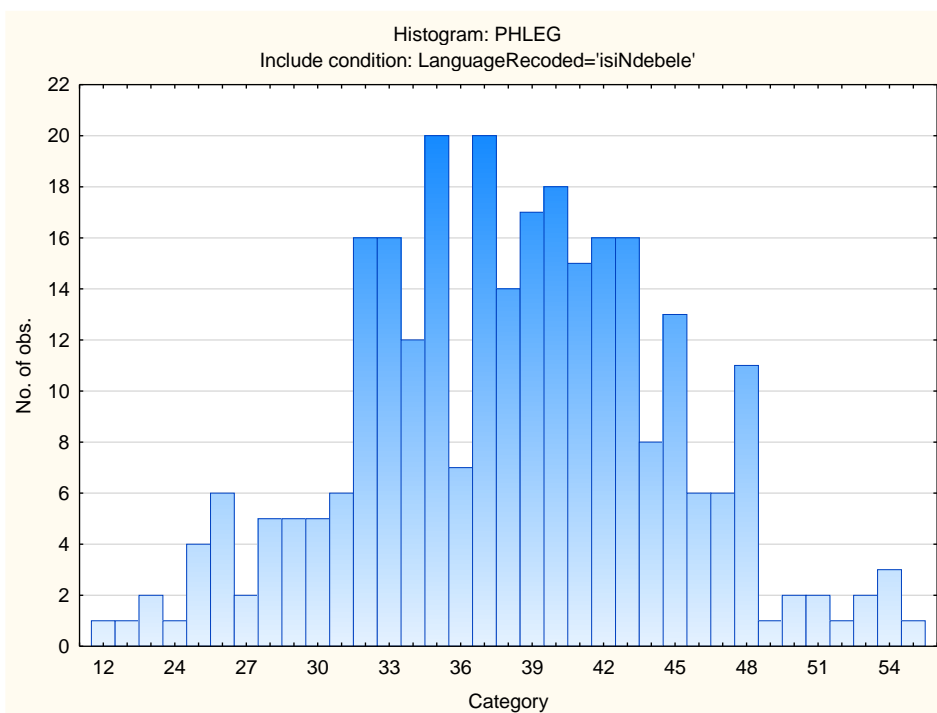
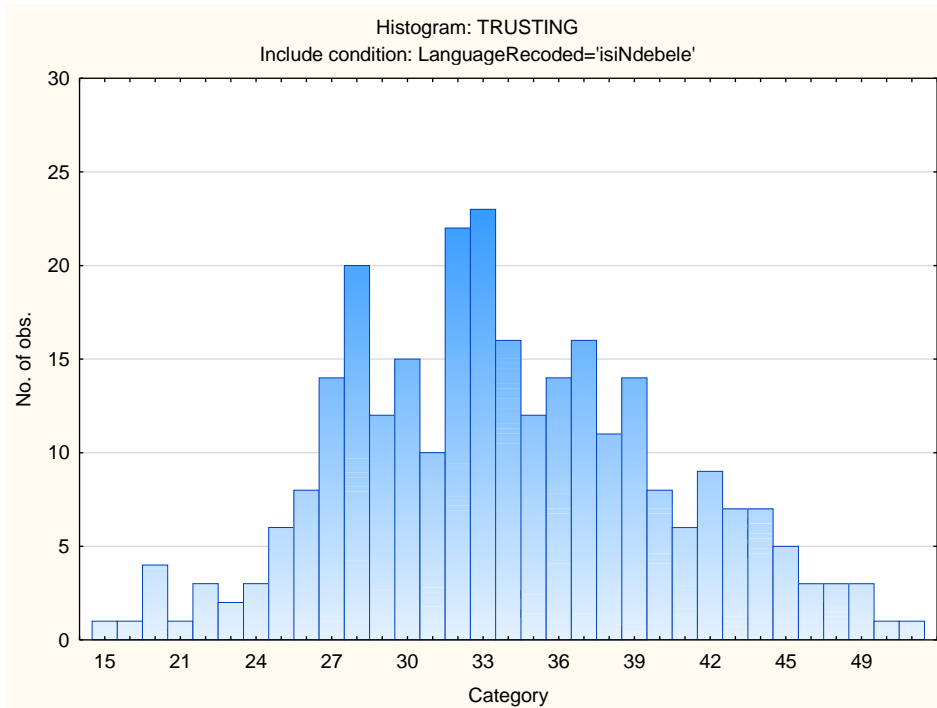


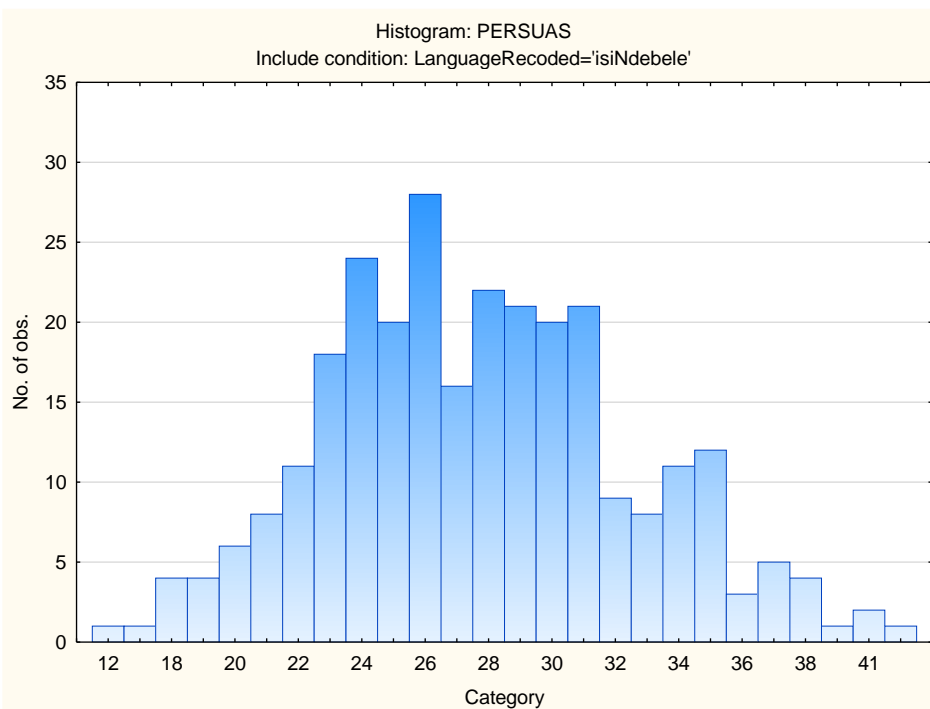
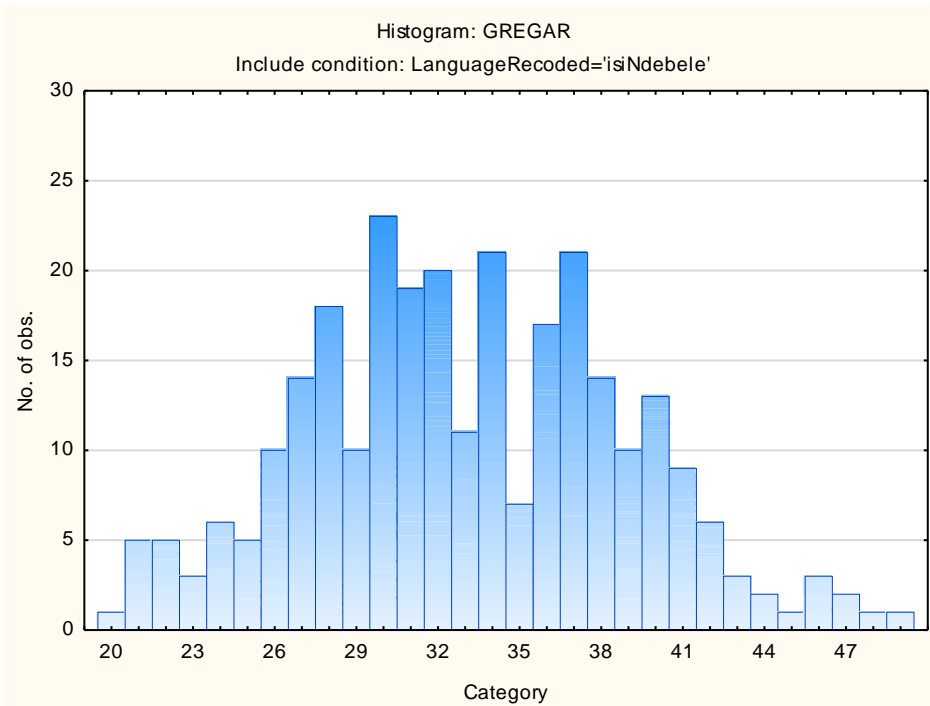
Descriptive Statistics on 15FQ+ Scales

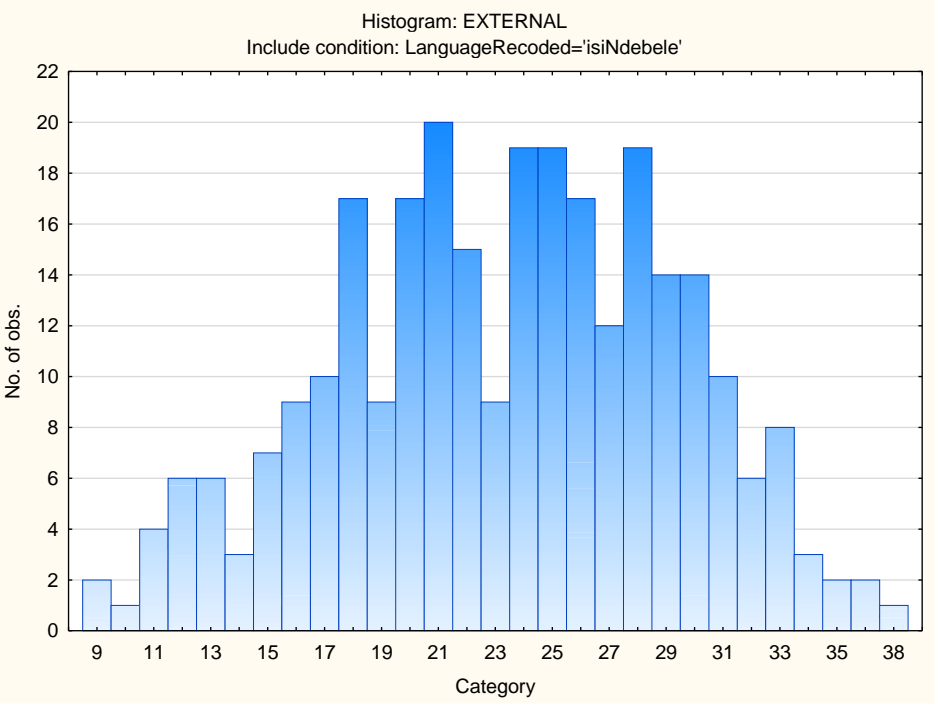
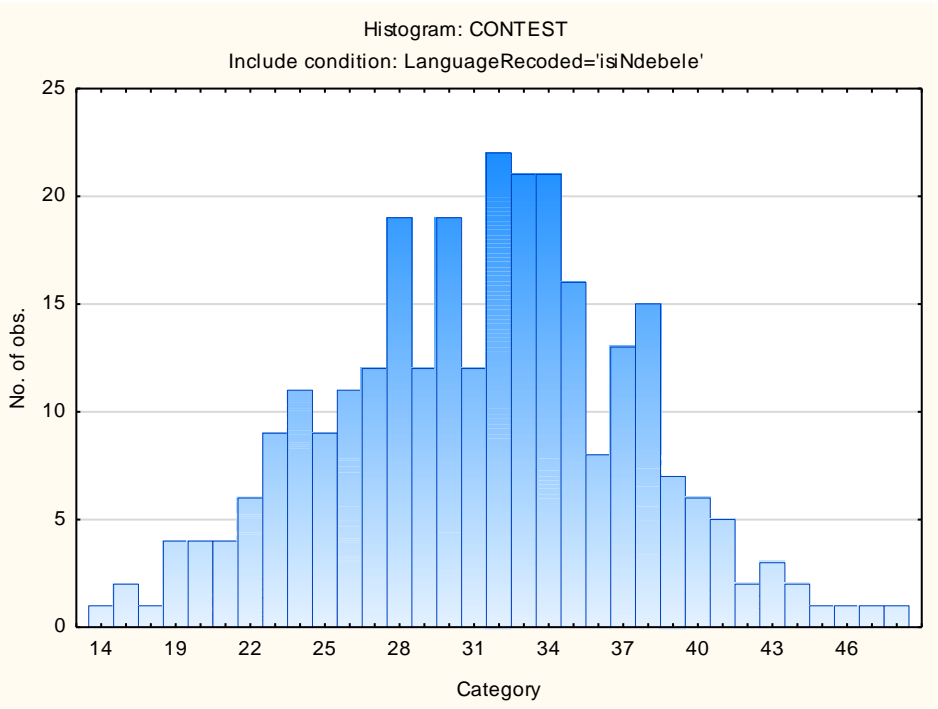
Scale	Scale description	Sample size	Mean	Std.Dev.
ASSERTIVE	Accommodating - Assertive	281	32,88256	4,94366
FLEXIBLE	Detail-Conscious - Flexible	281	17,46619	3,90783
TRUSTING	Cynical - Trusting	281	33,85409	6,44843
PHLEG	Emotional - Phlegmatic	281	38,11744	6,72446
GREGAR	Reserved - Gregarious	281	33,06406	5,85017
PERSUAS	Genuine - Persuasive	281	27,71530	4,88848
CONTEST	Composed - Contesting	281	31,25979	6,09216
EXTERNAL	Optimistic - Pessimistic	281	23,34520	5,97122
PRAGMATIC	Abstract - Pragmatic	281	28,55160	4,27597
CONFORM	Low Distortion - High Distortion	281	25,53737	4,50867
MIDRESP	Extreme Responses – Central Tendency	281	79,02135	21,23810

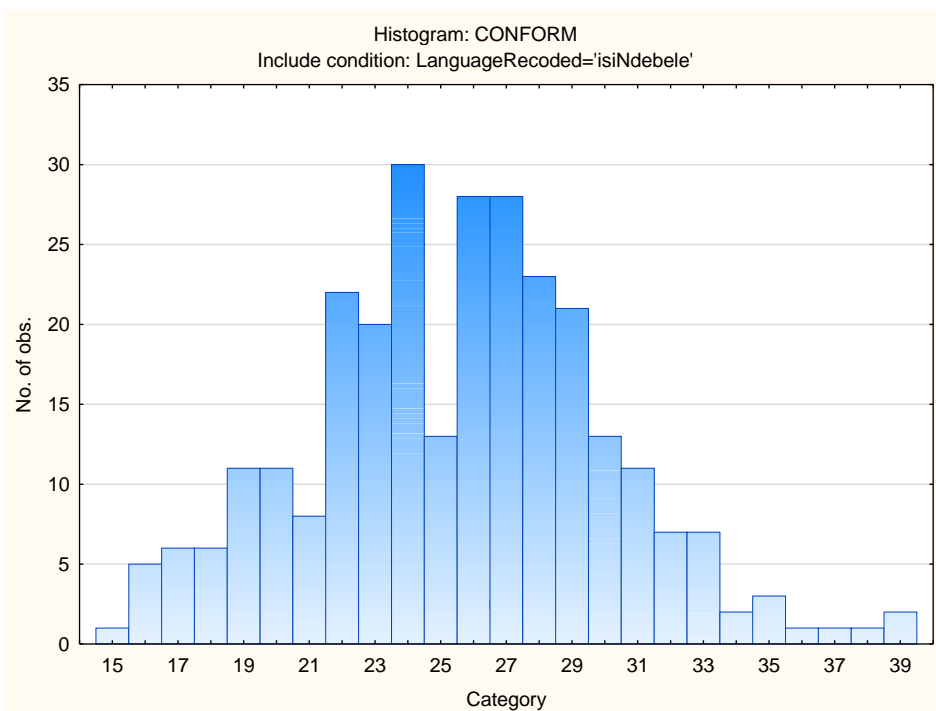
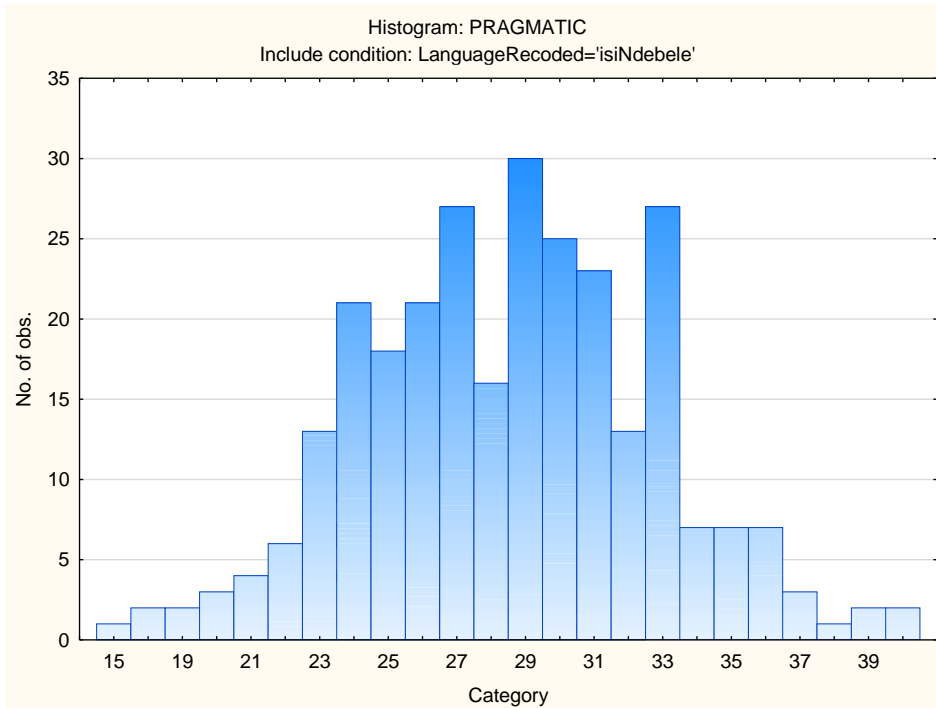
Frequency Distributions for OPPro Scales

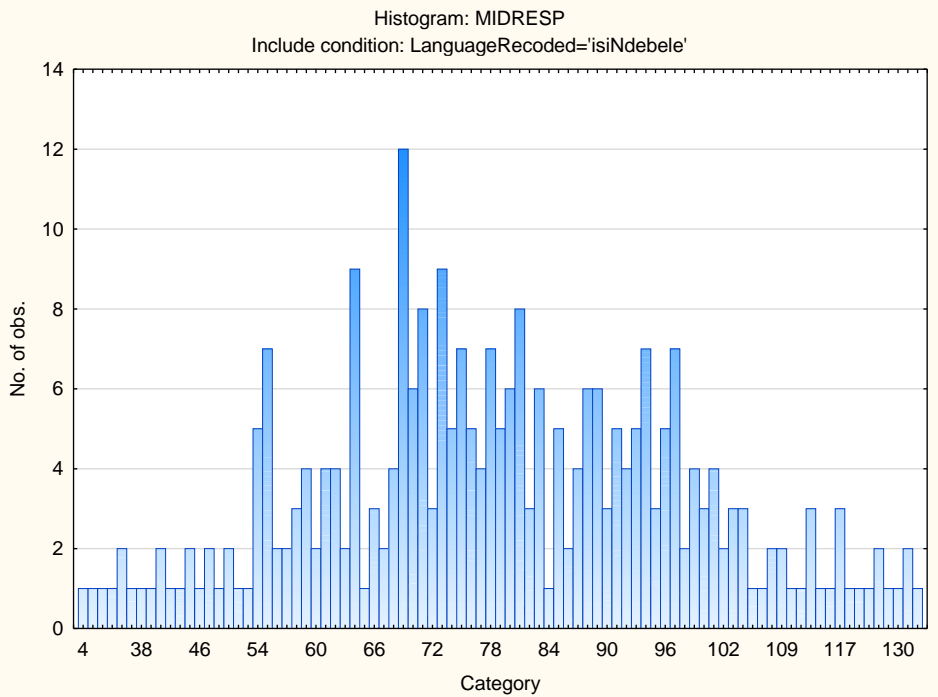












Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
ASSERTIVE	Accommodating - Assertive	18-22	23-25	26-27	28-30	31-32	33-35	36-37	38-40	41-42	43-50
FLEXIBLE	Detail-Conscious - Flexible	10-9	10-11	12-13	14-15	16-17	18-19	20-21	22-23	24-25	26-34
TRUSTING	Cynical - Trusting	15-20	21-24	25-27	28-30	31-33	34-37	38-40	41-43	44-46	47-51
PHLEG	Emotional - Phlegmatic	12-24	25-28	29-31	32-34	35-38	39-41	42-44	45-48	49-51	52-56
GREGAR	Reserved - Gregarious	20-21	22-24	25-27	28-30	31-33	34-35	36-38	39-41	42-44	45-50
PERSUAS	Genuine - Persuasive	12-17	18-20	21-22	23-25	26-27	28-30	31-32	33-35	36-37	38-43
CONTEST	Composed - Contesting	14-19	20-22	23-25	26-28	29-31	32-34	35-37	38-40	41-43	44-50
EXTERNAL	Optimistic - Pessimistic	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-35	36-38
PRAGMATIC	Abstract - Pragmatic	15-19	20-22	23-24	25-26	27-28	29-30	31-32	33-34	35-37	38-40
CONFORM	Low Distortion - High Distortion	15-16	17-18	19-21	22-23	24-25	26-27	28-30	31-32	33-34	35-39
MIDRESP	Extreme Responses - Central Tendency	4-36	37-47	48-57	58-68	69-79	80-89	90-100	101-110	111-121	122-143