

Occupational Personality Profile (OPPro) Norm Group: South Africans, siSwati 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	203	203	62,07951	62,0795
F	124	327	37,92049	100,0000
Missing	0	327	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	99	99	30,27523	30,2752
< Matric	2	101	0,61162	30,8869
Grade 12	75	176	22,93578	53,8226
Degree	4	180	1,22324	55,0459
Post Graduate	61	241	18,65443	73,7003
Tertiary Cert / Trade	56	297	17,12538	90,8257
Missing	30	327	9,17431	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
siSwati	327	327	100,0000	100,0000
Missing	0	327	0,0000	100,0000

Language Group Composition of the Sample

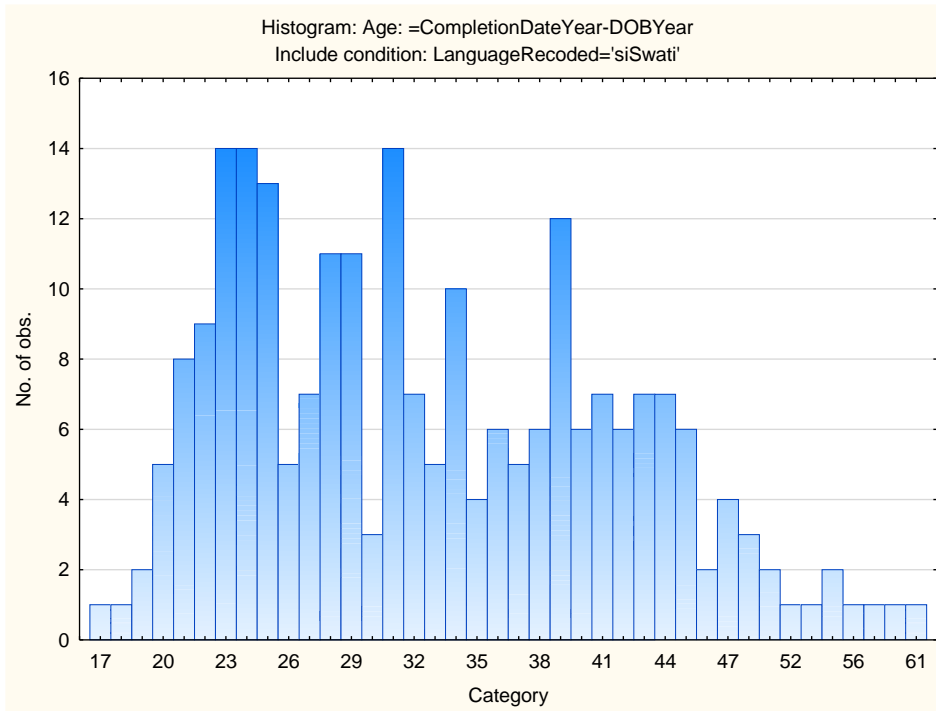
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	327	327	100,0000	100,0000
Missing	0	327	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	310	310	94,80122	94,8012
Asian	2	312	0,61162	95,4128
Missing	15	327	4,58716	100,0000

Age Composition and Distribution of the Sample

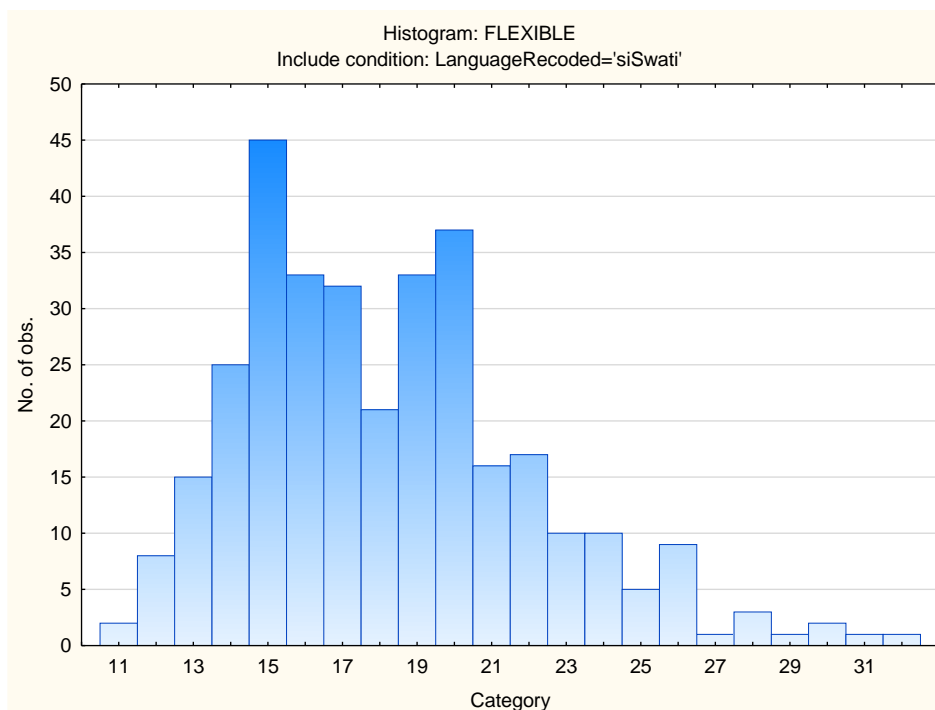
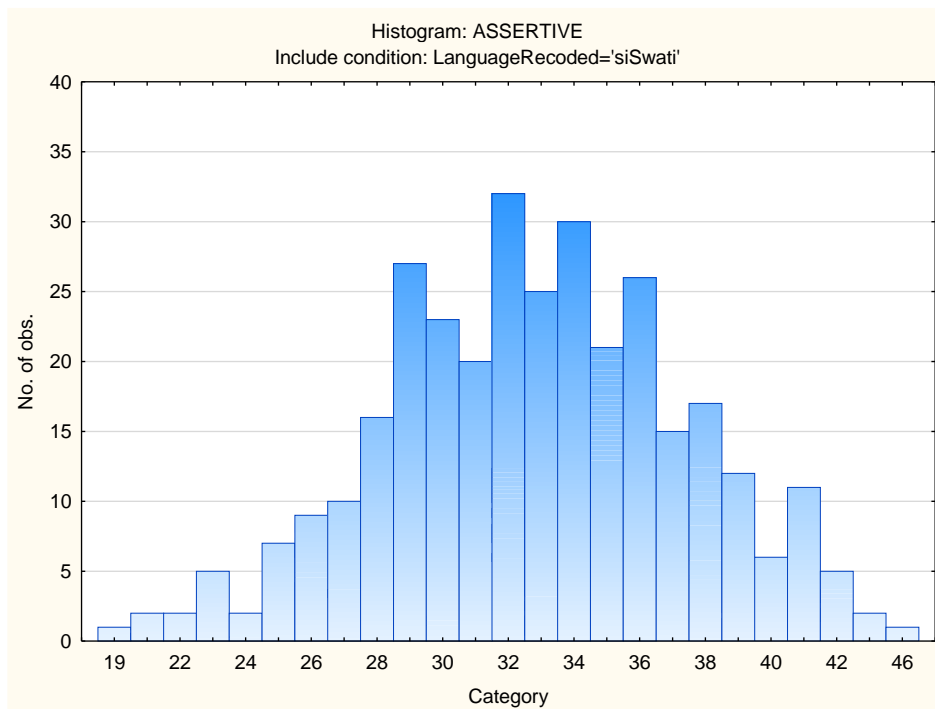
Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	32,88312	9,245879	17,00000	61,00000	231	96

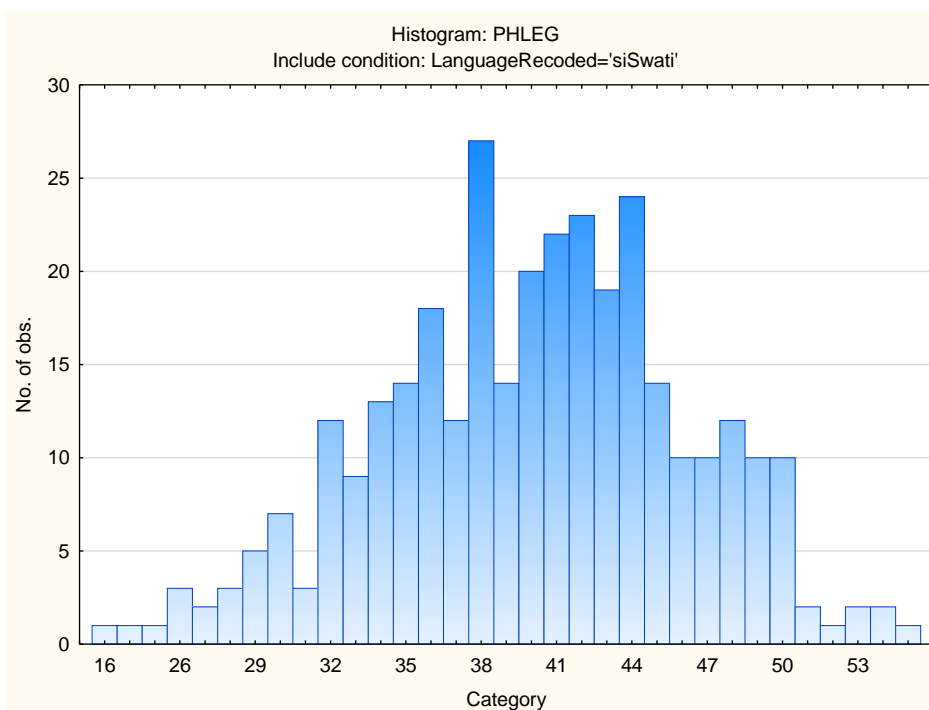
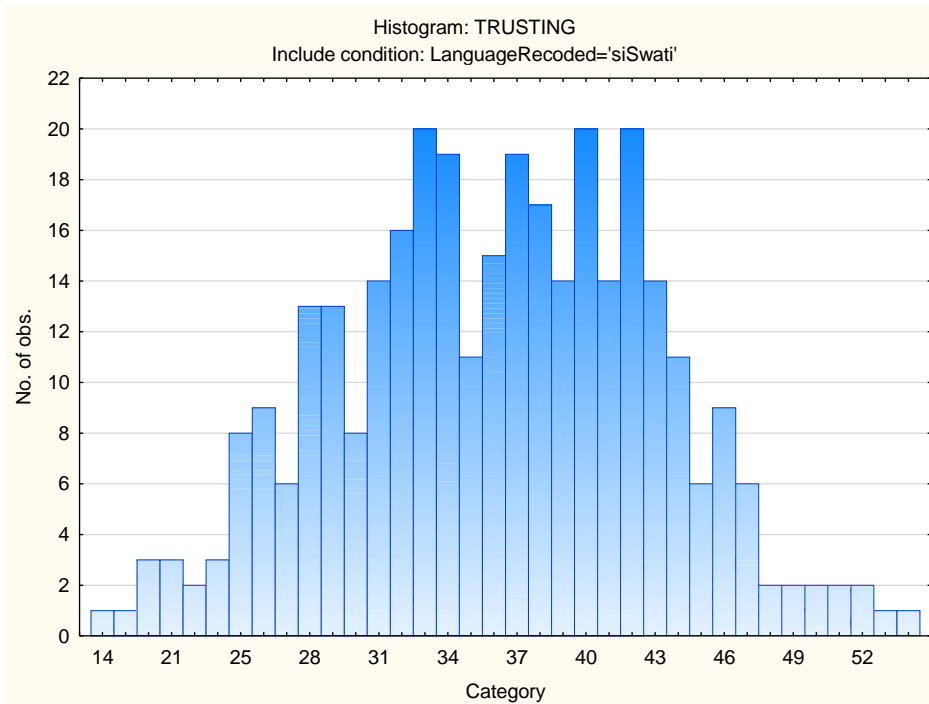


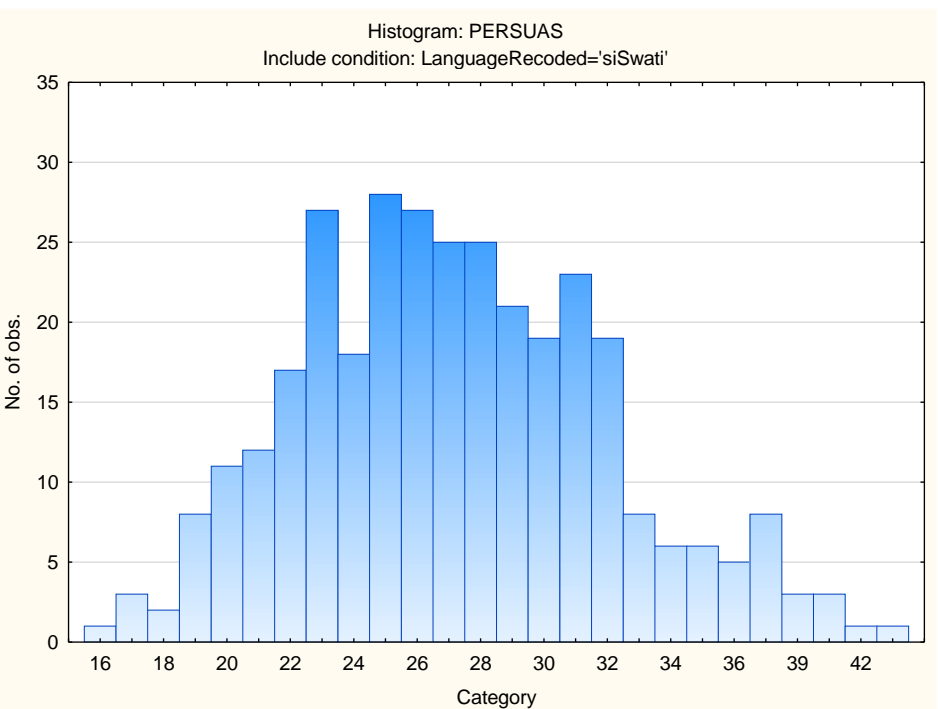
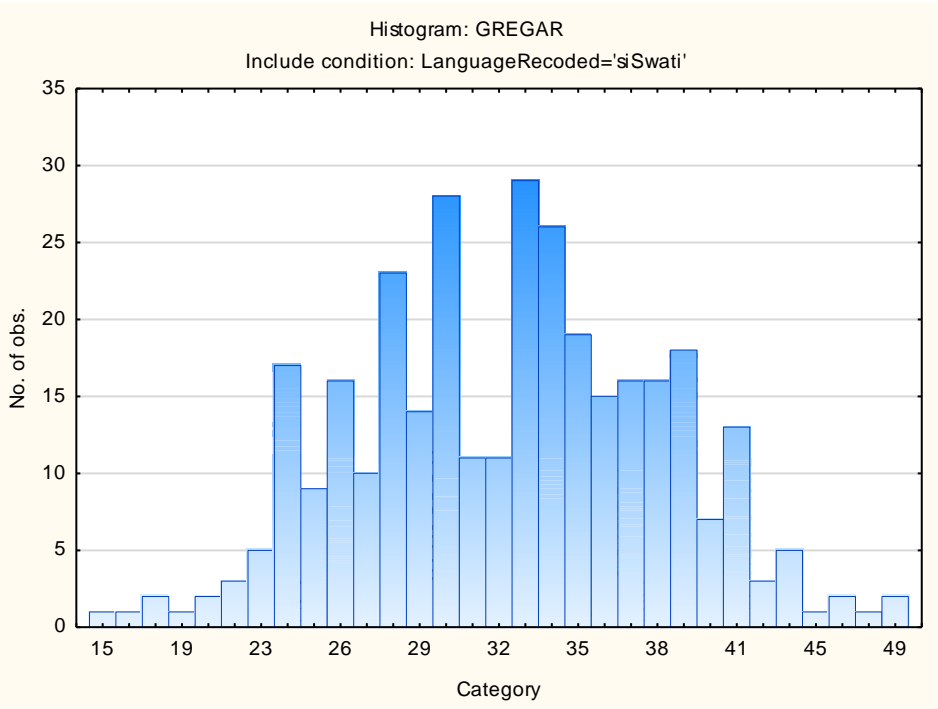
Descriptive Statistics on 15FQ+ Scales

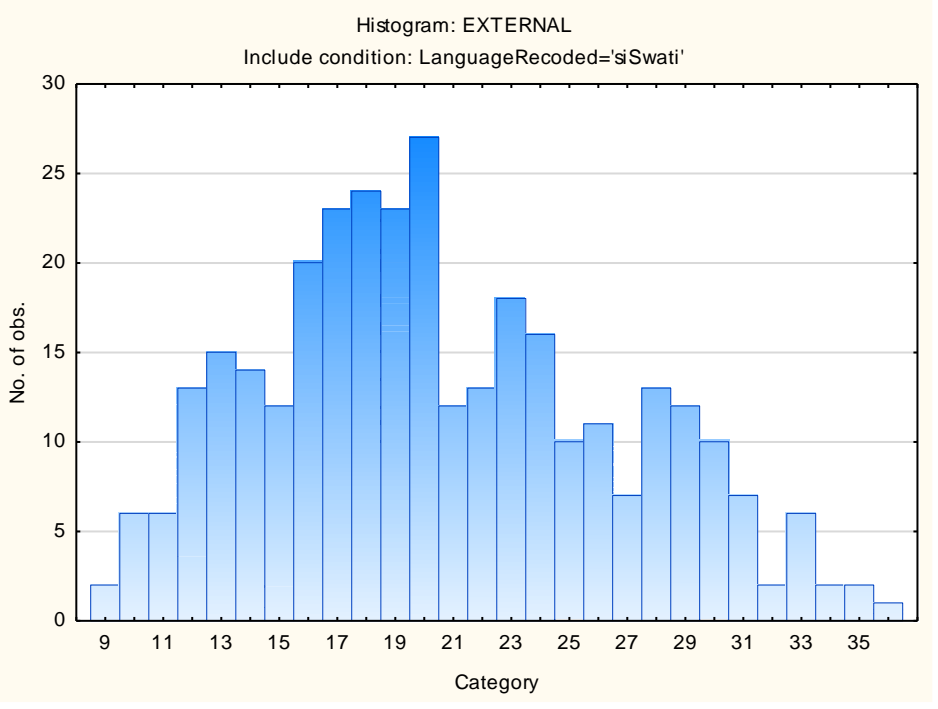
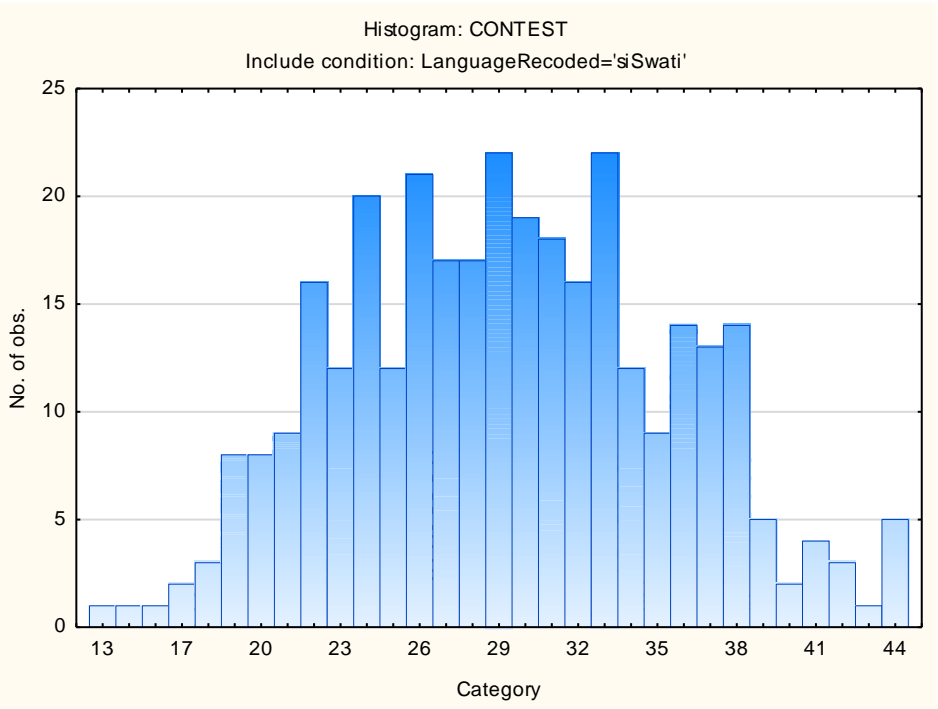
Scale	Scale description	Mean	Std.Dev.	Sample size
ASSERTIVE	Accommodating - Assertive	32,81346	4,63172	327
FLEXIBLE	Detail-Conscious - Flexible	18,22324	3,89931	327
TRUSTING	Cynical - Trusting	36,06422	6,96830	327
PHLEG	Emotional - Phlegmatic	40,03976	6,16752	327
GREGAR	Reserved - Gregarious	32,40367	5,88507	327
PERSUAS	Genuine - Persuasive	27,23853	4,92875	327
CONTEST	Composed - Contesting	29,33945	6,17965	327
EXTERNAL	Optimistic - Pessimistic	20,54128	6,00899	327
PRAGMATIC	Abstract - Pragmatic	28,88685	4,54993	327
CONFORM	Low Distortion - High Distortion	25,17125	4,34918	327
MIDRESP	Extreme Responses – Central Tendency	85,01529	21,90098	327

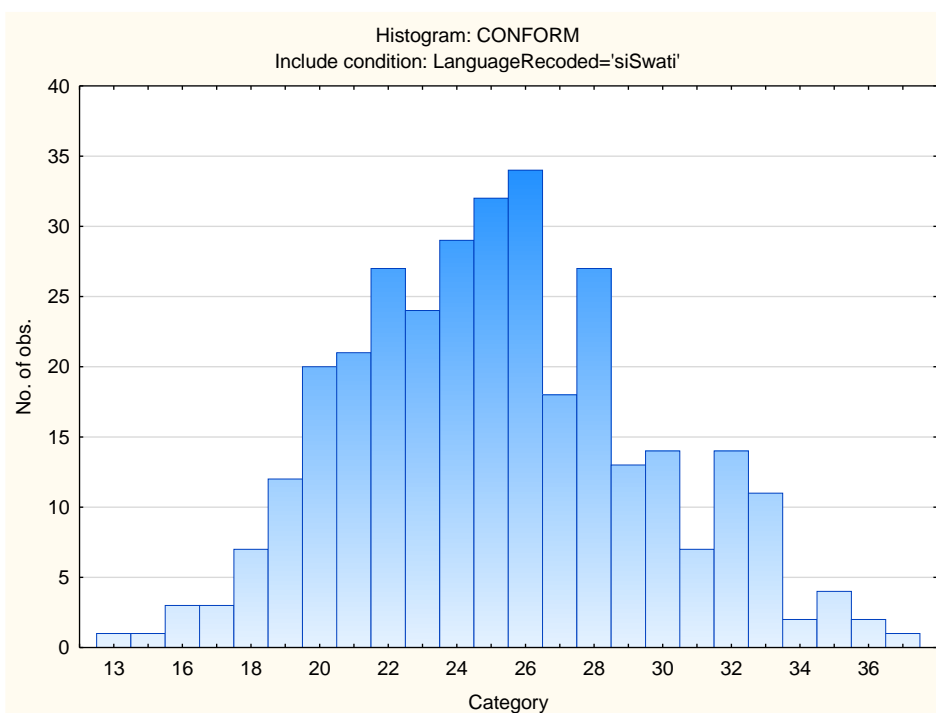
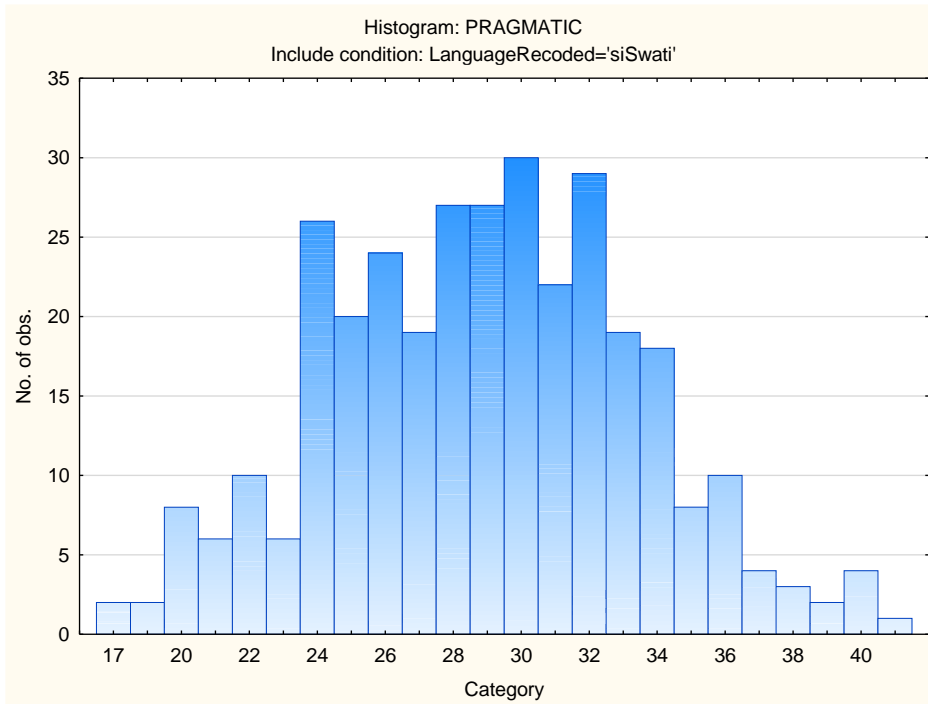
Frequency Distributions for OPPro Scales

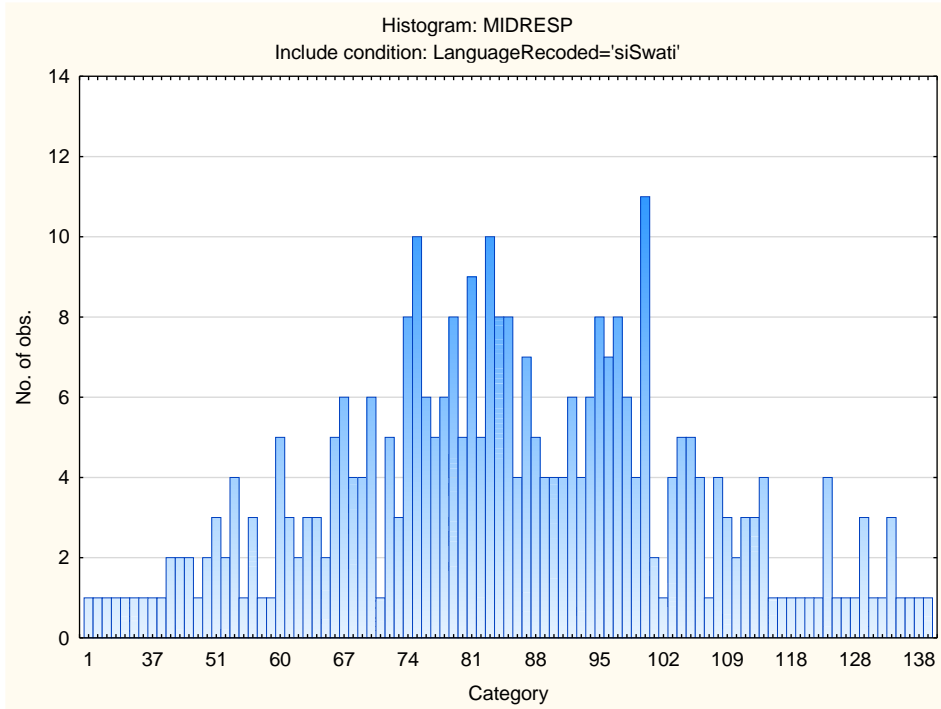












Sten Table

Scale Abbreviation	Scale Name	Raw Scores for Sten Categories									
		1	2	3	4	5	6	7	8	9	10
ASSERTIVE	Accommodating - Assertive	19-23	24-25	26-28	29-30	31-32	33-35	36-37	38-39	40-42	43-46
FLEXIBLE	Detail-Conscious - Flexible	11-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25-26	27-34
TRUSTING	Cynical - Trusting	14-22	23-25	26-29	30-32	33-36	37-39	40-43	44-46	47-50	51-55
PHLEG	Emotional - Phlegmatic	16-27	28-30	31-33	34-36	37-40	41-43	44-46	47-49	50-52	53-55
GREGAR	Reserved - Gregarious	15-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44	45-49
PERSUAS	Genuine - Persuasive	16-17	18-19	20-22	23-24	25-27	28-29	30-32	33-34	35-37	38-43
CONTEST	Composed - Contesting	13-16	17-20	21-23	24-26	27-29	30-32	33-35	36-38	39-41	42-44
EXTERNAL	Optimistic - Pessimistic	9-8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33-36
PRAGMATIC	Abstract - Pragmatic	17-19	20-22	23-24	25-26	27-28	29-31	32-33	34-35	36-37	38-41
CONFORM	Low Distortion - High Distortion	13-16	17-18	19-20	21-22	23-25	26-27	28-29	30-31	32-33	34-37
MIDRESP	Extreme Responses - Central Tendency	1-41	42-52	53-63	64-74	75-85	86-95	96-106	107-117	118-128	129-144