

## OIP reliability: SA Bank applicants all races

### Sample composition

Applicants to a large South African bank.

Data were collected during 1997-2001

Norms were based on means and standard deviations.

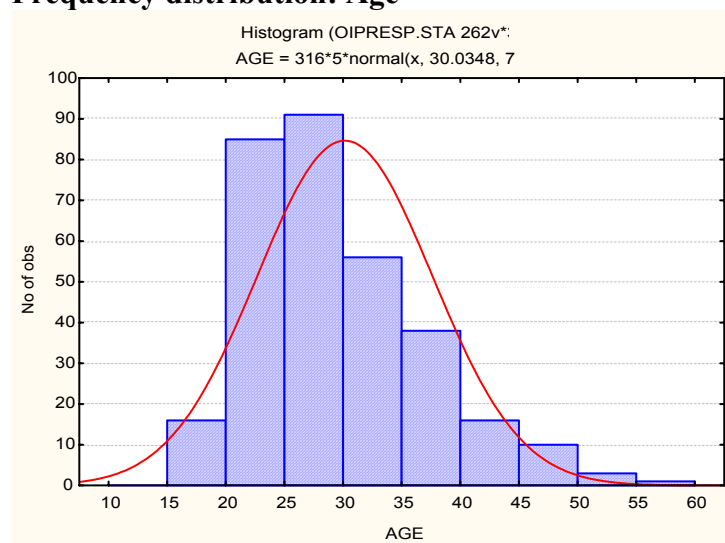
Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	186	186	58.86076	58.8608
M	129	315	40.82278	99.6835
U	1	316	0.31646	100.0000
Missing	0	316	0.00000	100.0000

Frequency table: RACE				
Category	Count	Cumulative Count	Percent	Cumulative Percent
A	22	22	6.96203	6.9620
WC	221	243	69.93671	76.8987
B	69	312	21.83544	98.7342
Missing	4	316	1.26582	100.0000

Race was coded on previously collected data using respondents' names. Whites and coloureds were coded together as WC.

Descriptive Statistics AGE						
Variable	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
AGE	30.03481	7.445168	16.00000	56.00000	316	0

### Frequency distribution: Age



**Internal consistency reliabilities (Coefficient alpha) on OIP scales**

Scale Name	Total Group: N=316	Whites/ Coloureds N=221	Blacks N=69
Need for Excitement	.783627	.816432	.677584
Stability	.851773	.839889	.806913
Need for Change	.784083	.790013	.762118
Need for People	.792914	.822389	.625355
Need for Control	.829398	.825923	.784480
Persuasive interest	.797651	.812297	.752859
Scientific interest	.804339	.823218	.751006
Practical interest	.760586	.781275	.671598
Administrative interest	.814104	.791918	.821525
Caring interest	.857427	.866683	.833557
Artistic/creative interest	.887752	.897147	.861770
Logical interest	.788591	.782994	.783393
<b>Mean alpha</b>	0.812687	0.820848	0.761013

**Standard error of measurement : total group**

	1 ScaleName	2 SEM	3 SD	4 Reliability
1	Need for Excitement	2.86538	6.16	0.783627
2	Stability	2.92602	7.6	0.851773
3	Need for change	2.61608	5.63	0.784083
4	Need for people	3.52222	7.74	0.792914
5	Need for control	2.96976	7.19	0.829398
6	Persuasive interest	3.29277	7.32	0.797651
7	Scientific interest	3.13616	7.09	0.804339
8	Practical/mechanical interest	3.18045	6.5	0.760586
9	Administrative interest	3.26386	7.57	0.814104
10	Caring interest	2.92253	7.74	0.857427
11	Artistic/creative interest	2.88465	8.61	0.887752
12	Logical/computational interest	2.979454	6.48	0.788591

**Standard error of measurement : Whites and coloureds**

	1	2	3	4
	ScaleName	SEM	SD	Reliability
1	Need for Excitement	2.72660	6.363893	0.816432
2	Stability	2.83385	7.082162	0.839889
3	Need for change	2.57349	5.615981	0.790013
4	Need for people	3.33434	7.911793	0.822389
5	Need for control	2.92807	7.017953	0.825923
6	Persuasive interest	3.20471	7.396963	0.812297
7	Scientific interest	3.02578	7.196456	0.823218
8	Practical/mechanical interest	3.11651	6.663758	0.781275
9	Administrative interest	3.23002	7.080898	0.791918
10	Caring interest	2.87708	7.879692	0.866683
11	Artistic/creative interest	2.84245	8.863058	0.897147
12	Logical/computational interest	2.990663	6.419950	0.782994

**Standard error of measurement: Blacks**

	1	2	3	4
	ScaleName	SEM	SD	Reliability
1	Need for Excitement	3.05997	5.389002	0.677584
2	Stability	3.07260	6.992445	0.806913
3	Need for change	2.58238	5.294684	0.762118
4	Need for people	3.98809	6.515605	0.625355
5	Need for control	3.03153	6.530080	0.78448
6	Persuasive interest	3.32459	6.687521	0.752859
7	Scientific interest	3.43156	6.876979	0.751006
8	Practical/mechanical interest	3.30431	5.766041	0.671598
9	Administrative interest	3.36123	7.956269	0.821525
10	Caring interest	3.02541	7.415681	0.833557
11	Artistic/creative interest	2.95040	7.935589	0.86177
12	Logical/computational interest	2.973894	6.389830	0.783393