

# Occupational Personality Profile (OPPro) Reliability: South Africans, English Language Group, Updated 2019

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## 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	8186	8186	47,29332	47,2933
F	9026	17212	52,14628	99,4396
U	97	17309	0,56040	100,0000
Missing	0	17309	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	5011	5011	28,95026	28,9503
< Matric	506	5517	2,92333	31,8736
Grade 12	5269	10786	30,44081	62,3144
Degree	174	10960	1,00526	63,3197
Post Graduate	3372	14332	19,48119	82,8009
Tertiary Cert / Trade	2084	16416	12,03998	94,8408
Missing	893	17309	5,15917	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
English	17309	17309	100,0000	100,0000
Missing	0	17309	0,0000	100,0000

## Language Group Composition of the Sample

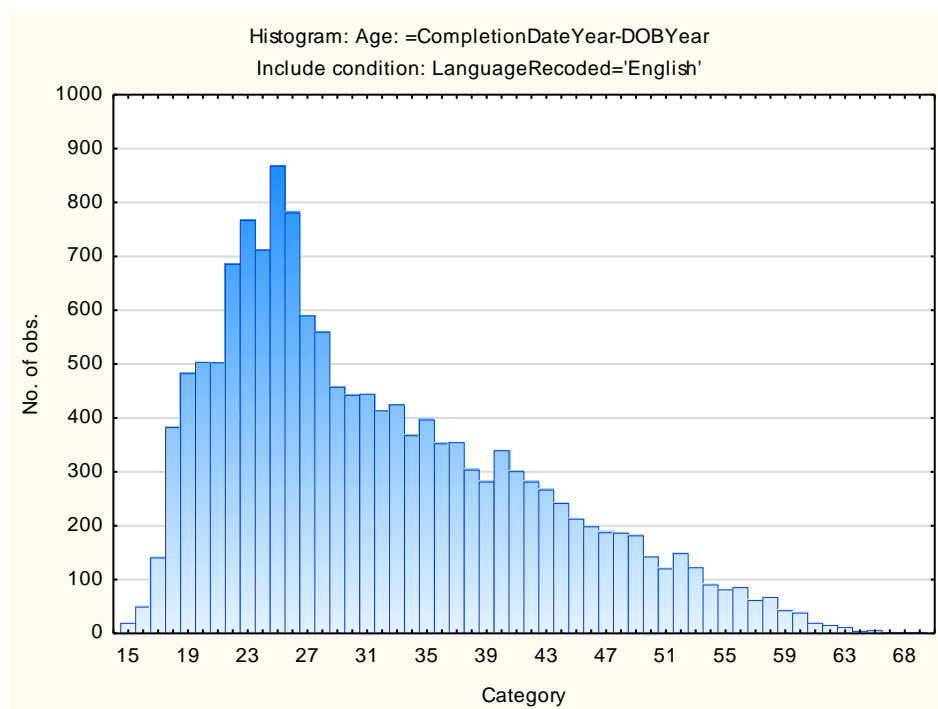
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
English	17309	17309	100,0000	100,0000
Missing	0	17309	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	6042	6042	34,90670	34,9067
European	3102	9144	17,92131	52,8280
Coloured	3442	12586	19,88561	72,7136
Asian	1670	14256	9,64816	82,3618
Indian	1458	15714	8,42336	90,7851
Missing	1595	17309	9,21486	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,77880	10,27270	15,00000	71,00000	14711	2598



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,53
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,59
<b>TRUSTING</b>	Cynical - Trusting	0,77
<b>PHLEG</b>	Emotional - Phlegmatic	0,72
<b>GREGAR</b>	Reserved - Gregarious	0,69
<b>PERSUAS</b>	Genuine - Persuasive	0,65
<b>CONTEST</b>	Composed - Contesting	0,71
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,76
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,56
<b>CONFORM</b>	Low Distortion - High Distortion	0,63

Personality measures should always be interpreted with caution. In cases where the reliability is below 0.65, the results should be interpreted with extreme caution by using additional information for this purpose. The interview prompts report can assist the user in obtaining additional information for the purpose of triangulation, directly from the respondent.