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

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	1094	1094	42,17425	42,1742
F	1488	2582	57,36315	99,5374
U	12	2594	0,46261	100,0000
Missing	0	2594	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	774	774	29,83809	29,8381
< Matric	101	875	3,89360	33,7317
Grade 12	849	1724	32,72938	66,4611
Degree	79	1803	3,04549	69,5066
Post Graduate	394	2197	15,18890	84,6955
Tertiary Cert / Trade	259	2456	9,98458	94,6800
Missing	138	2594	5,31997	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Setswana	2594	2594	100,0000	100,0000
Missing	0	2594	0,0000	100,0000

Language Group Composition of the Sample

Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2594	2594	100,0000	100,0000
Missing	0	2594	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: RaceRecoded (OPPro Merged File)Include condition: LanguageRecoded='Setswana'			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2532	2532	97,60987	97,6099
European	4	2536	0,15420	97,7641
Coloured	7	2543	0,26985	98,0339
Asian	3	2546	0,11565	98,1496
Missing	48	2594	1,85042	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,43163	8,876470	15,00000	64,00000	2194	400

Histogram: Age: =CompletionDateYear-DOBYear
Include condition: LanguageRecoded='Setswana'
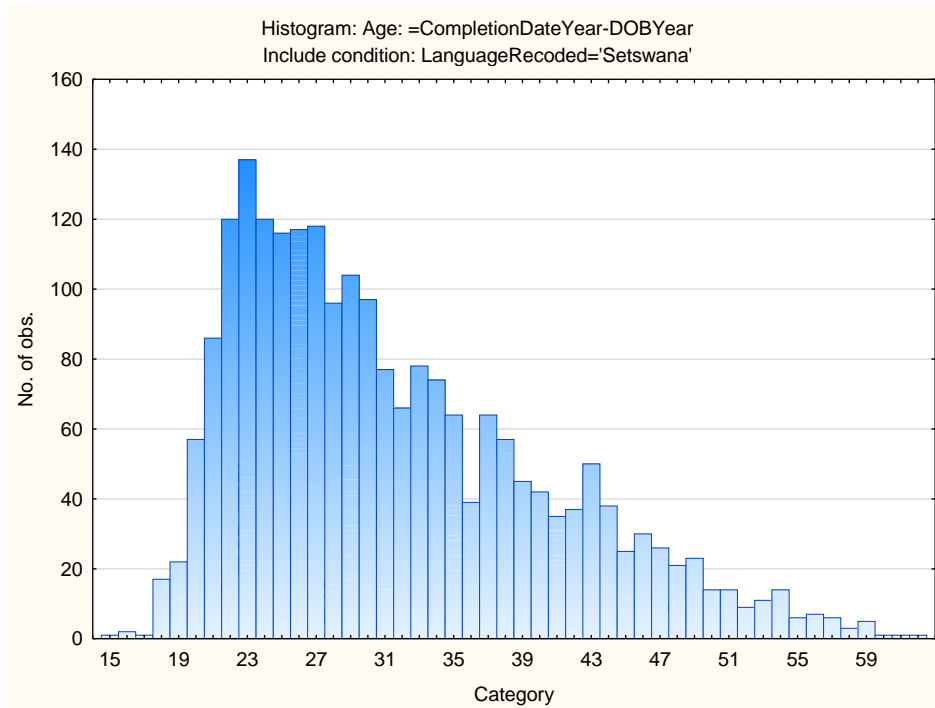
Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
ASSERTIVE	Accommodating - Assertive	0,44
FLEXIBLE	Detail-Conscious - Flexible	0,57
TRUSTING	Cynical - Trusting	0,76
PHLEG	Emotional - Phlegmatic	0,72
GREGAR	Reserved - Gregarious	0,67
PERSUAS	Genuine - Persuasive	0,62
CONTEST	Composed - Contesting	0,69
EXTERNAL	Optimistic - Pessimistic	0,74
PRAGMATIC	Abstract - Pragmatic	0,51
CONFORM	Low Distortion - High Distortion	0,59

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.