

Occupational Personality Profile (OPPro) Reliability: South Africans, Sesotho 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	975	975	45,30669	45,3067
F	1169	2144	54,32156	99,6283
U	8	2152	0,37175	100,0000
Missing	0	2152	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	601	601	27,92751	27,9275
< Matric	134	735	6,22677	34,1543
Grade 12	783	1518	36,38476	70,5390
Degree	66	1584	3,06691	73,6059
Post Graduate	246	1830	11,43123	85,0372
Tertiary Cert / Trade	220	2050	10,22305	95,2602
Missing	102	2152	4,73978	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Sesotho	2152	2152	100,0000	100,0000
Missing	0	2152	0,0000	100,0000

Language Group Composition of the Sample

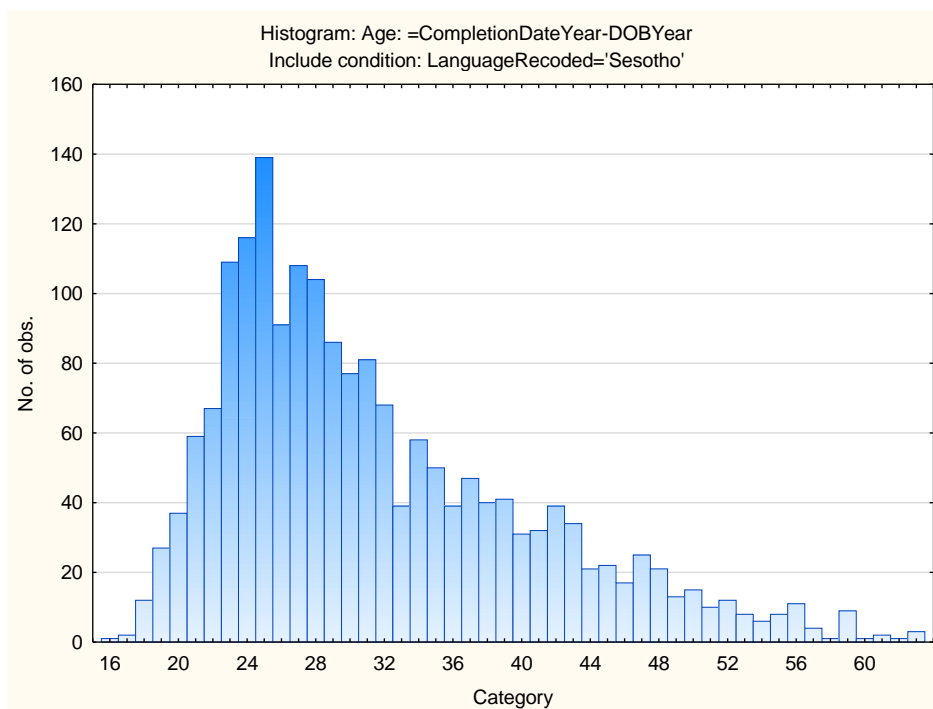
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	2152	2152	100,0000	100,0000
Missing	0	2152	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	2097	2097	97,44424	97,4442
European	2	2099	0,09294	97,5372
Coloured	4	2103	0,18587	97,7230
Asian	2	2105	0,09294	97,8160
Missing	47	2152	2,18401	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,48753	8,961445	16,00000	64,00000	1844	308



Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
ASSERTIVE	Accommodating - Assertive	0,43
FLEXIBLE	Detail-Conscious - Flexible	0,55
TRUSTING	Cynical - Trusting	0,73
PHLEG	Emotional - Phlegmatic	0,72
GREGAR	Reserved - Gregarious	0,65
PERSUAS	Genuine - Persuasive	0,60
CONTEST	Composed - Contesting	0,68
EXTERNAL	Optimistic - Pessimistic	0,75
PRAGMATIC	Abstract - Pragmatic	0,51
CONFORM	Low Distortion - High Distortion	0,62

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.