Occupational Personality Profile (OPPro) Reliability: South Africans, siSwati 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	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

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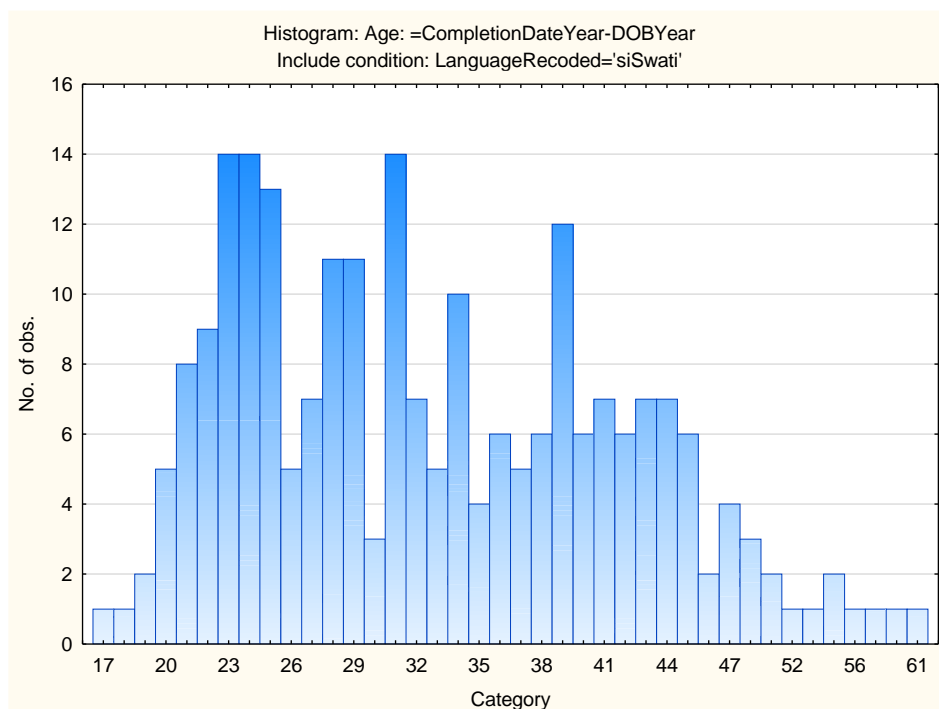
Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
ASSERTIVE	Accommodating - Assertive	0,50
FLEXIBLE	Detail-Conscious - Flexible	0,59
TRUSTING	Cynical - Trusting	0,80
PHLEG	Emotional - Phlegmatic	0,70
GREGAR	Reserved - Gregarious	0,72
PERSUAS	Genuine - Persuasive	0,64
CONTEST	Composed - Contesting	0,73
EXTERNAL	Optimistic - Pessimistic	0,80
PRAGMATIC	Abstract - Pragmatic	0,51
CONFORM	Low Distortion - High Distortion	0,65

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.