

# Occupational Personality Profile (OPPro) Reliability: South Africans, Tshivenda 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	451	451	59,18635	59,1864
F	310	761	40,68241	99,8688
U	1	762	0,13123	100,0000
Missing	0	762	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	248	248	32,54593	32,5459
< Matric	9	257	1,18110	33,7270
Grade 12	172	429	22,57218	56,2992
Degree	23	452	3,01837	59,3176
Post Graduate	158	610	20,73491	80,0525
Tertiary Cert / Trade	109	719	14,30446	94,3570
Missing	43	762	5,64304	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Tshivenda	762	762	100,0000	100,0000
Missing	0	762	0,0000	100,0000

## Language Group Composition of the Sample

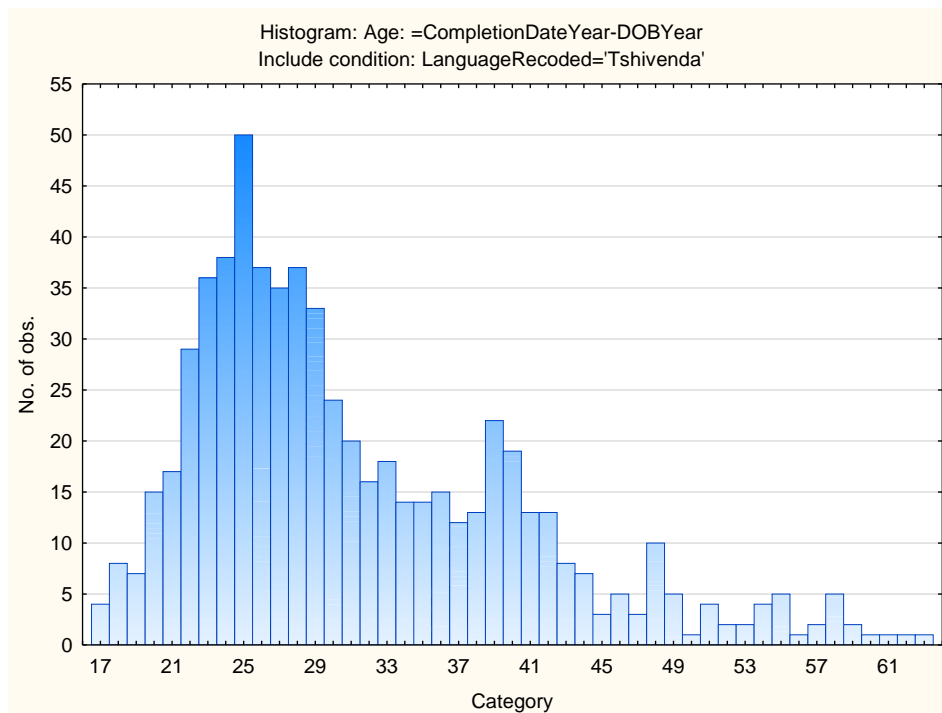
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	762	762	100,0000	100,0000
Missing	0	762	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	742	742	97,37533	97,3753
European	1	743	0,13123	97,5066
Missing	19	762	2,49344	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,29905	9,231181	17,00000	64,00000	632	130



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,53
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,54
<b>TRUSTING</b>	Cynical - Trusting	0,78
<b>PHLEG</b>	Emotional - Phlegmatic	0,73
<b>GREGAR</b>	Reserved - Gregarious	0,69
<b>PERSUAS</b>	Genuine - Persuasive	0,67
<b>CONTEST</b>	Composed - Contesting	0,72
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,74
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,47
<b>CONFORM</b>	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.