

# Occupational Personality Profile (OPPro) Reliability: South Africans, Xitsonga 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	564	564	56,17530	56,1753
F	435	999	43,32669	99,5020
U	5	1004	0,49801	100,0000
Missing	0	1004	0,00000	100,0000

## Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	304	304	30,27888	30,2789
< Matric	27	331	2,68924	32,9681
Grade 12	326	657	32,47012	65,4382
Degree	52	709	5,17928	70,6175
Post Graduate	129	838	12,84861	83,4661
Tertiary Cert / Trade	121	959	12,05179	95,5179
Missing	45	1004	4,48207	100,0000

## Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
Xitsonga	1004	1004	100,0000	100,0000
Missing	0	1004	0,0000	100,0000

## Language Group Composition of the Sample

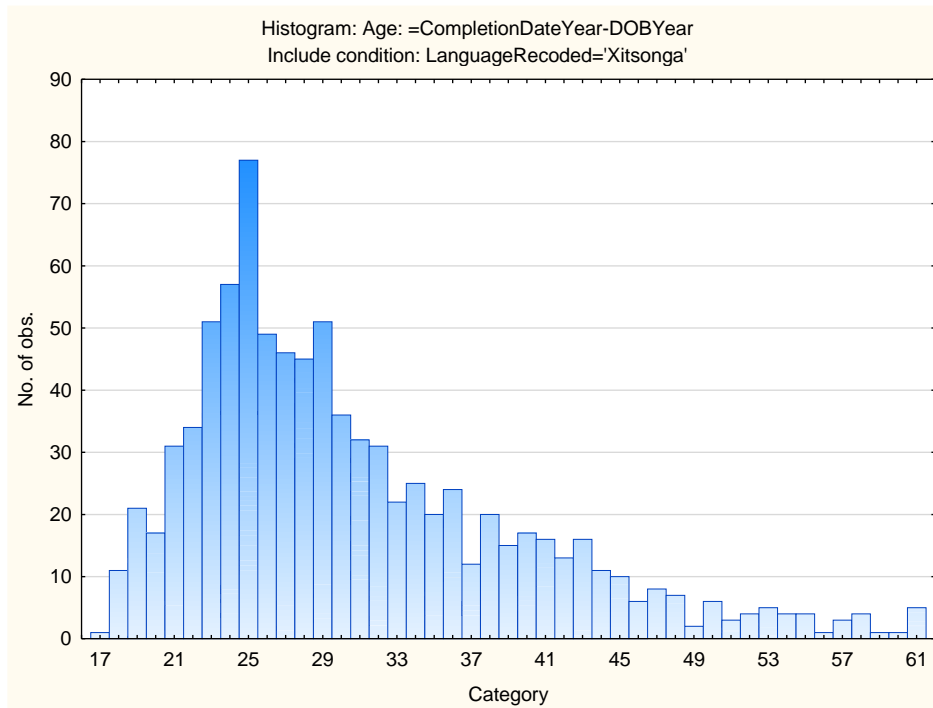
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	1004	1004	100,0000	100,0000
Missing	0	1004	0,0000	100,0000

## Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	987	987	98,30677	98,3068
Coloured	2	989	0,19920	98,5060
Asian	1	990	0,09960	98,6056
Missing	14	1004	1,39442	100,0000

## Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	30,74514	8,847175	17,00000	61,00000	875	129



## Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
<b>ASSERTIVE</b>	Accommodating - Assertive	0,47
<b>FLEXIBLE</b>	Detail-Conscious - Flexible	0,55
<b>TRUSTING</b>	Cynical - Trusting	0,74
<b>PHLEG</b>	Emotional - Phlegmatic	0,70
<b>GREGAR</b>	Reserved - Gregarious	0,69
<b>PERSUAS</b>	Genuine - Persuasive	0,66
<b>CONTEST</b>	Composed - Contesting	0,69
<b>EXTERNAL</b>	Optimistic - Pessimistic	0,74
<b>PRAGMATIC</b>	Abstract - Pragmatic	0,46
<b>CONFORM</b>	Low Distortion - High Distortion	0,64

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.