

Occupational Personality Profile (OPPro) Reliability: South Africans, isiNdebele 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	155	155	55,16014	55,1601
F	125	280	44,48399	99,6441
U	1	281	0,35587	100,0000
Missing	0	281	0,00000	100,0000

Educational Composition of the Sample

Category	Frequency table: Education			
	Count	Cumulative Count	Percent	Cumulative Percent
Tertiary	82	82	29,18149	29,1815
< Matric	8	90	2,84698	32,0285
Grade 12	108	198	38,43416	70,4626
Degree	11	209	3,91459	74,3772
Post Graduate	27	236	9,60854	83,9858
Tertiary Cert / Trade	42	278	14,94662	98,9324
Missing	3	281	1,06762	100,0000

Language Composition of the Sample

Category	Frequency table: Language			
	Count	Cumulative Count	Percent	Cumulative Percent
isiNdebele	281	281	100,0000	100,0000
Missing	0	281	0,0000	100,0000

Language Group Composition of the Sample

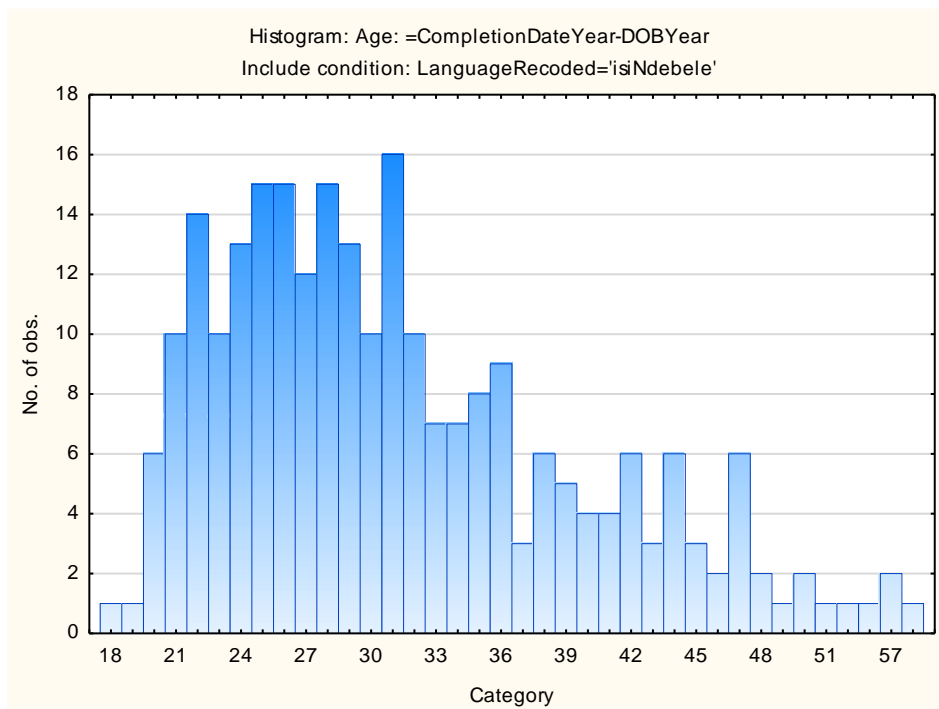
Category	Frequency table: Language Group			
	Count	Cumulative Count	Percent	Cumulative Percent
Indigenous	281	281	100,0000	100,0000
Missing	0	281	0,0000	100,0000

Racial Composition of the Sample

Category	Frequency table: Race			
	Count	Cumulative Count	Percent	Cumulative Percent
African	274	274	97,50890	97,5089
Coloured	1	275	0,35587	97,8648
Missing	6	281	2,13523	100,0000

Age Composition and Distribution of the Sample

Variable	Descriptive Statistics					
	Mean	Std.Dev	Minimum	Maximum	N	No.cases Missing
Age	31,40637	8,421057	18,00000	63,00000	251	30



Internal Consistency Reliability on OPPro Scales

Scale	Scale description	Cronbach Alpha
ASSERTIVE	Accommodating - Assertive	0,51
FLEXIBLE	Detail-Conscious - Flexible	0,58
TRUSTING	Cynical - Trusting	0,71
PHLEG	Emotional - Phlegmatic	0,70
GREGAR	Reserved - Gregarious	0,66
PERSUAS	Genuine - Persuasive	0,58
CONTEST	Composed - Contesting	0,69
EXTERNAL	Optimistic - Pessimistic	0,76
PRAGMATIC	Abstract - Pragmatic	0,44
CONFORM	Low Distortion - High Distortion	0,63

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.