

OPP validity: Correlations with Occupational Interest Profile Work Needs scales.

Sample composition

The sample consisted of clients at the Careers Counselling and Development Unit of a South African University. The minimum educational level was grade 11.

Race data were not captured. Respondents were classified by name. Whites and coloureds were coded WC.

Frequency table: Race				
Category	Count	Cumulative Count	Percent	Cumulative Percent
B	13	13	25.00000	25.0000
WC	31	44	59.61538	84.6154
A	7	51	13.46154	98.0769
C	1	52	1.92308	100.0000
Missing	0	52	0.00000	100.0000

Frequency table: GENDER				
Category	Count	Cumulative Count	Percent	Cumulative Percent
F	35	35	67.30769	67.3077
M	17	52	32.69231	100.0000
Missing	0	52	0.00000	100.0000

Descriptive Statistics (Witsraws.sta)					
Variable	Valid N	Mean	Minimum	Maximum	Std.Dev.
Age	52	27.63462	18.00000	49.00000	6.420033

Correlations

Only correlations that were significant at the 5% level are reported.

Where negative correlations were found, the description of the OIP scale was adapted to make interpretation easier.

OPP scale	OIP work need description	Correlation
Assertive	Need for control	.64
Flexible	Need for excitement	.32
	Need for change	.52
Phlegmatic	Stability	.55
Gregarious	Low need for change	-.28
	Need for people	.74
Persuasive	Need for excitement	.34
	Need for people	.29
	Need for control	.47
Conforming	Low need for excitement	-.29
	Stability	.47
	Low need for change	-.35

The pattern of correlation is consistent with what one would expect from the definitions of the constructs, and provide evidence for the construct validity of both questionnaires.