

JTI Reliability: SA Bank workers

The sample consisted of 68 employees in a major South African bank, tested as part of a study to investigate the perceptions of workers regarding the social justice relating to the Employment Equity Act.

| Frequency table: GENDER | | | | |
|-------------------------|-------|------------------|----------|--------------------|
| Category | Count | Cumulative Count | Percent | Cumulative Percent |
| Female | 30 | 30 | 44.11765 | 44.1176 |
| Unknown | 2 | 32 | 2.94118 | 47.0588 |
| Male | 36 | 68 | 52.94118 | 100.0000 |
| Missing | 0 | 68 | 0.00000 | 100.0000 |

| Frequency table: LANGUAGE | | | | |
|---------------------------|-------|------------------|----------|--------------------|
| Category | Count | Cumulative Count | Percent | Cumulative Percent |
| Afrikaans: Afrikaans | 22 | 22 | 32.35294 | 32.3529 |
| English | 38 | 60 | 55.88235 | 88.2353 |
| isiZulu | 2 | 62 | 2.94118 | 91.1765 |
| Setswana: | 3 | 65 | 4.41176 | 95.5882 |
| isiXhosa: | 1 | 66 | 1.47059 | 97.0588 |
| Sesotho | 2 | 68 | 2.94118 | 100.0000 |
| Missing | 0 | 68 | 0.00000 | 100.0000 |

| Frequency table: EDUCATION | | | | |
|----------------------------|-------|------------------|----------|--------------------|
| Category | Count | Cumulative Count | Percent | Cumulative Percent |
| Grade 12: | 34 | 34 | 50.00000 | 50.0000 |
| Grade 10 or 11 | 1 | 35 | 1.47059 | 51.4706 |
| Tec/Uni diploma | 12 | 47 | 17.64706 | 69.1176 |
| Degree | 11 | 58 | 16.17647 | 85.2941 |
| Post Graduate | 6 | 64 | 8.82353 | 94.1176 |
| Vocational Training | 1 | 65 | 1.47059 | 95.5882 |
| Missing | 3 | 68 | 4.41176 | 100.0000 |

| Frequency table: RACE | | | | |
|-----------------------|-------|------------------|----------|--------------------|
| Category | Count | Cumulative Count | Percent | Cumulative Percent |
| European: | 55 | 55 | 80.88235 | 80.8824 |
| African | 9 | 64 | 13.23529 | 94.1176 |
| Coloured: | 3 | 67 | 4.41176 | 98.5294 |
| Other | 1 | 68 | 1.47059 | 100.0000 |
| Missing | 0 | 68 | 0.00000 | 100.0000 |

Descriptive statistics on JTI scales

| Variable | Descriptive Statistics | | | | |
|--------------------------------|------------------------|----------|----------|----------|----------|
| | Valid N | Mean | Minimum | Maximum | Std.Dev. |
| EI - Extraversion-Introversion | 68 | 33.41176 | 13.00000 | 51.00000 | 9.504493 |
| SN - Sensing - Intuiting | 68 | 29.55882 | 14.00000 | 52.00000 | 8.697885 |
| TF - Thinking-Feeling | 68 | 33.97059 | 17.00000 | 50.00000 | 6.994605 |
| JP - Judgment - Perception | 68 | 23.76471 | 5.00000 | 45.00000 | 8.936121 |

Internal consistency reliabilities

| JTI Scale | Coefficient Alpha |
|---------------------------|-------------------|
| Extraversion-Introversion | .830489 |
| Sensing-Intuiting | .791712 |
| Thinking-Feeling | .682417 |
| Judgment-Perception | .816647 |
| Mean Alpha | 0.780316 |

Standard error of measurement

| | 1 ScaleName | 2 SEM | 3 SD | 4 Reliability |
|---|-----------------------------|----------|----------|------------------|
| 1 | Extraversion - Introversion | 3.91316 | 9.504493 | 0.830489 |
| 2 | Sensing - Intuiting | 3.96959 | 8.697885 | 0.791712 |
| 3 | Thinking - Feeling | 3.94177 | 6.994605 | 0.682417 |
| 4 | Judgment - Perception | 3.82642 | 8.936121 | 0.816647 |