



# ITEM RELIABILITY ANALYSIS OUTPUT

PAPI-N

July 2, 2013

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## 1.1 Reliability – Need to Control Others

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.641	.651	6

### Item Statistics

	Mean	Std. Deviation	N
Q8	4.96	1.700	5817
Q31	4.41	1.623	5817
Q54	4.54	1.558	5817
Q77	4.92	1.435	5817
Q100	4.76	1.474	5817
Q123	5.15	1.347	5817

### Inter-Item Correlation Matrix

	Q8	Q31	Q54	Q77	Q100	Q123
Q8	1.000	.062	.196	.298	.194	.152
Q31	.062	1.000	.176	.156	.164	.138
Q54	.196	.176	1.000	.425	.325	.341
Q77	.298	.156	.425	1.000	.298	.272
Q100	.194	.164	.325	.298	1.000	.354
Q123	.152	.138	.341	.272	.354	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.794	4.414	5.154	.740	1.168	.077	6
Item Variances	2.333	1.814	2.892	1.078	1.594	.156	6
Inter-Item Correlations	.237	.062	.425	.363	6.862	.010	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q8	23.80	22.652	.278	.105	.637
Q31	24.35	24.071	.210	.051	.660
Q54	24.22	20.871	.474	.263	.557
Q77	23.84	21.598	.480	.258	.559
Q100	24.00	21.965	.428	.204	.577
Q123	23.61	23.044	.402	.194	.589

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
28.76	30.051	5.482	6

## 1.2 Reliability – Leadership Role

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.693	.735	6

### Item Statistics

	Mean	Std. Deviation	N
Q24	5.85	.916	5817
Q45	5.23	1.377	5817
Q66	6.17	.873	5817
Q87	5.64	1.002	5817
Q107	5.63	1.477	5817
Q108	4.80	1.485	5817

### Inter-Item Correlation Matrix

	Q24	Q45	Q66	Q87	Q107	Q108
Q24	1.000	.298	.548	.511	.367	.247
Q45	.298	1.000	.257	.258	.195	.259
Q66	.548	.257	1.000	.475	.377	.224
Q87	.511	.258	.475	1.000	.331	.237
Q107	.367	.195	.377	.331	1.000	.153
Q108	.247	.259	.224	.237	.153	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.554	4.798	6.174	1.376	1.287	.233	6
Item Variances	1.481	.762	2.204	1.441	2.891	.469	6
Inter-Item Correlations	.316	.153	.548	.395	3.581	.013	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q24	27.47	15.973	.578	.412	.620
Q45	28.10	15.209	.366	.143	.676
Q66	27.15	16.400	.549	.380	.631
Q87	27.69	15.872	.522	.337	.629
Q107	27.69	14.451	.393	.195	.670
Q108	28.53	15.150	.319	.114	.699

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.33	21.042	4.587	6

### 1.3 Reliability – Organised Type

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.774	.796	6

Item Statistics

	Mean	Std. Deviation	N
Q5	5.49	1.758	5817
Q28	5.79	1.120	5817
Q51	5.98	.952	5817
Q74	5.59	1.272	5817
Q97	5.46	1.240	5817
Q120	5.45	1.318	5817

Inter-Item Correlation Matrix

	Q5	Q28	Q51	Q74	Q97	Q120
Q5	1.000	.270	.226	.315	.218	.257
Q28	.270	1.000	.426	.576	.411	.486
Q51	.226	.426	1.000	.448	.329	.409
Q74	.315	.576	.448	1.000	.526	.601
Q97	.218	.411	.329	.526	1.000	.417
Q120	.257	.486	.409	.601	.417	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.628	5.455	5.982	.527	1.097	.046	6
Item Variances	1.691	.905	3.092	2.186	3.415	.560	6
Inter-Item Correlations	.394	.218	.601	.383	2.758	.015	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q5	28.27	20.100	.340	.120	.811
Q28	27.98	21.117	.601	.398	.724
Q51	27.79	23.102	.498	.268	.750
Q74	28.18	19.137	.701	.536	.693
Q97	28.30	21.131	.517	.309	.741
Q120	28.31	19.797	.599	.413	.719

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.77	28.560	5.344	6



## 1.4 Reliability – Integrative Planner

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.814	.842	6

### Item Statistics

	Mean	Std. Deviation	N
Q44	5.33	1.522	5817
Q67	5.87	.955	5817
Q90	5.77	.896	5817
Q93	5.98	.875	5817
Q113	5.79	.939	5817
Q114	5.69	1.052	5817

### Inter-Item Correlation Matrix

	Q44	Q67	Q90	Q93	Q113	Q114
Q44	1.000	.307	.265	.308	.309	.357
Q67	.307	1.000	.466	.614	.505	.588
Q90	.265	.466	1.000	.545	.466	.508
Q93	.308	.614	.545	1.000	.521	.616
Q113	.309	.505	.466	.521	1.000	.691
Q114	.357	.588	.508	.616	.691	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.738	5.332	5.977	.645	1.121	.049	6
Item Variances	1.131	.766	2.316	1.550	3.022	.351	6
Inter-Item Correlations	.471	.265	.691	.426	2.607	.017	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q44	29.10	14.336	.387	.152	.860
Q67	28.56	15.397	.641	.464	.773
Q90	28.66	16.189	.571	.367	.788
Q93	28.45	15.651	.678	.521	.769
Q113	28.64	15.436	.650	.508	.772
Q114	28.75	14.222	.729	.603	.751

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
34.43	21.111	4.595	6

## 1.5 Reliability – Attention to detail

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.758	.795	6

### Item Statistics

	Mean	Std. Deviation	N
Q3	5.93	1.486	5817
Q26	5.89	.979	5817
Q49	5.76	1.029	5817
Q72	5.93	.836	5817
Q95	5.96	.925	5817
Q118	6.02	.863	5817

### Inter-Item Correlation Matrix

	Q3	Q26	Q49	Q72	Q95	Q118
Q3	1.000	.236	.238	.182	.201	.217
Q26	.236	1.000	.498	.445	.502	.499
Q49	.238	.498	1.000	.444	.458	.465
Q72	.182	.445	.444	1.000	.481	.467
Q95	.201	.502	.458	.481	1.000	.545
Q118	.217	.499	.465	.467	.545	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.913	5.757	6.017	.260	1.045	.008	6
Item Variances	1.087	.698	2.207	1.509	3.161	.319	6
Inter-Item Correlations	.392	.182	.545	.364	3.002	.017	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q3	29.55	12.547	.283	.083	.820
Q26	29.59	12.598	.600	.397	.698
Q49	29.72	12.477	.577	.362	.703
Q72	29.55	13.671	.543	.341	.717
Q95	29.52	12.926	.594	.417	.702
Q118	29.46	13.214	.601	.413	.703

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
35.48	17.728	4.210	6

## 1.6 Reliability – Need for rules and supervision

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.728	.736	6

### Item Statistics

	Mean	Std. Deviation	N
Q19	6.34	.994	5817
Q40	5.85	1.059	5817
Q61	5.81	1.183	5817
Q82	5.60	1.173	5817
Q103	5.64	1.168	5817
Q124	5.67	1.454	5817

### Inter-Item Correlation Matrix

	Q19	Q40	Q61	Q82	Q103	Q124
Q19	1.000	.210	.338	.263	.322	.148
Q40	.210	1.000	.271	.498	.297	.348
Q61	.338	.271	1.000	.437	.498	.156
Q82	.263	.498	.437	1.000	.453	.319
Q103	.322	.297	.498	.453	1.000	.204
Q124	.148	.348	.156	.319	.204	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.817	5.597	6.339	.743	1.133	.076	6
Item Variances	1.393	.987	2.114	1.126	2.141	.152	6
Inter-Item Correlations	.317	.148	.498	.350	3.354	.013	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q19	28.56	17.237	.366	.157	.715
Q40	29.05	15.964	.492	.296	.683
Q61	29.09	15.254	.497	.329	.680
Q82	29.30	14.484	.604	.400	.647
Q103	29.26	15.096	.528	.337	.671
Q124	29.23	15.316	.336	.154	.740

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
34.90	21.248	4.610	6

## 1.7 Reliability – Conceptual thinker

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.608	.639	6

### Item Statistics

	Mean	Std. Deviation	N
Q2	5.46	1.500	5817
Q25	4.98	1.375	5817
Q48	5.08	1.266	5817
Q71	5.72	.991	5817
Q94	5.76	.945	5817
Q117	4.71	1.353	5817

### Inter-Item Correlation Matrix

	Q2	Q25	Q48	Q71	Q94	Q117
Q2	1.000	.133	.164	.112	.099	.001
Q25	.133	1.000	.445	.285	.265	.198
Q48	.164	.445	1.000	.278	.295	.182
Q71	.112	.285	.278	1.000	.486	.212
Q94	.099	.265	.295	.486	1.000	.258
Q117	.001	.198	.182	.212	.258	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.285	4.712	5.764	1.052	1.223	.184	6
Item Variances	1.575	.893	2.251	1.358	2.520	.288	6
Inter-Item Correlations	.228	.001	.486	.485	728.563	.015	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q2	26.25	15.119	.153	.038	.655
Q25	26.74	12.966	.435	.241	.521
Q48	26.64	13.355	.454	.250	.516
Q71	25.99	14.889	.430	.275	.539
Q94	25.95	15.019	.443	.287	.538
Q117	27.00	14.737	.249	.096	.604

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
31.71	19.159	4.377	6



## 1.8 Reliability – Need for change

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.770	.794	6

### Item Statistics

	Mean	Std. Deviation	N
Q13	5.85	1.246	5817
Q16	6.03	.991	5817
Q34	6.08	.949	5817
Q39	4.96	1.488	5817
Q55	4.55	1.649	5817
Q62	5.84	1.014	5817

### Inter-Item Correlation Matrix

	Q13	Q16	Q34	Q39	Q55	Q62
Q13	1.000	.415	.417	.458	.333	.450
Q16	.415	1.000	.488	.338	.244	.466
Q34	.417	.488	1.000	.358	.281	.531
Q39	.458	.338	.358	1.000	.349	.440
Q55	.333	.244	.281	.349	1.000	.292
Q62	.450	.466	.531	.440	.292	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.550	4.546	6.076	1.530	1.337	.407	6
Item Variances	1.566	.900	2.718	1.818	3.020	.565	6
Inter-Item Correlations	.391	.244	.531	.287	2.174	.007	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q13	27.45	18.427	.581	.347	.718
Q16	27.27	20.535	.521	.330	.738
Q34	27.23	20.480	.561	.381	.731
Q39	28.34	17.232	.546	.313	.729
Q55	28.76	17.744	.413	.177	.779
Q62	27.47	19.769	.599	.407	.721

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.30	26.197	5.118	6

## 1.9 Reliability – Need to finish a task

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.748	.804	6

### Item Statistics

	Mean	Std. Deviation	N
Q4	4.84	1.773	5817
Q27	6.11	.981	5817
Q50	6.08	.878	5817
Q73	5.97	1.011	5817
Q96	5.87	.963	5817
Q119	6.21	.833	5817

### Inter-Item Correlation Matrix

	Q4	Q27	Q50	Q73	Q96	Q119
Q4	1.000	.223	.196	.289	.199	.253
Q27	.223	1.000	.481	.497	.467	.495
Q50	.196	.481	1.000	.459	.473	.491
Q73	.289	.497	.459	1.000	.517	.555
Q96	.199	.467	.473	.517	1.000	.499
Q119	.253	.495	.491	.555	.499	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.847	4.841	6.213	1.372	1.283	.257	6
Item Variances	1.253	.694	3.143	2.449	4.529	.872	6
Inter-Item Correlations	.406	.196	.555	.359	2.834	.017	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q4	30.24	12.959	.301	.100	.828
Q27	28.97	14.708	.569	.379	.693
Q50	29.00	15.404	.547	.363	.702
Q73	29.11	14.149	.628	.439	.676
Q96	29.21	14.852	.562	.386	.695
Q119	28.87	15.248	.616	.433	.690

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
35.08	19.950	4.467	6

### 1.10 Reliability – Need to be noticed

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.759	.745	6

Item Statistics

	Mean	Std. Deviation	N
Q10	3.72	1.849	5817
Q33	3.06	1.667	5817
Q56	2.77	1.507	5817
Q79	3.79	1.640	5817
Q102	3.31	1.699	5817
Q125	5.76	1.109	5817

Inter-Item Correlation Matrix

	Q10	Q33	Q56	Q79	Q102	Q125
Q10	1.000	.422	.307	.274	.300	.155
Q33	.422	1.000	.548	.423	.489	.102
Q56	.307	.548	1.000	.485	.540	.040
Q79	.274	.423	.485	1.000	.636	.112
Q102	.300	.489	.540	.636	1.000	.088
Q125	.155	.102	.040	.112	.088	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.736	2.772	5.762	2.990	2.079	1.134	6
Item Variances	2.546	1.231	3.420	2.190	2.780	.552	6
Inter-Item Correlations	.328	.040	.636	.596	16.089	.037	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q10	18.69	29.648	.422	.206	.750
Q33	19.36	27.973	.613	.411	.691
Q56	19.65	29.530	.596	.418	.699
Q79	18.63	28.557	.589	.441	.699
Q102	19.11	27.375	.636	.496	.684
Q125	16.66	38.452	.137	.033	.793

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22.42	41.565	6.447	6

## 1.11 Reliability – Need to belong to groups

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.750	.789	6

### Item Statistics

	Mean	Std. Deviation	N
Q9	5.33	1.735	5817
Q12	6.25	1.037	5817
Q35	5.35	1.473	5817
Q58	5.86	1.048	5817
Q81	5.93	1.077	5817
Q104	5.95	1.017	5817

### Inter-Item Correlation Matrix

	Q9	Q12	Q35	Q58	Q81	Q104
Q9	1.000	.242	.188	.158	.238	.250
Q12	.242	1.000	.398	.348	.473	.497
Q35	.188	.398	1.000	.328	.482	.486
Q58	.158	.348	.328	1.000	.499	.487
Q81	.238	.473	.482	.499	1.000	.692
Q104	.250	.497	.486	.487	.692	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.779	5.327	6.250	.924	1.173	.134	6
Item Variances	1.591	1.034	3.012	1.978	2.913	.671	6
Inter-Item Correlations	.384	.158	.692	.534	4.379	.022	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q9	29.35	18.290	.282	.087	.803
Q12	28.43	19.463	.541	.313	.706
Q35	29.32	17.139	.506	.300	.712
Q58	28.81	19.876	.482	.295	.719
Q81	28.75	18.204	.666	.545	.674
Q104	28.72	18.509	.679	.552	.675

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
34.68	25.483	5.048	6



## 1.12 Reliability – Social harmoniser

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.594	.637	6

### Item Statistics

	Mean	Std. Deviation	N
Q23	2.83	1.518	5817
Q46	5.82	.969	5817
Q69	5.16	1.359	5817
Q92	5.86	1.043	5817
Q115	5.46	1.275	5817
Q116	5.73	1.113	5817

### Inter-Item Correlation Matrix

	Q23	Q46	Q69	Q92	Q115	Q116
Q23	1.000	-.075	-.039	-.060	.006	-.045
Q46	-.075	1.000	.204	.262	.303	.494
Q69	-.039	.204	1.000	.382	.383	.277
Q92	-.060	.262	.382	1.000	.481	.342
Q115	.006	.303	.383	.481	1.000	.477
Q116	-.045	.494	.277	.342	.477	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.143	2.830	5.855	3.025	2.069	1.352	6
Item Variances	1.507	.938	2.304	1.366	2.455	.267	6
Inter-Item Correlations	.226	-.075	.494	.569	-6.589	.044	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q23	28.03	16.296	-.057	.011	.733
Q46	25.04	14.305	.363	.259	.542
Q69	25.70	12.431	.378	.205	.526
Q92	25.00	13.322	.459	.294	.503
Q115	25.40	11.541	.546	.372	.447
Q116	25.13	12.763	.491	.371	.486

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
30.86	17.904	4.231	6

### 1.13 Reliability – Need to relate closely to individuals

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.648	.684	6

Item Statistics

	Mean	Std. Deviation	N
Q11	5.81	1.322	5817
Q14	5.75	1.237	5817
Q32	3.61	1.665	5817
Q37	5.51	1.179	5817
Q60	5.71	1.092	5817
Q83	4.50	1.561	5817

Inter-Item Correlation Matrix

	Q11	Q14	Q32	Q37	Q60	Q83
Q11	1.000	.606	.081	.433	.319	.222
Q14	.606	1.000	.114	.478	.390	.238
Q32	.081	.114	1.000	.098	.051	.053
Q37	.433	.478	.098	1.000	.407	.258
Q60	.319	.390	.051	.407	1.000	.229
Q83	.222	.238	.053	.258	.229	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.146	3.606	5.809	2.202	1.611	.809	6
Item Variances	1.845	1.192	2.774	1.582	2.327	.391	6
Inter-Item Correlations	.265	.051	.606	.555	11.839	.028	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q11	25.07	16.786	.510	.398	.556
Q14	25.13	16.710	.575	.448	.536
Q32	27.27	19.611	.114	.016	.721
Q37	25.37	17.543	.519	.321	.560
Q60	25.17	18.877	.421	.227	.596
Q83	26.38	17.782	.292	.099	.643

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
30.88	24.060	4.905	6

### 1.14 Reliability – Ease in decision making

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.771	.786	6

Item Statistics

	Mean	Std. Deviation	N
Q47	5.09	1.385	5817
Q68	3.42	1.681	5817
Q86	3.32	1.577	5817
Q89	4.80	1.385	5817
Q109	5.11	1.312	5817
Q110	4.93	1.391	5817

Inter-Item Correlation Matrix

	Q47	Q68	Q86	Q89	Q109	Q110
Q47	1.000	.317	.187	.606	.490	.567
Q68	.317	1.000	.123	.365	.252	.305
Q86	.187	.123	1.000	.222	.162	.200
Q89	.606	.365	.222	1.000	.535	.656
Q109	.490	.252	.162	.535	1.000	.702
Q110	.567	.305	.200	.656	.702	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.447	3.325	5.106	1.781	1.536	.703	6
Item Variances	2.134	1.723	2.826	1.104	1.641	.181	6
Inter-Item Correlations	.379	.123	.702	.579	5.701	.037	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q47	21.59	25.331	.616	.433	.713
Q68	23.26	26.637	.367	.152	.782
Q86	23.36	29.357	.233	.058	.811
Q89	21.88	24.444	.691	.533	.693
Q109	21.58	26.039	.602	.509	.718
Q110	21.75	24.319	.698	.618	.691

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
26.68	35.830	5.986	6

### 1.15 Reliability – Work Pace

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.831	.845	6

Item Statistics

	Mean	Std. Deviation	N
Q65	5.18	1.672	5817
Q70	4.90	1.377	5817
Q88	5.49	1.088	5817
Q91	5.19	1.246	5817
Q111	5.13	1.277	5817
Q112	4.89	1.321	5817

Inter-Item Correlation Matrix

	Q65	Q70	Q88	Q91	Q111	Q112
Q65	1.000	.312	.381	.435	.287	.265
Q70	.312	1.000	.498	.532	.462	.414
Q88	.381	.498	1.000	.656	.517	.483
Q91	.435	.532	.656	1.000	.600	.548
Q111	.287	.462	.517	.600	1.000	.764
Q112	.265	.414	.483	.548	.764	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.129	4.887	5.490	.603	1.123	.050	6
Item Variances	1.801	1.185	2.796	1.611	2.360	.295	6
Inter-Item Correlations	.477	.265	.764	.500	2.888	.018	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q65	25.59	25.347	.418	.210	.855
Q70	25.88	25.393	.568	.346	.812
Q88	25.28	26.510	.668	.486	.796
Q91	25.58	24.502	.740	.574	.778
Q111	25.64	24.771	.690	.640	.787
Q112	25.88	24.991	.639	.600	.797

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
30.77	35.177	5.931	6



### 1.16 Reliability – Need to be forceful

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.424	.455	6

Item Statistics

	Mean	Std. Deviation	N
Q15	5.85	1.172	5817
Q18	4.44	1.614	5817
Q36	4.47	1.921	5817
Q41	4.76	1.415	5817
Q57	3.43	1.775	5817
Q78	4.69	1.626	5817

Inter-Item Correlation Matrix

	Q15	Q18	Q36	Q41	Q57	Q78
Q15	1.000	.319	.069	.197	.143	.163
Q18	.319	1.000	.060	.216	.220	.041
Q36	.069	.060	1.000	.056	.116	-.041
Q41	.197	.216	.056	1.000	.157	.059
Q57	.143	.220	.116	.157	1.000	.055
Q78	.163	.041	-.041	.059	.055	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.607	3.428	5.849	2.421	1.706	.602	6
Item Variances	2.578	1.375	3.690	2.316	2.685	.670	6
Inter-Item Correlations	.122	-.041	.319	.359	-7.787	.008	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q15	21.79	19.144	.330	.144	.330
Q18	23.20	17.262	.301	.151	.319
Q36	23.17	18.697	.092	.021	.463
Q41	22.88	18.903	.244	.077	.360
Q57	24.21	17.001	.257	.075	.344
Q78	22.95	20.093	.080	.032	.452

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
27.64	23.908	4.890	6

### 1.17 Reliability – Emotional restraint

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.657	.673	6

Item Statistics

	Mean	Std. Deviation	N
Q7	3.70	1.849	5817
Q30	4.57	1.550	5817
Q53	4.90	1.577	5817
Q76	4.90	1.553	5817
Q99	5.09	1.432	5817
Q122	5.45	1.288	5817

Inter-Item Correlation Matrix

	Q7	Q30	Q53	Q76	Q99	Q122
Q7	1.000	.205	.083	.200	.213	.151
Q30	.205	1.000	.134	.337	.308	.272
Q53	.083	.134	1.000	.218	.135	.199
Q76	.200	.337	.218	1.000	.486	.425
Q99	.213	.308	.135	.486	1.000	.471
Q122	.151	.272	.199	.425	.471	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.768	3.698	5.448	1.750	1.473	.356	6
Item Variances	2.404	1.659	3.417	1.758	2.060	.343	6
Inter-Item Correlations	.256	.083	.486	.403	5.873	.015	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q7	24.91	23.822	.258	.074	.672
Q30	24.03	23.585	.392	.165	.613
Q53	23.70	25.778	.226	.064	.671
Q76	23.71	21.776	.531	.328	.560
Q99	23.52	22.839	.512	.340	.573
Q122	23.16	24.177	.478	.288	.590

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
28.61	31.888	5.647	6

### 1.18 Reliability – Need to achieve

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.508	.587	6

Item Statistics

	Mean	Std. Deviation	N
Q6	4.54	1.898	5817
Q29	6.28	.844	5817
Q52	6.51	.750	5817
Q75	6.00	1.065	5817
Q98	3.54	1.738	5817
Q121	5.31	1.357	5817

Inter-Item Correlation Matrix

	Q6	Q29	Q52	Q75	Q98	Q121
Q6	1.000	.073	.101	.131	.114	.180
Q29	.073	1.000	.346	.348	-.020	.204
Q52	.101	.346	1.000	.410	.035	.259
Q75	.131	.348	.410	1.000	.058	.387
Q98	.114	-.020	.035	.058	1.000	.250
Q121	.180	.204	.259	.387	.250	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.362	3.539	6.509	2.970	1.839	1.311	6
Item Variances	1.812	.562	3.601	3.039	6.405	1.578	6
Inter-Item Correlations	.192	-.020	.410	.430	-20.797	.018	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q6	27.63	12.525	.203	.044	.525
Q29	25.89	16.438	.250	.177	.478
Q52	25.66	16.297	.330	.224	.459
Q75	26.17	14.581	.386	.289	.415
Q98	28.63	13.661	.169	.074	.532
Q121	26.87	12.797	.435	.227	.368

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
32.17	18.857	4.342	6

### 1.19 Reliability – Need to be supportive

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.675	.667	6

Item Statistics

	Mean	Std. Deviation	N
Q17	5.08	1.535	5817
Q20	4.29	1.683	5817
Q38	5.89	1.115	5817
Q59	5.62	1.169	5817
Q80	4.63	1.666	5817
Q101	6.09	1.343	5817

Inter-Item Correlation Matrix

	Q17	Q20	Q38	Q59	Q80	Q101
Q17	1.000	.472	.395	.186	.569	.081
Q20	.472	1.000	.264	.157	.485	.000
Q38	.395	.264	1.000	.244	.339	.160
Q59	.186	.157	.244	1.000	.223	.145
Q80	.569	.485	.339	.223	1.000	.038
Q101	.081	.000	.160	.145	.038	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.267	4.293	6.089	1.796	1.418	.514	6
Item Variances	2.063	1.244	2.833	1.589	2.277	.483	6
Inter-Item Correlations	.250	.000	.569	.569	-1282.547	.028	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q17	26.52	18.214	.588	.411	.562
Q20	27.31	18.675	.465	.297	.611
Q38	25.71	22.309	.448	.214	.626
Q59	25.98	23.665	.285	.095	.668
Q80	26.97	17.569	.567	.401	.567
Q101	25.51	25.032	.107	.043	.722

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
31.60	28.271	5.317	6



## 1.20 Reliability – Role of the hard worker

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.638	.709	6

### Item Statistics

	Mean	Std. Deviation	N
Q1	6.29	.831	5817
Q22	6.02	1.015	5817
Q43	5.70	1.244	5817
Q64	6.35	.811	5817
Q85	5.86	1.097	5817
Q106	3.63	1.748	5817

### Inter-Item Correlation Matrix

	Q1	Q22	Q43	Q64	Q85	Q106
Q1	1.000	.417	.304	.299	.323	.083
Q22	.417	1.000	.501	.389	.487	.071
Q43	.304	.501	1.000	.371	.493	.048
Q64	.299	.389	.371	1.000	.412	.058
Q85	.323	.487	.493	.412	1.000	.074
Q106	.083	.071	.048	.058	.074	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.641	3.627	6.355	2.728	1.752	1.036	6
Item Variances	1.364	.659	3.057	2.398	4.642	.797	6
Inter-Item Correlations	.289	.048	.501	.453	10.477	.029	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q1	27.56	14.221	.409	.211	.591
Q22	27.83	12.503	.550	.390	.535
Q43	28.15	11.734	.493	.348	.543
Q64	27.49	14.130	.441	.243	.584
Q85	27.98	12.237	.526	.359	.537
Q106	30.22	13.272	.090	.010	.767

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
33.85	17.478	4.181	6

## 1.21 Reliability – Social Desirability

[DataSet1] C:\Users\lizelle\Desktop\PAPI SPSS data 2013\PAPI-N Data 02072013.sav

Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	5817	100.0
	Excluded <sup>a</sup>	0	.0
	Total	5817	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.789	.791	6

### Item Statistics

	Mean	Std. Deviation	N
Q21	2.80	1.552	5817
Q42	3.35	1.655	5817
Q63	3.83	1.877	5817
Q84	2.61	1.454	5817
Q105	2.63	1.687	5817
Q126	3.42	1.822	5817

### Inter-Item Correlation Matrix

	Q21	Q42	Q63	Q84	Q105	Q126
Q21	1.000	.376	.390	.446	.384	.309
Q42	.376	1.000	.396	.360	.402	.344
Q63	.390	.396	1.000	.376	.401	.378
Q84	.446	.360	.376	1.000	.426	.335
Q105	.384	.402	.401	.426	1.000	.481
Q126	.309	.344	.378	.335	.481	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.108	2.612	3.833	1.222	1.468	.251	6
Item Variances	2.824	2.113	3.523	1.410	1.667	.284	6
Inter-Item Correlations	.387	.309	.481	.172	1.556	.002	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Q21	15.85	37.055	.528	.299	.760
Q42	15.30	36.253	.524	.277	.760
Q63	14.81	33.996	.544	.297	.756
Q84	16.04	37.658	.542	.310	.758
Q105	16.02	34.744	.596	.367	.743
Q126	15.22	34.975	.517	.293	.763

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
18.65	49.434	7.031	6