

## Saville Assessment Aptitude Professionals & Managers (CN, IA, 2015) Group Description

Used for:

Swift Analysis Aptitude-Rx (IA)

Swift Analysis Verbal & Numerical-Rx (IA)

This group consisted of 303 individuals in China, employed in a range of job areas/functions<sup>1</sup>. 80% of these worked in the following job areas/functions: Engineering, Marketing, Sales, Finance, Operations/Quality Assurance, Consulting, Operations, Production, Purchasing, Human Resources, Information Technology, and Design. The remaining 20% worked in other job areas/functions including: Executive, Line Management, Customer Service, Public Relations, Research, Administration, Education, Construction, and Data Processing.

The breakdown of the group is provided below (with response rates for each biographical section given in the foot notes):

### Gender<sup>2</sup>

24% of the group were female and 76% were male.

### Age<sup>3</sup>

The mean age of the group was 34 years.

### Education (highest qualification)<sup>4</sup>

51% of the group had a Bachelor's degree as their highest qualification, 46% had a Master's degree or other post-graduate qualification, 1% had school level or some college qualifications, 1% had a professional qualification, and 1% had a Doctorate or PhD.

### Level of Responsibility<sup>5</sup>

40% of the group were at senior management level (including senior managers, functional Managers, business managers, group managers, and enterprise/corporate managers), 27% were managers, 21% were supervisors or team leaders, and the remaining 12% were professional individual contributors.

### Work Experience<sup>6</sup>

8% of the group had more than 20 years' work experience, 41% had 10-20 years', 26% had 6-9 years', 19% had 3-5 years', and the remaining 6% had 1-2 years' work experience.

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<sup>1</sup> Based on 93% group response

<sup>2</sup> Based on 100% group response

<sup>3</sup> Based on 85% group response

<sup>4</sup> Based on 97% group response

<sup>5</sup> Based on 100% group response

<sup>6</sup> Based on 99% group response

### Cultural Background<sup>7</sup>

82% of the group described themselves as Chinese, 4% described themselves as Asian (including Korean, Taiwan and Indian), and the remaining 14% describing themselves as coming from other backgrounds (including White British, White Australia, White West European, White North European, and White North American).

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<sup>7</sup> Based on 86% group response