

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

Used for:

Swift Analysis Aptitude-Rx (IA)  
 Swift Analysis Verbal & Numerical-Rx (IA)  
 Verbal Analysis Aptitude-Rx (IA)  
 Numerical Analysis Aptitude-Rx (IA)  
 Diagrammatic Analysis Aptitude-Rx (IA)

This group consisted of 526 individuals in India, employed in a range of job areas/functions<sup>1</sup>. 80% of these worked in the following job areas/functions: Finance, Sales, Consulting, Information Technology, Operations/Quality Assurance, Purchasing, Human Resources, Marketing, and Engineering. The remaining 20% worked in other job areas/functions including: Research, Administration, Executive, Distribution, Design, Customer Service, Health, Line Management, Production, Transport, and Law.

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

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

87% of the group were male and 13% were female.

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

The mean age of the group was 33 years.

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

54% of the group had a Master's degree or other post-graduate qualification as their highest qualification, 23% had a Bachelor's degree, 20% had a professional qualification, 2% had a college qualification or certificate, less than 1% had a PhD, and less than 1% had other or no qualification.

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

41% of the group were at senior management level (including senior managers, functional managers, business managers, group managers, and enterprise/corporate managers), 28% were managers, 17% were supervisors or team leaders, and the remaining 14% were professional individual contributors.

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

7% of the group had more than 20 years' work experience, 37% had 10-20 years', 32% had 6-9 years', 21% had 3-5 years', and the remaining 3% had 1-2 years' work experience.

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<sup>1</sup> Based on 97% group response

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

<sup>3</sup> Based on 97% group response

<sup>4</sup> Based on 98% group response

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

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

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

95% of the group described themselves as Indian, 2% described themselves as Asian (including Chinese, Japanese and Thai), and the remaining 3% describing themselves as coming from other/mixed backgrounds (including White British, White Irish and Scandinavian).

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<sup>7</sup> Based on 91% group response