

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

Used for:

Swift Analysis Aptitude-Rx (IA)

Swift Analysis Verbal & Numerical-Rx (IA)

This group consisted of 429 individuals in Italy, employed in a range of job areas/functions¹. Of these, 70% worked in the following job areas/functions: Sales, Finance, Marketing, Engineering, Distribution, Consulting, Transport, Human Resources, Operations, Executive, Health and Banking. The remaining 30% worked in other job areas/functions, including: Information Technology, Design, Operations/Quality Assurance, Automotive, Customer Service, Production, Travel, Administration, Line Management, Purchasing, Research, Hospitality and Media.

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

Gender²

38% of the group were female and 62% were male.

Age³

The mean age of the group was 39 years.

Education (highest qualification)⁴

49% of the group had a Bachelor's degree as their highest qualification, 25% had a Master's degree or other post-graduate qualification, 20% had school level or some college qualifications, 4% had a professional qualification, 2% had a Doctorate or PhD, and less than 1% of the group had 'other' or no formal qualifications.

Level of Management Responsibility⁵

32% of the group were at senior management level (including senior managers, business managers, functional managers and group managers), 36% were managers, 17% were professional individual contributors, and the remaining 15% were team leaders.

Work Experience⁶

25% of the group had more than 20 years' work experience, 48% had 10-20 years', 17% had 6-9 years', 8% had 3-5 years', whilst the remaining 2% had 1-2 years' work experience.

Cultural Background⁷

96% of the group described themselves as White or White European, 2% of the group described themselves as Other White (including White British, White South African, White South American), and less than 2% described themselves as Black, Asian (including Indian, Thai) or from Other/Mixed backgrounds (including White and Black African).

¹ Based on 96% group response

² Based on 100% group response

³ Based on 94% group response

⁴ Based on 97% group response

⁵ Based on 100% group response

⁶ Based on 99.8% group response

⁷ Based on 88% group response