

Job Profiler – Mixed Occupations (2007) Norm Group Description

311 job roles were rated by subject matter experts, i.e. their respective job holders and 433 external raters, through completion of the Job Profiler.

Approximately 95% of the 311 job holders that rated their job roles were currently employed in a range of job functions across a wide range of industry sectors – 67% were employed as permanent staff and worked full time, approximately 12% worked as permanent part-time staff, 7% worked as temporary staff, and 9% were self-employed. The remaining 5% were not presently employed (being either retired, students, or currently unemployed) and may have rated part-time or previous roles.

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

Gender¹

67% of the sample was female and 33% were male.

Age²

The mean age of the group was 37 years.

Cultural Background³

Approximately 82% of the sample described themselves as White or White British, 14% as other White backgrounds (including Irish, European, American, Canadian, New Zealander and White Caribbean) with the remaining 4% of the sample describing themselves as either Indian, Other Asian, Black Caribbean, Other Black, Hispanic, or as mixed origin (e.g. White and Asian).

Education (highest qualification)⁴

Approximately 23% of the group had a first degree, 23% had a professional qualification, 21% had a postgraduate degree (including a masters and post graduate certificate/diploma), 20% were educated to high-school level, 11% obtained other forms of higher education, with the remaining 2% of the group having no formal qualifications.

Work Function⁵

The participants worked in a range of job functions and areas. Approximately 14% worked in the area of health and education, 12% in HR, training/development, 9% in finance and law, 8% in sales and marketing, 8% in customer services (including public relations, call centres and communications) 5% in IT and data processing, 5% in administrative roles, 5% in engineering and construction and 4% in public safety and welfare/social services. The remaining 30% worked in a range of other functions/areas including the arts/entertainment, consulting, hospitality, leisure, research, insurance, etc.

Work Experience⁶

The overall work experience of the group ranged from less than 6 months (2%) to more than 20 years (35%). 34% had between 10 and 20 years work experience, 10% had between 6 and 9 years, 11% had between 3 and 5 years, 5% had between 1 and 2 years, 2% had between 6 months and a year. 1% had stated that this was not applicable.

¹ Based on 79% sample response

² Based on 67% sample response

³ Based on 79% sample response

⁴ Based on 77% sample response

⁵ Based on 77% sample response

⁶ Based on 78% sample response