

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

Used for:

Swift Analysis Aptitude-Rx (IA)

Swift Analysis Verbal & Numerical-Rx (IA)

This group consisted of 402 individuals in Spain, employed in a range of job areas/functions¹. Of these, 70% worked in the following job areas/functions: Engineering, Sales, Marketing, Consulting, Finance, Production, Operations, Health, Distribution, Human Resources, Transport, Research and Travel. The remaining 30% worked in other job areas/functions, including: Administration, Customer Service, Information Technology, Executive, Media, Nature, Public Safety, Purchasing, Construction, Education, Hospitality and Law.

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

Gender²

43% of the group were female and 57% were male.

Age³

The mean age of the group was 35 years.

Education (highest qualification)⁴

45% of the group had a Bachelor's degree as their highest qualification, 44% had a Master's degree or other post-graduate qualification, 7% had school level or some college qualifications, 2% 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

16% of the group were at senior management level (including senior managers, functional managers, business managers, group managers and enterprise/corporate managers), 14% were managers, 36% were team leaders, and the remaining 34% were professional individual contributors.

Work Experience⁶

11% of the group had more than 20 years' work experience, 39% had 10-20 years', 20% had 6-9 years' and 21% had 3-5 years', whilst the remaining 9% had 1-2 years' work experience.

¹ Based on 94% group response

² Based on 100% group response

³ Based on 92% group response

⁴ Based on 96% group response

⁵ Based on 100% group response

⁶ Based on 99.8% group response

Cultural Background⁷

83% of the group described themselves as White or White European, 12% of the group described themselves as Hispanic, 4% described themselves as Other White (including White British, White Irish), and the remaining 1% described themselves as Black, Asian or from Other/Mixed backgrounds.

⁷ Based on 87% group response