

Saville Assessment Aptitude Individual Contributors (INT, IA, 2021) Group Description

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This international group consisted of 5,606 individuals¹, employed in a range of job functions across a wide range of industry sectors. 12% worked in finance, 10% in law, 8% in IT & engineering, 6% in sales & marketing, 6% in human resources, 6% in consulting, 4% in administration, 4% in customer service, 3% in education and 3% in operations. The remaining 38% worked in other fields including research, construction, health, hospitality and humanities/social sciences².

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

Gender³

44% of the group were female, 56% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 28 years.

Education (highest qualification)⁵

27% had a postgraduate degree as their highest qualification, 55% had a first/undergraduate degree, 3% had a professional qualification, 13% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

Work Experience⁶

11% of the group had more than 20 years' work experience, 13% had between 10 and 20 years', 11% had between 6 and 9 years', 19% had between 3 and 5 years', 14% had between 1 and 2 years', 10% had between 6 and 12 months', with the remaining 22% having had less than 6 months' work experience.

Cultural Background⁷

46% of the group described themselves as White (including British, European and Australian), 45% as Asian (including Indian, Malaysian and Chinese), 2% as Arabic, 2% as Black (including African, Caribbean and South African), 1% as Hispanic, with the remaining 4% coming from a range of other backgrounds⁸.

¹ Based on 2016 to 2020 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 96% group response

⁵ Based on 99% group response

⁶ Based on 99% group response

⁷ Based on 83% group response

⁸ Other backgrounds included mixed backgrounds, Maori and Pacific Islander

Country of Completion⁹

19% of respondents completed the aptitude test in Australia, 19% in the United Kingdom, 10% in India, 8% in Malaysia, 6% in the United States, 4% in New Zealand, 4% in Hong Kong, 3% in Ireland, 2% in Denmark and 2% in the Netherlands. The remaining 23% completed the test in various other countries including France, Germany, Japan, the United Arab Emirates and Belgium.

⁹ Based on 100% group response