

Saville Assessment Aptitude Mixed Occupational (INT, IA, 2021) Group Description

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This international group consisted of 14,012¹ individuals, employed in a range of job functions across a wide range of industry sectors. 14% worked in finance, 10% in sales & marketing, 9% in IT & engineering, 7% in law, 6% in human resources, 6% in operations, 4% in consulting, 3% in education, 3% in health and 3% in construction. The remaining 35% worked in other fields including customer service, administration, hospitality, research and transport².

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

Gender³

40% of the group were female, 59% were male and 1% responded with not specified.

Age⁴

The mean age of the group was 36 years.

Education (highest qualification)⁵

36% had a postgraduate degree as their highest qualification, 47% had a first/undergraduate degree, 7% had a professional qualification, 8% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

Management Level⁶

45% of the group were at senior management level (including functional, enterprise/corporate, group and business managers), 12% were managers, 8% were supervisors or team leaders, 14% were individual contributors, with the remaining 21% listing other management responsibilities.

Work Experience⁷

36% of the group had more than 20 years' work experience, 24% had between 10 and 20 years', 8% had between 6 and 9 years', 10% had between 3 and 5 years', with the remaining 22% having had less than 3 years' work experience.

¹ Based on 2018 to 2020 completions

² Based on 76% group response

³ Based on 100% group response

⁴ Based on 89% group response

⁵ Based on 87% group response

⁶ Based on 73% group response

⁷ Based on 86% group response

Cultural Background⁸

56% of the group described themselves as White (including British, European and Australian), 31% as Asian (including Indian, Chinese and Malaysian), 4% as Arabic, 3% as Hispanic, 2% as Black (including African, American and Caribbean), with the remaining 4% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

19% of respondents completed aptitude test in Australia, 19% in the United Kingdom, 11% in the United States, 5% in Malaysia, 5% in the United Arab Emirates, 5% in India, 3% in Hong Kong, 2% in Ireland, 2% in New Zealand and 2% in Denmark. The remaining 27% completed the test in various other countries including Mexico, Germany, the Netherlands, Belgium and France.

⁸ Based on 76% group response

⁹ Other backgrounds included mixed backgrounds, Scandinavian and Maori

¹⁰ Based on 100% group response