

## Saville Assessment Aptitude Professionals & Managers (INT, IA, 2021) Group Description

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This international group consisted of 7,137 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 14% worked in finance, 11% in sales & marketing, 11% in IT & engineering, 8% in human resources, 7% in operations, 6% in consulting, 4% in health, 3% in construction, 3% in education and 3% in customer service. The remaining 30% worked in other fields including law, hospitality, administration, research and transport<sup>2</sup>.

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

### Gender<sup>3</sup>

42% of the group were female, 58% were male and less than 1% responded with not specified.

### Age<sup>4</sup>

The mean age of the group was 38 years.

### Education (highest qualification)<sup>5</sup>

37% had a postgraduate degree as their highest qualification, 46% had a first/undergraduate degree, 8% had a professional qualification, 6% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

### Management Level<sup>6</sup>

26% of the group were at senior management level (including functional, enterprise/corporate, group and business managers), 31% were managers, 21% were supervisors or team leaders and 22% were professional individual contributors.

### Work Experience<sup>7</sup>

36% of the group had more than 20 years' work experience, 32% had between 10 and 20 years', 11% had between 6 and 9 years', 11% had between 3 and 5 years', with the remaining 10% having had less than 3 years' work experience.

### Cultural Background<sup>8</sup>

58% of the group described themselves as White (including British, European and Australian), 27% as Asian (including Malaysian, Indian and Chinese), 5% as Arabic, 3% as Black (including African, Caribbean and American), 2% as Hispanic, with the remaining 5% coming from a range of other backgrounds<sup>9</sup>.

<sup>1</sup> Based on 2016 to 2020 completions

<sup>2</sup> Based on 97% group response

<sup>3</sup> Based on 100% group response

<sup>4</sup> Based on 94% group response

<sup>5</sup> Based on 97% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 97% group response

<sup>8</sup> Based on 81% group response

<sup>9</sup> Other backgrounds included mixed backgrounds, Scandinavian and Pacific Islander

### Country of Completion<sup>10</sup>

19% of respondents completed the aptitude test in Australia, 19% in the United Kingdom, 12% in the United States, 8% in Malaysia, 6% in the United Arab Emirates, 4% in New Zealand, 3% in Denmark, 2% in India, 2% in Germany and 2% in Belgium. The remaining 23% completed the test in various other countries including Mexico, France, Ireland, Hong Kong and China.

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<sup>10</sup> Based on 100% group response