

Saville Assessment Aptitude Senior Managers & Executives (INT, IA, 2021) Group Description

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This international group consisted of 6,618 individuals¹, employed in a range of job functions across a wide range of industry sectors. 14% worked in finance, 12% in sales & marketing, 9% in IT & engineering, 9% in operations, 8% in human resources, 4% in consulting, 4% in education, 3% in hospitality, 2% in health and 2% in construction. The remaining 33% worked in other fields including law, administration, purchasing, transport and research².

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

Gender³

33% of the group were female, 67% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 45 years.

Education (highest qualification)⁵

46% had a postgraduate degree as their highest qualification, 38% had a first/undergraduate degree, 10% had a professional qualification, 3% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

Management Level⁶

43% of the group were senior managers, 17% were functional managers, 17% were enterprise/corporate managers, 12% were group managers and 11% were business managers.

Work Experience⁷

65% of the group had more than 20 years' work experience, 31% had between 10 and 20 years', 3% had between 6 and 9 years', with the remaining 1% having had less than 6 years' work experience.

Cultural Background⁸

68% of the group described themselves as White (including British, European and Australian), 19% as Asian (including Malaysian, Indian and Chinese), 5% as Hispanic, 3% as Arabic, 2% as Black (including African, American and Caribbean), with the remaining 3% coming from a range of other backgrounds⁹.

¹ Based on 2016 to 2020 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 93% group response

⁵ Based on 99% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 83% group response

⁹ Other backgrounds included mixed backgrounds, Scandinavian and Maori

Country of Completion¹⁰

19% of respondents completed the aptitude test in the United Kingdom, 17% in the United States, 15% in Australia, 5% in Malaysia, 5% in the United Arab Emirates, 4% in Mexico, 3% in New Zealand, 2% in Germany, 2% in Switzerland and 2% in China. The remaining 26% completed the test in various other countries including France, India, South Africa, Denmark, the Netherlands and Singapore.

¹⁰ Based on 100% group response