

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

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This group consisted of 1,442 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 9% worked in finance, 7% in sales & marketing, 6% in consulting, 6% in IT & engineering, 5% in customer service, 4% in administration, 4% in education, 4% in law, 4% in research and 3% in human resources. The remaining 48% worked in other fields including operations, health, hospitality, construction and media².

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 29 years.

Education (highest qualification)⁵

27% had a postgraduate degree as their highest qualification, 50% had a first/undergraduate degree, 6% had a professional qualification, 13% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Work Experience⁶

16% of the group had more than 20 years' work experience, 14% had between 10 and 20 years', 9% had between 6 and 9 years', 18% had between 3 and 5 years', 14% had between 1 and 2 years', 10% had between 6 and 12 months', with the remaining 19% having had less than 6 months' work experience.

Cultural Background⁷

72% of the group described themselves as White (including British, European and Irish), 20% as Asian (including Malaysian, Indian and Chinese), 4% as Black (including African and Caribbean), 1% as Arabic, with the remaining 3% coming from a range of other backgrounds⁸.

¹ Based on 2016 to 2020 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 99% group response

⁶ Based on 99% group response

⁷ Based on 95% group response

⁸ Other backgrounds included mixed backgrounds and Hispanic