

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

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This group consisted of 5,411 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 14% worked in finance, 8% in sales & marketing, 8% in IT & engineering, 6% in human resources, 6% in operations, 5% in consulting, 4% in education, 3% in law, 3% in customer service and 3% in health. The remaining 40% worked in other fields including administration, research, hospitality, transport and construction².

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 38 years.

Education (highest qualification)⁵

32% had a postgraduate degree as their highest qualification, 44% had a first/undergraduate degree, 14% had a professional qualification, 7% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

Management Level⁶

45% of the group were at senior management level (including enterprise/corporate, functional, group and business managers), 15% were managers, 7% were supervisors or team leaders, 14% were individual contributors, with the remaining 19% listing other management responsibilities.

Work Experience⁷

47% of the group had more than 20 years' work experience, 22% had between 10 and 20 years', 6% had between 6 and 9 years', 8% had between 3 and 5 years', with the remaining 17% having had less than 3 years' work experience.

¹ Based on 2016 to 2020 completions

² Based on 84% group response

³ Based on 100% group response

⁴ Based on 91% group response

⁵ Based on 92% group response

⁶ Based on 80% group response

⁷ Based on 91% group response

Cultural Background⁸

82% of the group described themselves as White (including British, European and Irish), 13% as Asian (including Malaysian, Indian and Chinese), 2% as Black (including African and Caribbean), with the remaining 3% coming from a range of other backgrounds⁹.

⁸ Based on 92% group response

⁹ Other backgrounds included mixed backgrounds, Arabic and Hispanic