

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

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This group consisted of 1,586 individuals¹ in the United Kingdom, employed in a range of job functions across a wide range of industry sectors. 14% worked in finance, 9% in IT & engineering, 8% in sales & marketing, 7% in human resources, 7% in operations, 7% in consulting, 4% in health, 4% in education, 4% in customer service and 3% in law. The remaining 33% worked in other fields including research, transport, administration, construction and hospitality².

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

Gender³

48% of the group were female, 52% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 39 years.

Education (highest qualification)⁵

33% had a postgraduate degree as their highest qualification, 44% had a first/undergraduate degree, 14% had a professional qualification, 5% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

24% of the group were at senior management level (including enterprise/corporate, functional, group and business managers), 35% were managers, 17% were supervisors or team leaders and 24% were professional individual contributors.

Work Experience⁷

47% of the group had more than 20 years' work experience, 28% had between 10 and 20 years', 9% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 7% having had less than 3 years' work experience.

¹ Based on 2016 to 2020 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 96% group response

⁵ Based on 98% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

Cultural Background⁸

88% of the group described themselves as White (including British, European and Irish), 7% as Asian (including Indian, Pakistani and Chinese), 2% as Black (including African and Caribbean), 1% as Arabic, with the remaining 2% coming from a range of other backgrounds⁹.

⁸ Based on 94% group response

⁹ Other backgrounds included mixed backgrounds and Hispanic