

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

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This group consisted of 675 individuals¹ in the United States, employed in a range of job functions across a wide range of industry sectors. 21% worked in finance, 13% in sales & marketing, 12% in IT & engineering, 9% in human resources, 7% in operations, 6% in consulting, 4% in law, 2% in purchasing, 2% in research, 2% in construction and 2% in customer service. The remaining 20% worked in other fields including health, administration, education and transport².

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, 60% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 41 years.

Education (highest qualification)⁵

45% had a postgraduate degree as their highest qualification, 41% had a first/undergraduate degree, 11% had a professional qualification, 1% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

Management Level⁶

26% of the group were at senior management level (including functional, group, enterprise/corporate and business managers), 34% were managers, 20% were supervisors or team leaders and 20% were professional individual contributors.

Work Experience⁷

43% of the group had more than 20 years' work experience, 38% had between 10 and 20 years', 10% had between 6 and 9 years', 4% had between 3 and 5 years', with the remaining 5% 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 90% group response

⁵ Based on 95% group response

⁶ Based on 100% group response

⁷ Based on 96% group response

Cultural Background⁸

71% of the group described themselves as White (including British, European and North American), 15% as Asian (including Indian, Chinese and Malaysian), 6% as Black (including American, Caribbean and African), 3% as Arabic, 3% as Hispanic, with the remaining 2% coming from a range of other backgrounds⁹.

⁸ Based on 88% group response

⁹ Other backgrounds included mixed backgrounds, Pacific Islander and Scandinavian