

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

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This group consisted of 1,175 individuals¹ in the United States, employed in a range of job functions across a wide range of industry sectors. 16% worked in finance, 14% in sales & marketing, 11% in operations, 9% in human resources, 8% in IT & engineering, 3% in consulting, 3% in law, 3% in research, 2% in purchasing, 2% in health and 2% in construction. The remaining 27% worked in other fields including administration, hospitality, transport, education and customer service².

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

51% had a postgraduate degree as their highest qualification, 36% had a first/undergraduate degree, 8% had a professional qualification, 2% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

Management Level⁶

38% of the group were senior managers, 23% were enterprise/corporate managers, 17% were functional managers, 12% were group managers and 10% were business managers.

Work Experience⁷

68% of the group had more than 20 years' work experience, 29% had between 10 and 20 years', 2% had between 6 and 9 years', with the remaining 1% having had less than 6 years' work experience.

Cultural Background⁸

77% of the group described themselves as White (including British, European and North American), 12% as Asian (including Indian, Chinese, Japanese and Pakistani), 5% as Hispanic, 3% as Black (including American, African and Caribbean), 1% as Arabic, with the remaining 2% coming from a range of other backgrounds⁹.

¹ Based on 2016 to 2020 completions

² Based on 98% group response

³ Based on 100% group response

⁴ Based on 91% group response

⁵ Based on 99% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

⁸ Based on 90% group response

⁹ Other backgrounds included mixed backgrounds and Pacific Islander