

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

Used for:

Swift Analysis Aptitude-Rx (IA)
 Swift Analysis Verbal & Numerical-Rx (IA)
 Verbal Analysis Aptitude-Rx (IA)
 Numerical Analysis Aptitude-Rx (IA)
 Diagrammatic Analysis Aptitude-Rx (IA)

This group consisted of 400 individuals¹ in Africa, employed in a range of job functions across a wide range of industry sectors. 22% worked in IT & engineering, 10% in finance, 10% in sales & marketing, 10% in operations, 6% in customer service, 6% in human resources, 5% in education, 4% in consulting, 3% in administration and 2% in purchasing. The remaining 22% worked in other fields including hospitality, research, law, construction and transport².

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

Gender³

39% of the group were female, 61% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 35 years.

Education (highest qualification)⁵

31% had a postgraduate degree as their highest qualification, 57% had a first/undergraduate degree, 6% had a professional qualification, 4% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

Management Level⁶

42% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 27% were managers, 18% were supervisors or team leaders and 13% were professional individual contributors.

Work Experience⁷

15% of the group had more than 20 years' work experience, 43% had between 10 and 20 years', 14% had between 6 and 9 years', 15% had between 3 and 5 years', with the remaining 13% having had less than 3 years' work experience.

¹ Based on 2016 to 2020 completions

² Based on 98% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 99% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

Cultural Background⁸

39% of the group described themselves as Black (including African, South African and Caribbean), 30% as Arabic, 24% as White (including South African, European and Australian), 4% as Asian (including Indian), with the remaining 3% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

19% of respondents completed the aptitude test in Botswana, 19% in Egypt, 19% in Nigeria, 19% in South Africa, 4% in Kenya, 3% in Algeria, 3% in Namibia, 2% in Mauritius, 2% in Uganda and 2% in the Democratic Republic of Congo. The remaining 8% completed the test in various other countries including Morocco, Mozambique, Swaziland, Angola and Ghana.

⁸ Based on 64% group response

⁹ Other backgrounds included mixed backgrounds

¹⁰ Based on 100% group response