

## Saville Assessment Aptitude Professionals & Managers (Asia, 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 2,116 individuals<sup>1</sup> in Asia, employed in a range of job functions across a wide range of industry sectors. 20% worked in IT & engineering, 16% in finance, 9% in human resources, 8% in operations, 8% in sales & marketing, 4% in consulting, 3% in construction, 3% in customer service, 3% in health and 2% in administration. The remaining 24% worked in other fields including purchasing, data processing, transport, law and education<sup>2</sup>.

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

### Gender<sup>3</sup>

42% of the group were female, 58% were male and less than 1% responded with not specified.

### Age<sup>4</sup>

The mean age of the group was 34 years.

### Education (highest qualification)<sup>5</sup>

28% had a postgraduate degree as their highest qualification, 63% had a first/undergraduate degree, 6% had a professional qualification, 1% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

### Management Level<sup>6</sup>

22% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 22% were managers, 23% were supervisors or team leaders and 33% were professional individual contributors.

### Work Experience<sup>7</sup>

14% of the group had more than 20 years' work experience, 36% had between 10 and 20 years', 22% had between 6 and 9 years', 14% had between 3 and 5 years', with the remaining 14% having had less than 3 years' work experience.

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<sup>1</sup> Based on 2016 to 2021 completions

<sup>2</sup> Based on 97% group response

<sup>3</sup> Based on 100% group response

<sup>4</sup> Based on 95% group response

<sup>5</sup> Based on 96% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 96% group response

### Cultural Background<sup>8</sup>

70% of the group described themselves as Asian (including Malaysian, Indian and Chinese), 17% as Arabic, 6% as White (including British, Australian and European), with the remaining 7% coming from a range of other backgrounds<sup>9</sup>.

### Country of Completion<sup>10</sup>

19% of respondents completed the aptitude test in India, 19% in Malaysia, 13% in the Philippines, 8% in Indonesia, 6% in Singapore, 6% in Saudi Arabia, 6% in the United Arab Emirates, 4% in Bahrain, 3% in Japan and 3% in Hong Kong. The remaining 13% completed the test in various other countries including China, Turkey, Kazakhstan, Thailand, Iran and Pakistan.

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<sup>8</sup> Based on 84% group response

<sup>9</sup> Other backgrounds included mixed backgrounds, Pacific Islander and Black

<sup>10</sup> Based on 100% group response