

Saville Assessment Aptitude Professionals & Managers (EUR, 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 6,596 individuals¹ in Europe, employed in a range of job functions across a wide range of industry sectors. 14% worked in sales & marketing, 12% in IT & engineering, 9% in finance, 8% in operations, 6% in hospitality, 5% in consulting, 5% in customer service, 4% in transport, 4% in human resources and 3% in administration. The remaining 30% worked in other fields including health, education, research, law and construction².

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

Gender³

41% of the group were female, 59% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 34 years.

Education (highest qualification)⁵

38% had a postgraduate degree as their highest qualification, 46% had a first/undergraduate degree, 3% had a professional qualification, 8% had school level qualifications, with the remaining 5% of the group having other or no formal qualifications.

Management Level⁶

20% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 23% were managers, 23% were supervisors or team leaders and 34% were professional individual contributors.

Work Experience⁷

21% of the group had more than 20 years' work experience, 28% had between 10 and 20 years', 15% had between 6 and 9 years', 20% had between 3 and 5 years', with the remaining 16% having had less than 3 years' work experience.

¹ Based on 2016 to 2020 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 98% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

Cultural Background⁸

83% of the group described themselves as White (including European, British and Irish), 9% as Asian (including Indian, Pakistani and Chinese), 2% as Black (including African and Caribbean), 2% as Hispanic, 1% as Arabic, with the remaining 3% coming from a range of other backgrounds⁹.

Country of Completion¹⁰

19% of respondents completed the aptitude test in Denmark, 19% in Ireland, 19% in the United Kingdom, 7% in Portugal, 6% in Romania, 4% in Sweden, 3% in Germany, 3% in Spain, 3% in France and 3% in the Netherlands. The remaining 14% completed the test in various other countries including Italy, Switzerland, Russia, Poland and Hungary.

⁸ Based on 60% group response

⁹ Other backgrounds included mixed backgrounds, Scandinavian and Native American

¹⁰ Based on 100% group response