

Saville Assessment Wave® Professional Styles Graduates – All (AF, IA, 2021) Group Description

This group consisted of 1,812 individuals¹ in Africa, employed in a range of job functions across a wide range of industry sectors. 16% worked in IT & engineering, 13% in human resources, 10% in finance, 10% in sales & marketing, 9% in operations, 7% in construction, 3% in consulting, 3% in administration, 3% in law and 3% in customer service. The remaining 23% worked in other fields including hospitality, health, education, purchasing and research².

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

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 39 years.

Education (highest qualification)⁵

43% had a postgraduate degree as their highest qualification and 57% had a first/undergraduate degree.

Work Experience⁶

27% of the group had more than 20 years' work experience, 44% had between 10 and 20 years', 15% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

Cultural Background⁷

44% of the group described themselves as Arabic, 26% as White (including South African, European and British), 20% as Black (including African, South African and African and Caribbean), 6% as Asian (including Indian and Chinese), with the remaining 4% coming from a range of other backgrounds⁸.

Country of Completion⁹

29% of respondents completed Professional Styles in South Africa, 28% in Egypt, 12% in Botswana, 7% in Namibia, 5% in Nigeria, 3% in Morocco, 2% in Algeria, 2% in Kenya, 2% in Mauritius and 2% in the Democratic Republic of Congo. The remaining 8% completed the questionnaire in various other countries including Uganda, Sierra Leone, Tanzania, Ghana and Mozambique.

¹ Based on 2016-2020 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 96% group response

⁵ Based on 100% group response

⁶ Based on 99% group response

⁷ Based on 63% group response

⁸ Other backgrounds included mixed backgrounds and Hispanic

⁹ Based on 100% group response