

Saville Assessment Wave® Professional Styles Professionals & Managers (AF, IA, 2021) Group Description

This group consisted of 1,459 individuals¹ in Africa, employed in a range of job functions across a wide range of industry sectors. 15% worked in IT & engineering, 11% in finance, 11% in human resources, 10% in operations, 8% in construction, 7% in sales & marketing, 3% in administration, 3% in consulting, 3% in customer service and 2% in law. The remaining 27% worked in other fields including hospitality, health, education, purchasing and transport².

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

Gender³

37% of the group were female, 63% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 40 years.

Education (highest qualification)⁵

35% had a postgraduate degree as their highest qualification, 48% had a first/undergraduate degree, 6% had a professional qualification, 6% had school level qualifications, with the remaining 5% of the group having other or no formal qualifications.

Management Level⁶

44% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 33% were managers, 14% were supervisors or team leaders and 9% were professional individual contributors.

Work Experience⁷

31% of the group had more than 20 years' work experience, 48% had between 10 and 20 years', 12% had between 6 and 9 years', 6% had between 3 and 5 years', with the remaining 3% having had less than 3 years' work experience.

Cultural Background⁸

42% of the group described themselves as Arabic, 27% as White (including South African, European and British), 23% as Black (including African, South African and African and Caribbean), 5% as Asian (including Indian, Chinese and Malaysian), with the remaining 3% coming from a range of other backgrounds⁹.

¹ Based on 2016-2020 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 97% group response

⁶ Based on 100% group response

⁷ Based on 98% group response

⁸ Based on 70% group response

⁹ Other backgrounds included mixed backgrounds and Hispanic.

Country of Completion¹⁰

29% of respondents completed Professional Styles in Egypt, 29% in South Africa, 15% in Botswana, 8% in Namibia, 3% in Morocco, 2% in Mauritius, 2% in Algeria, 2% in Kenya, 1% in the Democratic Republic of Congo and 1% in Nigeria. The remaining 8% completed the questionnaire in various other countries including Sierra Leone, Ghana, Uganda, Tunisia, Tanzania and the Seychelles.

¹⁰ Based on 100% group response