

Saville Assessment Aptitude Professionals & Managers (AUS, 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 3,339 individuals¹ in Australia, employed in a range of job functions across a wide range of industry sectors. 18% worked in IT & engineering, 12% in sales & marketing, 10% in operations, 7% in finance, 5% in human resources, 5% in customer service, 4% in hospitality, 4% in construction, 3% in consulting and 3% in administration. The remaining 29% worked in other fields including health, education, transport, research and public safety².

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 36 years.

Education (highest qualification)⁵

24% had a postgraduate degree as their highest qualification, 49% had a first/undergraduate degree, 6% had a professional qualification, 14% had school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

Management Level⁶

21% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 21% were managers, 28% were supervisors or team leaders and 30% were professional individual contributors.

Work Experience⁷

36% of the group had more than 20 years' work experience, 27% had between 10 and 20 years', 11% had between 6 and 9 years', 13% 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 97% group response

³ Based on 100% group response

⁴ Based on 91% group response

⁵ Based on 99% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

Cultural Background⁸

74% of the group described themselves as White (including Australian, European and British), 17% as Asian (including Indian, Chinese and Malaysian), 1% as Hispanic, 1% as Black (including African, Caribbean and South African), 1% as Arabic, with the remaining 6% coming from a range of other backgrounds⁹.

⁸ Based on 81% group response

⁹ Other backgrounds included Aboriginal Australian, mixed backgrounds and Maori