

Saville Assessment Aptitude Professionals & Managers (NZ, 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 1,266 individuals¹ in New Zealand, employed in a range of job functions across a wide range of industry sectors. 22% worked in sales & marketing, 15% in IT & engineering, 11% in operations, 7% in finance, 6% in construction, 4% in customer service, 4% in human resources, 3% in administration, 3% in health and 2% in consulting. The remaining 23% worked in other fields including education, purchasing, transport, design and hospitality².

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

Gender³

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

Age⁴

The mean age of the group was 39 years.

Education (highest qualification)⁵

19% had a postgraduate degree as their highest qualification, 47% had a first/undergraduate degree, 7% had a professional qualification, 18% had school level qualifications, with the remaining 9% of the group having other or no formal qualifications.

Management Level⁶

22% of the group were at senior management level (including group, functional, business and enterprise/corporate managers), 28% were managers, 16% were supervisors or team leaders and 34% were professional individual contributors.

Work Experience⁷

41% of the group had more than 20 years' work experience, 35% had between 10 and 20 years', 13% had between 6 and 9 years', 8% had between 3 and 5 years', with the remaining 3% 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 90% group response

⁵ Based on 98% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

Cultural Background⁸

72% of the group described themselves as White (including New Zealander, British and South African), 13% as Asian (including Indian, Chinese and Malaysian), 6% as Maori, 3% as Pacific Islander, 1% as Hispanic, with the remaining 5% coming from a range of other backgrounds⁹.

⁸ Based on 84% group response

⁹ Other backgrounds included mixed backgrounds, Black and Arabic