

Saville Assessment Aptitude Professionals & Managers (AUS, IA, 2021) Group Description

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This group consisted of 2,300 individuals¹ in Australia, employed in a range of job functions across a wide range of industry sectors. 12% worked in sales & marketing, 9% in finance, 8% in health, 8% in IT & engineering, 7% in education, 7% in human resources, 6% in operations, 5% in customer service, 5% in hospitality and 4% in law. The remaining 29% worked in other fields including consulting, administration, construction, transport and humanities/social sciences².

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

Gender³

45% of the group were female, 55% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 35 years.

Education (highest qualification)⁵

26% had a postgraduate degree as their highest qualification, 52% had a first/undergraduate degree, 5% had a professional qualification, 13% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

25% of the group were at senior management level (including group, business, enterprise/corporate and functional managers), 25% were managers, 30% were supervisors or team leaders and 20% were professional individual contributors.

Work Experience⁷

34% of the group had more than 20 years' work experience, 24% had between 10 and 20 years', 14% had between 6 and 9 years', 16% had between 3 and 5 years', with the remaining 12% having had less than 3 years' work experience.

Cultural Background⁸

67% of the group described themselves as White (including Australian, European and British), 21% as Asian (including Chinese, Indian and Malaysian), 1% as Arabic, 1% as Black (including African, South African and Caribbean), 1% as Hispanic, with the remaining 9% coming from a range of other backgrounds⁹.

¹ Based on 2016 to 2021 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 92% group response

⁵ Based on 99% group response

⁶ Based on 100% group response

⁷ Based on 99% group response

⁸ Based on 73% group response

⁹ Other backgrounds included Aboriginal Australian, mixed backgrounds and Pacific Islander