

Saville Assessment Wave® Professional Styles Graduates - All (ZA, IA, 2021) Group Description

This group consisted of 2,607 individuals¹ in South Africa, employed in a range of job functions across a wide range of industry sectors. 19% worked in finance, 16% in IT & engineering, 10% in sales & marketing, 10% in human resources, 5% in operations, 5% in consulting, 4% in law, 4% in customer service, 3% in administration and 2% in education. The remaining 22% worked in other fields including health, research, construction, data processing and humanities/social sciences².

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

Gender³

46% of the group were female, 54% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 36 years.

Education (highest qualification)⁵

44% had a postgraduate degree as their highest qualification and 56% had a first/undergraduate degree.

Work Experience⁶

21% of the group had more than 20 years' work experience, 37% had between 10 and 20 years', 17% had between 6 and 9 years', 14% had between 3 and 5 years', with the remaining 11% having had less than 3 years' work experience.

Cultural Background⁷

44% of the group described themselves as White (including South African, British and European), 31% as Black (including African and South African), 21% as Asian (including Indian, Chinese and Malaysian), with the remaining 4% coming from a range of other backgrounds⁸.

¹ Based on 2016-2021 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 98% group response

⁵ Based on 100% group response

⁶ Based on 99% group response

⁷ Based on 69% group response

⁸ Other backgrounds included mixed backgrounds