

## Saville Assessment Wave® Professional Styles Senior Managers & Executives (ZA, IA, 2021) Group Description

This group consisted of 1,071 individuals<sup>1</sup> in South Africa, employed in a range of job functions across a wide range of industry sectors. 18% worked in finance, 15% in IT & engineering, 11% in sales & marketing, 7% in operations, 6% in human resources, 4% in consulting, 3% in law, 3% in customer service, 2% in construction and 2% in health. 2% in education. The remaining 27% worked in other fields including research, administration, hospitality and purchasing<sup>2</sup>.

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

### Gender<sup>3</sup>

34% of the group were female, 66% were male and less than 1% responded with not specified.

### Age<sup>4</sup>

The mean age of the group was 41 years.

### Education (highest qualification)<sup>5</sup>

40% had a postgraduate degree as their highest qualification, 35% had a first/undergraduate degree, 10% had a professional qualification, 7% had school level qualifications, with the remaining 8% of the group having other or no formal qualifications.

### Management Level<sup>6</sup>

50% of the group were senior managers, 17% were business managers, 15% were functional managers, 10% were enterprise/corporate managers and 8% were group managers.

### Work Experience<sup>7</sup>

42% of the group had more than 20 years' work experience, 46% had between 10 and 20 years', 8% had between 6 and 9 years', with the remaining 4% having had less than 6 years' work experience.

### Cultural Background<sup>8</sup>

59% of the group described themselves as White (including South African, British and European), 24% as Asian (including Indian), 14% as Black (including African and South African), with the remaining 3% coming from a range of other backgrounds<sup>9</sup>.

---

<sup>1</sup> Based on 2016-2021 completions

<sup>2</sup> Based on 99% group response

<sup>3</sup> Based on 100% group response

<sup>4</sup> Based on 98% group response

<sup>5</sup> Based on 100% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 100% group response

<sup>8</sup> Based on 68% group response

<sup>9</sup> Other backgrounds included mixed backgrounds and Arabic