

## Saville Assessment Aptitude Professionals & Managers (ZA, 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 1,005 individuals<sup>1</sup> in South Africa, employed in a range of job functions across a wide range of industry sectors. 28% worked in IT & engineering, 14% in finance, 14% in sales & marketing, 5% in operations, 4% in purchasing, 3% in human resources, 3% in construction and 3% in consulting. The remaining 26% worked in other fields including customer service, law, production, education, administration and health<sup>2</sup>.

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

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

42% of the group were female, and 58% were male.

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

The mean age of the group was 37 years.

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

31% had a postgraduate degree as their highest qualification, 36% had a first/undergraduate degree, 8% had a professional qualification, 13% had school level qualifications, with the remaining 12% of the group having other qualifications.

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

25% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 36% were managers, 16% were supervisors or team leaders and 23% were professional individual contributors.

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

23% of the group had more than 20 years' work experience, 45% had between 10 and 20 years', 16% had between 6 and 9 years', 11% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

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<sup>1</sup> Based on 2019 to 2021 completions

<sup>2</sup> Based on 68% group response

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

<sup>4</sup> Based on 99.8% group response

<sup>5</sup> Based on 99.7% group response

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

<sup>7</sup> Based on 89% group response

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

44% of the group described themselves as Black (including South African and African), 37% as White (including South African and European), 12% as Asian (including Indian), with the remaining 7% coming from a range of other backgrounds<sup>9</sup>.

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<sup>8</sup> Based on 90% group response

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