

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

Used for:
Abstract Reasoning Aptitude-Rx (IA)

This group consisted of 309 individuals¹ in South Africa, employed in a range of job functions across a wide range of industry sectors. 14% worked in finance, 13% in IT & engineering, 13% worked in sales & marketing, 6% in human resources, 6% in operations, 5% in purchasing, 4% in law, 4% in administration, and 4% in consulting. The remaining 31% worked in other fields including hospitality, production, education, health, and science².

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

Gender³

41% of the group were female and 59% were male.

Age⁴

The mean age of the group was 38 years.

Education (highest qualification)⁵

33% had a postgraduate degree as their highest qualification, 35% had a first/undergraduate degree, 11% had a professional qualification, 11% had school level qualifications, with the remaining 10% of the group having other or no formal qualifications.

Management Level⁶

26% of the group were at senior management level (including business, enterprise/corporate, functional and group managers), 28% were managers, 15% were supervisors or team leaders and 31% were professional individual contributors.

Work Experience⁷

28% of the group had more than 20 years' work experience, 45% had between 10 and 20 years', 12% had between 6 and 9 years', 4% had between 3 and 5 years', with the remaining 11% having had less than 3 years' work experience.

Cultural Background⁸

49% of the group described themselves as Black (including South African and African), 36% as White (including South African and European), 11% as Asian (including Indian), with the remaining 4% coming from a range of other backgrounds⁹.

¹ Based on 2019 to 2021 completions

² Based on 70% group response

³ Based on 100% group response

⁴ Based on 99% group response

⁵ Based on 99.7% group response

⁶ Based on 100% group response

⁷ Based on 95% group response

⁸ Based on 98% group response

⁹ Other backgrounds included mixed backgrounds