

## Saville Assessment Wave® Work Strengths Graduates - All (ZA, IA, 2021) Group Description

This group consisted of 4,137 individuals in South Africa<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 29% worked in banking and finance, 11% in automotive, 6% in mining, 6% in engineering, 4% in information technology, 4% in fast moving consumer goods, 3% in professional services, 3% in human resources, 2% in petroleum, 2% in administration and 2% in operations and quality assurance. The remaining 28% worked in other fields including education, law, consulting, marketing and manufacturing<sup>2</sup>.

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

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

51% of the group were female, 49% were male and less than 1% responded with not specified.

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

The mean age of the group was 32 years.

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

36% had a postgraduate degree as their highest qualification and 64% had a first/undergraduate degree.

### Work Experience<sup>6</sup>

16% of the group had more than 20 years' work experience, 35% had between 10 and 20 years' experience, 17% had between 6 and 9 years', 14% had between 3 and 5 years', 8% had between 1 and 2 years', 5% had between 6 and 12 months', with the remaining 5% having had less than 6 months' work experience.

### Cultural Background<sup>7</sup>

64% of the sample described themselves as Black (including South African and African), 21% as White (including South African), 9% as Asian (including Indian), with the remaining 6% coming from a range of other backgrounds<sup>8</sup>.

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

<sup>2</sup> Based on 96% group response

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

<sup>4</sup> Based on 99% group response

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

<sup>6</sup> Based on 46% group response

<sup>7</sup> Based on 99% group response

<sup>8</sup> Other backgrounds included mixed backgrounds