

Saville Assessment Wave® Work Strengths Individual Contributors (ZA, IA, 2021) Group Description

This group consisted of 1,374 individuals in South Africa¹, employed in a range of job functions across a wide range of industry sectors. 27% worked in banking and finance, 9% in engineering, 8% in administration, 7% in information technology, 4% in human resources, 4% in fast moving consumer goods, 4% in law, 4% in sales, 4% in marketing, 3% in operations and quality assurance, 3% in consulting and 2% in customer service. The remaining 24% worked in other fields including customer service, purchasing, education, automotive and science².

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

Gender³

52% of the group were female, 48% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 30 years.

Education (highest qualification)⁵

21% had a postgraduate degree as their highest qualification, 32% had a first/undergraduate degree, 12% of the group had a professional qualification, 25% of the group had school level qualifications, with the remaining 10% of the group having other or no formal qualifications.

Work Experience⁶

10% of the group had more than 20 years' work experience, 25% of the group had between 10 and 20 years', 17% had between 6 and 9 years', 18% between 3 and 5 years', 8% between 1 and 2 years', 4% had between 6 and 12 months' with the remaining 4% having had less than 6 months' work experience.

Cultural Background⁷

55% of the sample described themselves as Black (including African and South African), 29% as White (including South African), 8% as Asian (including Indian), with the remaining 8% coming from a range of other backgrounds⁸.

¹ Based on 2019-2021 completions

² Based on 82% group response

³ Based on 100% group response

⁴ Based on 100% group response

⁵ Based on 96% group response

⁶ Based on 98% group response

⁷ Based on 93% group response

⁸ Other backgrounds included mixed backgrounds