

Saville Assessment Wave® Work Strengths Professionals & Managers (ZA, IA, 2021) Group Description

This group consisted of 2,130 individuals in South Africa¹, employed in a range of job functions across a wide range of industry sectors. 24% worked in banking and finance, 7% in engineering, 6% in IT, 6% in fast moving consumer goods, 5% in operations and quality assurance, 4% in human resources, 4% in administration, 4% in sales, 4% in marketing, 3% in consulting and 3% in law. The remaining 30% worked in other fields including production, manufacturing, automotive, customer service and purchasing².

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

Gender³

42% of the group were female, 58% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 36 years.

Education (highest qualification)⁵

29% had a postgraduate degree as their highest qualification, 33% had a first/undergraduate degree, 17% had a professional qualification, 13% had high school level qualifications, with the remaining 7% of the group having other or no formal qualifications.

Management Level⁶

24% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 27% were managers, 17% were supervisors or team leaders and the remaining 32% were professional individual contributors.

Work Experience⁷

21% of the group had more than 20 years' work experience, 40% had between 10 and 20 years' experience, 18% had between 6 and 9 years', 13% had between 3 and 5 years', 4% had between 1 and 2 years' and 2% had less than 1 years' work experience.

Cultural Background⁸

41% of the sample described themselves as Black (including South African and African), 40% as White (including South African), 12% as Asian (including Indian), with the remaining 7% coming from a range of other backgrounds⁹.

¹ Based on 2019-2021 completions

² Based on 100% group response

³ Based on 100% group response

⁴ Based on 100% group response

⁵ Based on 97% group response

⁶ Based on 100% group response

⁷ Based on 98% group response

⁸ Based on 94% group response

⁹ Other backgrounds included mixed backgrounds