

## Saville Assessment Aptitude Individual Contributors (EUR, IA, 2021) Group Description

Used for:

Swift Comprehension Aptitude-Rx (IA)  
Swift Comprehension Verbal & Numerical-Rx (IA)  
Verbal Comprehension Aptitude-Rx (IA)  
Numerical Comprehension Aptitude-Rx (IA)  
Error Checking Aptitude-Rx (IA)

This group consisted of 2,137 individuals<sup>1</sup> in Europe, employed in a range of job functions across a wide range of industry sectors. 13% worked in customer service, 11% in operations, 10% in transport, 10% in administration, 8% in finance, 6% in sales & marketing, 3% in IT & engineering, 3% in consulting, 3% in health and 2% in hospitality. The remaining 31% worked in other fields including human resources, construction, education, security and law<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>

46% of the group were female, 54% 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>

14% had a postgraduate degree as their highest qualification, 37% had a first/undergraduate degree, 6% had a professional qualification, 28% had school level qualifications, with the remaining 15% of the group having other or no formal qualifications.

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

17% of the group had more than 20 years' work experience, 25% had between 10 and 20 years', 18% had between 6 and 9 years', 23% had between 3 and 5 years', 8% had between 1 and 2 years', 3% had between 6 and 12 months', with the remaining 6% having had less than 6 months' work experience.

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

84% of the group described themselves as White (including European, British and Irish), 6% as Asian (including Indian, Pakistani and Bangladeshi), 3% as Black (including African and Caribbean), 2% as Arabic, 1% as Hispanic, with the remaining 4% coming from a range of other backgrounds<sup>8</sup>.

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<sup>1</sup> Based on 2017 to 2021 completions

<sup>2</sup> Based on 95% group response

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

<sup>4</sup> Based on 97% group response

<sup>5</sup> Based on 98% group response

<sup>6</sup> Based on 98% group response

<sup>7</sup> Based on 48% group response

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

### Country of Completion<sup>9</sup>

19% of respondents completed the aptitude test in Denmark, 19% in France, 19% in the United Kingdom, 11% in Poland, 8% in Ireland, 7% in the Netherlands, 3% in Belgium, 2% in Sweden, 2% in Italy, 2% in Germany and 2% in Norway. The remaining 6% completed the test in various other countries including Spain, Switzerland, Cyprus and Guernsey.

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<sup>9</sup> Based on 100% group response