

Saville Assessment Aptitude Individual Contributors (ZA, 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 1,296 individuals¹ in South Africa, employed in a range of job functions across a wide range of industry sectors. 11% worked in finance, 11% in sales & marketing, 8% in administration, 8% in IT & engineering and 3% in human resources, 2% in customer service and 2% in science. The remaining 55% worked in other fields including construction, operations, education, health, law, purchasing and production².

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

Gender³

61% of the group were female and 39% were male.

Age⁴

The mean age of the group was 30 years.

Education (highest qualification)⁵

10% had a postgraduate degree as their highest qualification, 26% had a first/undergraduate degree, 2% had a professional qualification, 35% had school level qualifications, with the remaining 27% of the group having other or no formal qualifications.

Work Experience⁶

7% of the group had more than 20 years' work experience, 22% had between 10 and 20 years', 15% had between 6 and 9 years', 14% had between 3 and 5 years', 8% had between 1 and 2 years', 6% had between 6 and 12 months', with the remaining 28% having had less than 6 months' work experience.

Cultural Background⁷

64% of the group described themselves as Black (including South African and African), 21% as White (including South African and European), 5% as Asian (including Indian), with the remaining 10% coming from a range of other backgrounds⁸.

¹ Based on 2019 to 2021 completions

² Based on 32% group response

³ Based on 100% group response

⁴ Based on 99.8% group response

⁵ Based on 95% group response

⁶ Based on 57% group response

⁷ Based on 99% group response

⁸ Other backgrounds included mixed backgrounds