

## Saville Assessment Aptitude Mixed Occupational (IN, 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 688 individuals<sup>1</sup> in India, employed in a range of job functions across a wide range of industry sectors. 30% worked in sales & marketing, 7% in customer service, 6% in operations, 6% in finance, 5% in human resources, 4% in education, 3% in research, 3% in health, 3% in IT & engineering and 3% in administration. The remaining 30% worked in other fields including data processing, consulting, travel, hospitality 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>

41% of the group were female and 59% were male.

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

The mean age of the group was 28 years.

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

28% had a postgraduate degree as their highest qualification, 65% had a first/undergraduate degree, 1% had a professional qualification, 4% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

### Management Level<sup>6</sup>

4% were managers<sup>7</sup>, 8% were supervisors or team leaders, 53% were individual contributors, with the remaining 35% listing other management responsibilities.

### Work Experience<sup>8</sup>

2% of the group had more than 20 years' work experience, 18% had between 10 and 20 years', 19% had between 6 and 9 years', 16% had between 3 and 5 years', with the remaining 45% having had less than 3 years' work experience.

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

<sup>2</sup> Based on 80% group response

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

<sup>4</sup> Based on 94% group response

<sup>5</sup> Based on 85% group response

<sup>6</sup> Based on 77% group response

<sup>7</sup> The 'Manager' category did not include senior managers and executives

<sup>8</sup> Based on 85% group response

### Cultural Background<sup>9</sup>

98% of the group described themselves as Indian, 1% as Asian (including Malaysian), with the remaining 1% coming from a range of other backgrounds<sup>10</sup>.

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<sup>9</sup> Based on 91% group response

<sup>10</sup> Other backgrounds included mixed backgrounds, White and Hispanic