

## Saville Assessment Aptitude Mixed Occupational (INT, 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 international group consisted of 16,476 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 12% worked in sales & marketing, 10% in operations, 8% in health, 8% in customer service, 7% in administration, 6% in transport, 5% in IT & engineering, 5% in finance, 4% in hospitality and 4% in human resources. The remaining 31% worked in other fields including security, education, public safety, construction and consulting<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>

43% of the group were female, 57% were male and less than 1% responded with not specified.

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

The mean age of the group was 31 years.

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

11% had a postgraduate degree as their highest qualification, 45% had a first/undergraduate degree, 5% had a professional qualification, 27% had school level qualifications, with the remaining 12% of the group having other or no formal qualifications.

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

11% were managers<sup>7</sup>, 15% were supervisors or team leaders, 38% were individual contributors, with the remaining 36% listing other management responsibilities.

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

15% of the group had more than 20 years' work experience, 24% had between 10 and 20 years', 17% had between 6 and 9 years', 18% had between 3 and 5 years', with the remaining 26% having had less than 3 years' work experience.

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<sup>1</sup> Based on 2019 to 2021 completions

<sup>2</sup> Based on 78% group response

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

<sup>4</sup> Based on 91% group response

<sup>5</sup> Based on 87% group response

<sup>6</sup> Based on 72% group response

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

<sup>8</sup> Based on 88% group response

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

41% of the group described themselves as White (including British, Australian and European), 27% as Asian (including Indian, Chinese and Pakistani), 13% as Arabic, 7% as Black (including African, South African and Caribbean), 4% as Hispanic, with the remaining 8% coming from a range of other backgrounds<sup>10</sup>.

### Country of Completion<sup>11</sup>

19% of respondents completed the aptitude test in Australia, 16% in France, 15% in the United Kingdom, 8% in Saudi Arabia, 7% in Denmark, 6% in India, 5% in South Africa, 3% in Bahrain, 3% in the United States and 3% in Mexico. The remaining 15% completed the test in various other countries including the United Arab Emirates, Poland, New Zealand, Ireland and the Netherlands.

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<sup>9</sup> Based on 63% group response

<sup>10</sup> Other backgrounds included mixed backgrounds, Aboriginal Australian and Pacific Islander

<sup>11</sup> Based on 99% group response