

Saville Assessment Aptitude Mixed Occupational (LAm & Carib, IA, 2021) Group Description

Used for:

Swift Comprehension Aptitude-Rx (IA)

Swift Comprehension Verbal & Numerical-Rx (IA)

This group consisted of 342 individuals¹ in Latin America and the Caribbean, employed in a range of job functions across a wide range of industry sectors. 12% worked in sales & marketing, 10% in human resources, 9% in IT & engineering, 8% in administration, 8% in operations, 8% in finance, 4% in transport, 4% in customer service, 3% in health, 3% in construction and 3% in education. The remaining 28% worked in other fields including consulting, purchasing, hospitality and design².

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

Gender³

40% of the group were female and 60% were male.

Age⁴

The mean age of the group was 33 years.

Education (highest qualification)⁵

33% had a postgraduate degree as their highest qualification, 56% had a first/undergraduate degree, 2% had a professional qualification, 5% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

63% were managers⁷, 22% were supervisors or team leaders, 7% were individual contributors, with the remaining 8% listing other management responsibilities.

Work Experience⁸

11% of the group had more than 20 years' work experience, 29% had between 10 and 20 years', 25% had between 6 and 9 years', 20% had between 3 and 5 years', with the remaining 15% having had less than 3 years' work experience.

¹ Based on 2017 to 2021 completions

² Based on 65% group response

³ Based on 100% group response

⁴ Based on 75% group response

⁵ Based on 52% group response

⁶ Based on 31% group response

⁷ The 'Manager' category did not include senior managers and executives

⁸ Based on 72% group response

Cultural Background⁹

40% of the group described themselves as Hispanic, 25% as White (including South American and Central American), 11% as Black (including Caribbean and African), 10% as Asian (including Indian), with the remaining 14% coming from a range of other backgrounds¹⁰.

Country of Completion¹¹

19% of respondents completed the aptitude test in Chile, 19% in Mexico, 19% in Panama, 19% in Trinidad and Tobago, 10% in Brazil, 5% in Argentina, 4% in Haiti, 1% in Barbados, 1% in Guadeloupe, 1% in the Dominican Republic and 1% in French Guiana. The remaining 1% completed the test in various other countries including Ecuador, Colombia, Costa Rica, Cuba and Peru.

⁹ Based on 61% group response

¹⁰ Other backgrounds included mixed backgrounds and Native American

¹¹ Based on 100% group response