

## Saville Assessment Aptitude Professionals & Managers (ME, IA, 2021) Group Description

Used for:  
Abstract Reasoning Aptitude-Rx (IA)

This group consisted of 437 individuals<sup>1</sup> in the Middle East, employed in a range of job functions across a wide range of industry sectors. 28% worked in IT & engineering, 15% in finance, 9% in sales & marketing, 8% in operations, 5% in hospitality, 4% in law, 3% in administration, 3% in human resources, 3% in customer service and 2% in security. The remaining 20% worked in other fields including construction, research, consulting, health, data processing and transport<sup>2</sup>.

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

### Gender<sup>3</sup>

30% of the group were female and 70% were male.

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

The mean age of the group was 39 years.

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

32% had a postgraduate degree as their highest qualification, 59% had a first/undergraduate degree, 4% had a professional qualification, 2% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

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

35% of the group were at senior management level (including group, functional, business and enterprise/corporate managers), 26% were managers, 24% were supervisors or team leaders and 15% were professional individual contributors.

### Work Experience<sup>7</sup>

27% of the group had more than 20 years' work experience, 48% had between 10 and 20 years', 13% had between 6 and 9 years', 6% had between 3 and 5 years', with the remaining 6% having had less than 3 years' work experience.

### Cultural Background<sup>8</sup>

66% of the group described themselves as Arabic, 15% as White (including European and South American), 10% as Asian (including Indian, Pakistani and Chinese), 1% as Hispanic, with the remaining 8% coming from a range of other backgrounds<sup>9</sup>.

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<sup>1</sup> Based on 2016 to 2021 completions

<sup>2</sup> Based on 96% group response

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

<sup>4</sup> Based on 93% group response

<sup>5</sup> Based on 83% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 83% group response

<sup>8</sup> Based on 94% group response

<sup>9</sup> Other backgrounds included Black, mixed backgrounds and Scandinavian

### Country of Completion<sup>10</sup>

19% of respondents completed the aptitude test in Saudi Arabia, 19% in the United Arab Emirates, 19% in Israel, 15% in Egypt, 10% in Qatar, 5% in Bahrain, 5% in Oman, 3% in Jordan, 2% in Kuwait and 1% in Morocco. The remaining 2% completed the test in various other countries including Lebanon, Iran, Iraq, Tunisia and Algeria.

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<sup>10</sup> Based on 100% group response