

## Saville Assessment Aptitude English as an Additional Language (INT, IA, 2021) Group Description

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This international group consisted of 3,067 individuals<sup>1</sup> employed in a range of job functions across a wide range of industry sectors. They did not have English as their first language but completed the English language version of tests while operating in English language work or study environments.

16% worked in finance, 14% in IT & engineering, 8% in sales & marketing, 6% in operations, 6% in human resources, 5% in consulting, 3% in health, 3% in construction, 2% in administration and 2% in hospitality. The remaining 35% worked in other fields including research, law, education, customer service and humanities/social sciences<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>

38% of the group were female, 62% were male and less than 1% responded with not specified.

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

The mean age of the group was 32 years.

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

34% had a postgraduate degree as their highest qualification, 58% had a first/undergraduate degree, 4% had a professional qualification, 2% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

### First Language<sup>6</sup>

76% of the group spoke the following first languages: Malay (Malaysia) (21%), Arabic (13%), Hindi (13%), Chinese (Cantonese) (10%), Chinese (Mandarin) (9%), Portuguese (Brazil) (2%), French (France) (2%), Indonesian (2%), German (Germany) (2%) and Urdu (2%). The remaining 24% spoke other first languages including: Dutch (Netherlands), Turkish, Russian, Afrikaans and Greek.

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

18% of the group had more than 20 years' work experience, 25% had between 10 and 20 years', 7% had between 6 and 9 years', 7% had between 3 and 5 years', 8% had between 1 and 2 years', 9% had between 6 and 12 months', with the remaining 26% having had less than 6 months' work experience.

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<sup>1</sup> Based on 2018 to 2020 completions

<sup>2</sup> Based on 77% group response

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

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

<sup>5</sup> Based on 92% group response

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

<sup>7</sup> Based on 90% group response

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

71% of the group described themselves as Asian (including Malaysian, Chinese and Indian), 15% as White (including European, South American and South African), 8% as Arabic, 1% as Black (including African, South African and American), 1% as Hispanic, with the remaining 4% coming from a range of other backgrounds<sup>9</sup>.

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

18% of respondents completed the aptitude test in Malaysia, 11% in the United Arab Emirates, 11% in India, 10% in the United Kingdom, 9% in Hong Kong, 8% in Australia, 5% in the United States, 2% in Saudi Arabia, 2% in Brazil and 2% in Taiwan. The remaining 22% completed the test in various other countries including Singapore, Indonesia, Egypt, the Netherlands and New Zealand.

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

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

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