

Saville Assessment Aptitude Individual Contributors (INT, IA, 2022) Group Description

Used for:
Swift Global Aptitude (IA)

This international group consisted of 365 individuals¹, employed in a range of job functions across a wide range of industry sectors. 14% worked in IT & engineering, 14% in sales & marketing, 9% in finance, 7% in consulting, 6% in human resources, 5% in operations, 4% in research, 4% in administration, 4% in health and 3% in education. The remaining 30% worked in other fields including customer service, data processing, hospitality, law and media².

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

Gender³

61% of the group were female, 39% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 28 years.

Education (highest qualification)⁵

30% had a postgraduate degree as their highest qualification, 52% had a first/undergraduate degree, 2% had a professional qualification, 13% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

Work Experience⁶

10% of the group had more than 20 years' work experience, 11% had between 10 and 20 years', 13% had between 6 and 9 years', 16% had between 3 and 5 years', 20% had between 1 and 2 years', 11% had between 6 and 12 months', with the remaining 19% having had less than 6 months' work experience.

Cultural Background⁷

61% of the group described themselves as White (including European, British and South American), 24% as Asian (including Indian, Bangladeshi and Chinese), 5% as Hispanic, 3% as Black (including African and Caribbean), 1% as Arabic, with the remaining 6% coming from a range of other backgrounds⁸.

¹ Based on 2020 to 2021 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 96% group response

⁵ Based on 99% group response

⁶ Based on 97% group response

⁷ Based on 96% group response

⁸ Other backgrounds included mixed backgrounds and Scandinavian

Country of Completion⁹

19% of respondents completed the aptitude test in the United Kingdom, 19% in the United States, 16% in India, 8% in France, 4% in Switzerland, 3% in the Netherlands, 3% in Peru, 2% in Bulgaria, 2% in Italy and 2% in Spain. The remaining 22% completed the test in various other countries including Brazil, Greece, Mexico, Turkey and Colombia.

⁹ Based on 100% group response