

## Saville Assessment Aptitude Mixed Occupational (INT, IA, 2022) Group Description

Used for:  
Swift Global Aptitude (IA)

This international group consisted of 634 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 14% worked in sales & marketing, 10% in operations, 9% in IT & engineering, 9% in human resources, 8% in finance, 7% in consulting, 4% in hospitality, 4% in health, 3% in education and 3% in administration. The remaining 29% worked in other fields including data processing, research, customer service, design, media and transport<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>

56% of the group were female, 43% were male and 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, 50% had a first/undergraduate degree, 3% had a professional qualification, 11% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

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

23% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 15% were managers, 10% were supervisors or team leaders, 33% were individual contributors, with the remaining 19% listing other management responsibilities.

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

24% of the group had more than 20 years' work experience, 19% had between 10 and 20 years', 12% had between 6 and 9 years', 11% had between 3 and 5 years', 13% had between 1 and 2 years', 8% had between 6 and 12 months', with the remaining 13% having had less than 6 months' work experience.

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<sup>1</sup> Based on 2020 to 2021 completions

<sup>2</sup> Based on 81% group response

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

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

<sup>5</sup> Based on 94% group response

<sup>6</sup> Based on 75% group response

<sup>7</sup> Based on 91% group response

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

64% of the group described themselves as White (including European, British and South American), 23% as Asian (including Indian, Chinese and Japanese), 5% as Hispanic, 2% as Black (including African, American and Caribbean), 1% as Arabic, with the remaining 5% coming from a range of other backgrounds<sup>9</sup>.

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

21% of respondents completed the aptitude test in the United States, 20% in the United Kingdom, 13% in India, 6% in France, 4% in Switzerland, 3% in Italy, 3% in Germany, 2% in Mexico, 2% in Peru and 2% in the Netherlands. The remaining 24% completed the test in various other countries including Bulgaria, Greece, Australia, Canada, China, Japan and Spain.

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<sup>8</sup> Based on 90% group response

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

<sup>10</sup> Based on 99% group response