

## Saville Assessment Aptitude Professionals & Managers (INT, IA, 2022) Group Description

Used for:  
Swift Global Aptitude (IA)

This international group consisted of 410 individuals<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 14% worked in sales & marketing, 14% in operations, 12% in IT & engineering, 9% in human resources, 7% in finance, 7% in consulting, 5% in hospitality, 4% in health, 4% in administration and 4% in research. The remaining 20% worked in other fields including education, data processing, customer service, media and design<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>

51% of the group were female, 49% were male and less than 1% responded with not specified.

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

The mean age of the group was 35 years.

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

38% had a postgraduate degree as their highest qualification, 49% had a first/undergraduate degree, 4% had a professional qualification, 7% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

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

28% of the group were at senior management level (including functional, business, group and enterprise/corporate managers), 22% were managers, 16% were supervisors or team leaders and 34% were professional individual contributors.

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

29% of the group had more than 20 years' work experience, 24% had between 10 and 20 years', 14% had between 6 and 9 years', 12% had between 3 and 5 years', with the remaining 21% having had less than 3 years' work experience.

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

56% of the group described themselves as White (including European, British and South American), 27% as Asian (including Indian, Chinese and Japanese), 9% as Hispanic, 2% as Arabic, 2% as Black (including American and African), with the remaining 4% coming from a range of other backgrounds<sup>9</sup>.

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

<sup>2</sup> Based on 97% group response

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

<sup>4</sup> Based on 95% group response

<sup>5</sup> Based on 99% group response

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

<sup>7</sup> Based on 98% group response

<sup>8</sup> Based on 96% group response

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

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

20% of respondents completed the aptitude test in the United Kingdom, 19% in the United States, 15% in India, 5% in Switzerland, 3% in France, 3% in Germany, 3% in Italy, 3% in Mexico, 2% in Peru and 2% in Colombia. The remaining 25% completed the test in various other countries including Bulgaria, China, Canada, Japan, the Netherlands and Spain.

---

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