

Saville Assessment Aptitude

Senior Managers & Executives (EUR, IA, 2023) Group Description

Used for:

Swift Executive Aptitude-Rx (IA)

Abstract Reasoning Aptitude-Rx (IA)

This international group consisted of 1,101 individuals¹, employed in a range of job functions across a wide range of industry sectors. 14% worked in finance, 12% in sales & marketing, 10% in IT & engineering, 9% in operations, 7% in human resources, 4% in consulting, 2% in law, 2% in purchasing, 2% in administration, 2% in hospitality, and 2% in construction. The remaining 34% worked in other fields including health, transport, customer service, research and education².

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

Gender³

33% of the group were female, 67% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 45 years.

Education (highest qualification)⁵

60% had a postgraduate degree as their highest qualification, 27% had a first/undergraduate degree, 7% had a professional qualification, 2% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

35% of the group were senior managers, 22% were functional managers, 18% were enterprise/corporate managers, 13% were business managers and 12% were group managers.

Work Experience⁷

65% of the group had more than 20 years' work experience, 32% had between 10 and 20 years', 2% had between 6 and 9 years', with the remaining 1% having had less than 6 years' work experience.

¹ Based on 2018 to 2022 completions

² Based on 97% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 99% group response

⁶ Based on 100% group response

⁷ Based on 100% group response

Cultural Background¹

88% of the group described themselves as White (including European, British and Irish), 3% as Asian (including Indian, Chinese and Pakistani), 2% as Hispanic, 1% as Black (including Caribbean, African and Caribbean, African American and South African), with the remaining 6% coming from a range of other backgrounds².

Country of Completion³

19% of respondents completed the aptitude test in the United Kingdom, 12% in Germany, 11% in France, 8% in Denmark, 8% in Switzerland, 7% in Belgium, 5% in the Netherlands, 4% in Italy, 4% in Spain and 4% in Ireland. The remaining 18% completed the test in various other countries including Sweden, Ukraine, Russia, Poland and the Czech Republic.

¹ Based on 67% group response

² Other backgrounds included Scandinavian, mixed backgrounds, and Maori

³ Based on 100% group response



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