

Saville Assessment Aptitude

Individual Contributors (EUR, IA, 2021) Group Description

Used for:

Swift Comprehension Aptitude-Rx (IA)
Swift Comprehension Verbal & Numerical-Rx (IA)
Verbal Comprehension Aptitude-Rx (IA)
Numerical Comprehension Aptitude-Rx (IA)
Error Checking Aptitude-Rx (IA)

This group consisted of 2,137 individuals¹ in Europe, employed in a range of job functions across a wide range of industry sectors. 13% worked in customer service, 11% in operations, 10% in transport, 10% in administration, 8% in finance, 6% in sales & marketing, 3% in IT & engineering, 3% in consulting, 3% in health and 2% in hospitality. The remaining 31% worked in other fields including human resources, construction, education, security and law².

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

Gender³

46% of the group were female, 54% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 32 years.

Education (highest qualification)⁵

14% had a postgraduate degree as their highest qualification, 37% had a first/undergraduate degree, 6% had a professional qualification, 28% had school level qualifications, with the remaining 15% of the group having other or no formal qualifications.

Work Experience⁶

17% of the group had more than 20 years' work experience, 25% had between 10 and 20 years', 18% had between 6 and 9 years', 23% had between 3 and 5 years', 8% had between 1 and 2 years', 3% had between 6 and 12 months', with the remaining 6% having had less than 6 months' work experience.

Cultural Background⁷

84% of the group described themselves as White (including European, British and Irish), 6% as Asian (including Indian, Pakistani and Bangladeshi), 3% as Black (including African and Caribbean), 2% as Arabic, 1% as Hispanic, with the remaining 4% coming from a range of other backgrounds⁸.

¹ Based on 2017 to 2021 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 98% group response

⁶ Based on 98% group response

⁷ Based on 48% group response

⁸ Other backgrounds included mixed backgrounds and Scandinavian

⁹ Based on 100% group response

Country of Completion⁹

19% of respondents completed the aptitude test in Denmark, 19% in France, 19% in the United Kingdom, 11% in Poland, 8% in Ireland, 7% in the Netherlands, 3% in Belgium, 2% in Sweden, 2% in Italy, 2% in Germany and 2% in Norway. The remaining 6% completed the test in various other countries including Spain, Switzerland, Cyprus and Guernsey.

1 Based on 2017 to 2021 completions

2 Based on 95% group response

3 Based on 100% group response

4 Based on 97% group response

5 Based on 98% group response

6 Based on 98% group response

7 Based on 48% group response

8 Other backgrounds included mixed backgrounds and Scandinavian

9 Based on 100% group response