

Saville Assessment Aptitude Mixed Occupational (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 3,558 individuals¹ in Europe, employed in a range of job functions across a wide range of industry sectors. 12% worked in customer service, 11% in operations, 10% in administration, 9% in transport, 8% in finance, 6% in sales & marketing, 4% in hospitality, 3% in health, 3% in IT & engineering and 2% in consulting. The remaining 32% worked in other fields including construction, human resources, 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

15% had a postgraduate degree as their highest qualification, 37% had a first/undergraduate degree, 7% had a professional qualification, 27% had school level qualifications, with the remaining 14% of the group having other or no formal qualifications.

Management Level⁶

9% were managers⁷, 12% were supervisors or team leaders, 36% were individual contributors, with the remaining 43% listing other management responsibilities.

Work Experience⁸

17% of the group had more than 20 years' work experience, 27% had between 10 and 20 years', 18% had between 6 and 9 years', 21% had between 3 and 5 years', with the remaining 17% having had less than 3 years' work experience.

¹ Based on 2017 to 2021 completions

² Based on 81% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 93% group response

⁶ Based on 74% group response

⁷ The 'Manager' category did not include senior managers and executives

⁸ Based on 92% group response

⁹ Based on 45% group response

¹⁰ Other backgrounds included mixed backgrounds, Scandinavian and Aboriginal Australian

¹¹ Based on 100% group response

Cultural Background⁹

82% of the group described themselves as White (including European, British and Irish), 6% as Asian (including Indian, Pakistani and Bangladeshi), 4% as Black (including African and Caribbean), 3% as Arabic, 1% as Hispanic, with the remaining 4% coming from a range of other backgrounds¹⁰.

Country of Completion¹¹

19% of respondents completed the aptitude test in France, 19% in the United Kingdom, 18% in Denmark, 11% in Poland, 7% in Ireland, 6% in the Netherlands, 4% in Belgium, 2% in Sweden, 2% in Italy and 2% in Spain. The remaining 10% completed the test in various other countries including Switzerland, Norway, Germany, Cyprus and Guernsey.

1 Based on 2017 to 2021 completions

2 Based on 81% group response

3 Based on 100% group response

4 Based on 94% group response

5 Based on 93% group response

6 Based on 74% group response

7 The 'Manager' category did not include senior managers and executives

8 Based on 92% group response

9 Based on 45% group response

10 Other backgrounds included mixed backgrounds, Scandinavian and Aboriginal Australian

11 Based on 100% group response