

## Saville Assessment Wave® Work Strengths Graduates - All (GCC, IA, 2020) Group Description

This group consisted of 1,126 individuals in the Gulf Cooperation Council (GCC) member states<sup>1</sup>, employed in a range of job functions across a wide range of industry sectors. 70% worked in IT and engineering, sales and marketing, human resources, administration, finance, law, operations, consulting, hospitality and construction. The remaining 30% worked in other fields such as customer service, purchasing and education.<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>

32% of the group were female and 68% were male.

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

The mean age of the group was 33 years.

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

25% had a postgraduate degree as their highest qualification and 75% had a first/undergraduate degree.

### Work Experience<sup>6</sup>

10% of the group had over 20 years' work experience, 34% had between 10 and 20 years' experience, 20% had between 6 and 9 years', 18% of the group had between 3 and 5 years', 7% had between 1 and 2 years', 4% had between 6 and 12 months', with the remaining 7% having had less than 6 months' work experience.

### Cultural Background<sup>7</sup>

66% of the group described themselves as Arabic, 15% as Asian (including Indian, Pakistani and Bangladeshi), 9% as White (including White European, White British, and White Australian), 1% as Black (including Black African), with the remaining 9% coming from a range of other backgrounds.<sup>8</sup>

### Country of Completion<sup>9</sup>

63% of respondents completed Work Strengths in Saudi Arabia, 29% in the United Arab Emirates, 3% in Oman, 2% in Qatar, 2% in Bahrain and 1% in Kuwait.

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<sup>1</sup> Based on 2012-2020 completions

<sup>2</sup> Based on 96% group response

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

<sup>4</sup> Based on 99% group response

<sup>5</sup> Based on 100% group response

<sup>6</sup> Based on 99% group response

<sup>7</sup> Based on 97% group response

<sup>8</sup> Other backgrounds included mixed backgrounds and Hispanic

<sup>9</sup> Based on 100% group response