

Saville Assessment Wave® Focus Styles Graduates – All (Asia, IA, 2021) Group Description

This group consisted of 11,512 individuals¹ in Asia, employed in a range of job functions across a wide range of industry sectors. 14% worked in IT & engineering, 12% in sales & marketing, 12% in finance, 10% in operations, 7% in human resources, 6% in customer service, 4% in transport, 3% in consulting, 3% in administration and 2% in construction. The remaining 27% worked in other fields including travel, purchasing, hospitality, education and data processing².

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

Gender³

41% of the group were female, 59% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 33 years.

Education (highest qualification)⁵

28% had a postgraduate degree as their highest qualification and 72% had a first/undergraduate degree.

Work Experience⁶

14% of the group had more than 20 years' work experience, 36% had between 10 and 20 years', 17% had between 6 and 9 years', 11% had between 3 and 5 years', with the remaining 22% having had less than 3 years' work experience.

Cultural Background⁷

60% of the group described themselves as Asian (including Indian, Chinese and Malaysian), 21% as Arabic, 12% as White (including European, British and South American), 1% as Black (including African, Caribbean and South African), less than 1% as Hispanic, with the remaining 6% coming from a range of other backgrounds⁸.

Country of Completion⁹

29% of respondents completed Focus Styles in the United Arab Emirates, 20% in Turkey, 11% in India, 10% in Hong Kong, 9% in Malaysia, 5% in Saudi Arabia, 4% in Japan, 3% in China, 2% in Bahrain and 1% in Indonesia. The remaining 6% completed the questionnaire in various other countries including Thailand and Singapore.

¹ Based on 2018-2020 completions

² Based on 88% group response

³ Based on 100% group response

⁴ Based on 94% group response

⁵ Based on 100% group response

⁶ Based on 97% group response

⁷ Based on 83% group response

⁸ Other backgrounds included mixed backgrounds, Scandinavian and Pacific Islander

⁹ Based on 100% group completion