

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

This group consisted of 3,646 individuals¹, employed in a range of job functions across a wide range of industry sectors. 15% worked in IT & engineering, 12% in finance, 11% in sales & marketing, 9% in operations, 7% in human resources, 5% in customer service, 4% in consulting, 2% in construction, 2% in administration and 2% in transport. The remaining 31% worked in other fields including education, data processing, travel, law, purchasing and design².

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

Gender³

50% of the group were female, 50% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 25 years.

Education (highest qualification)⁵

21% had a postgraduate degree as their highest qualification and 79% had a first/undergraduate degree.

Work Experience⁶

37% had between 3 and 5 years' work experience, 22% had between 1 and 2 years', 15% had between 6 and 12 months' with the remaining 26% having had less than 6 months' work experience.

Cultural Background⁷

79% of the group described themselves as Asian (including Chinese, Indian and Malaysian), 15% as Arabic, 3% as White (including European, British and South American), less than 1% as Black (including African, South African), less than 1% as Hispanic, with the remaining 3% coming from a range of other backgrounds⁸.

Country of Completion⁹

21% of respondents completed Focus Styles in Hong Kong, 20% in Turkey, 17% in India, 16% in Malaysia, 10% in the United Arab Emirates, 4% in China, 2% in Bahrain, 2% in Indonesia, 2% in Saudi Arabia and 1% in Japan. The remaining 5% completed the questionnaire in various other countries including Taiwan and Republic of China.

¹ Based on 2018-2020 completions

² Based on 85% group response

³ Based on 100% group response

⁴ Based on 96% group response

⁵ Based on 100% group response

⁶ Based on 100% group response

⁷ Based on 81% group response

⁸ Other backgrounds included mixed backgrounds, Pacific Islander and Aboriginal Australian

⁹ Based on 100% group response