

Saville Assessment Wave® Focus Styles Professionals & Managers (ME, IA, 2021) Group Description

This group consisted of 2,518 individuals¹ in the Middle East, employed in a range of job functions across a wide range of industry sectors. 24% worked in IT & engineering, 15% in sales & marketing, 9% in human resources, 9% in finance, 8% in operations, 7% in customer service, 5% in administration, 3% in construction, 2% in consulting and 1% in purchasing. The remaining 17% worked in other fields including design, travel, security, transport and health².

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

Gender³

25% of the group were female, 75% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 37 years.

Education (highest qualification)⁵

26% had a postgraduate degree as their highest qualification, 65% had a first/undergraduate degree, 2% had a professional qualification, 4% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

Management Level⁶

22% of the group were at senior management level (including functional, group, business and enterprise/corporate managers), 27% were managers, 24% were supervisors or team leaders and 27% were professional individual contributors.

Work Experience⁷

22% of the group had more than 20 years' work experience, 47% had between 10 and 20 years', 17% had between 6 and 9 years', 9% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

Cultural Background⁸

84% of the group described themselves as Arabic, 8% as Asian (including Indian, Pakistani and Malaysian), 5% as White (including European, British and South African), 1% as Black (including African, Caribbean and American), less than 1% as Hispanic, with the remaining 2% coming from a range of other backgrounds.

¹ Based on 2016-2020 completions

² Based on 98% group response

³ Based on 100% group response

⁴ Based on 93% group response

⁵ Based on 87% group response

⁶ Based on 100% group response

⁷ Based on 88% group response

⁸ Based on 95% group response

⁹ Other backgrounds included mixed backgrounds, Aboriginal Australian, Pacific Islander and Maori

Country of Completion¹⁰

29% of respondents completed Focus Styles in Egypt, 29% in the United Arab Emirates, 25% in Saudi Arabia, 6% in Bahrain, 3% in Morocco, 3% in Oman, 1% in Qatar, 1% in Kuwait, 1% in Lebanon and less than 1% in Iraq. The remaining 2% completed the questionnaire in various other countries including Uzbekistan, Iran (Islamic Republic of), Jordan, Turkmenistan and Tunisia.

¹⁰ Based on 100% group response