

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

This group consisted of 9,395 individuals<sup>1</sup> in Asia, employed in a range of job functions across a wide range of industry sectors. 14% worked in sales & marketing, 13% in IT & engineering, 12% in human resources, 12% in finance, 7% in operations, 5% in administration, 5% in consulting, 3% in education, 2% in customer service and 2% in construction. The remaining 25% worked in other fields including law, purchasing, health, hospitality and research<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>

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

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

The mean age of the group was 39 years.

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

35% had a postgraduate degree as their highest qualification and 65% had a first/undergraduate degree.

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

33% of the group had more than 20 years' work experience, 38% had between 10 and 20 years', 12% had between 6 and 9 years', 10% had between 3 and 5 years', with the remaining 7% having had less than 3 years' work experience.

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

77% of the group described themselves as Asian (including Japanese, Chinese, Indian and Malaysian), 14% as Arabic, 6% as White (including European, British and Australian), with the remaining 3% coming from a range of other backgrounds<sup>8</sup>.

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

23% of respondents completed Professional Styles in Japan, 11% in India, 11% in Malaysia, 8% in Saudi Arabia, 7% in Singapore, 6% in Turkey, 6% in China, 5% in the United Arab Emirates, 4% in Indonesia and 4% in Hong Kong. The remaining 15% completed the questionnaire in various other countries including Taiwan, Thailand, the Philippines, Bahrain and Qatar.

<sup>1</sup> Based on 2018-2020 completions

<sup>2</sup> Based on 91% group response

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

<sup>4</sup> Based on 91% group response

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

<sup>6</sup> Based on 98% group response

<sup>7</sup> Based on 87% group response

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

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