

Saville Assessment Wave® Professional Styles Professionals & Managers (Asia, IA, 2021) Group Description

This group consisted of 9,628 individuals¹ in Asia, employed in a range of job functions across a wide range of industry sectors. 14% worked in IT & engineering, 13% in sales & marketing, 11% in finance, 11% in human resources, 8% in operations, 5% in administration, 4% in consulting, 3% in construction, 3% in education and 3% in customer service. The remaining 25% worked in other fields including law, purchasing, health, hospitality and research².

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

Gender³

39% of the group were female, 61% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 40 years.

Education (highest qualification)⁵

33% had a postgraduate degree as their highest qualification, 58% had a first/undergraduate degree, 4% had a professional qualification, 3% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

Management Level⁶

24% of the group were at senior management level (including functional, group, business and enterprise/corporate managers), 36% were managers, 22% were supervisors or team leaders and 18% were professional individual contributors.

Work Experience⁷

34% of the group had more than 20 years' work experience, 42% had between 10 and 20 years', 13% had between 6 and 9 years', 7% had between 3 and 5 years', with the remaining 4% having had less than 3 years' work experience.

Cultural Background⁸

68% of the group described themselves as Asian (including Japanese, Chinese and Indian), 22% as Arabic, 7% as White (including British, European and Australian), with the remaining 3% coming from a range of other backgrounds⁹.

¹ Based on 2016-2020 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 92% group response

⁵ Based on 86% group response

⁶ Based on 100% group response

⁷ Based on 87% group response

⁸ Based on 89% group response

⁹ Other backgrounds included mixed backgrounds, Hispanic and Black

Country of Completion¹⁰

17% of respondents completed Professional Styles in Japan, 11% in Malaysia, 11% in the United Arab Emirates, 10% in India, 9% in Saudi Arabia, 7% in Turkey, 6% in Singapore, 5% in China, 4% in Hong Kong and 4% in Indonesia. The remaining 16% completed the questionnaire in various other countries including Oman, Taiwan, Qatar, the Philippines and Thailand.

¹⁰ Based on 100% group response