

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

This group consisted of 5,653 individuals¹ in Asia, employed in a range of job functions across a wide range of industry sectors. 15% worked in sales & marketing, 12% in IT & engineering, 12% in finance, 10% in human resources, 9% in operations, 4% in consulting, 4% in administration, 3% in construction, 2% in customer service and 2% in education. The remaining 27% worked in other fields including law, hospitality, purchasing, health and transport².

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

Gender³

33% of the group were female, 67% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 44 years.

Education (highest qualification)⁵

40% had a postgraduate degree as their highest qualification, 49% had a first/undergraduate degree, 7% had a professional qualification, 2% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

Management Level⁶

43% of the group were senior managers, 22% were functional managers, 13% were group managers, 12% were business managers and 10% were enterprise/corporate managers.

Work Experience⁷

54% of the group had more than 20 years' work experience, 40% had between 10 and 20 years', 4% had between 6 and 9 years', with the remaining 2% having had less than 6 years' work experience.

Cultural Background⁸

71% of the group described themselves as Asian (including Indian, Chinese and Japanese), 13% as Arabic, 12% as White (including British, European and Australian), with the remaining 4% 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 91% group response

⁵ Based on 90% group response

⁶ Based on 100% group response

⁷ Based on 91% group response

⁸ Based on 89% group response

⁹ Other backgrounds included mixed backgrounds and Black

Country of Completion¹⁰

15% of respondents completed Professional Styles in India, 14% in Japan, 12% in the United Arab Emirates, 12% in Malaysia, 6% in Turkey, 6% in China, 5% in Singapore, 5% in Saudi Arabia, 5% in Indonesia and 4% in Hong Kong. The remaining 16% completed the questionnaire in various other countries including Taiwan, the Philippines, Oman, Thailand and Qatar.

¹⁰ Based on 100% group response