

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

This group consisted of 1,565 individuals¹ in the Gulf Cooperation Council (GCC) member states, employed in a range of job functions across a wide range of industry sectors. 15% worked in IT & engineering, 11% in administration, 10% in sales & marketing, 10% in human resources, 9% in finance, 7% in operations, 3% in customer service, 3% in construction, 3% in consulting and 2% in culture. The remaining 27% worked in other fields including law, purchasing, media, hospitality and education².

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

Gender³

26% of the group were female, 74% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 39 years.

Education (highest qualification)⁵

32% had a postgraduate degree as their highest qualification, 62% had a first/undergraduate degree, 3% had a professional qualification, 2% had school level qualifications, with the remaining 1% of the group having other or no formal qualifications.

Management Level⁶

27% of the group were at senior management level (including functional, group, business and enterprise/corporate managers), 35% were managers, 20% were supervisors or team leaders and 18% were professional individual contributors.

Work Experience⁷

26% of the group had more than 20 years' work experience, 45% had between 10 and 20 years', 16% had between 6 and 9 years', 8% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

Cultural Background⁸

77% of the group described themselves as Arabic, 11% as Asian (including Indian, Pakistani and Chinese), 9% as White (including British, European and Australian), 1% as Black (including African, American, Caribbean and), with the remaining 2% coming from a range of other backgrounds⁹.

¹ Based on 2018-2020 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 92% group response

⁵ Based on 61% group response

⁶ Based on 100% group response

⁷ Based on 62% group response

⁸ Based on 96% group response

⁹ Other backgrounds included mixed backgrounds

Country of Completion¹⁰

38% of respondents completed Professional Styles in Saudi Arabia, 29% in the United Arab Emirates, 20% in Oman, 6% in Qatar, 6% in Bahrain and 1% in Kuwait.

¹⁰ Based on 100% group response