

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

This group consisted of 2,065 individuals¹ in the Middle East, employed in a range of job functions across a wide range of industry sectors. 16% worked in IT & engineering, 11% in human resources, 9% in sales & marketing, 9% in administration, 9% in finance, 7% in operations, 7% in construction, 3% in customer service, 2% in consulting and 2% in law. The remaining 25% worked in other fields including culture, hospitality, purchasing, media and education².

The breakdown of the group is provided below (with 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

29% had a postgraduate degree as their highest qualification, 65% 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

26% of the group were at senior management level (including group, functional, business and enterprise/corporate managers), 36% 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', 15% 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

80% of the group described themselves as Arabic, 9% as Asian (including Indian, Pakistani and Chinese), 8% as White (including European, British and Australian), 1% as Black (including African, American and Caribbean), 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 93% group response

⁵ Based on 69% group response

⁶ Based on 100% group response

⁷ Based on 69% group response

⁸ Based on 94% group response

⁹ Other backgrounds included mixed backgrounds and Hispanic

Country of Completion¹⁰

27% of respondents completed Professional Styles in Saudi Arabia, 25% in the United Arab Emirates, 19% in Egypt, 15% in Oman, 4% in Bahrain, 4% in Qatar, 1% in Morocco, 1% in Lebanon, 1% in Algeria and 1% in Iran. The remaining 2% completed the questionnaire in various other countries including Jordan, Israel, Kuwait, Tunisia and Turkmenistan .

¹⁰ Based on 100% group response