

## Saville Assessment Wave® Work Strengths Graduates - All (Asia, IA, 2021) Group Description

This group consisted of 3,690 individuals<sup>1</sup> in Asia, employed in a range of job functions across a wide range of industry sectors. 13% worked in IT & engineering, 10% in sales & marketing, 10% in finance, 8% in operations, 6% in consulting, 6% in human resources, 5% in administration, 4% in customer service, 2% in hospitality and 2% in education. The remaining 34% worked in other fields including law, purchasing, construction, transport, design and media.<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>

44% of the group were female, 56% were male and less than 1% responded with not specified.

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

The mean age of the group was 32 years.

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

32% had a postgraduate degree as their highest qualification and 68% had a first/undergraduate degree.

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

10% of the group had more than 20 years' work experience, 30% had between 10 and 20 years', 15% had between 6 and 9 years', 13% had between 3 and 5 years', with the remaining 32% having had less than 3 years' work experience.

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

60% of the group described themselves as Asian (including Indian, Thai and Chinese), 31% 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>

19% of respondents completed Work Strengths in India, 19% in Saudi Arabia, 19% in Thailand, 19% in the United Arab Emirates, 4% in the Philippines, 4% in Malaysia, 3% in Turkey, 3% in Hong Kong, 2% in China and 1% in Taiwan, Republic of China. The remaining 7% completed the questionnaire in various other countries including Singapore, Japan, Jordan, Vietnam and Afghanistan.

<sup>1</sup> Based on 2018-2021 completions

<sup>2</sup> Based on 85% group response

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

<sup>4</sup> Based on 96% group response

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

<sup>6</sup> Based on 97% group response

<sup>7</sup> Based on 94% group response

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

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