

Saville Assessment Wave® Work Strengths Individual Contributors (Asia, IA, 2021) Group Description

This group consisted of 1,291 individuals¹ in Asia, employed in a range of job functions across a wide range of industry sectors. 14% worked in IT & engineering, 9% in finance, 7% in sales & marketing, 6% in human resources, 6% in administration, 5% in consulting, 5% in operations, 5% in customer service, 4% in law and 2% in transport. The remaining 37% worked in other fields including education, purchasing, hospitality, design and research².

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

Gender³

45% of the group were female, 55% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 29 years.

Education (highest qualification)⁵

25% had a postgraduate degree as their highest qualification, 65% had a first/undergraduate degree, 1% had a professional qualification, 6% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

Work Experience⁶

5% of the group had more than 20 years' work experience, 19% had between 10 and 20 years', 13% had between 6 and 9 years', 17% had between 3 and 5 years', 13% had between 1 and 2 years', 10% had between 6 and 12 months', with the remaining 23% having had less than 6 months' work experience.

Cultural Background⁷

60% of the group described themselves as Asian (including Indian, Thai and Chinese), 34% as Arabic, 3% as White (including European, Australian and British), with the remaining 3% coming from a range of other backgrounds⁸.

Country of Completion⁹

19% of respondents completed Work Strengths in India, 19% in Saudi Arabia, 19% in Thailand, 18% in the United Arab Emirates, 5% in Malaysia, 4% in Hong Kong, 4% in the Philippines, 2% in Turkey, 2% in Japan and 2% in Taiwan, Republic of China. The remaining 6% completed the questionnaire in various other countries including Singapore, China, Jordan, Afghanistan and Oman.

¹ Based on 2018-2020 completions

² Based on 96% group response

³ Based on 100% group response

⁴ Based on 97% group response

⁵ Based on 90% group response

⁶ Based on 90% group response

⁷ Based on 96% group response

⁸ Other backgrounds included mixed backgrounds, Black and Hispanic

⁹ Based on 100% group response