

## Saville Assessment Wave® Work Strengths

### Mixed Occupational (Asia, IA, 2021) Group Description

This group consisted of 2,717 individuals<sup>1</sup> in Asia, employed in a range of job functions across a wide range of industry sectors. 14% worked in IT & engineering, 10% in operations, 9% in finance, 9% in sales & marketing, 5% in consulting, 5% in human resources, 5% in administration, 4% in customer service, 2% in law and 2% in education. The remaining 35% worked in other fields including transport, hospitality, purchasing, design and construction<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>

42% of the group were female, 58% 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>

28% had a postgraduate degree as their highest qualification, 63% had a first/undergraduate degree, 1% had a professional qualification, 5% had school level qualifications, with the remaining 3% of the group having other or no formal qualifications.

#### Management Level<sup>6</sup>

16% of the group were at senior management level (including functional, enterprise/corporate, business and group managers), 18% were managers, 18% were supervisors or team leaders, 21% were individual contributors, with the remaining 27% listing other management responsibilities.

#### Work Experience<sup>7</sup>

12% of the group had more than 20 years' work experience, 30% had between 10 and 20 years', 14% had between 6 and 9 years', 12% had between 3 and 5 years', 11% had between 1 and 2 years', 6% had between 6 and 12 months', with the remaining 15% having had less than 6 months' work experience.

#### Cultural Background<sup>8</sup>

62% of the group described themselves as Asian (including Indian, Thai and Chinese), 29% as Arabic, 5% as White (including European, British and Australian), with the remaining 4% coming from a range of other backgrounds<sup>9</sup>.

<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 95% group response

<sup>5</sup> Based on 84% group response

<sup>6</sup> Based on 79% group response

<sup>7</sup> Based on 83% group response

<sup>8</sup> Based on 92% group response

### Country of Completion<sup>10</sup>

19% of respondents completed Work Strengths in India, 19% in the United Arab Emirates, 19% in Thailand, 14% in Saudi Arabia, 6% in the Philippines, 5% in Malaysia, 4% in Hong Kong, 3% in Turkey, 1% in Japan, 1% in Singapore and 1% in Taiwan. The remaining 8% completed the questionnaire in various other countries including Jordan, China, Sri Lanka and Afghanistan.

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<sup>9</sup> Other backgrounds included mixed backgrounds, Hispanic and Scandinavian

<sup>10</sup> Based on 100% group response