

Saville Assessment Wave® Work Strengths Professionals & Managers (Asia, IA, 2021) Group Description

This group consisted of 2,306 individuals¹ in Asia, employed in a range of job functions across a wide range of industry sectors. 16% worked in IT & engineering, 11% in operations, 10% in sales & marketing, 7% in finance, 7% in human resources, 7% in consulting, 6% in administration, 4% in customer service, 2% in education and 2% in hospitality. The remaining 28% worked in other fields including law, purchasing, design, media and research².

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

Gender³

41% of the group were female, 59% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 34 years.

Education (highest qualification)⁵

33% had a postgraduate degree as their highest qualification, 60% had a first/undergraduate degree, 1% had a professional qualification, 4% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

Management Level⁶

21% of the group were at senior management level (including functional, enterprise/corporate, group and business managers), 25% were managers, 27% were supervisors or team leaders and 27% were professional individual contributors.

Work Experience⁷

13% of the group had more than 20 years' work experience, 35% had between 10 and 20 years', 18% had between 6 and 9 years', 14% had between 3 and 5 years', with the remaining 20% having had less than 3 years' work experience.

Cultural Background⁸

58% of the group described themselves as Asian (including Indian, Thai and Malaysian), 33% as Arabic, 6% as White (including European, British and Australian), with the remaining 3% 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 96% group response

⁵ Based on 94% group response

⁶ Based on 100% group response

⁷ Based on 97% group response

⁸ Based on 79% group response

⁹ Other backgrounds included mixed backgrounds, Hispanic and Black

Country of Completion¹⁰

19% of respondents completed Work Strengths in India, 19% in Saudi Arabia, 19% in Thailand, 19% in the United Arab Emirates, 6% in the Philippines, 3% in Malaysia, 3% in Turkey, 2% in Lebanon, 1% in Hong Kong and 1% in Jordan. The remaining 8% completed the questionnaire in various other countries including Singapore, Taiwan, Indonesia and Afghanistan.

¹⁰ Based on 100% group response