

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

This group consisted of 3,590 individuals¹ in Japan, employed in a range of job functions across a wide range of industry sectors. 19% worked in human resources, 18% in IT & engineering, 13% in sales & marketing, 7% in operations, 6% in administration, 5% in finance, 4% in consulting, 3% in hospitality, 2% in construction and 2% in media. The remaining 21% worked in other fields including research, customer service, design, health and purchasing².

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

Gender³

31% of the group were female, 69% were male and less than 1% responded with not specified.

Age⁴

The mean age of the group was 41 years.

Education (highest qualification)⁵

20% had a postgraduate degree as their highest qualification, 64% had a first/undergraduate degree, 2% had a professional qualification, 10% had school level qualifications, with the remaining 4% of the group having other or no formal qualifications.

Management Level⁶

25% of the group were at senior management level (including functional, group, business and enterprise/corporate managers), 24% were managers, 13% were supervisors or team leaders and 38% were individual contributors.

Work Experience⁷

45% of the group had more than 20 years' work experience, 28% had between 10 and 20 years', 12% had between 6 and 9 years', 10% had between 3 and 5 years', with the remaining 5% having had less than 3 years' work experience.

Cultural Background⁸

98% of the group described themselves as Asian (including Japanese, Chinese and Korean), 1% as White (including European, New Zealander and British), with the remaining 1% coming from a range of other backgrounds⁹.

¹ Based on 2016-2021 completions

² Based on 95% group response

³ Based on 100% group response

⁴ Based on 82% group response

⁵ Based on 96% group response

⁶ Based on 100% group response

⁷ Based on 98% group response

⁸ Based on 97% group response

⁹ Other backgrounds included mixed backgrounds