

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

This group consisted of 1,058 individuals<sup>1</sup> in Turkey, employed in a range of job functions across a wide range of industry sectors. 19% worked in sales & marketing, 12% in operations, 11% in finance, 8% in IT & engineering, 6% in human resources, 5% in health, 5% in administration, 4% in construction, 4% in consulting and 2% in purchasing. The remaining 24% worked in other fields including transport, data processing, customer service, law and research<sup>2</sup>.

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

### Gender<sup>3</sup>

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

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

The mean age of the group was 40 years.

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

38% had a postgraduate degree as their highest qualification, 59% had a first/undergraduate degree, 2% had school level qualifications, with the remaining 1% of the group having other or no formal qualifications.

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

41% of the group were at senior management level (including functional, group, enterprise/corporate and business managers), 34% were managers, 19% were supervisors or team leaders and 6% were professional individual contributors.

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

31% of the group had more than 20 years' work experience, 54% had between 10 and 20 years', 11% had between 6 and 9 years', 2% had between 3 and 5 years', with the remaining 2% having had less than 3 years' work experience.

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<sup>1</sup> Based on 2016-2021 completions

<sup>2</sup> Based on 96% group response

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

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

<sup>5</sup> Based on 99% group response

<sup>6</sup> Based on 100% group response

<sup>7</sup> Based on 100% group response