

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

This group consisted of 1,081 individuals<sup>1</sup> in Japan, employed in a range of job functions across a wide range of industry sectors. 17% worked in IT & engineering, 15% in sales & marketing, 11% in operations, 8% in human resources, 5% in finance, 5% in administration, 3% in consulting, 3% in hospitality, 2% in media and 1% in construction. The remaining 30% worked in other fields including research, customer service, purchasing, law, transport and health<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>

11% of the group were female, 89% were male and less than 1% responded with not specified.

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

The mean age of the group was 49 years.

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

25% had a postgraduate degree as their highest qualification, 61% had a first/undergraduate degree, 2% had a professional qualification, 9% had school level qualifications, with the remaining 2% of the group having other or no formal qualifications.

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

42% of the group were functional managers, 25% were senior managers, 12% were group managers, 11% were business managers and 10% were enterprise/corporate managers.

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

78% of the group had more than 20 years' work experience, 18% had between 10 and 20 years', 1% had between 6 and 9 years', with the remaining 3% having had less than 6 years' work experience.

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

98% of the group described themselves as Asian (including Japanese, Chinese and Korean), 2% as White (including New Zealander and European), with the remaining less than 1% coming from a range of other backgrounds<sup>9</sup>.

---

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

<sup>2</sup> Based on 94% group response

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

<sup>4</sup> Based on 79% group response

<sup>5</sup> Based on 98% group response

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

<sup>7</sup> Based on 98% group response

<sup>8</sup> Based on 97% group response

<sup>9</sup> Other backgrounds included mixed backgrounds