

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

This group consisted of 1,621 individuals<sup>1</sup> in China, Hong Kong and Taiwan, employed in a range of job functions across a wide range of industry sectors. 22% worked in sales & marketing, 9% in IT & engineering, 8% in finance, 8% in administration, 7% in human resources, 7% in operations, 7% in customer service, 4% in consulting, 2% in purchasing, 2% in law and 2% in education. The remaining 22% worked in other fields including construction, hospitality, transport and welfare<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>

39% of the group were female, 61% were male and less than 1% responded with not specified.

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

The mean age of the group was 41 years.

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

36% had a postgraduate degree as their highest qualification, 60% had a first/undergraduate degree, 2% had a professional qualification, 1% had school level qualifications, with the remaining 1% of the group having other or no formal qualifications.

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

40% of the group were at senior management level (including functional, business, enterprise/corporate and group managers), 27% were managers, 20% were supervisors or team leaders and 13% were professional individual contributors.

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

37% of the group had more than 20 years' work experience, 44% had between 10 and 20 years', 12% had between 6 and 9 years', 5% had between 3 and 5 years', with the remaining 2% having had less than 3 years' work experience.

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

89% of the group described themselves as Asian (including Chinese, Indian and Japanese), 9% as White (including Australian, British and European), with the remaining 2% coming from a range of other backgrounds<sup>9</sup>.

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

<sup>2</sup> Based on 98% group response

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

<sup>4</sup> Based on 90% group response

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

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

<sup>7</sup> Based on 99% group response

<sup>8</sup> Based on 91% group response

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

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

40% of respondents completed Professional Styles in China, 30% in Taiwan and 30% in Hong Kong.

---

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