

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

This group consisted of 850 individuals<sup>1</sup> in China, Hong Kong and Taiwan, employed in a range of job functions across a wide range of industry sectors. 23% worked in sales & marketing, 8% in administration, 8% in finance, 7% in human resources, 7% in operations, 7% in IT & engineering, 6% in customer service, 2% in consulting, 2% in law and 2% in hospitality. The remaining 28% worked in other fields including purchasing, transport, education, construction, research and media<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>

32% of the group were female and 68% were male.

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

The mean age of the group was 43 years.

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

37% had a postgraduate degree as their highest qualification, 58% had a first/undergraduate degree, 3% 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>

34% of the group were senior managers, 27% were functional managers, 18% were business managers, 12% were enterprise/corporate managers and 9% were group managers.

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

47% of the group had more than 20 years' work experience, 44% had between 10 and 20 years', 7% had between 6 and 9 years', with the remaining 2% having had less than 6 years' work experience.

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

85% of the group described themselves as Asian (including Chinese, Japanese and Indian), 13% as White (including British, Australian and European), with the remaining 2% coming from a range of other backgrounds<sup>9</sup>.

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

<sup>2</sup> Based on 97% group response

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

<sup>4</sup> Based on 89% 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

<sup>8</sup> Based on 92% 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, 33% in Hong Kong and 27% in Taiwan.

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