



**COMPANY'S OPINION:
HIRING CANDIDATES WITH EXPERIENCE**

**TOP 3 QUALITIES BASED ON
PRIVATE SECTOR
COMPANY**



RANK	BUSINESS - LARGE (75+ STAFFS)	BUSINESS - MEDIUM (30- 75 STAFFS)	BUSINESS - SMALL (5-30 STAFFS)	BUSINESS - MICRO (1-5 STAFFS)
1st	Ability to perform and handle the job role	Ability to perform and handle the job role / Related working experience	Ability to perform and handle the job role	Ability to perform and handle the job role
2nd	Personality (Positive, Good Attitude, etc) Related working experience	Personality (Positive, Good Attitude, etc)	Personality (Positive, Good Attitude, etc)	Related working experience
3rd	Analytical and problem solving skills	Soft skills (Communication, Critical Thinking etc)	Related working experience	Analytical and problem solving skills

FINDINGS & ANALYSIS:

By comparing among the private sector companies in Sarawak, it is evident to say that 70% of the companies, regardless of the type and/or size, tend to focus on similar key qualities when reviewing candidates. All local hiring managers (from Large, Medium, Small and Micro Business) would primarily focus to look out for experienced candidates who have the ability to perform and handle the job role. The second quality that Sarawakian employers tend to focus is Personality (Positive, Good Attitude, etc). As per the earlier reports have shown, Personality is definitely one of the most important, desired quality and the key prerequisite to land a job. In looking for experienced hires, employers from Large and Medium businesses may not necessary focus on related working experience, rather they tend to look out for experienced candidates with positive attitude, whom can demonstrate capabilities in problem solving (think out of the box, proven methods, etc) and have versatile soft skills. Whereas in Small or Micro businesses, employers may tend to look for experienced candidates with related working experience.