



**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 Related working experience	Personality	Personality	Related working experience
3rd	Analytical and problem solving skills	Soft skills (Communication, Critical Thinking etc)	Related working experience	Analytical and problem solving skills

The above graphic illustrates what the **type and/or size of a private sector company** would look for when hiring candidates with work experience.

**FINDINGS & ANALYSIS:** By comparing among the private sector companies, it is evident to say that 70% companies, regardless of the type and/or size, tend to focus on similar key qualities when reviewing candidates. All hiring managers (from Large, Medium, Small and Micro Business) said they would primarily look out for experience candidates who have the ability to perform and handle the job role. The second quality that employers tend to focus immediately in hiring is Personality; or at least hiring managers from Large, Medium and Small Business think alike. That said, we believe strongly that Personality is definitely one of the most important quality or the prerequisite to land a job. From our findings, hiring managers may not necessary feel that related working experience is the first criteria to look for in hiring. This further suggest that Large and Medium businesses tend to look out for one with a positive attitude, who can demonstrate capabilities in problem solving (think out of the box, proven methods, etc) and has versatile soft skills. Whereas in Small or Micro businesses, hiring managers may tend to look for candidates with related working experience.