



COMPANY'S OPINION: HIRING FRESH GRADUATES

**TOP 5 QUALITIES  
IN HIRING FRESH GRADUATES  
(PRIVATE vs GOVERNMENT)**

Private Company

vs

Government Agency

Personality (Positive, Good Attitude, etc)

81%

**1st**  
Quality

Personality (Positive, Good Attitude, etc)

67%

Communication skills

50%

**2nd**  
Quality

Level of Education

53%

English Proficiency

44%

**3rd**  
Quality

Volunteering experiences

33%

Level of Education

42%

**4th**  
Quality

Communication skills / Field of study /  
Internship experience

27%

Field of Study

23%

**5th**  
Quality

Academic result / Malay proficiency /  
Curricular Activities / English proficiency /  
IT skills

13%

**FINDINGS & ANALYSIS:**

Having seen the previous report on the preferred qualities based on Sarawakian employer's hiring decision, let's take a further look into the possible differences in hiring choices made by Sarawak Employers in the Private and Public Sectors. Once again, Personality (Positive, Good Attitude, etc) scored the top most desired quality for local employers in both sectors when hiring fresh graduates. But interestingly, employers in the Public sector favor qualities like Level of Education and Volunteering experiences; while employers in the Private sectors place more emphasis on qualities such as Communication skills and English Proficiency. In general, our findings show that local employers are looking beyond academic qualifications as they are increasingly looking for fresh graduates with Personality (Positive, Good Attitude, etc) coupled with a broader range of skills related to the job industry.