

COMPANY'S OPINION: HIRING CANDIDATES WITH EXPERIENCE



Poor discipline (Take long breaks, always on phone, doing personal things etc)

54%





BEHAVIOUR
THAT ARE LACKING IN



Poor IT skills (Photoshop, PCsoftwares etc)

35%

Poor english proficiency

4th (1/2)

Unable to handle pressure

26%



Unrealistic expectations (High salary/benefit)

20%

Poor interpersonal skills (Communication, Teamwork etc)/

X S C

Poor Health (Taking frequent medical leave)/

No teamwork

16%



Lack of pride and interest

13%



Poor work performance / Irresponsibility & No Initiative

12%



Negativity/ Not Punctual (Always late)

11%



Poor attitude

_5%

FINDINGS & ANALYSIS:

Most companies in Sabah surveyed agree that there is a decline in good habits at work. When Sabahan companies were asked to feedback on what they think their employees were exhibiting poorly or lacking in, they said: Poor Discipline (54%), Poor IT skills (35%) and Poor English Proficiency (28%). This could explain why Sabahan employers emphasized greatly on "Ability to perform and handle the job role" and "Related working experience" --- the top 2 qualities wanted in hiring experienced workers. In light to this, it is important to note that despite hiring experienced candidates that fulfills the "right qualities", this alone would not resolve bad behaviors present at workplace.

To encourage positive good behaviors at workplace, companies will have to work towards empowering their employees with the knowledge and tools to build one's self-awareness in the form of appraisal or evaluation; including the importance of motivating, recognizing efforts and giving credits to employees. These are some of the methods put in place to develop the desired code of conduct at any workplace. It is true that Negative Bad Habits can reflect poorly upon a person at work and possibly destroy one's career. The ability to reflect and instill self-awareness is important in building one's career advancement thus it is also the responsibility of employees to instill responsibility and professionalism at the work place.

