



**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 | Ability to perform and handle the job role | Ability to perform and handle the job role |
| 2nd | Related working experience | Related working experience | Analytical and problem solving skills | Personality (Positive, Good Attitude, etc) |
| 3rd | Analytical and problem solving skills | Personality (Positive, Good Attitude, etc) | Related working experience | Related working experience |

FINDINGS & ANALYSIS:

By comparing among the private sector companies in Sabah, it is evident to say that almost 75% 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 & handle the job role'. The second quality that Sabah employers tend to focus is 'Related working experience'. As per the earlier reports have shown, 'Personality (positive, good attitude, etc)' is definitely one of the important, desired quality and the key prerequisite to land a job but when it comes to looking for experienced hires, Sabah employers from Large/Medium/Small/Micro businesses all agreed that the key focus is to demonstrate the 'Ability to perform & handle the job role'.