

While recruiting a new employee, the employer should pay more attention to their personal qualities, rather than qualifications and experience. To what extent do you agree or disagree? Give your opinion and include relevant examples.

In this day and age recruitment just like (every) other aspect of our life has become more complicated than before. Large companies consider many parameters while interviewing a candidate to employ. While many believe experience ~~have~~has to be prioritized, there are many valid arguments to the contrary claiming other factors such as appropriate behavior and other soft skills must ~~be~~taken into consideration first. This short essay discusses this controversial topic with some related cases to clarify this heated issue.

Being involved in a suitable field of activity plays a crucial role for both society and individuals. The importance of recruiting the correct person is so important, ~~that~~so that in many places the psychologists have designed specific tests to be taken from the job seekers before their employment. I maintain that not only is recruiting a well-behaved employee who does not have a major psychological problem ~~is~~is extremely important for companies, but it is also to the benefit of employees themselves. An expert without acceptable behavior can cause irreparable plights to a firm, and his professional reputation.

~~The~~The last but not ~~the~~the least, is the fact that, flexible people who have an acceptable mode of cooperation with other employees can learn ~~the~~the required knowledge, and become profitable. This approach, though hard, seems like a wise decision as many human-resource experts claim. Although the experience of an expert is a priceless asset, those with a lot of experience can damage a big complex with their destructive behavior toward either their colleagues or their customers. Our company had a terrible experience of such an ill-tempered middle aged PhD holder who ruined part of our business last year. He was treating everyone in ~~so~~so a self-centered ~~a~~a way that our customer terminated a part of the project.

To cut a long story short, I must say that although experience is an invaluable commodity ~~that~~that not everyone has, ~~the~~the human values should not be overlooked while adding ~~a~~a new workforce to a workplace. That a normal candidate without much experience can learn new skills, and ~~adopt~~adopt ~~adapt~~adapt himself ~~to~~to with the new environment is an indisputable fact. Only when we respect the moral values, can we expect others ~~to~~to respect morality, and I believe this ~~is~~is a suitable way to raise morale.