

What do employers look for? How do they assess applicants? 僱主如何挑選員工?

KPMG

May Szeto – Human Resources Department

How do you select the best applicants?

Similar to other major audit firms, the recruitment process starts with application screening, aptitude tests, manager interviews and finishes with partner interviews.

What do you look for?

At the interview stage, we look for generic skills and, more specifically, qualities such as interpersonal communication and reasoning skills. Our recruiters also look for general business knowledge and understanding of a specific business environment. Candidates are often asked to say how they might react to a specific situation or how they would solve a specific business problem. Such questions provide a platform to test their business sense.

Apart from interview questions which test an applicant's specialist knowledge of the field, a good interviewer will always provide opportunities for someone to demonstrate his/her character, personality and show evidence of transferable skills.

What is the key to success?

The most successful candidates have the following common characteristics: being confident; well prepared for the interview; and knowledgeable about the employer, job nature and working environment. More often than not, they will have achieved a good balance of academic achievement and extra curricular activities. Successful candidates are much more proactive in responding to questions and raising questions.

Anything else?

Students who have gone abroad, in general, demonstrate clear signs of greater confidence, self-assurance and maturity. The one-year exchange programme seems to have produced a marked impact on students.

PricewaterhouseCoopers

Joanne Chu - Human Resources Manager

What happens after the application stage?

After the application screening stage, shortlisted candidates attend the assessment centre, procedures of which might include a few or all of the following: reasoning tests, in-tray exercise, presentation, group discussion, group exercise and occupational personality test. Candidates who pass the assessment centre would then be asked to attend one-on-one interviews with managers. The whole process finishes with partner interviews.

Is the process demanding?

All the interviewing managers and partners are trained in behavioural interview techniques. In addition to presentation, communication and interpersonal skills, they particularly look for "business sense" as reflected in answers to situational questions and current business issues such as the impact of "CEPA" on the accounting profession.

PCCW

Queenie Pun – Training Services Manager

PCCW hired both full time Business Associates (Graduate Trainees) and Summer Interns from HKU this year. Business Associates are hired and groomed for managerial positions in various business units, whereas the Summer Intern will work in the Training and Development Department.

What do you look for?

We emphasise leadership potential in our selection of Business Associates. We require candidates to attend assessment centre procedures, after which applicants are invited to attend two panel interviews.

What is the key to success?

Successful students in general are much more proactive, have a higher energy level and a stronger sense of drive. These are critical factors for Business Associates who will be groomed and put on the fast track to become managers of business units.

What other factors are important?

Again behavioural interviews and situational questions are used to assess the potential of candidates.

What about summer Internships?

Selection criteria for Summer Interns are slightly different, with the emphasis on enthusiasm and interest in the job. Students who performed well were usually well prepared. They understood the company environment and grasped the nature of the job - they had a clear and concise picture of their career aspiration.

Our thanks to the employers for their valuable views.

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