

During the 1960s and 1970s, Hong Kong developed rapidly and teenagers at that time had lot so working opportunity despite the fact that they may not be well educated and the only requirement for them to be employed was to be hardworking. However, no matter how hard people work, it is difficult for them to find a job today because there are many university degrees nowadays and people who do not have one are not as competitive as those who have. Some business tycoon even said “Grades are everything when it comes to choosing among job candidates.” But I think it is not true as there are many elements such as experience, attitude and ability which are also important for selection.

As for experience, it makes people learn how to work which helps increase efficiency. Working in a company is a complicated thing because it requires different skills in many different aspects such as computer, communication and social skills but most of them cannot be taught in the form of a lesson or graded by examinations. It is also a problem for new generation university graduates because some of them only know what they learnt at lessons but do not know anything else at all so they cannot perform well when working. An experienced worker already has learnt the key to working successfully so that they can handle different tasks, which is better than people who only have high grades.

On the topic of attitude, a worker with passion can always make a positive contribution. Having great results at school does not mean he or she is a helpful worker. If he does not attend or get involve in a project, whatever he knows is useless but those who are willing to work can contribute much more to the team. There were some reports recently about some graduates who disappeared after working for a short period of time, which shows that choosing an employee only by grade may not be advantageous.

With regard to ability, putting right person in the right place is the most important part for an efficient employer. Everyone has different advantages when compared with others such as being better at multi-tasking, more creative or more able to react to different situations quickly but these cannot be shown by grades alone. Determining by results only may cause a misuse of human resources, which limits the work of not only employer but also employee.

In conclusion, a grade is not the only thing to determine the performance of someone. It can be a reference but to be too reliant on it may hide other advantages, which is a lost for both sides. Provided that employers can discover the individual strength of each interviewee, more talented people will be able to prove themselves in real life.