

'Gritty talent wanted'

EDUCATION

Sunday, 24 Mar 2024



WORKING is no bed of roses. In fact, it is far from what most fresh graduates expect.

This, said Malaysian Employers Federation (MEF) president Datuk Dr Syed Hussain Syed Husman, is especially so in today's dynamic job market, where the only constant is change.

"During the hiring process, employers are increasingly assessing the resilience of potential hires. Interview sessions may include asking questions about what the candidate would do when something goes awry.

"This allows the interviewer to gauge how a candidate responds to adversity.

“The resilient ones demonstrate the ability to bounce back from setbacks, harnessing inner strength to overcome challenges – a trait highly valued in today’s workforce,” he said, adding that resilience is not only about enduring hardships in solitude but also about being able to seek support from others when needed.

Such tenacious employees, he said, can navigate tough situations while maintaining their physical and psychological well-being, recognising the importance of leaning on others for assistance when necessary.

“They understand that asking for help is not a sign of weakness but rather a demonstration of self-awareness and a commitment to finding solutions.

“In workplaces where a culture of resilience is fostered, employees feel empowered to reach out to others for assistance, knowing that they will be met with understanding and support.

“This is where students who understand the value of leaning on others for support are more likely to thrive in both academic and professional settings,” he said, stressing that the importance of resilience in student learning cannot be overstated.

“Resilience is about cultivating a positive mindset, a willingness to grow, and the crucial ability to learn from setbacks.

“As students navigate their educational journey, building resilience equips them with invaluable skills to tackle the challenges they’ll inevitably encounter in their future careers.

“Setting clear goals and dedicating time for reflection are integral parts of this process, helping students maintain focus and momentum in the face of rapid change,” he said, adding that workplace stress, a competitive job market, and conflicts are common hurdles students will have to face when they step into the real world and are gainfully employed.

“Having high resilience is important because many employees have identified happenings at the workplace as their main cause of stress,” Syed Hussain said.

A privileged upbringing and overbearing parents, he added, impede efforts by the school to instil resilience in students.

Left unchecked, these students may lack the skills needed to thrive as employees in their future workplace, he warned. — By JAAYNE JEEVITA