

Qualities that employers look for

Introduction: contemporary organizations are pursuing exceptional skills for employees. The primary reason is to enhance human resource retention and save from expenses related to the cumbersome recruitment process. Employers are also putting significant efforts into ensuring they meet needs of their potential employers' by training to stay updated about the job market requirements. One of the profound strategies they are significantly improving is communication skills as required by their employers. The primary qualities that most employers look for are; communication and leadership skills, technical skills, loyalty, excellent and hard work, personal ethics.

Thesis Statement

Ideally, as the demand for employment increases, employers are becoming more demanding during the selection process of suitable candidates with professional skills.

Communication skills: It is one of the essential qualities that modern organizations are looking for. Empirical evidence indicates that communication skills are a necessity in enhancing significant relationships at the workplace. Moreover, it is paramount for employees to exhibit excellence in business writing skills.

Technical Skills: The contemporary organizations are also in pursuit of technical skills that can help them in applying their academic knowledge in executing their duties. It also helps them in technological application skills that require specialization. For example, an insurance marketing personnel will need to understand formal communication and what kind of attitude to embrace.

Loyalty: Loyalty is the cornerstone to productivity and remarkable performance of a worker's perspective. Employers are frequently investing their time and money in training loyal

employees. They also motivate their employees through incentives to sustain loyalty. Research further indicates that loyal employees help organizations benefit mutually. For instance, a loyal manager will also earn loyalty through an increase in wages.

Excellent work and personal ethics: This quality is vital in helping employees understand the difference between right and wrong. Therefore, employees are in constant pursuit of this quality to help employees deal with various ethical dilemma they may face in their line of duty.

Leadership: Employers also aspire to have employees with significant leadership qualities. Supposedly, transformational leaders stand a higher chance of getting absorbed by organizations that pursue to transform. Empirical evidence further indicates that transformational leaders are essential in implementing an organizational culture that fosters growth (Harwood, 2012).

Hard work and agility: Companies also look for hardworking and agile employees. Recent acknowledgment by Tim Cook, Apple Inc. CEO shows that companies appreciate the roles of employees.

Conclusion: It can be evident that successful corporations aspire to have employees with essential qualities that help them achieve success. Moreover, significant leadership skills also expect adherence to profound personal values that will be essential in a various organizational dilemma.

References

Harwood, L. (2012). *Your career: How to make it happen*. Boston, MA: Cengage Learning.

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