

randstad malaysia

tech talent expectations survey.

1 in 2 tech respondents turned down jobs due to a mismatch between the advertised job and actual job scope.



55% of ICT professionals prefer to undergo two or fewer rounds of interviews.

The survey revealed that Malaysian talent working in information communications and technology (ICT) roles are more likely to accept job interview requests as compared to their regional peers. 28% of respondents said that they accept interviews 50% to 74% of the time, compared to respondents in Hong Kong (20%) and Singapore (16%).

However, 55% of respondents say that they prefer to attend only 1 or 2 rounds of interviews, despite there being an industry average of 3 rounds of interviews.

38% of respondents aged 45 to 54 reported that they would not accept a job offer during the interview process if there were “too many rounds of interviews and / or assessment tests” or “the organisation takes too long to schedule the first interview”.

tech candidates aged 45 to 54 on why they did not accept job offers.

38%

said there were too many rounds of interviews or tests.

38%

said the organisation takes too long to schedule the first interview.

Jonathan Sia, Senior Manager of the information technology recruitment team at Randstad Malaysia said, “There is a greater need for employers to revise their recruitment procedures so they don’t deter candidates with prolonged interview processes. Companies can host all their interviews with the shortlisted candidates in the same week as a way to condense their interview process to better meet candidate expectations. By shortening the interview timeline, employers can help candidates feel reassured and secure talent faster.”

“However, there is a need to educate IT job applicants about the average industry practices and manage their expectations on the number of interviews they are required to go through right from the beginning.”

malaysian tech workers are rejecting job offers **due to lack of information and a fundamental disconnect with hiring managers.**

The survey highlighted that one in two respondents turned down a job during the interview process because of a mismatch between the advertised job and the actual job scope, while 35% of respondents say it is because they did not have a positive impression of the hiring manager.

"The interview process is a crucial time for candidates to understand if their personalities, interests and skills are a good fit for the company and whether the employer can support them in realising their career aspirations," Sia said.

Sia added, "Being able to better connect with candidates can also help employers stand out in an increasingly competitive hiring landscape. Hence, it is important for employers to address and close the disconnect between interviewers and candidates."

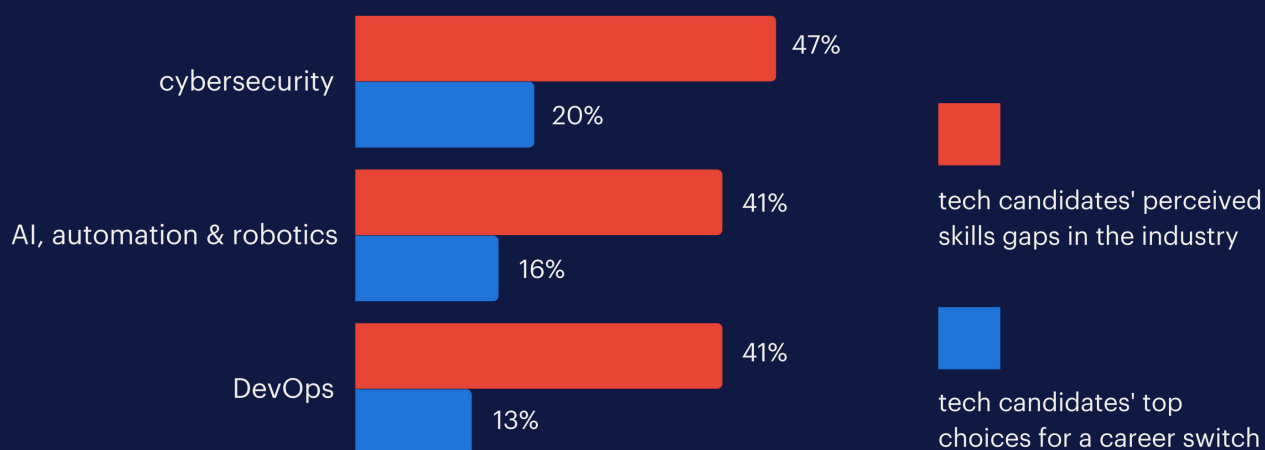
"Companies also need to train hiring managers to be better at communicating the job scope and organisational culture during interviews and on job advertisements if they want to keep candidates interested in the role. Besides knowing how to ask the right interview questions to evaluate candidates' skills and personality traits, sharing firsthand information about the business will help candidates feel valued and engaged."



one-fifth of ICT professionals want to work in cybersecurity jobs if given the chance to restart their career.

Regarding skills gaps in the ICT sector, 47% of respondents ranked “cybersecurity” as the top specialisation lacking in tech talent - followed by “AI, automation & robotics” (41%) and “DevOps” (41%).

One in five ICT respondents (20%) picked “cybersecurity” as their top choice if they were given a choice to restart their career, whereas another 16% of respondents picked “AI, automation & robotics”.



“While cybersecurity is an evergreen, well-established vertical that offers a promising career outlook, AI, automation and robotics may appeal to candidates as emerging technologies are being used in more applications than ever before, creating more job growth opportunities that are not only exciting but increasingly future-proof,” Sia explained.

“In DevOps, where there is high demand but little desire amongst ICT talent to enter the field. Employers need to highlight project scopes and give ICT professionals a clear idea of their career progression timelines in order to attract and retain qualified candidates.”

45% of ICT professionals want to work at Asian global enterprises.

45% of respondents picked Asian global enterprises as their top choice of company to work for, whereas only 33% of respondents picked local companies.

According to Sia, “This is an opportunity for local companies to step up on developing more robust employer branding strategies to establish themselves in an increasingly competitive tech hiring landscape. Besides offering candidates salary increments and welfare benefits, employers should also actively promote comprehensive upskilling opportunities and the chance to try out innovative new tools and technologies in their job advertisements and employer branding efforts.”

The Tech Talent Expectations Survey was conducted in September 2021 across three markets in Asia Pacific with 212 respondents working in IT roles in Malaysia.



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reasons why ICT professionals accept job requests

The organisation offers an interesting project scope and/or opportunity to upskill	The organisation is a strong and/or reputable brand	The organisation has flexible working policies	The organisation has a diverse and/ or supportive working culture	The organisation's brand values are aligned with my principles/ purpose	The organisation has good employee and/or alumni reviews	I am unsure of my job security with my current employer
60%	53%	46%	42%	38%	37%	20%

top 5 reasons why tech talent turn down job opportunities during the interview process

Mismatch between advertised job/project description and actual job/project scope	Didn't have a positive impression of the hiring manager	The interviewer doesn't seem to understand the job/role that they are hiring for	Unclear what projects I'll be working on	I'm comfortable where I am at my current company	Negative employee/ candidates reviews
50%	35%	33%	33%	31%	31%

number of interview rounds ICT respondents prefer

1 round	2 rounds	3 rounds
13%	42%	29%

types of companies that ICT workers prefer to work with

Global enterprise (Asian)	Global enterprise (Western)	Local companies	Small and medium-sized enterprises	Unicorns	Government organisations	Start-ups
45%	44%	33%	32%	31%	31%	20%

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