

Some people argue that employers should consider personal qualities more important than academic qualifications when recruiting workers. Others believe that educational credentials should remain a major factor. In my opinion, both are important, but their relative importance depends on the nature of the job.

Those who favour academic qualifications argue that degrees and professional certificates demonstrate that candidates possess the knowledge required for a particular position. For example, doctors, engineers and accountants need specialised education before they can perform their responsibilities safely and effectively. Qualifications can therefore provide employers with evidence that an applicant has received appropriate training.

On the other hand, personal qualities such as communication, reliability, adaptability and teamwork can strongly influence workplace performance. An employee may have excellent academic results but struggle to cooperate with colleagues or communicate with customers. By contrast, someone with fewer qualifications but strong interpersonal skills may become a highly effective team member. These qualities are particularly important in areas such as sales, management and customer service.

I believe employers should assess both qualifications and personal qualities rather than prioritising one universally. Academic credentials should be essential for professions requiring technical expertise, while personal characteristics may carry greater weight in jobs that involve extensive interaction with others. Interviews, practical tasks and references can help employers evaluate these qualities alongside educational records.

In conclusion, academic qualifications provide evidence of technical knowledge, whereas personal qualities affect how effectively people apply that knowledge. Employers should therefore consider both factors and adjust their priorities according to the specific requirements of each position.