




Official Monthly Newsletter



ONLINE JOB INTERVIEW

Online Job Interview has always been around. Prior to March 2020, online job interviews were mainly conducted due to participants located far from each other (another country or state for example). However, with the Covid-19 pandemic, online job interview has become a SOP for hiring for many organisations operating under the new norm irrespective of distance between the participants. This has been the case for TWY where almost 90% of our clients have been conducting interviews online at least for the 1st round interview. Online interviews are new to many of us on both sides of the interview process.

 **Here are a few tips and best practices that we can suggest smoothening the process of online job interview as we adapt to the new norm: -**

Technology Preparation: -

- Ensure that the platform used are friendly to use and accessible to both parties such as Zoom, Google Meet or Window Teams.
- Ensure that video and speaker are tested and working properly, and that the notebook is fully charged or connected to the main.

Environmental Preparation: -

- Ensure that the backdrop is against the wall or a neutral background to avoid any background distraction to the receiving participant.
- Ensure the online interview is conducted in a quiet room to avoid any interruption or disturbance.

Maintain Professionalism consistency: -

- Ensure punctuality and dress appropriately (in particular if you are working remotely).
- Avoid multitasking while conducting the interview as this is blatantly disrespectful to the other participant. Sit with a good posture to portray a business-like interview.
- In short, act as if as you are conducting a face to face interview.

Communication: -

- Clarity of sound and video display can be distorted while conducting online interview. As such, additional effort is needed to communicate messages across. Speak slowly, clearly and listen carefully.

Backup Plan: -

- Ensure a backup plan at the onset so both parties can continue with the interview if there is a total interruption on the platform such as switching to WhatsApp or even conducting the interview on the phone.

The above tips and practises do ease the process for online interview for many of us at TWY and we hope it will be of assistance to you as well.

Top Motivation Factors for Employees in an Organisation

There is a saying that “motivation will always beat mere talent”. It is the reason that drives our actions. In our research to identifying factors that impact employees’ motivation to thrive in their organisations, we have asked our pool of candidates (not more than 8 years or working experience) what motivates them most to go the extra miles for the organisation.

Below is our finding on the top 9 motivation factors: -

1. Remuneration packages that commensurate with their job responsibilities
2. Career progression and knowing that they have a future with the Company
3. Relationship with colleagues – teamwork as well as a cohesive working relationship
4. Relationship with leadership – trust, appreciation, and recognition of work achieved
5. Company’s Cultures – missions, values and goals
6. Learning and development opportunities including new challenges
7. Company’s processes – how structured is the Company as well as level of authorization
8. Personal life and family commitment
9. Working environment in terms of working conditions, facilities and infrastructure



Stay Safe and Healthy