

6.14 Personal Attributes of Trainee Accountants

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ABSTRACT

Talented employees are the cornerstones of a competitive advantage for many organizations. If an organization competes based on new ideas, outstanding customer service or quick and accurate decisions, having excellent employees is critical. Various employers have faced shortage of workers who have the appropriate Knowledge, Skills and Attitudes (KSA). However when the business cycle goes up and down the demand for labor changes and the job related attributes the employers seek from the applicants also get change.

This study aimed at identifying the most significant job related personal attributes that the recruiters look for among the trainee accountants in their recruitment process. The major objective is to identify and ranks these attribute according to their significance in the eye of the recruiters. For this study only the job related personal attributes were taken in to account. The methodology employed for this study was a survey done using paper advertisements appeared on weekend newspapers that were advertised to be recruited only for trainee accountants. 300 numbers of advertisements were reviewed for this task.

Positive and result oriented attitudes, stress resistance skills, ability to work in a team, ability to have network with various stakeholders and interpersonal sensitivity are the most significant job related personal attributes that the recruiters seek form the trainee accountants. Of least important were the writing skills, geographical location of the applicant, adaptability, maturity and ability to work independently. This study may encourage the trainee accountants to develop these skills within them. It will further give guidance to the curriculum developers to consider in the process of curriculum development for trainee accountants.