

Asia Talent's Job Interview Behaviours

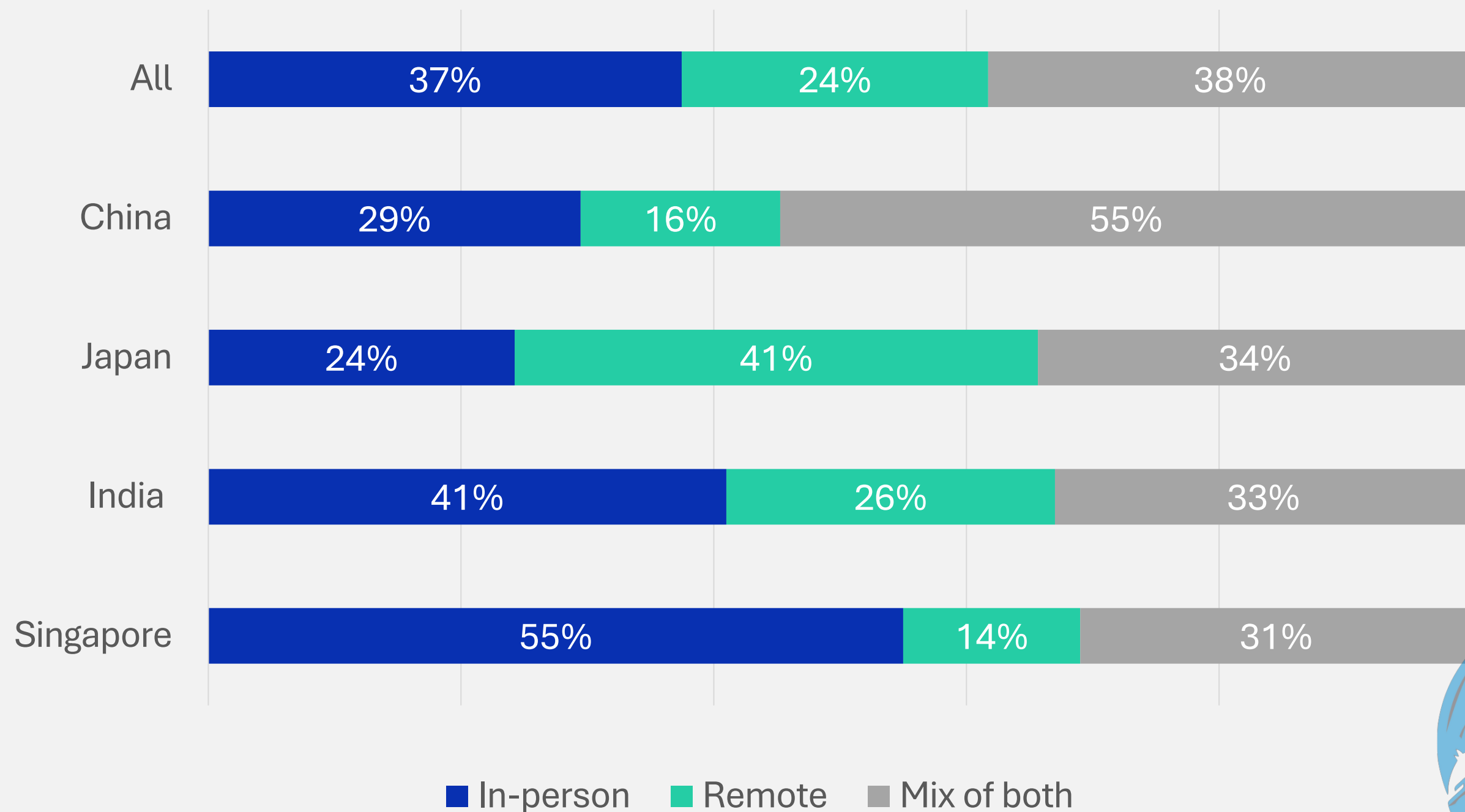


EPISODE II. 2024-08



#1. Interview Preferences: Flexibility, Technology, and Cultural Influences

Do you prefer having interviews in-person or remotely?





38%

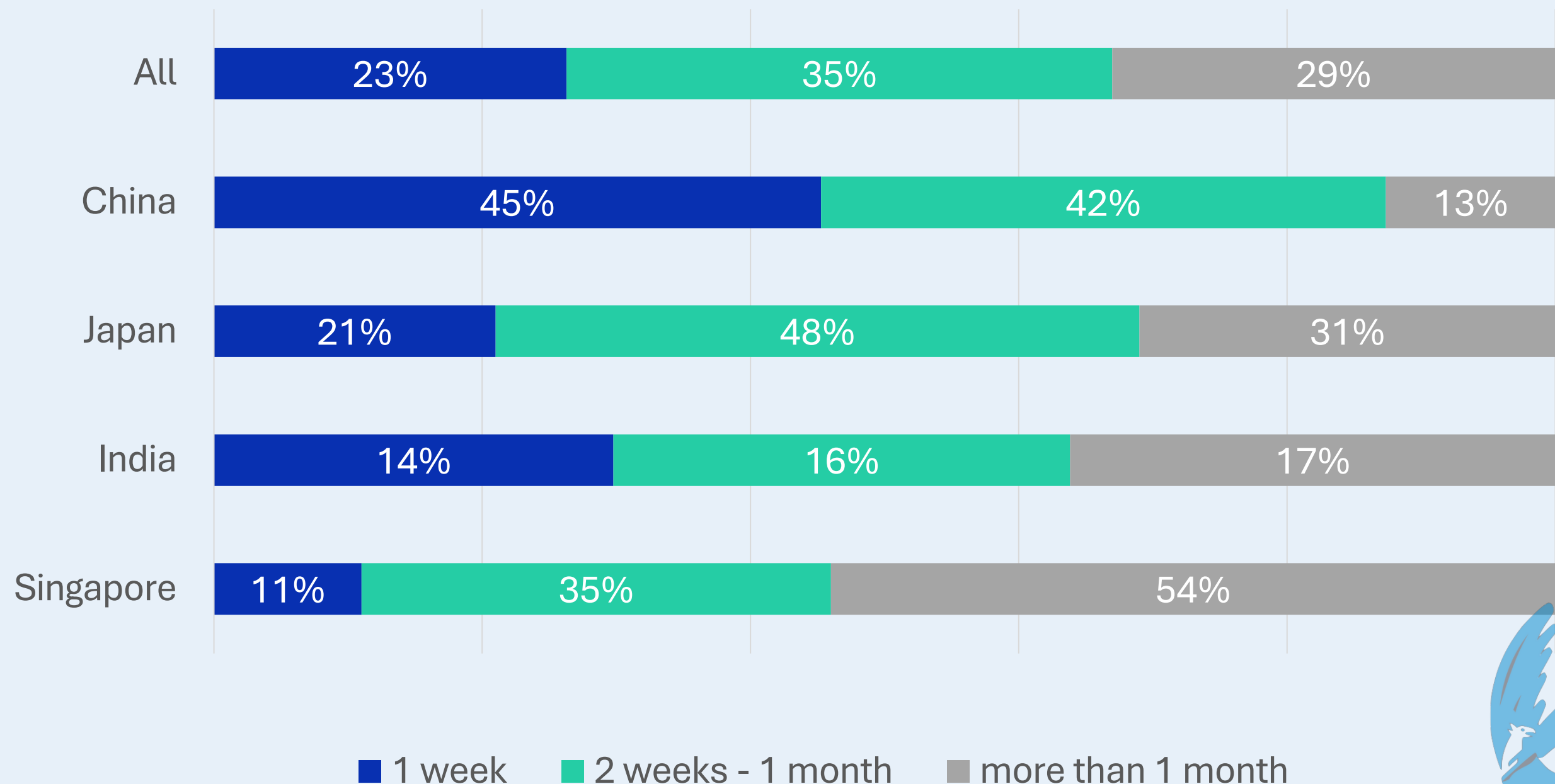
of all the respondents show a modest inclination towards hybrid interviews, reflecting a trend towards embracing diverse preferences

Singapore exhibits a strong inclination towards in-person interviews (55%), possibly due to cultural norms, accessibility, or traditionalism. Japan favours remote interviews the most (41%), likely reflecting its technological advancement and remote-friendly work culture. India displays a balanced approach, with no clear preference, suggesting a versatile and open work culture. China prefers a hybrid model (55%), valuing flexibility. In the early stages of the hiring process, video interviews are often the preferred method for both candidates and interviewers. However, as the interview process progresses, especially in the final interview session, face-to-face communication is preferred.



#2. Hiring Timeframes: Swift Turnarounds in China vs. Prolonged Processes in Singapore

Based on your past experiences, how long does it typically take from the first job interview to receiving an offer?



“ 45%

of China's respondents cite receiving job offers within 1 week, indicating a swift hiring process

Conversely, Singapore shows a tendency towards longer timelines, with 54% indicating it takes more than 1 month. China's swift hiring is driven by high competition, efficient recruitment, economic growth, and a culture of quick decisions.

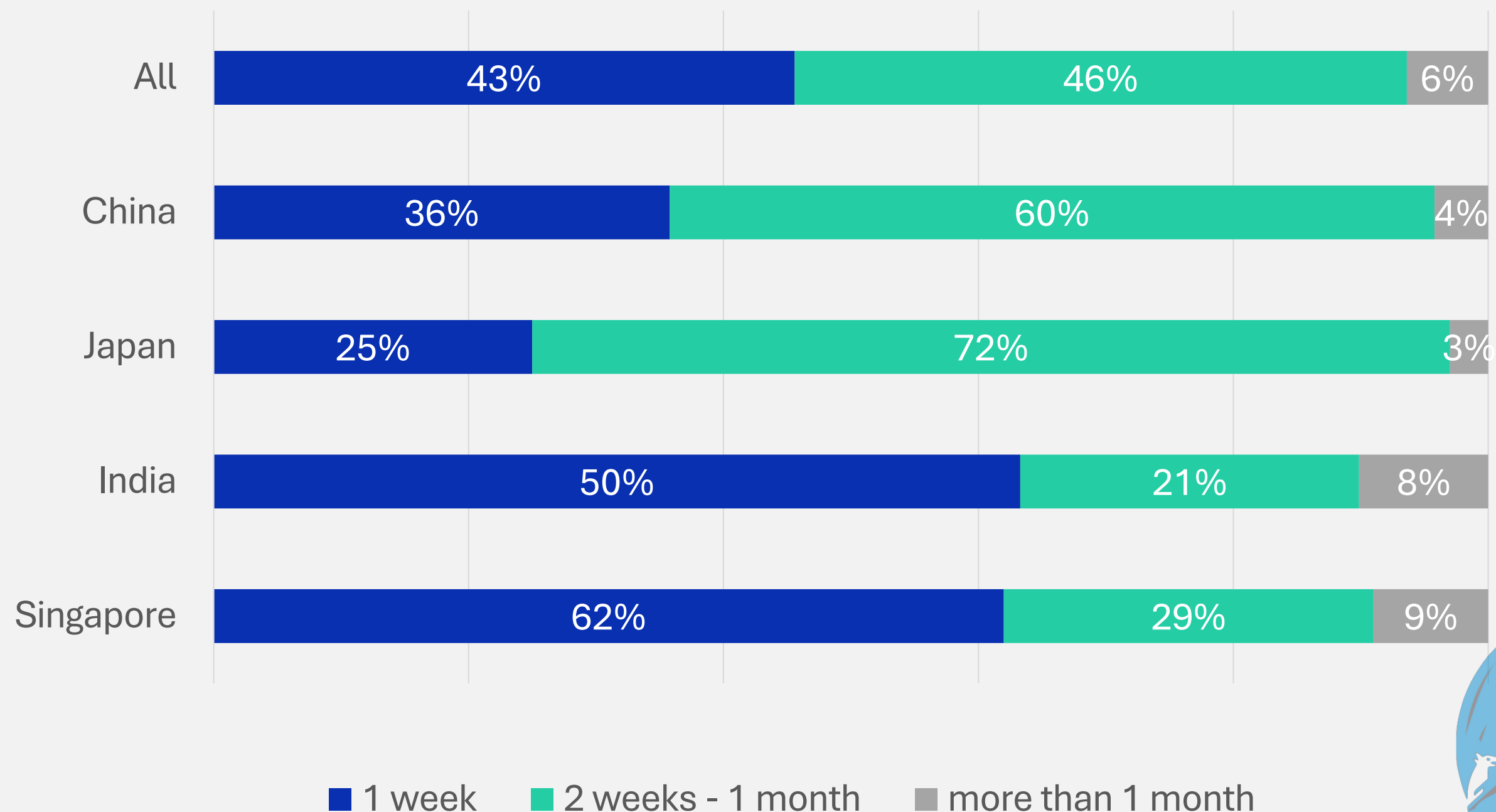
Singapore's longer timelines could stem from thorough candidate evaluations, high standards, and a strategic approach to hiring. Japan's hiring process is moderate, with 48% reporting a 2-week to 1-month timeframe. India presents a balanced distribution across all timeframes.

Overall, the most common timeframe is 2 weeks to 1 month (35%), followed by more than 1 month (29%), and 1 week (23%).



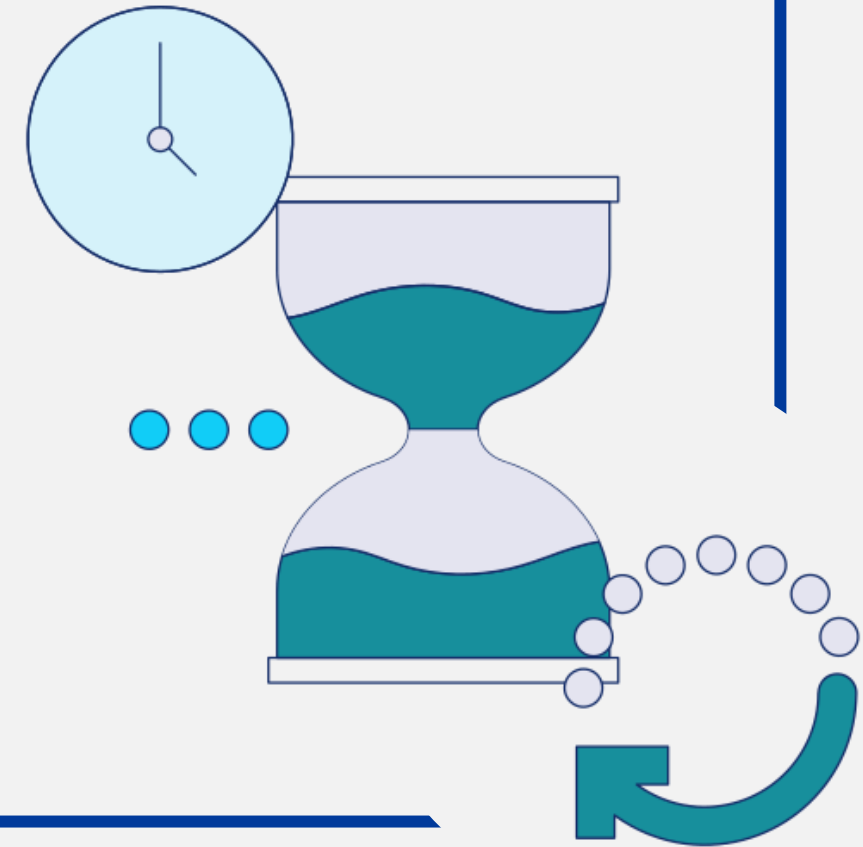
#3. Hiring Preferences: Quick Turnarounds in Singapore and India, Moderate in Japan and China

How long is acceptable for you from the 1st job interview to the offer stage?



2 weeks to 1 month timeframe

is most preferred by all respondents (46%), while 43% are comfortable with a 1 week process, and only 6% find more than 1 month acceptable

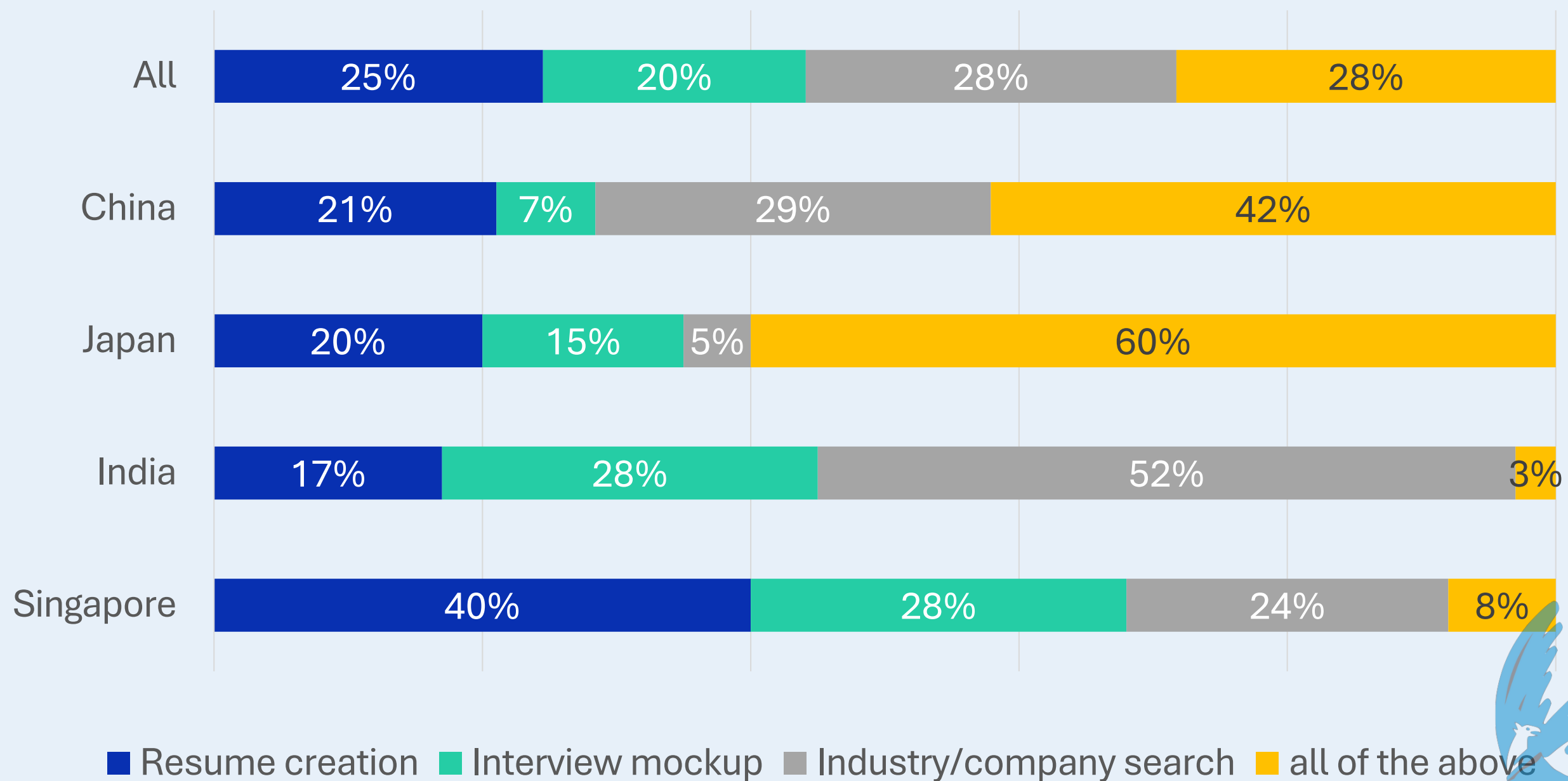


In Singapore and India, the urgency for job security and fast-paced work culture drives a preference for quicker hiring decisions. In Japan and China, cultural norms favor thorough decision-making and more secure hiring processes. Overall, a significant portion of respondents appreciates a moderate timeframe, reflecting a balance between urgency and thoroughness.



#4. GenAI Utilization: Comprehensive Use in Japan, Focused Research in India, Balanced Approach in China and Singapore

How do you use GenAI during your interview preparation?



Among the four countries, **industry/company search (28%)** and **using GenAI for all purposes (28%)** are the most common, followed by resume creation (25%) and interview mockups (20%)

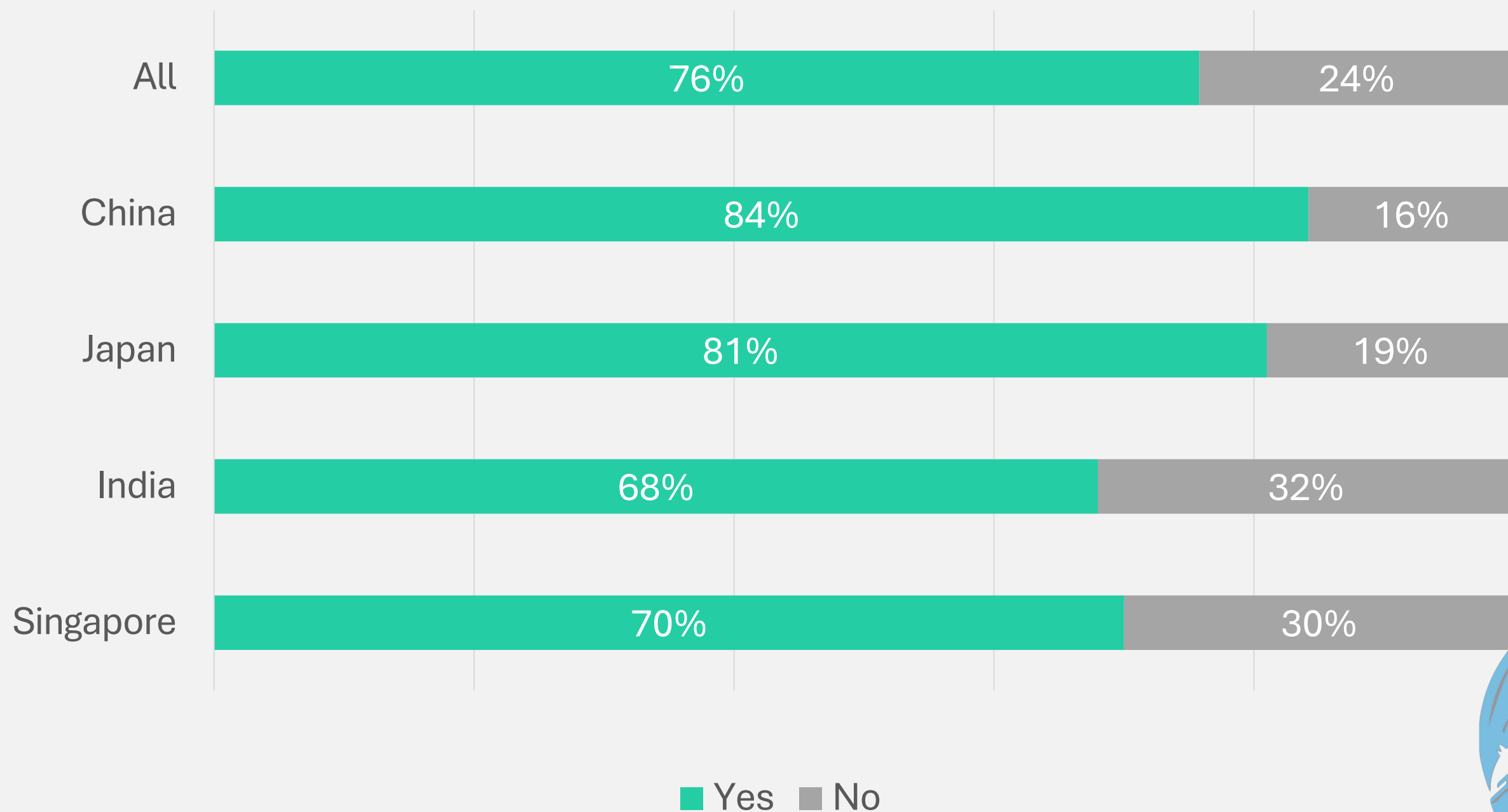


In Singapore, 40% of respondents use GenAI for resume creation, followed by 28% for interview mockups. In India, the dominant use is for industry/company search (52%), with 28% using it for interview mockups. Japan stands out with 60% using GenAI for all listed purposes, indicating a comprehensive approach. In China, 29% use it for industry/company search, and 42% use it for all purposes. These preferences likely stem from cultural and market-specific factors, such as the competitive job market in Singapore, the emphasis on thorough research in India, and the holistic preparation strategies in Japan and China.



#5. Interview Feedback: High Feedback-Seeking Reflecting Commitment to Self-Improvement

Do you seek feedback after interviews to identify areas for improvement?





76%

of all respondents seek feedback, while 24% do not. This tendency suggests that most individuals recognize the importance of continuous improvement and learning from their interview experiences

In China, 84% of respondents seek feedback, followed by 81% in Japan, 70% in Singapore, and 68% in India. Possible reasons include a cultural emphasis on self-improvement, competitive job markets, and the desire for professional growth. Many Asian cultures prioritize continuous learning and development, driving candidates to seek feedback. Additionally, competitive job markets in these regions may compel individuals to seek feedback to enhance their chances in future interviews.



About the Report

“RGF Insights” is a comprehensive infographic series launched by RGF International Recruitment. This series is based on a survey conducted among job seekers to investigate employment search trends in China, Japan, India, and Singapore. The survey, distributed through LinkedIn & WeChat, received over 1,567 responses. Given the real-time nature of some of this data, RGF advises readers to exercise discretion when utilizing these insights.

About RGF

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