

Hong Kong jobseekers forced to turn down a dream job after businesses leave them hanging

- 72% of Hong Kong jobseekers have accepted a second-choice job offer because their preferred employer took too long to make a hiring decision.
- 27% have waited six weeks or more to hear back from a potential employer after an interview.
- 88% believe it is reasonable to wait up to one month – from initial application to getting a final offer.

Hong Kong, 17 May 2018 – Long, complex recruitment processes are harming businesses’ chances of securing top talent, according to independent research commissioned by [Robert Half](#). According to the study of 500 Hong Kong jobseekers, more than seven in 10 (72%) of candidates have taken a second-choice job offer because their preferred employer took too long to give them an answer.

With more than seven in 10 (72%) jobseekers saying they lose interest in the role if the hiring process takes too long, the research has found that hiring managers are taking their time to get back to jobseekers. More than half (54%) of candidates have waited longer than a month to hear back about a role for which they have interviewed, while 27% have waited longer than six weeks – and 21% even over two months. Merely 6% got feedback on the same day.

This contrasts sharply with candidates’ expectations of the hiring process. The overall majority (88%) believe it is reasonable to wait up to one month – from initial application to getting a final offer. Only 12% think it’s acceptable to wait for over a month.

“Hong Kong companies are in a fierce war for talent and are competing to find the right skills and talent. To take their business forward, employers cannot afford to alienate potential workers with long drawn-out hiring processes,” said **Adam Johnston, Managing Director of Robert Half Hong Kong.**

“High-calibre jobseekers know they are in demand, so the fact that so many of Hong Kong’s jobseekers are turning down their dream job because they’ve been left waiting for so long is concerning.”

“The process of narrowing down candidates during the hiring process can be time-consuming. However, if hiring managers fail to adapt their recruitment process to the expectations of today’s candidates, they will increase the risk of losing out on the best talent on the market,” continued **Adam Johnston.** *“To strike the right balance for today’s candidates, businesses need to conduct an in-depth review and streamline their entire interview process from initial outreach to final job offer.”*

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Notes to editors

About the research

The study was developed by Robert Half and conducted in December 2017-January 2018 by an independent research company among 500 jobseekers in Hong Kong.

About Robert Half

Robert Half is the world’s first and largest specialised recruitment consultancy. Founded in 1948, the company has more than 300 offices worldwide providing interim management, temporary and permanent recruitment solutions for accounting and finance, financial services and technology professionals in Hong Kong. More information on roberthalf.com.hk.

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