



## THE EXPERIENCED TRUMPING THE INEXPERIENCED

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When it comes to hiring and promoting employees to fill up vacancies, there is an inevitable result that the hiring manager will most likely prefer the experienced one to land with the job, thereby trumping the inexperienced aspirants for the said vacancy. Thus, there is this foregone conclusion that experienced employees know how to handle and know what to do even when faced with crisis. Not only that, they can also face any crossroads for that matter with confidence. As a matter of fact, they have faced the same old scenarios a dozen of times that their work would expose them to and require them to do. They are equipped with the necessary skills needed to get their job done in a facile manner. They have worked long enough to master and be an expertise in the field where they excel.

Facing crisis with confidence is an important skill for certain jobs. When face with situations which demand immediate attention, the more-experienced worker would readily face these challenges and would have learned their lessons subsequently. In this case, the saying "Experience is the best teacher" holds true and that previous crises teach valuable lessons. In addition to this, the experienced workers will have failed a few times and would easily rebound to picking up the pieces again in a very timely manner and they would still remain cool even under pressure. On the other hand, an inexperienced worker when faced with a crisis might buckle up easily under pressure allowing fear to overrule him in decision making.

When we talk about the experienced trumping the inexperienced, it would also mean that the former is more stable than the latter. Those employees who are gaining skills and experience early in their career path are not very loyal, thus making turnovers very expensive. Whereas experienced employees would rather want to remain in their respective positions and stay with the company for longer periods of time. This is so because it suits their family situations and would mean they would land in leadership positions in the company more likely. So having experienced employees would save companies their money by means of stabilizing turnover rates.

On the contrary, hiring more experienced employees rather than the less experienced has not been always the case. After all, what would be more rational with regards to finding the right person for a job that entails a complex process? A company should hire personnel for quality purposes meaning that company owners should recruit and hire for employees who are best fit for the job, with the attitudes and behaviors that you need to get the work done within your specific workplace culture. Apparently, in some positions and in some work places, the inexperienced is highly favored or valued more. Some employers would hire them simply because the less experienced employees tend to work harder to create an impression on the former. They also think outside of the box and approach problems from unique perspectives. Not only that, they have lower salaries and cost a lot less than the experienced employees.

In general, experienced or inexperienced, whether young or old, each one offers valuable contribution that employers need. The fact still remains that training the new and inexperienced employees proves to be an expensive and time-consuming process. The experienced will often be trumping the inexperienced for so many reasons, so it is very important for young professionals and career changers to do the best they can for them to gain all the experience that they need.

Questions for discussion:

1. What do you find more advantageous, an experienced or an inexperienced employee? Why is it so?
2. Do you find being an experienced worker a laborious and tedious job? Why or why not?
3. What are some of the advantages of being an experienced employee?
4. In which category are you in, an experienced or inexperienced employee? Do you find it advantageous? Justify your answer.
5. Does the foregone conclusions mentioned in being an experienced weigh more than being inexperienced? Explain your answer.