

THE DRIVERS BEHIND ACCEPTING A JOB OFFER

Research shows that candidates consider four top issues when considering a potential job: they want to do something they're good at, something they enjoy, something that pays well and something they're proud of.

Many will settle for three of these.

On average a person spends about 40 hours per week at work therefore it's more than just a job; it should have meaning. While it's important to receive sufficient financial compensation, it's also important to consider the entire package: salary, benefits and perks, working hours and travel, job description, job title, work environment, flexibility and company culture.

Accepting a low salary can set a low standard for future earnings, assess what your needs are and decide whether you're in a position to accept a low salary. If you are not happy with the offered salary, it's much easier, and also advised to turn down a job offer than to leave once you've already started.

Research carried out at the Columbia University illustrated job-market entrants who accepted low-paying offers may suffer reduced earnings for another 10-15 years. Every salary negotiation is important but your first one is the most important, for example if you get a 7% raise each year, each of these will be larger depending on where it started and that can add up over the years.

Negotiating salary is an important part of the process; if you are not happy with what is being offered discuss why you feel this way and put forward a counter-offer. One thing that candidates sometimes forget is to ask the potential employer to explain how the salary process works. It is important to understand what will be deducted, the benefits and also go as far as asking whether there is a possibility for promotion and progress in the company.

Here are a few important aspects that candidates should note:

- A candidate should not expect more than a 15% increase when applying for a new job,
- It does not matter what the salary budget or advertised salary on a position, the company will first look at current earnings,
- The salary must be understood; total cost to company package is often a complicated aspect to candidates,
- The first person to talk about salary is in the less favourable position to negotiate, it is better to leave the possible employer to bring it up. The best thing to do is leave this discussion to the end, and it is advised to put everything on the table once the topic comes up. For example if you want to buy a house or a car, mention it during the interview.

Choose your words carefully; what you say can directly impact on how you are perceived. Use words that highlight your knowledge, experience and it should convince the prospective employer why you are perfect for the job. Try and find a job that matches your ideals, standard of living and expertise, after all a person spends a large amount of time at work and it is important to make a decision that's good for you.