

Academic performance does not always correlate with job performance. This is something that employers are very well aware of and this has also been my experience working in industry, both as an interviewee and as an interviewer. I cannot recall a single instance where someone paid attention to the grades of an applicant. Instead, the focus was always on previous working experience, scientific acumen, and problem-solving ability, and soft skills, for example, team working and time management. However, in the minds of students and academics, the importance of grading persists. Grade hunting is particularly prevalent in international students, as in many countries, grades still play an important role in higher education admissions and employment opportunities. Although abandoning grades altogether is not the answer just yet, there should be a gradual shift away from grade-centric evaluation. We should start increasing the prevalence of alternative methods of assessment that focus on what students have learned and the skills they have acquired. This will enable a more balanced approach to learning that will adequately prepare our students for the demands of the global job market.

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