

托福作文T67：雇高薪还是低薪员工 PDF转换可能丢失图片或格式，建议阅读原文

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Topic67：如果你是老板，你愿意雇佣高薪有经验员工还是低薪无经验员工？  
Topic67 If you were an employer, which kind of worker would you prefer to hire: an inexperienced worker at a lower salary or an experienced worker at a higher salary? Use specific reasons and details to support your answer. [ 托福参看范文之一 ]  
Topic: 67 According to my experience, I prefer to hire an experienced worker at a higher salary. I like to use following reasons to explain why I think so. The first and important reason is that experienced workers themselves mean higher efficiency. I remember the words say, “ Time is money ” . An experienced worker just can meet this demand. Such as, many factories now adopt the system that worker ’ s salary will depend on the number of their qualified products. In such case, although some experienced workers can get very high salaries, considered the potential profit made by those products, I prefer to employ those experienced workers. Another equally important reason is that experienced workers mean less accident at the workshop. Now people ’ s insurance consciousness becomes stronger and stronger. If the accidents happened, the employer will pay enormous compensation fee for injured workers. As for the apprentice, the accidents are very easily caused and almost inevitable only because he/she has no enough work experiences. In effect, the factory or

company can fully avoid these accidents and unnecessary financial loss through hiring experienced employees. Moving on to the wider theme, experienced workers are also the pledge of factories and companies' ability. Now people have gradually realized that experienced worker, that is so-called talents, will be the most important factor for the enterprise's future prosperity. Such as, many famous companies prefer to provide more attractive welfare than other companies in order to get their ideal talents, and then keep themselves long stable development. Of course, as far as saving enterprise's expense is concerned, a lower salary may be a better appeal for some companies or factories. But if all the factors are contemplated, the advantages of experienced workers carry more weight than those of inexperienced workers. There are many other reasons that should be considered, but all in all, I rather hire an experienced employee at a higher salary than employ an inexperienced worker at a lower salary. [ 托福参看范文之二

] When it comes to whether an employer should hire workers with less experiences and lower pay, or to hire experienced workers with a higher salary, since there are always advantages and disadvantages of the two, and there are always different situations, my personal option is that different strategy should be applied for different situations. For situations where basic and simple jobs which requires less training, and cutting down the cost is important for the survival of the business, I would prefer to hire someone who has less experience, and willing to work under a lower pay. For example, a factory should hire more inexperienced laborers to work on the part of the plant

where less skill but more physical strength is needed. and a restaurant owner should hire a cheaper kitchen hand rather than more chefs to cut down the cost of operation. On the other hand, for situations when more knowledge and skills is crucial for a job, I would tend to hire someone who is more experienced and would rather pay more salary. Training an inexperienced person for an advanced position can cost a great deal of money, and a mistake an inexperienced makes sometimes can bring disaster to a company. Therefore an experienced personnel is a valuable asset for a business. Sometimes the value cannot be measured by money. A company may lost millions of dollars of revenue when some important positions are vacant and it has to look for someone who is qualified or take a lot of time to train a new person. In conclusion, when we decide whether to hire a inexperienced, cheaper worker or an experienced, but more expensive worker, it is always depend on the nature of the business and the position, the amount of training required, and of course, the employers ' personal preferences. 100Test 下载频道开通 , 各类考试题目直接下载。详细请访问 [www.100test.com](http://www.100test.com)