

foundit Insights Tracker

Dec 2023

Hiring Trends in Malaysia

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PR@foundit.ai



Contents

01 Key Highlights of the Month

Page 3

02 Hiring Trends - Industry

Page 4

03 Hiring Trends - Functional Area

Page 5

04 Data & Methodology

Page 6

05 About foundit APAC & Gulf

Page 7

06 Annexure

Page 8-10

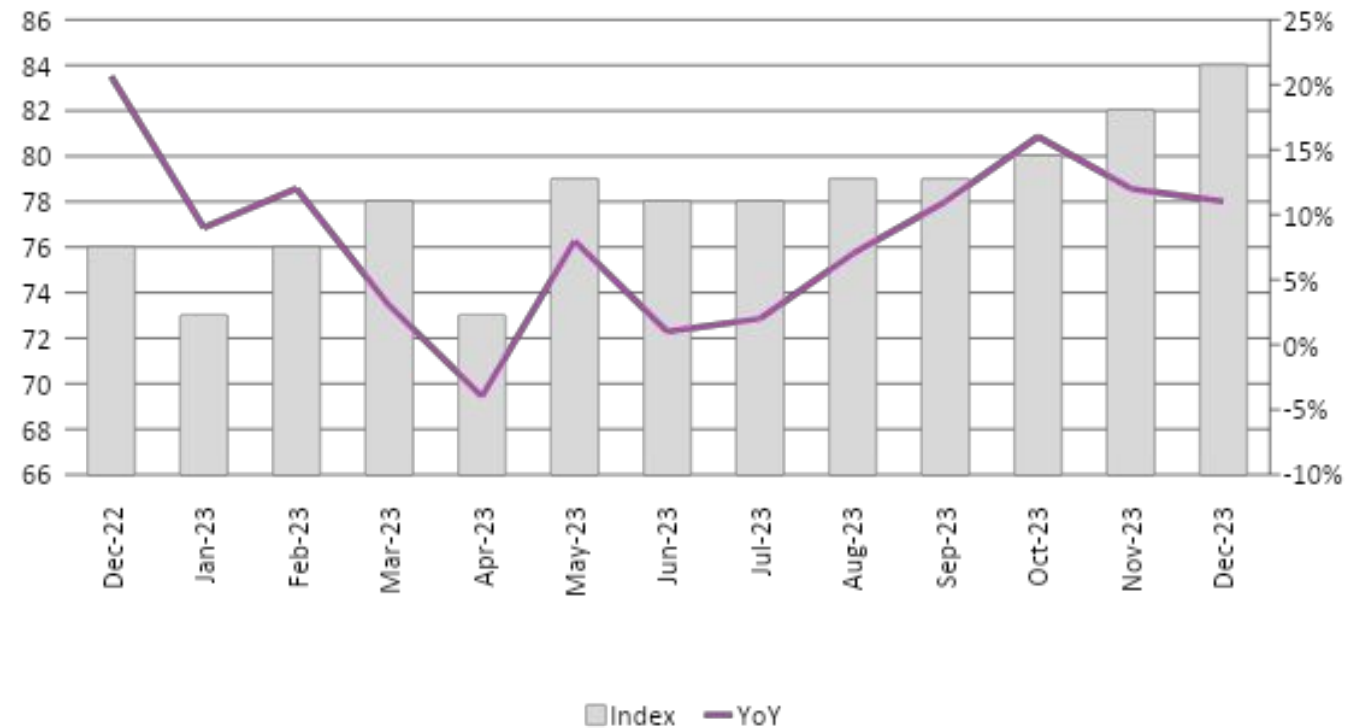


Key Highlights of the Month

foundit Insights Tracker in Malaysia records an 11% increase in hiring demand for the annual period ending in December 2023.

- ✓ The foundit Insights Tracker (FIT) demonstrates encouraging growth, with the Index rising from 76 to 84. The positive trajectory indicates a progressive job market from December 2022 to 2023.
- ✓ MoM, the tracker registered marginal growth as December 2023 marked an index of 82, signifying a positive trend in e-recruitment.
- ✓ The tracker's data highlights a noteworthy 8% growth over the past six months. Furthermore, FIT's analysis indicates a persistent and substantial demand for hiring across various industries, signaling a sustained upward trend in the job market. This positive trajectory is further influenced by the increasing number of startups and the expansion of global business services in the region.

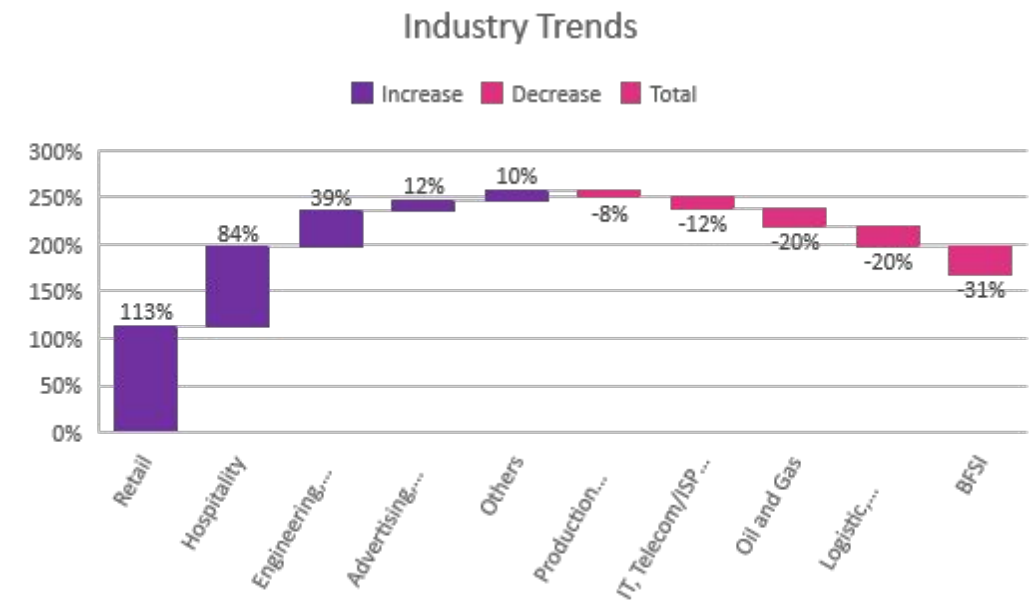
foundit Insights Tracker



Hiring Trends – Industry*

5 out of 10 industries monitored by the Index registered an annual increase in hiring activity in December'23.

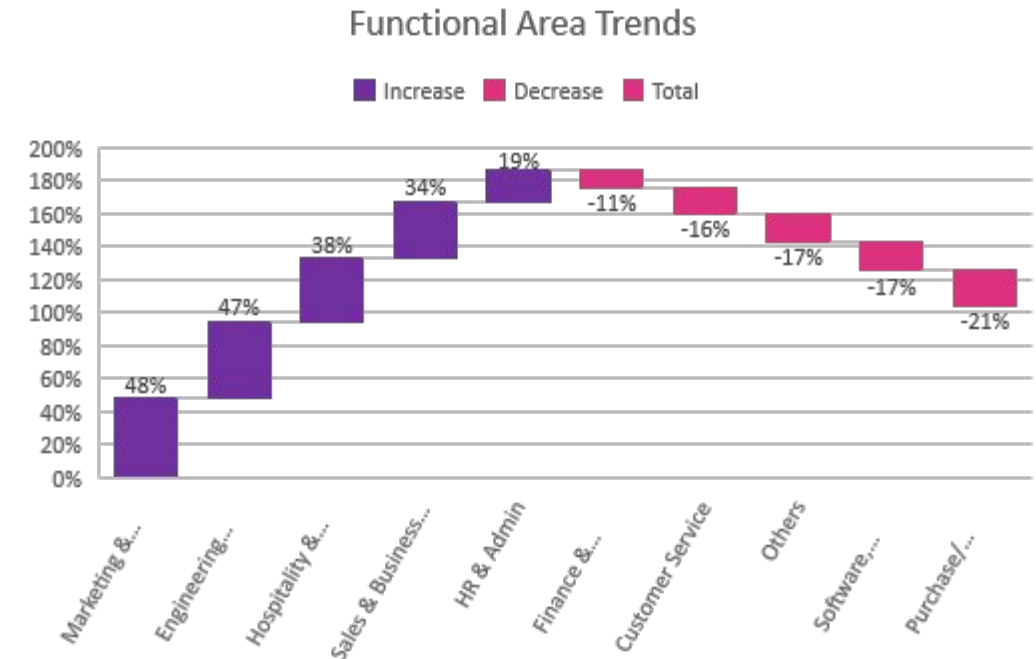
- ✓ **Retail** (+113%) sector thrives with annual growth registering a 35% increase over the last month. Similarly, the **Hospitality** (+84%) sector experienced a significant annual surge, marking an impressive double-digit growth over the last month. Additionally, **Engineering, Construction, and Real Estate** (+39%) sustained its positive annual growth trend, with a commendable increase in hiring activity in December '23.
- ✓ The **BFSI** (-31%) along with **Oil and Gas** (-20%) industry continued to witness the steepest annual decline. The drop in the sectors is majorly due to the ongoing global headwinds. Although, the later saw a marginal increase in demand over the last month.
- ✓ The **Advertising, Market Research, Public Relations, Media and Entertainment** (+12%) sector registered an uptick in demand annually as well as over the last month, leveraging the festive break. Conversely, the **IT, Telecom/ISP, BPO/ITES** (-12%) sector recorded a notable double-digit dip over the last month, following a sudden rise in the previous period. The trend suggests the need-based hiring approach in the sector. Additionally, the **Production/Manufacturing, Automotive, and Ancillary** (-8%) and **Logistic, Courier/Freight/Transportation, Shipping/Marine** (-20%) industry saw a subsequent drop in hiring demand annually in December'23.



Hiring Trends - Functional Area*

Online recruitment activity surpassed in 5 of the 10 occupation groups annually in December'23.

- ✓ The **Marketing & Communications** (+48%) roles saw a massive demand in December'23 growing 39% over the last month. Followed closely by **Engineering/Production and Real Estate** (+47%) roles, witnessing remarkable growth, contributing to substantial annual growth, despite experiencing an annual dip over the last few months. Additionally, the **Hospitality & Travel** (+38%) personnel saw an increased hiring demand in December'23.
- ✓ Besides, **Purchase/ Logistics/ Supply Chain** (-21%) roles saw the steep decline marking a significant dip annually in December'23. Furthermore, **Customer Service** (-17%) and **Software, Hardware & Telecom** (-17%) stood at the same level registering a double-digit decline on an annual basis.
- ✓ However, demand surged for **HR & Admin** (+19%) and **Sales & Business Development** (+34%) roles while **Finance & Accounts** (-11%) roles saw a considerable drop annually in December'23.



Data & Methodology

The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer online recruitment activity nationwide. In its earlier form (as Monster Employment Index), it gave a broader view of hiring trends by industry, function, location and experience levels. In its new avatar, it provides next-level insights on recruitment trends and tracks developments in demand for key skills, roles available and salary range on offer in the market.

In order to avoid excessive monthly fluctuations, the index is calculated using a volatility-adjusting formula. We publish the data in a volume index format with the base value of 100. The index describes changes in the level of online job demand against the baseline. An increase in the index indicates growth in online job availability and suggests an increase in the demand for employees by employers.

Foundit Insights Tracker (formerly Monster Employment Index) was first launched in India in May 2010 with data collected since November 2009 followed by Gulf in April 2011 with data collected since November 2010; Singapore in May 2014 with data collected since March 2011; Philippines and Malaysia in May 2015 with data collected since March 2014.

foundit has taken due care in compiling and processing the data available from various sources for foundit Insights Tracker (fit), but does not guarantee the accuracy, adequacy or completeness of any information and is not responsible for any errors or omissions or action / decision taken or for the result obtained from the use of such information.

For any additional or custom insights, kindly email on PR@foundit.ai



About foundit.in APAC & Middle East

foundit.in, formerly Monster, is a leading talent platform offering comprehensive employment solutions to recruiters and job seekers across India, SEA, and Gulf. Since its inception, the company has been assisting over 65 million registered users to find jobs, upskill, and connect with the right opportunities across 18 countries. Over the last two decades, the company has been a catalyst in the world of recruitment solutions with advanced technology, seeking to efficiently bridge the talent gap across industry verticals, experience levels, and geographies. Today, foundit.in is committed to enabling and connecting the right talent with the right opportunities by harnessing the power of deep-tech to sharpen hyper-personalised job searches, and precision hiring. foundit.in strongly believes that a job title doesn't define one's potential and leverages technology to dig deeper to curate opportunities central to the needs, aspirations, and dreams of each user.

To learn more about foundit in APAC & Gulf, visit:

www.foundit.in

www.founditgulf.com

www.foundit.sg

www.foundit.my

www.foundit.com.ph

www.foundit.hk



Annexure



Annexure: Industry Data*

Industries	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23
IT, Telecom/ISP and BPO/ITES	180	169	169	160	148	176	167	160	157	152	158	194	159
Engineering, Construction and Real Estate	54	50	51	49	47	67	65	62	64	64	68	69	75
BFSI	95	90	95	89	84	87	83	79	81	73	70	68	66
Production/Manufacturing, Automotive and Ancillary	104	97	100	97	94	106	103	105	104	106	106	100	96
Oil and Gas	96	94	98	95	92	88	88	85	86	80	83	76	77
Hospitality	73	71	78	81	73	117	109	106	109	109	133	104	134
Retail	76	70	71	73	69	88	98	101	103	106	125	120	162
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	94	79	84	76	66	105	97	98	99	89	85	82	75
Advertising, Market Research, Public Relations, Media and Entertainment	68	64	67	66	61	74	71	70	73	69	69	64	76

Annexure: Functional Area Data*

Functions	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23
Software, Hardware, Telecom	186	183	194	185	165	194	179	185	193	181	179	184	154
Finance & Accounts	102	100	107	104	95	107	102	98	98	96	95	90	91
Sales & Business Development	122	116	129	121	119	133	157	144	145	143	157	153	164
Customer Service	25	21	21	20	17	27	25	24	24	21	25	49	21
Marketing & Communications	92	89	97	97	91	103	99	98	100	95	95	99	136
HR & Admin	73	69	76	73	67	76	71	70	70	69	72	74	87
Engineering /Production, Real Estate	87	82	88	85	74	86	82	81	82	82	85	82	128
Hospitality & Travel	53	52	62	65	57	55	59	58	70	86	97	78	73
Purchase/ Logistics/ Supply Chain	107	97	104	98	84	112	106	98	99	92	89	88	84

Thank you

