

# foundit Insights Tracker

Nov 2023

## Hiring Trends in Malaysia

For any additional or custom insights, kindly email on  
[PR@foundit.ai](mailto:PR@foundit.ai)



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# Key Highlights of the Month

foundit Insights Tracker in Malaysia reports a 12% uptick in hiring demand annually in November 2023.

- ✓ The foundit Insights Tracker (fit) shows promising growth as the Index climbs from 73 to 82, reflecting positive trend in e-recruitment from November 2022 to 2023
- ✓ MoM, the tracker registered steady growth as October 2023 marked an index of 80, illustrating a progressive job market.
- ✓ The tracker highlights a significant 4% growth observed in the last three months. Additionally, the annual analysis by fit indicates a consistent and considerable demand in hiring activity in most of the industries, showcasing a continuous upward trend in the job market.

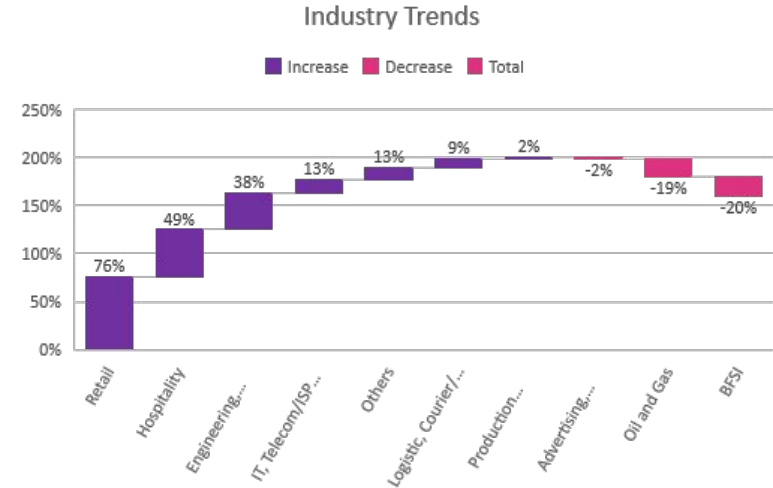
foundit Insights Tracker



# Hiring Trends – Industry\*

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

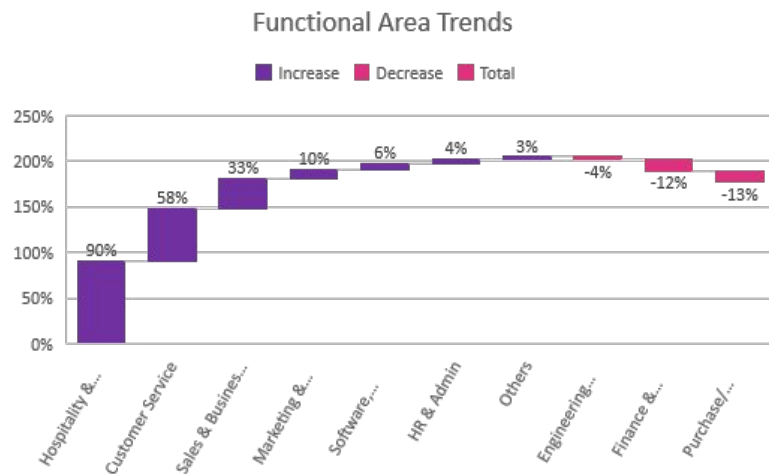
- ✓ While **Retail** (+76%) exhibited remarkable annual growth in November 2023, there's a month-over-month decline linked to reduced demand for foreign brands. Similarly, **Hospitality** (+49%) noted a significant surge annually but experienced a double-digit over in the last month. Additionally, **Engineering, Construction, and Real Estate** (+38%) showed exceptional annual growth in hiring activity for November '23.
- ✓ The **BFSI** (-20%) industry witnessed the steepest annual decline while the **Oil and Gas** (-19%) sector continued its trend of negative growth. The drop in the sectors is majorly due to the ongoing global economic scenario. Additionally, the **Advertising, Market Research, Public Relations, Media and Entertainment** (-2%) sector saw a marginal drop in demand annually.
- ✓ The **IT, Telecom/ISP, BPO/ITES** (13%) sector recorded a notable double-digit growth of over the last month, contributing to its annual growth. Manufacturers in have notably shifted toward automation and digitalization, leading to this increased demand. Conversely, the **Production/Manufacturing, Automotive, and Ancillary** (+2%) industry observed a slight increase in hiring, while the **Logistic, Courier/Freight/Transportation, Shipping/Marine** (+9%) industry saw a subsequent 9% rise in hiring demand.



# Hiring Trends - Functional Area\*

Online recruitment activity surpassed in 7 of the 10 occupation groups annually in November'23.

- ✓ The **Hospitality & Travel** (+90%) sector remains a key driver in e-recruitment growth, showcasing exceptional demand in the job market. Moreover, this sector witnessed a double-digit hiring surge over the past month. Next in the rung are the **Customer Service** (+58%) roles that observed a remarkable increase of nearly 50% in hiring demand, contributing to substantial annual growth, despite experiencing an annual dip over the last few months. Additionally, **Sales & Business Development** (+33%) roles also exhibited noteworthy annual growth in November'23.
- ✓ Besides, **Finance & Accounts** (-12%) and **Purchase/ Logistics/ Supply Chain** (-13%) professionals saw a significant dip annually in November'23
- ✓ However, **Marketing & Communications** (+10%) roles surged, while **HR & Admin** (+4%) and **Software, Hardware & Telecom** (+6%) roles saw considerable growth. Conversely, **Engineering/Production and Real Estate** (-4%) roles witnessed a decline in demand, experiencing a drop annually in November'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](mailto: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](http://www.foundit.in)

[www.founditgulf.com](http://www.founditgulf.com)

[www.foundit.sg](http://www.foundit.sg)

[www.foundit.my](http://www.foundit.my)

[www.foundit.com.ph](http://www.foundit.com.ph)

[www.foundit.hk](http://www.foundit.hk)



# Annexure





## Annexure: Industry Data\*

Industries	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23
IT, Telecom/ISP and BPO/ITES	171	180	169	169	160	148	176	167	160	157	152	158	194
Engineering, Construction and Real Estate	50	54	50	51	49	47	67	65	62	64	64	68	69
BFSI	85	95	90	95	89	84	87	83	79	81	73	70	68
Production/Manufacturing, Automotive and Ancillary	98	104	97	100	97	94	106	103	105	104	106	106	100
Oil and Gas	94	96	94	98	95	92	88	88	85	86	80	83	76
Hospitality	70	73	71	78	81	73	117	109	106	109	109	133	104
Retail	68	76	70	71	73	69	88	98	101	103	106	125	120
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	75	94	79	84	76	66	105	97	98	99	89	85	82
Advertising, Market Research, Public Relations, Media and Entertainment	65	68	64	67	66	61	74	71	70	73	69	69	64

## Annexure: Functional Area Data\*

Functions	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23
Software, Hardware, Telecom	173	186	183	194	185	165	194	179	185	193	181	179	184
Finance & Accounts	102	102	100	107	104	95	107	102	98	98	96	95	90
Sales & Business Development	115	122	116	129	121	119	133	157	144	145	143	157	153
Customer Service	31	25	21	21	20	17	27	25	24	24	21	25	49
Marketing & Communications	90	92	89	97	97	91	103	99	98	100	95	95	99
HR & Admin	71	73	69	76	73	67	76	71	70	70	69	72	74
Engineering /Production, Real Estate	85	87	82	88	85	74	86	82	81	82	82	85	82
Hospitality & Travel	41	53	52	62	65	57	55	59	58	70	86	97	78
Purchase/ Logistics/ Supply Chain	101	107	97	104	98	84	112	106	98	99	92	89	88

Thank you

