

# foundit Insights Tracker

Apr 2024

## 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 records a 14% increase in hiring demand annually in April'24

- ✔ The most recent findings from the foundit Insights Tracker (fit) reveal an optimistic trend: the index has shown significant growth, rising from 73 in April 2023 to 83 in April 2024. This indicates a promising increase in hiring activities on an annual basis.
- ✔ The month-over-month analysis from the tracker reveals a marginal dip, as March 2024 registered an index of 84.
- ✔ The tracker revealed muted growth over the last three months. The Malaysian job market is expected to present promising prospects in the coming months however it demands professionals to adopt a strategic and adaptive approach to navigate its shifting dynamics effectively. Success hinges on staying well-informed, embracing ongoing learning initiatives, and aligning with prevailing industry trends. These proactive measures position individuals to thrive within Malaysia's ever-evolving job landscape.

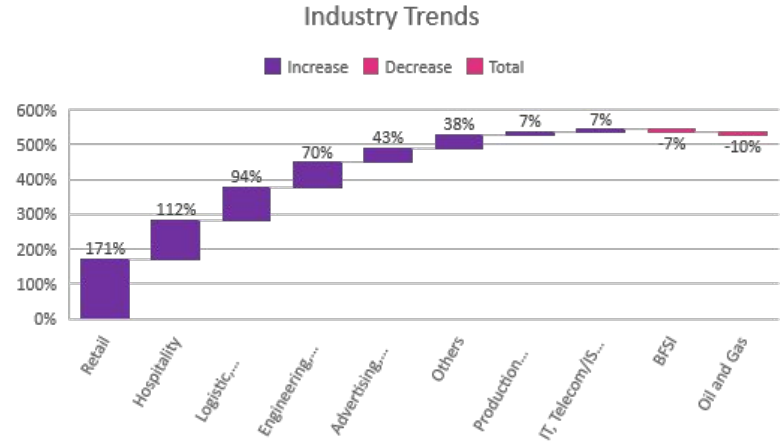
## foundit Insights Tracker



# Hiring Trends – Industry\*

8 out of 10 industries monitored by the Index registered an annual increase in hiring activity in April'24.

- ✓ The **Retail** (+171%) sector experienced a remarkable annual growth, predominantly driven by the surge in e-commerce and experiential retail. Similarly, the **Hospitality** (+112%) sector also saw an impressive growth annually and a significant 9% growth over the last month. Furthermore, **Logistic, Courier/Freight/Transportation, Shipping/Marine** (+94%) demonstrated exceptional growth annually.
- ✓ While most sectors experienced growth, the **Oil and Gas** (-10%) sector recorded an annual decline, alongside a drop in the **BFSI** (-7%) sector. However, there are signs of recovery, particularly in the Oil and Gas sector, which has shown a notable 4% growth over the last month following a period of decline.
- ✓ In April 2024, several other sectors experienced significant annual increases in hiring. The **Engineering, Construction, and Real Estate** (+70%) sector saw substantial growth, while the **Advertising, Market Research, Public Relations, Media, and Entertainment** (+43%) sector followed with a notable increase. Additionally, positive hiring trends were observed in the **IT, Telecom/ISP, BPO/ITES** (+7%), and **Production/Manufacturing, Automotive, and Ancillary** (+7%) sectors, each showing a rise compared to the previous year.

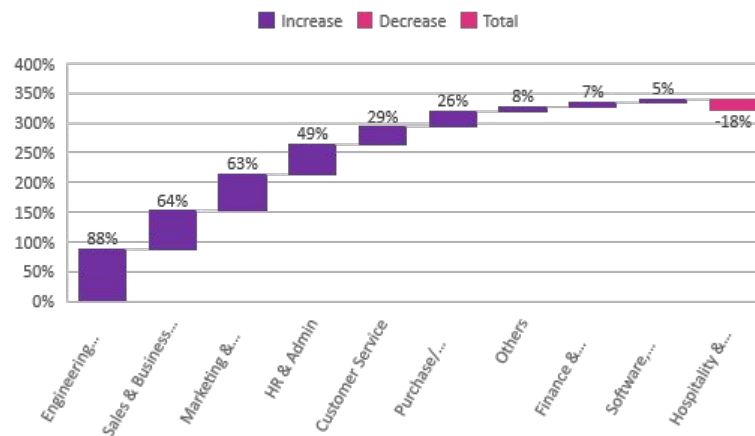


# Hiring Trends - Functional Area\*

In April'24, online recruitment activity surpassed in 7 of the 10 functions on an annual basis

- ✓ In April'24, the demand for **Engineering/Production and Real Estate** (+88%) roles surged significantly. Furthermore, there was a remarkable increase in demand for **Sales & Business Development** (+64%) professionals closely followed by **Marketing & Communications** (+63%) experts. Both of these areas required skillsets focused on personalized communication and crafting compelling content.
- ✓ Besides, **Hospitality & Travel** (-11%) roles saw a steep decline marking a significant dip annually in April'24, the only function to see a negative trend. The decrease in demand can be attributed to the evolving requirements for emerging positions.
- ✓ Conversely, there was a notable surge in demand for various roles in April'24. **HR & Admin** (+49%) positions experienced a robust increase, while **Customer Service** (+29%) saw a significant uptick. Additionally, roles in **Purchase/Logistics/Supply Chain** (+26%) witnessed a noteworthy rise, with **Finance & Accounts** (+7%) and **Software, Hardware & Telecom** (+5%) positions also experiencing healthy growth rates.

Functional Area Trends



# 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  | Apr-23 | May-23 | Jun-23 | Jul-23 | Aug-23 | Sep-23 | Oct-23 | Nov-23 | Dec-23 | Jan-24 | Feb-24 | Mar-24 | Apr-24 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| IT, Telecom/ISP and BPO/ITES  | 148    | 176    | 167    | 160    | 157    | 152    | 158    | 194    | 159    | 162    | 158    | 177    | 158    |
| Engineering, Construction and Real Estate                               | 47     | 67     | 65     | 62     | 64     | 64     | 68     | 69     | 75     | 87     | 81     | 86     | 80     |
| BFSI  | 84     | 87     | 83     | 79     | 81     | 73     | 70     | 68     | 66     | 71     | 68     | 80     | 78     |
| Production/Manufacturing, Automotive and Ancillary                      | 94     | 106    | 103    | 105    | 104    | 106    | 106    | 100    | 96     | 98     | 96     | 103    | 101    |
| Oil and Gas   | 92     | 88     | 88     | 85     | 86     | 80     | 83     | 76     | 77     | 74     | 76     | 80     | 83     |
| Hospitality   | 73     | 117    | 109    | 106    | 109    | 109    | 133    | 104    | 134    | 146    | 143    | 142    | 155    |
| Retail  | 69     | 88     | 98     | 101    | 103    | 106    | 125    | 120    | 162    | 172    | 176    | 198    | 187    |
| Logistic, Courier/ Freight/ Transportation, Shipping/ Marine            | 66     | 105    | 97     | 98     | 99     | 89     | 85     | 82     | 75     | 111    | 104    | 133    | 128    |
| Advertising, Market Research, Public Relations, Media and Entertainment | 61     | 74     | 71     | 70     | 73     | 69     | 69     | 64     | 76     | 80     | 79     | 88     | 87     |

# Annexure: Functional Area Data\*

| Functions                            | Apr-23 | May-23 | Jun-23 | Jul-23 | Aug-23 | Sep-23 | Oct-23 | Nov-23 | Dec-23 | Jan-24 | Feb-24 | Mar-24 | Apr-24 |
|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Software, Hardware, Telecom          | 165    | 194    | 179    | 185    | 193    | 181    | 179    | 184    | 154    | 186    | 188    | 211    | 173    |
| Finance & Accounts                   | 95     | 107    | 102    | 98     | 98     | 96     | 95     | 90     | 91     | 95     | 93     | 101    | 102    |
| Sales & Business Development         | 119    | 133    | 157    | 144    | 145    | 143    | 157    | 153    | 164    | 184    | 183    | 203    | 195    |
| Customer Service                     | 17     | 27     | 25     | 24     | 24     | 21     | 25     | 49     | 21     | 21     | 25     | 21     | 22     |
| Marketing & Communications           | 91     | 103    | 99     | 98     | 100    | 95     | 95     | 99     | 136    | 143    | 137    | 154    | 148    |
| HR & Admin                           | 67     | 76     | 71     | 70     | 70     | 69     | 72     | 74     | 87     | 93     | 90     | 104    | 100    |
| Engineering /Production, Real Estate | 74     | 86     | 82     | 81     | 82     | 82     | 85     | 82     | 128    | 140    | 130    | 147    | 139    |
| Hospitality & Travel                 | 57     | 55     | 59     | 58     | 70     | 86     | 97     | 78     | 73     | 69     | 60     | 58     | 47     |
| Purchase/ Logistics/ Supply Chain    | 84     | 112    | 106    | 98     | 99     | 92     | 89     | 88     | 84     | 98     | 93     | 108    | 106    |

Thank you

