

# foundit Insights Tracker

Sep 2024

## Hiring Trends in Malaysia

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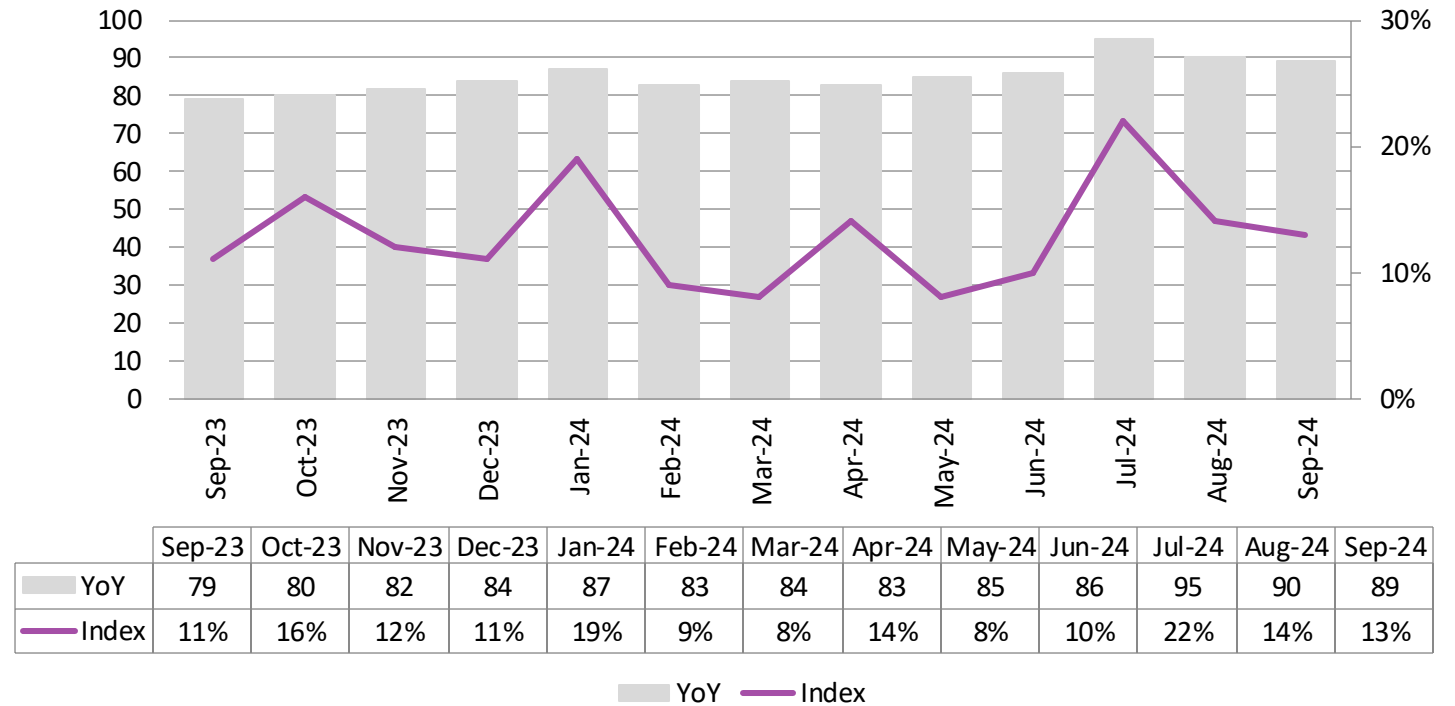


# Key Highlights of the Month

foundit Insights Tracker in Malaysia recorded an 13% year-on-year increase in e-recruitment in September 2024

- ✓ The foundit Insights Tracker (fit) shows a positive trend, with the index rising from 79 in September 2023 to 89 in September 2024, indicating notable growth annually.
- ✓ September'24 witnessed a slight dip in job demand, marking a 1% decrease compared to the previous month, as August'24 saw an index of 90.
- ✓ The tracker indicates steady growth of 7% over the past six months. While seasonal factors have caused a minor slowdown in job creation this month, the broader trend remains encouraging. The sustained expansion is bolstered by strong infrastructure developments and government-backed economic reforms aimed at fostering innovation and enhancing workforce skills. This, in turn, positions Malaysia's job market for continued recovery and growth in the coming quarters, particularly as demand increases in high-potential sectors such as digital technology and renewable energy.

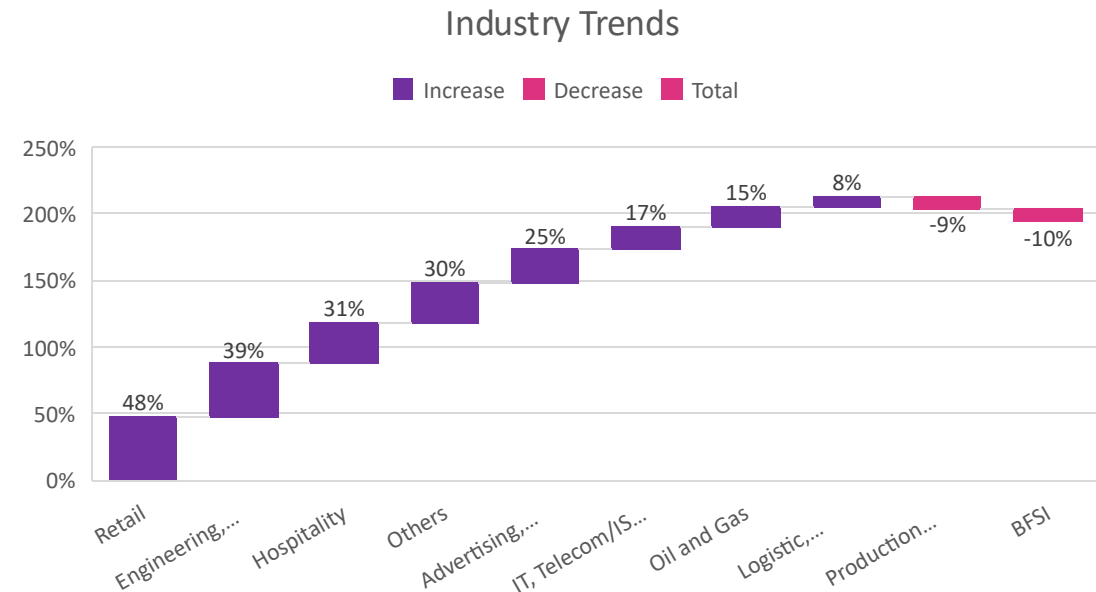
## foundit Insights Tracker



# Hiring Trends – Industry\*

8 out of 10 industries tracked by the Index demonstrated an annual increase in job demand in September 2024.

- ✓ In September 2024, the **Retail (+48%)** sector led the way with a remarkable annual growth rate, maintaining its position as the top recruiter for yet another month. **Engineering, Construction, and Real Estate (+39%)** followed closely with an annual rise, fueled by substantial infrastructure investments, including mega projects. The sector's growth is bolstered by foreign investments, favorable government policies, and technological advancements. The **Hospitality (+31%)** sector also experienced notable hiring growth, with an increase year-on-year.
- ✓ On the flip side, **BFSI (-10%)** experienced a significant decrease in hiring demand due to strategic initiatives across financial services. Additionally, the **Production/Manufacturing, Automotive, and Ancillary (-9%)** sector also witnessed drop in demand influenced by supply chain disruptions and shifts in market dynamics, which have affected production levels and recruitment efforts.
- ✓ Furthermore, **Logistics, Courier/Freight/Transportation, Shipping/Marine (+8%)**, **Oil and Gas (+15%)**, **Advertising, Market Research, Public Relations, Media, and Entertainment (+25%)** and **IT, Telecom/ISP, and BPO/ITES (+17%)** sectors experienced significant annual growth in hiring.

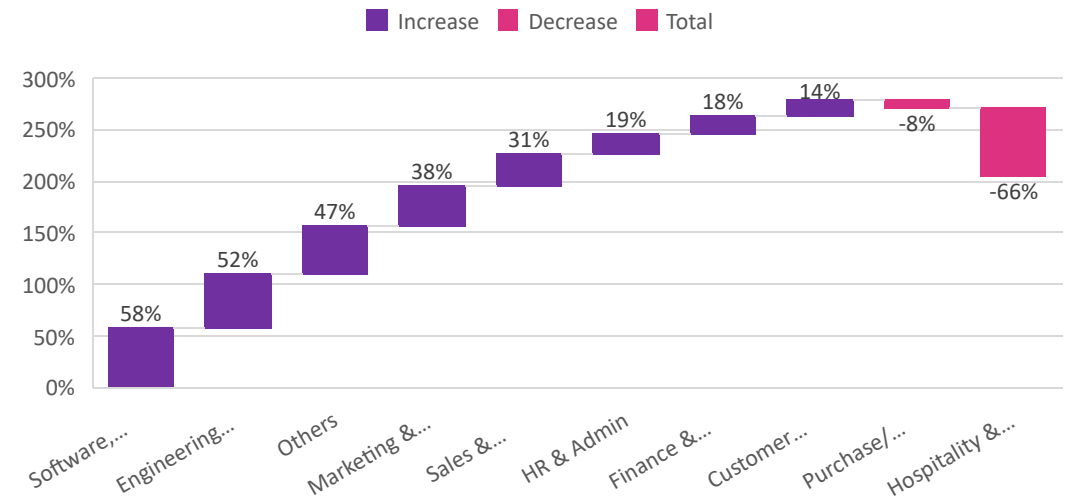


# Hiring Trends - Functional Area\*

Online hiring activity exceeded in 8 of the 10 functional areas annually in September'24

- ✓ The **Software, Hardware & Telecom** (+58%) roles saw a massive demand in September'24 along with the impressive 46% growth over the last three months. The rising need for advanced technology solutions to enhance operational efficiency backed by the government initiatives and a growing focus on cybersecurity and data management has driven companies to seek skilled professionals in these areas. Also, **Engineering/Production** (+52%) roles upsurged significantly with the growing focus sustainable engineering practices and green technologies in Malaysia. Furthermore, **Marketing & Communications** (+38%) professionals also witnessed a subsequent growth annually in September'24.
- ✓ The **Hospitality & Travel** (-66%) roles experienced a significant decline annually while a double-digit growth is witnessed over the last month. Also, **Purchase/Logistics/Supply Chain** (-8%) professionals saw a drop in demand annually.
- ✓ Other industries to witness an annual increase in e-recruitment activity in September'24 include- **Customer Service** (+14%), **HR & Admin** (+19%), **Finance & Accounts** (+18%) and **Sales & Business Development** (+31%).

Functional Area Trends



# Data & Methodology

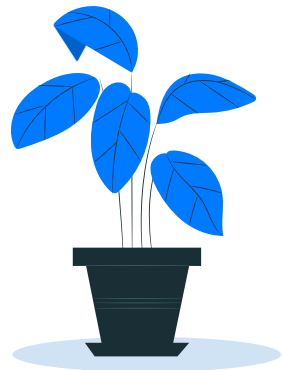
The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer 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.

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

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

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

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

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



# Annexure





## Annexure: Industry Data\*

Industries	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24
IT, Telecom/ISP and BPO/ITES	152	158	194	159	162	158	177	158	160	172	169	171	178
Engineering, Construction and Real Estate	64	68	69	75	87	81	86	80	89	80	79	99	89
BFSI	73	70	68	66	71	68	80	78	76	74	112	74	66
Production/Manufacturing, Automotive and Ancillary	106	106	100	96	98	96	103	101	102	97	94	103	96
Oil and Gas	80	83	76	77	74	76	80	83	83	87	87	119	92
Hospitality	109	133	104	134	146	143	142	155	164	155	137	165	143
Retail	106	125	120	162	172	176	198	187	207	223	227	189	157
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	89	85	82	75	111	104	133	128	125	113	142	148	96
Advertising, Market Research, Public Relations, Media and Entertainment	69	69	64	76	80	79	88	87	76	77	88	100	86

# Annexure: Functional Area Data\*

Functions	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24
Software, Hardware, Telecom	181	179	184	154	186	188	211	173	186	236	199	288	290
Finance & Accounts	96	95	90	91	95	93	101	102	116	122	138	117	116
Sales & Business Development	143	157	153	164	184	183	203	195	243	244	247	199	188
Customer Service	21	25	49	21	21	25	21	22	19	19	22	35	24
Marketing & Communications	95	95	99	136	143	137	154	148	136	129	143	153	131
HR & Admin	69	72	74	87	93	90	104	100	100	95	120	92	82
Engineering /Production, Real Estate	82	85	82	128	140	130	147	139	151	130	125	157	125
Hospitality & Travel	86	97	78	73	69	60	58	47	45	28	27	26	29
Purchase/ Logistics/ Supply Chain	92	89	88	84	98	93	108	106	106	95	112	113	85

**Thank you**

