

foundit Insights Tracker

June 2025

Hiring Trends in Malaysia

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PR@foundit.ai



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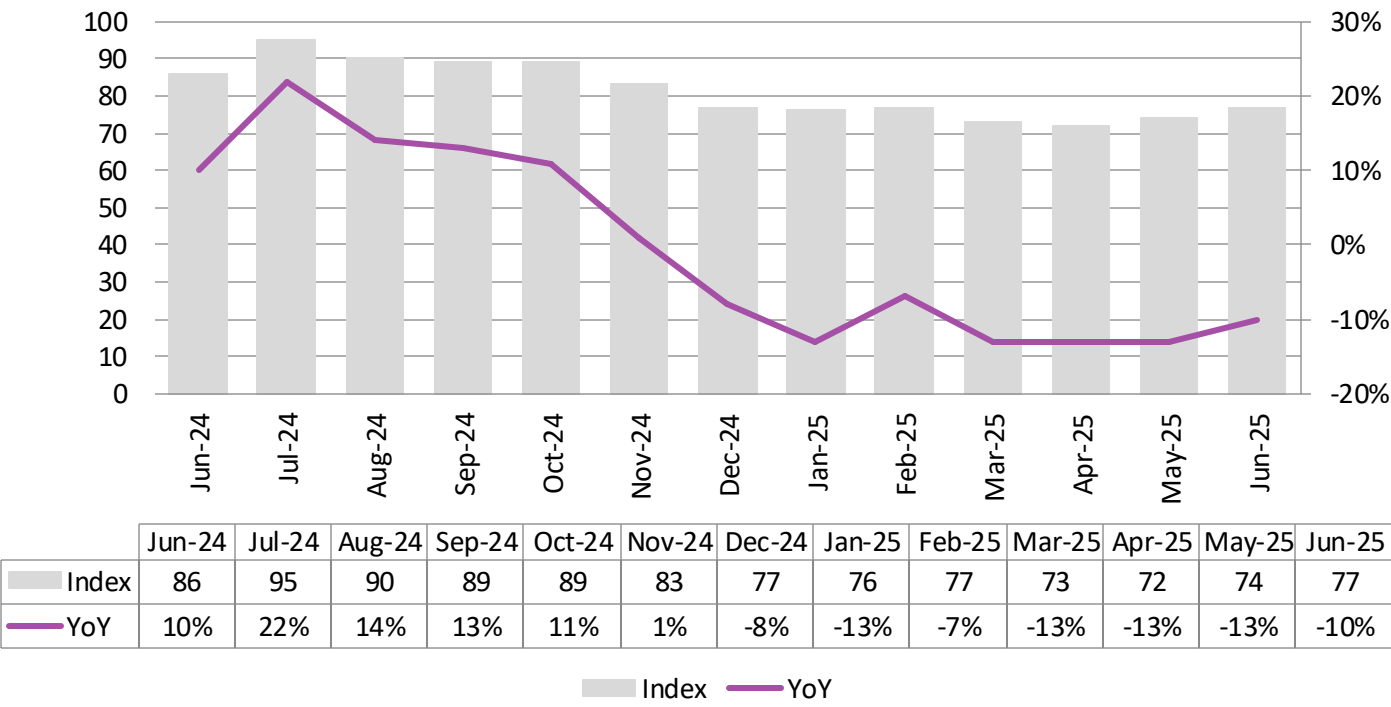


Key Highlights of the Month

foundit Insights Tracker in Malaysia saw a 10% year-on-year decline in recruitment in June 2025

- ✓ The foundit Insights Tracker (fit) revealed a year-on-year drop in e-recruitment activity, with the index decreasing from 86 in June 2024 to 77 in June 2025—indicating a shift in employer focus toward upskilling current employees and streamlining operations over new hiring.
- ✓ Hiring demand in June 2025 saw a 4% month-on-month uptick, with the index climbing from 74 in May to 77, signaling a slight rebound in recruitment activity.
- ✓ Malaysia’s job market continues to gain momentum, recording a 7% increase in hiring demand over the past three months. This upward trend signals growing employer confidence and a gradual revival in workforce expansion across key sectors however trend underlines the beginning of a more thoughtful hiring cycle—driven by quality, not quantity—where organisations are investing in the right talent to future-proof their operations and enhance productivity.

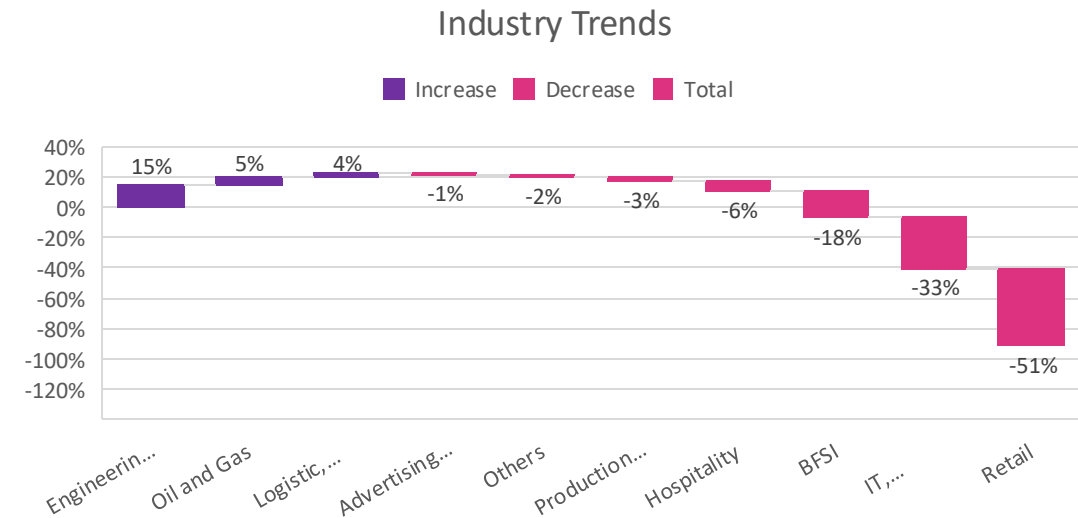
foundit Insights Tracker



Hiring Trends – Industry*

3 out of 10 industries tracked by the Index registered an annual increase in job demand in June 2025.

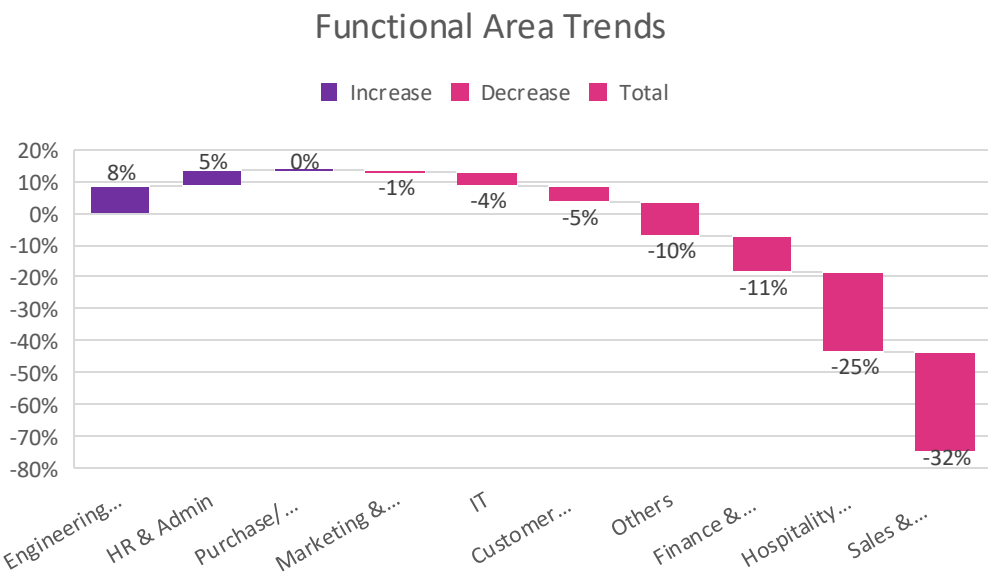
- ✓ In June'25, **Engineering, Construction, and Real Estate** (+15%) industry recorded a robust growth annually fueled by a steady pipeline of infrastructure projects, green energy investments, and commercial real estate developments. Government-backed capital spending, increased private sector participation, and major developments in renewable energy—such as hydro-solar and hydrogen plants—created widespread opportunities for engineers, architects, project managers, and skilled construction professionals. Also, **Oil and Gas** (+5%) and **Logistics and Transportation** (+4%), are playing a vital role in supporting Malaysia's economic resilience, contributing to both renewed job stability and the country's long-term infrastructure and trade ambitions.
- ✓ Conversely, **Retail** (-51%) and **IT, Telecom/ISP, and BPO/ITES** (-33%) sectors witnessed the strongest dip in demand. However, the latter showed an encouraging 8% increase in hiring activity over the last three months, indicating a potential rebound.
- ✓ Several other sectors continued to show an annual decline in hiring demand, including **Advertising & Media** (-1%), **Production/Manufacturing, Automotive & Ancillary** (-3%), **Hospitality & Travel** (-6%), and **BFSI** (-18%). However, the Advertising & Media sector stood out with a notable rebound, recording a 4% rise in hiring over the past month and a 12% increase over the last three months, signaling renewed momentum in creative and digital roles.



Hiring Trends - Functional Area*

Hiring activity exceeded in 3 of the 10 functional areas annually in June'25

- ✓ In June 2025, the **Engineering/ Production (+8%)** roles witnessed the strongest surge in demand highlighting a growing emphasis on technical talent as companies ramp up project execution and infrastructure development. This demand is closely tied to the expansion of the Engineering, Construction, and Real Estate sector, where ongoing investments in large-scale and sustainable projects are creating a steady need for skilled professionals. The trend points to a shift in employer priorities focusing on operational roles that directly contribute to productivity, efficiency, and long-term growth. The demand for **HR & Admin (+5%)** function has seen a notable upswing in June'25 propelled by expansion of shared services has resulted in heightened demand for professionals in HR analytics, payroll, and administration.
- ✓ In contrast, **Sales & Business Development (-32%)** and **Hospitality (-25%)** roles saw the most significant annual declines in hiring. However, there's a silver lining—Sales roles showed signs of recovery with a 6% increase in hiring over the past month, driven largely by growing demand for Business Development and Key Account Management professionals as companies refocus on revenue growth and client acquisition strategies.
- ✓ Additionally, **Marketing & Communications (-1%)**, **IT (-4%)**, **Customer Service (-5%)** and **Finance & Accounts (-11%)** functions saw dip in demand annually while **Purchase/Logistics/Supply Chain (0%)** saw muted demand during the same time.



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

www.founditgulf.com

www.foundit.sg

www.foundit.my

www.foundit.com.ph

www.foundit.hk



Annexure



Annexure: Industry Data*

| Industries | Jun-24 | Jul-24 | Aug-24 | Sep-24 | Oct-24 | Nov-24 | Dec-24 | Jan-25 | Feb-25 | Mar-25 | Apr-25 | May-25 | Jun-25 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| IT, Telecom/ISP and BPO/ITES | 172 | 169 | 171 | 178 | 167 | 140 | 116 | 110 | 122 | 107 | 106 | 111 | 115 |
| Engineering, Construction and Real Estate | 80 | 79 | 99 | 89 | 77 | 75 | 72 | 78 | 80 | 74 | 79 | 90 | 92 |
| BFSI | 74 | 112 | 74 | 66 | 65 | 66 | 54 | 59 | 66 | 63 | 62 | 63 | 61 |
| Production/Manufacturing, Automotive and Ancillary | 97 | 94 | 103 | 96 | 98 | 95 | 91 | 90 | 94 | 94 | 93 | 95 | 94 |
| Oil and Gas | 87 | 87 | 119 | 92 | 96 | 98 | 93 | 97 | 93 | 91 | 91 | 89 | 91 |
| Hospitality | 155 | 137 | 165 | 143 | 119 | 126 | 144 | 152 | 144 | 142 | 148 | 148 | 145 |
| Retail | 223 | 227 | 189 | 157 | 182 | 140 | 136 | 123 | 130 | 114 | 109 | 109 | 109 |
| Logistic, Courier/ Freight/ Transportation, Shipping/ Marine | 113 | 142 | 148 | 96 | 97 | 95 | 91 | 87 | 104 | 106 | 103 | 107 | 117 |
| Advertising, Market Research, Public Relations, Media and Entertainment | 77 | 88 | 100 | 86 | 88 | 76 | 70 | 69 | 73 | 71 | 68 | 73 | 76 |

Annexure: Functional Area Data*

| Functions | Jun-24 | Jul-24 | Aug-24 | Sep-24 | Oct-24 | Nov-24 | Dec-24 | Jan-25 | Feb-25 | Mar-25 | Apr-25 | May-25 | Jun-25 |
|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Software, Hardware, Telecom | 236 | 199 | 288 | 290 | 287 | 251 | 229 | 224 | 241 | 227 | 221 | 234 | 226 |
| Finance & Accounts | 122 | 138 | 117 | 116 | 124 | 123 | 108 | 104 | 102 | 103 | 110 | 110 | 108 |
| Sales & Business Development | 244 | 247 | 199 | 188 | 193 | 174 | 167 | 167 | 173 | 165 | 158 | 158 | 167 |
| Customer Service | 19 | 22 | 35 | 24 | 24 | 21 | 11 | 16 | 23 | 22 | 16 | 17 | 18 |
| Marketing & Communications | 129 | 143 | 153 | 131 | 125 | 121 | 116 | 121 | 129 | 126 | 121 | 128 | 128 |
| HR & Admin | 95 | 120 | 92 | 82 | 82 | 81 | 78 | 82 | 90 | 92 | 91 | 99 | 100 |
| Engineering /Production, Real Estate | 130 | 125 | 157 | 125 | 115 | 115 | 115 | 118 | 123 | 121 | 127 | 136 | 141 |
| Hospitality & Travel | 28 | 27 | 26 | 29 | 34 | 26 | 21 | 20 | 22 | 17 | 21 | 23 | 21 |
| Purchase/ Logistics/ Supply Chain | 95 | 112 | 113 | 85 | 84 | 86 | 85 | 86 | 96 | 91 | 91 | 93 | 95 |

Thank you

