

foundit Insights Tracker

July 2025

Hiring Trends in Malaysia

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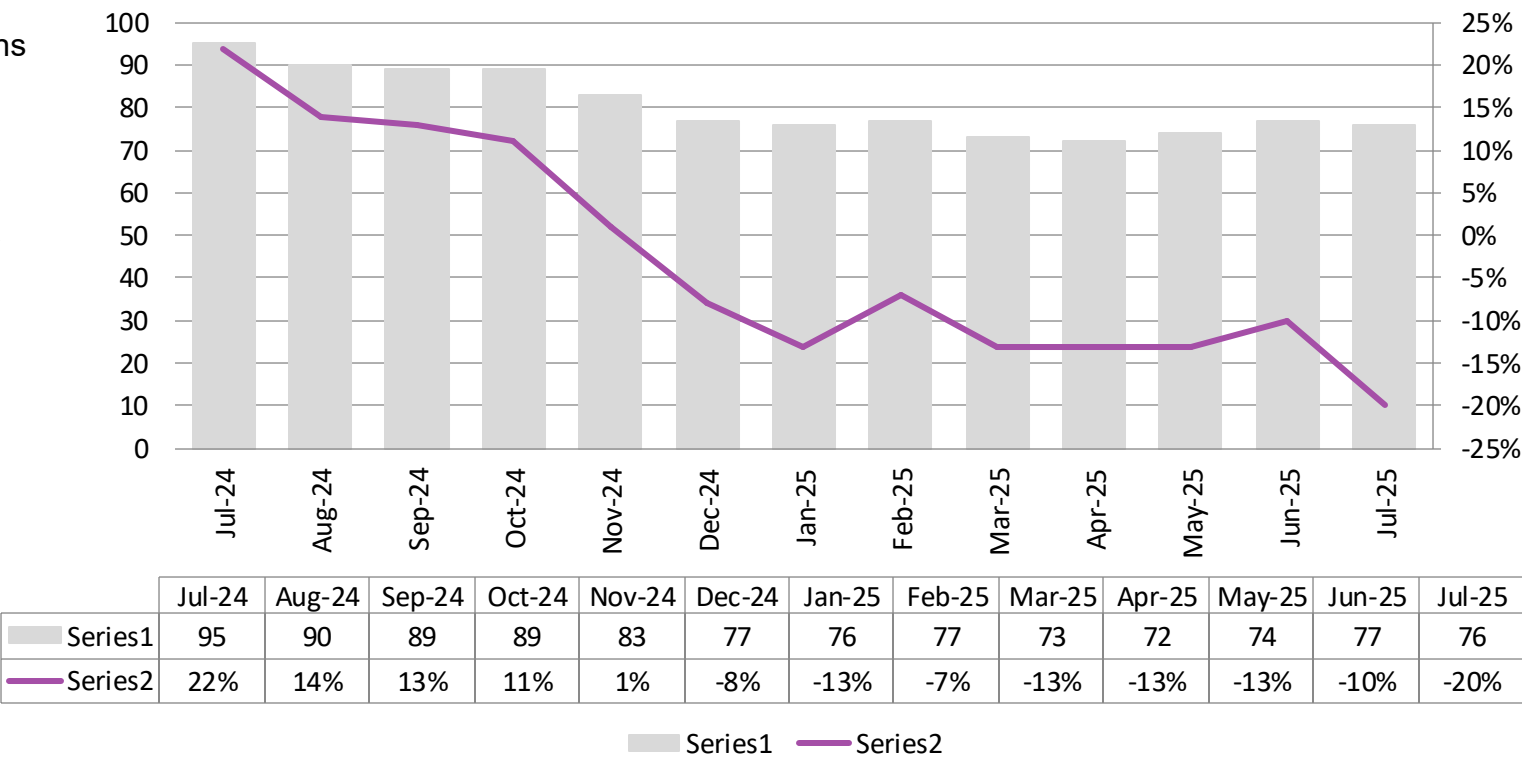


Key Highlights of the Month

foundit Insights Tracker in Malaysia saw a 20% year-on-year decline in recruitment in July 2025

- ✓ The foundit Insights Tracker (fit) revealed a year-on-year drop in e-recruitment activity, with the index decreasing from 95 in July 2024 to 76 in July 2025 - indicating a shift in employer focus toward upskilling current employees and streamlining operations over new hiring.
- ✓ Hiring demand in June 2025 saw a -3% month-on-month dip, with the index declining from 77 in June to 76, signaling a slight downward trend in recruitment activity.
- ✓ Malaysia’s job market sustained its momentum in July 2025, posting a 3% rise in hiring demand over the past three months. While growth has slowed compared to earlier gains, the trend reflects cautious but steady employer confidence. The slight -1% dip in six-month activity underscores a more measured hiring approach focused on strategic, skill-based recruitment to drive long-term productivity and resilience.

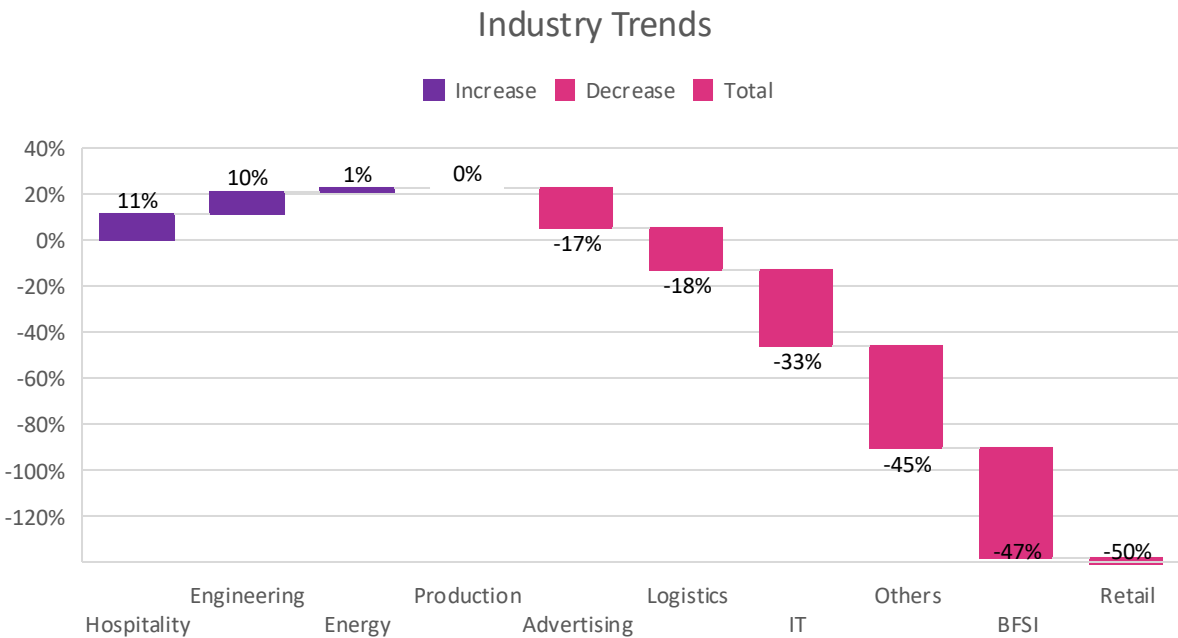
foundit Insights Tracker



Hiring Trends – Industry*

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

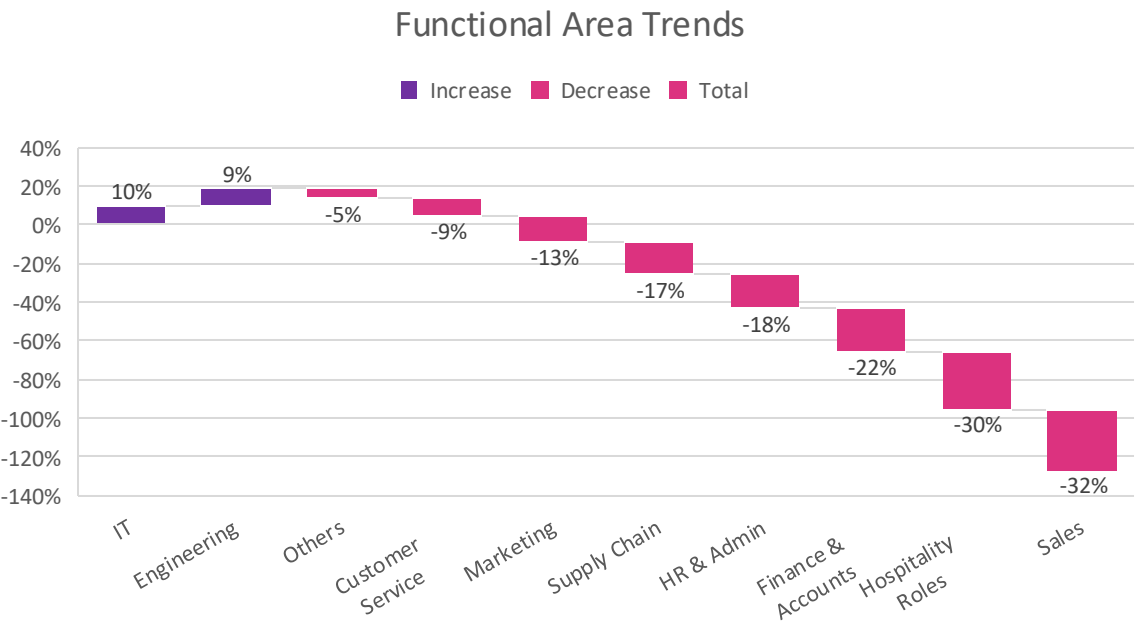
- ✓ In July'25, **Hospitality & Travel (11%)** recorded the strongest growth, driven by Malaysia's tourism rebound, rising international arrivals, and government-led initiatives boosting visitor spending. **Engineering, Construction & Real Estate (10%)** followed closely, supported by large-scale infrastructure expansion and regional development projects that continue to create strong demand for skilled professionals. **Energy (1%)**, though more modest, still saw positive momentum backed by major investment commitments and the National Energy Transition Roadmap, which is accelerating the shift toward renewables and creating future-ready opportunities.
- ✓ **BFSI (–47%)** and **Retail (–50%)** recorded the sharpest YOY declines, with retail hit by weak consumer demand and widespread cost-cutting, while BFSI slowed due to delayed investments, regulatory pressures, and a cautious approach to expansion.
- ✓ Meanwhile, other industries reflected mixed hiring trends on an annual basis. **Production/Manufacturing, Automotive and Ancillary** remained flat at 0%, indicating a stabilisation in demand. In contrast, **Advertising, Market Research, Public Relations, Media and Entertainment (–17%)**, **Logistics, Courier/Freight/Transportation, Shipping/Marine (–18%)**, and **IT, Telecom/ISP and BPO/ITES (–33%)** all saw notable declines, underscoring the impact of cost rationalisation, digital disruption, and cautious business spending across these sectors.



Hiring Trends - Functional Area*

Hiring activity exceeded in 2 of the 10 functional areas annually in July'25

- ✓ In July 2025, **T (10%)** and **Engineering (9%)** led functional hiring growth. The IT sector's expansion is being fuelled by Malaysia's ongoing digital transformation, rising demand for cloud, AI, and cybersecurity talent, and increased tech investments under the MyDIGITAL initiative. Engineering roles remain in demand thanks to sustained infrastructure projects, manufacturing upgrades, and regional development plans that continue to require specialised technical expertise.
- ✓ At the other end of the spectrum, **Sales (−32%)** and **Hospitality Roles (−30%)** saw the steepest declines. Sales hiring was impacted by cautious consumer spending, digitalisation reducing the need for traditional roles, and companies adopting leaner sales structures. Interestingly, while Hospitality as an industry has recorded strong overall growth, the decline in hospitality roles reflects a shift in hiring priorities employers are focusing on technology integration, multi-skilled talent, and productivity-driven models, reducing demand for traditional frontline positions despite the sector's expansion.
- ✓ Meanwhile, functions such as **Finance & Accounts (−22%)**, **HR & Admin (−18%)**, **Supply Chain (−17%)**, **Marketing (−13%)**, **Customer Service (−9%)**, and **Others (−5%)** declined, reflecting cost cuts, automation, and a shift toward more selective, efficiency-driven hiring.



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

Annexure: Functional Area Data*

Functions	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25
Software, Hardware, Telecom	199	288	290	287	251	229	224	241	227	221	234	226	219
Finance & Accounts	138	117	116	124	123	108	104	102	103	110	110	108	107
Sales & Business Development	247	199	188	193	174	167	167	173	165	158	158	167	168
Customer Service	22	35	24	24	21	11	16	23	22	16	17	18	20
Marketing & Communications	143	153	131	125	121	116	121	129	126	121	128	128	124
HR & Admin	120	92	82	82	81	78	82	90	92	91	99	100	99
Engineering /Production, Real Estate	125	157	125	115	115	115	118	123	121	127	136	141	136
Hospitality & Travel	27	26	29	34	26	21	20	22	17	21	23	21	19
Purchase/ Logistics/ Supply Chain	112	113	85	84	86	85	86	96	91	91	93	95	93

Thank you

