

# foundit Insights Tracker

Apr 2025

## Hiring Trends in Malaysia

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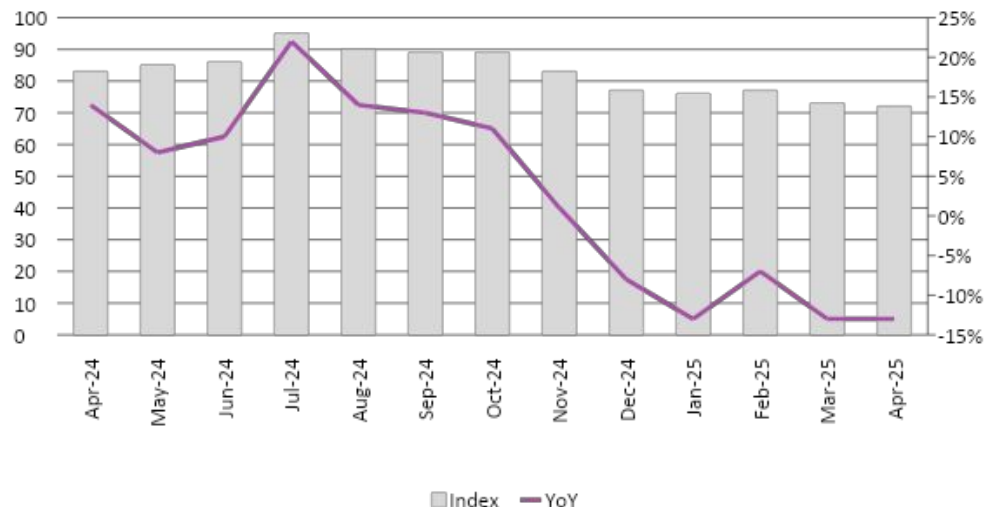


# Key Highlights of the Month

**foundit Insights Tracker in Malaysia reveals 13% decline in hiring activity annually in April 2025**

- ✓ A year-on-year comparison from the foundit Insights Tracker (fit) shows a decline in e-recruitment activity, with the index moving from 83 in April 2024 to 72 in April 2025, suggesting a more cautious hiring environment..
- ✓ In April 2025, hiring demand moderated slightly, with the index slipping from 73 in March to 72, suggesting a momentary cooling in recruitment activity.
- ✓ The tracker also recorded a 6% decline in hiring demand over the past three months, reflecting a more cautious and calibrated hiring approach by Malaysian employers. This trend points to ongoing recalibration in workforce planning, as businesses respond to macroeconomic uncertainties, evolving cost structures, and shifting talent priorities. While traditional sectors witnessed subdued hiring, demand remained steady in areas like digital services, fintech, and green economy roles. The slowdown also indicates a growing emphasis on flexible hiring models—including gig and contract work—as companies seek agility. Despite short-term moderation, the long-term hiring outlook remains resilient.

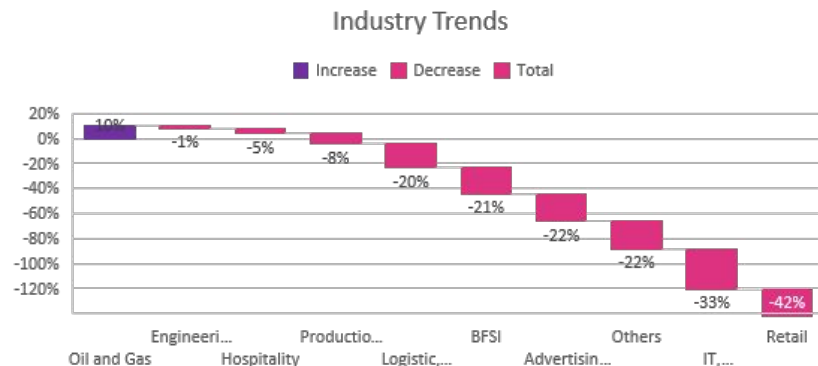
## foundit Insights Tracker



# Hiring Trends – Industry\*

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

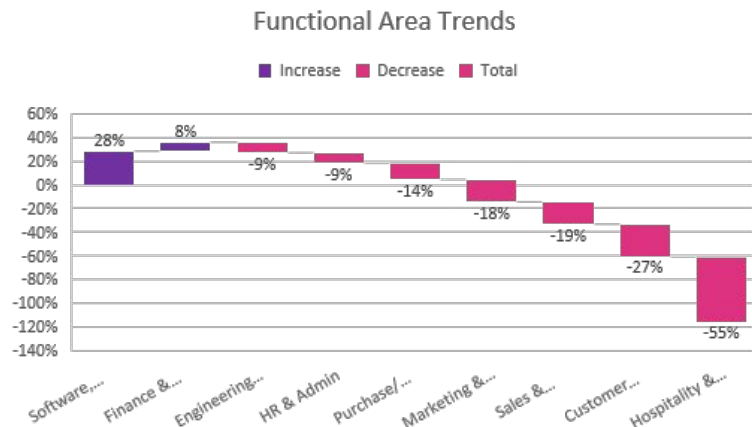
- ✓ In April'25, **Oil and Gas** (+10%) industry continue to record a notable year-on-year increase in hiring demand, while a muted demand is witnessed over the last month. Amid fluctuating global energy prices and tightening regulatory frameworks, companies are prioritising operational resilience and talent with cross-functional expertise. Also, the demand for professionals skilled in automation, environmental risk management, and digital asset monitoring is on the rise.
- ✓ On the contrary, the **Retail** (-42%) and **IT, Telecom/ISP, and BPO/ITES** (-33%) sectors continue to witness the steepest annual decline in hiring activity. However, both the sectors witnessed a marginal drop in hiring over the last month.
- ✓ While sectors like **Engineering, Construction, and Real Estate** (-1%) and **Hospitality & Travel** (-5%) experienced an annual dip in hiring demand, both industries showed signs of recovery with a month-on-month growth of 7% and 4% respectively. However, annual hiring trends across key sectors such as **Production/Manufacturing, Automotive, and Ancillary** (-8%), **Logistics and Transportation** (-20%), **BFSI** (-21%), and **Media & Advertising** (-22%) reflect a more pronounced slowdown. These declines indicate ongoing structural shifts, cautious spending by enterprises, and delayed project pipelines.



# Hiring Trends - Functional Area\*

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

- ✓ In April 2025, hiring activity for the **Software, Hardware & Telecom** (+28%) roles surged annually, signaling strong momentum in Malaysia's digital and technology landscape, reflecting a rising demand for tech talent as organisations continue to invest in digital transformation, cloud infrastructure, cybersecurity, and AI-driven solutions. This upward trend is also fueled by increased adoption of 5G, smart devices, and enterprise tech solutions across industries. Similarly, **Finance & Accounts** (+8%) roles witnessed a steady year-on-year growth in April 2025, underscoring sustained demand for financial expertise across sectors.
- ✓ In contrast, **Hospitality roles** (-55%) and **Customer Service** (-27%) experienced a sharp year-on-year decline in April 2025, highlighting a subdued hiring sentiment over the past year. The drop reflects the sector's ongoing recovery from macroeconomic uncertainties, evolving customer behavior, and operational restructuring. However, it's noteworthy that Hospitality roles has shown encouraging signs of rebound, recording a double-digit month-on-month growth, driven by seasonal demand, tourism recovery, and increased business travel.
- ✓ Also, **Sales & Business Development** (-19%), **Engineering/ Production** (-9%), **HR & Admin** (-9%), **Purchase/Logistics/Supply Chain** (-14%) and **Marketing & Communications** (-18%) roles saw an annual dip in hiring activity in April'25.



# 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.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-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25
IT, Telecom/ISP and BPO/ITES	158	160	172	169	171	178	167	140	116	110	122	107	106
Engineering, Construction and Real Estate	80	89	80	79	99	89	77	75	72	78	80	74	79
BFSI	78	76	74	112	74	66	65	66	54	59	66	63	62
Production/Manufacturing, Automotive and Ancillary	101	102	97	94	103	96	98	95	91	90	94	94	93
Oil and Gas	83	83	87	87	119	92	96	98	93	97	93	91	91
Hospitality	155	164	155	137	165	143	119	126	144	152	144	142	148
Retail	187	207	223	227	189	157	182	140	136	123	130	114	109
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	128	125	113	142	148	96	97	95	91	87	104	106	103
Advertising, Market Research, Public Relations, Media and Entertainment	87	76	77	88	100	86	88	76	70	69	73	71	68

## Annexure: Functional Area Data\*

Functions	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25
Software, Hardware, Telecom	173	186	236	199	288	290	287	251	229	224	241	227	221
Finance & Accounts	102	116	122	138	117	116	124	123	108	104	102	103	110
Sales & Business Development	195	243	244	247	199	188	193	174	167	167	173	165	158
Customer Service	22	19	19	22	35	24	24	21	11	16	23	22	16
Marketing & Communications	148	136	129	143	153	131	125	121	116	121	129	126	121
HR & Admin	100	100	95	120	92	82	82	81	78	82	90	92	91
Engineering /Production, Real Estate	139	151	130	125	157	125	115	115	115	118	123	121	127
Hospitality & Travel	47	45	28	27	26	29	34	26	21	20	22	17	21
Purchase/ Logistics/ Supply Chain	106	106	95	112	113	85	84	86	85	86	96	91	91

**Thank you**

