

foundit Insights Tracker

November 2025

Hiring Trends in Malaysia

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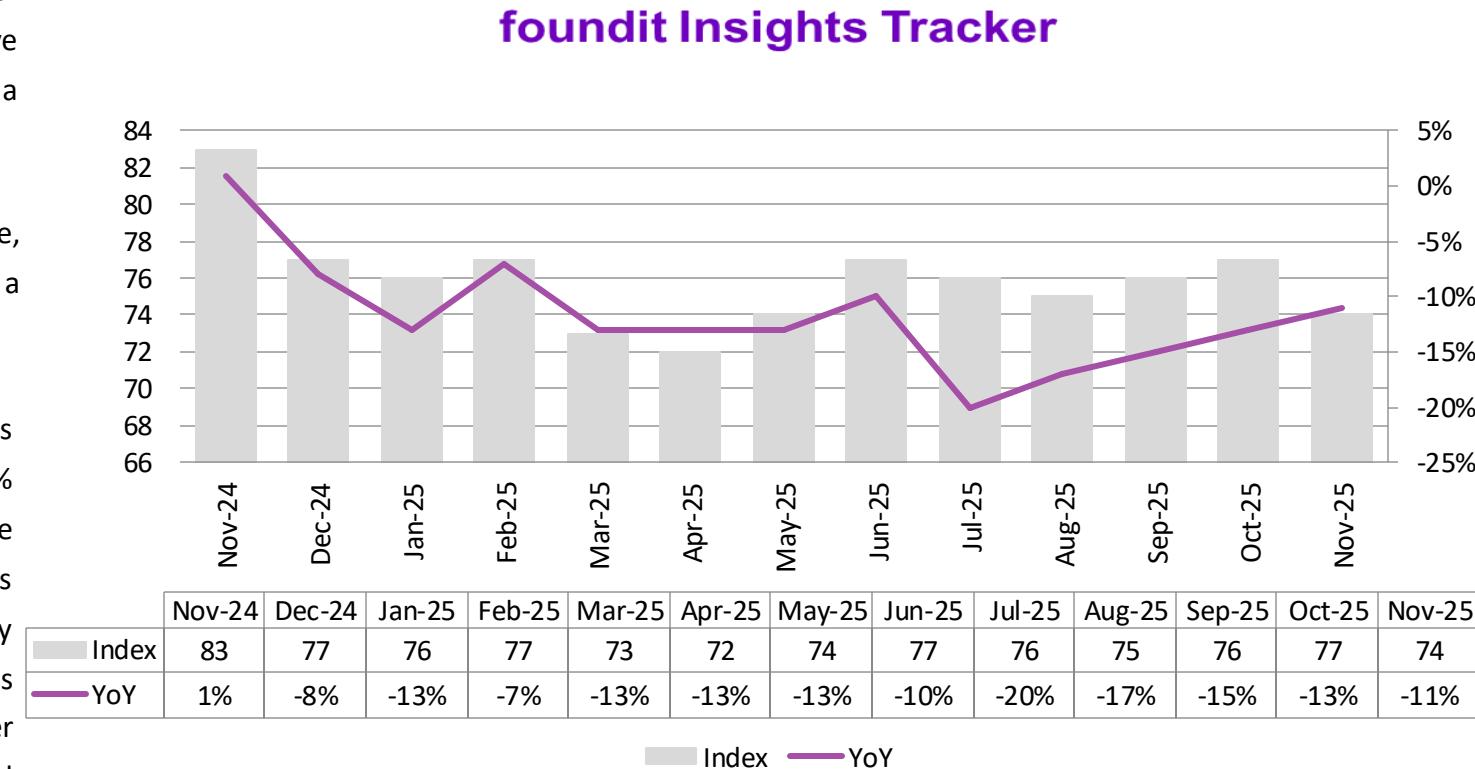
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Key Highlights of the Month

foundit Insights Tracker in Malaysia saw a 11% year-on-year decline in recruitment in November 2025

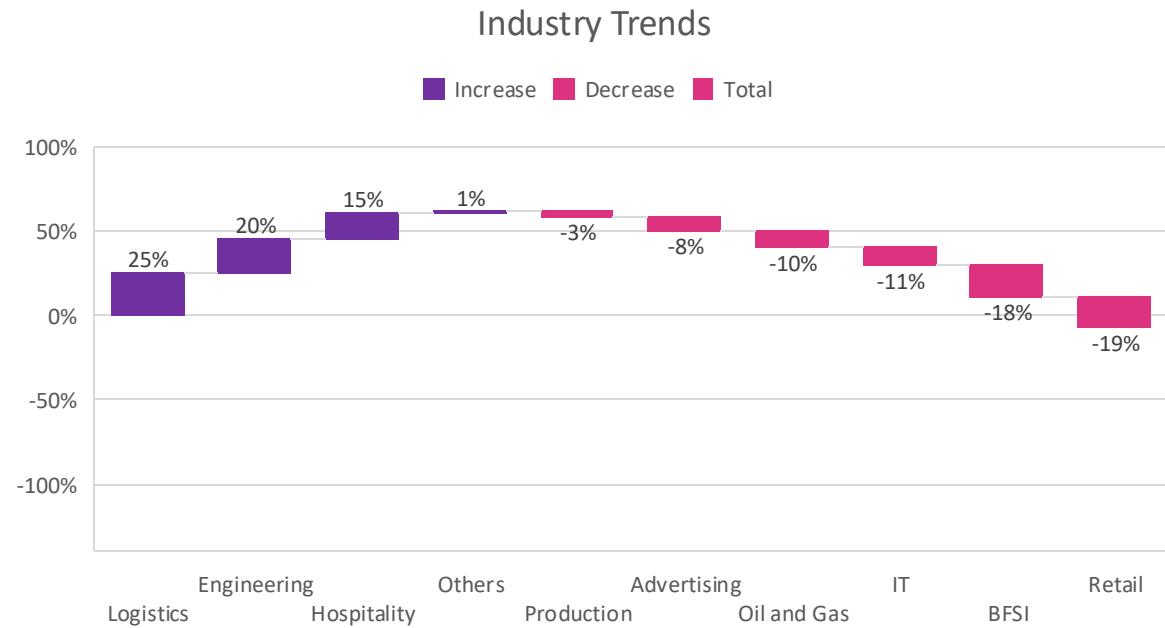
- ✓ The foundit Insights Tracker (fit) revealed a year-on-year drop in e-recruitment activity, with the index decreasing from 83 in November 2024 to 74 in November 2025 as employers adopted more conservative hiring plans, fewer companies increased headcount, leading to a reduction in overall e-recruitment activity.
- ✓ Hiring demand in November 2025 saw a 4% month-on-month decline, with the index decreasing from 77 in October to 74, signaling a downward trend in recruitment activity.
- ✓ Over the past 3 months e-recruitment activity fell 3% and over 6 months 5%, largely because fewer employers increased headcount (only ~28% did so in 2025), prompting firms to prioritise restructuring and selective hiring over net new roles. Slower external demand and cautious business sentiment described in Malaysia growth and central-bank commentary reined in hiring plans and investment. At the same time persistent skills gaps and reported talent shortages lengthened time-to-hire, while faster AI/automation adoption encouraged firms to focus on productivity and internal reskilling rather than expanding headcount.



Hiring Trends – Industry*

4 out of 10 industries tracked by the Index registered an annual increase in job demand in November 2025

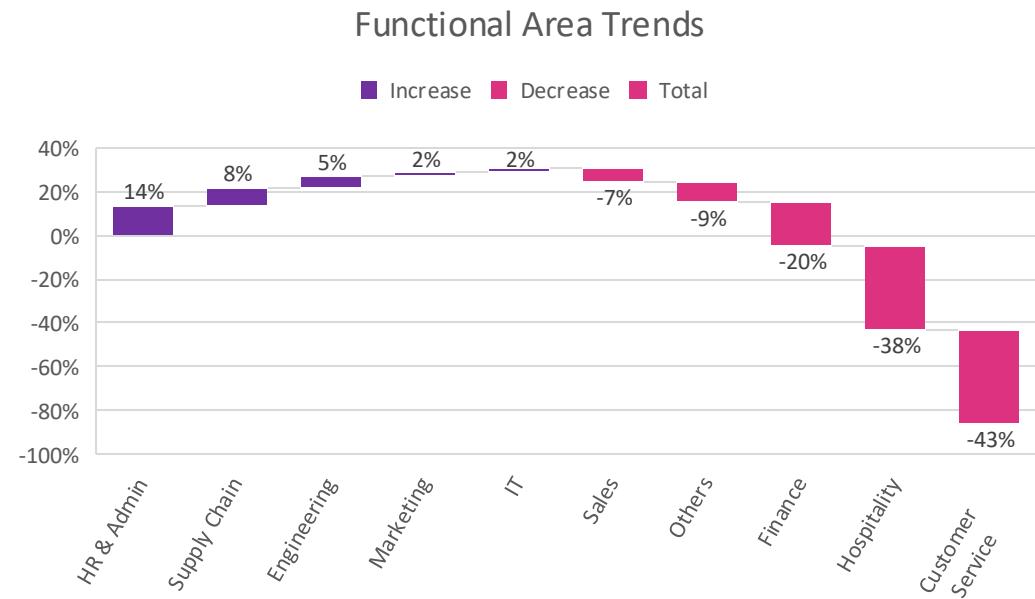
- ✓ **Logistics, Courier/Freight/Transportation, Shipping & Marine (+25%)** grew due to higher e-commerce volumes, supply-chain reconfiguration, and expanded port and logistics capacity. **Engineering, Construction & Real Estate (+20%)** was driven by ongoing infrastructure projects, industrial development, and public-private investments. **Hospitality & Travel (+15%)** benefited from increased international arrivals and capacity expansion across airlines and hotels.
- ✓ **Retail (-19%)** declined due to weak consumer spending and store rationalisation. **BFSI (-18%)** slowed as banks prioritised cost optimisation, automation, and selective hiring. **IT, Telecom/ISP and BPO/ITES (-11%)** fell amid global tech spending cuts, slower outsourcing demand, and higher automation adoption.
- ✓ Meanwhile, **Production/Manufacturing, Automotive & Ancillary (-3%)** dipped due to soft external demand and cautious capacity expansion. **Advertising, Market Research, PR, Media & Entertainment (-8%)** declined as marketing budgets tightened. **Oil & Gas (-10%)** softened due to price volatility and capex discipline, while **Others (+1%)** remained largely flat.



Hiring Trends - Functional Area*

Hiring activity exceeded in 5 of the 10 functional areas annually in November'25

- ✓ **HR & Admin (+14%)** saw stronger hiring as companies invested in **workforce restructuring, compliance, and internal talent management** to retain and upskill staff amid broader market caution.
- ✓ **Purchase/Logistics/Supply Chain (+8%)** remained in demand due to continued **supply-chain optimisation and logistics activity** across manufacturing and trade sectors. **Engineering/Production (+5%)** benefited from **steady technical hiring tied to construction and industrial projects**, consistent with national infrastructure and manufacturing momentum.
- ✓ **Customer Service (-43%)** declined sharply as firms increasingly adopt **automation and digital support tools**, reducing demand for traditional call-centre roles. **Hospitality Roles (-38%)** faced weaker hiring despite overall tourism recovery, as many operators kept staffing lean and restructured front-line roles. **Finance & Accounts (-20%)** roles dropped as companies emphasised **cost discipline and automated financial reporting**, limiting new full-time mandates.
- ✓ **Sales & Business Development (-7%)** saw modest declines as businesses prioritised **efficiency over expanding front-line teams**. **Marketing & Communications (+2%)** and **IT (+2%)** stayed near flat, reflecting **selective digital and brand investment**.



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	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
IT, Telecom/ISP and BPO/ITES	140	116	110	122	107	106	111	115	113	110	120	118	125
Engineering, Construction and Real Estate	75	72	78	80	74	79	90	92	87	91	96	98	90
BFSI	66	54	59	66	63	62	63	61	59	59	58	57	54
Production/Manufacturing, Automotive and Ancillary	95	91	90	94	94	93	95	94	94	97	96	98	92
Oil and Gas	98	93	97	93	91	91	89	91	88	89	88	86	88
Hospitality	126	144	152	144	142	148	148	145	152	152	157	154	145
Retail	140	136	123	130	114	109	109	109	113	114	118	117	114
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	95	91	87	104	106	103	107	117	116	105	120	124	119
Advertising, Market Research, Public Relations, Media and Entertainment	76	70	69	73	71	68	73	76	73	75	91	91	70

Annexure: Functional Area Data*

Functions	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
Software, Hardware, Telecom	251	229	224	241	227	221	234	226	219	224	218	223	257
Finance & Accounts	123	108	104	102	103	110	110	108	107	107	108	104	99
Sales & Business Development	174	167	167	173	165	158	158	167	168	167	169	173	162
Customer Service	21	11	16	23	22	16	17	18	20	23	13	14	12
Marketing & Communications	121	116	121	129	126	121	128	128	124	123	121	122	123
HR & Admin	81	78	82	90	92	91	99	100	99	99	94	93	92
Engineering /Production, Real Estate	115	115	118	123	121	127	136	141	136	136	119	125	121
Hospitality & Travel	26	21	20	22	17	21	23	21	19	16	18	16	16
Purchase/ Logistics/ Supply Chain	86	85	86	96	91	91	93	95	93	95	95	96	93

Thank you

