foundit
Insights Tracker

December 2025

Hiring Trends in Malaysia

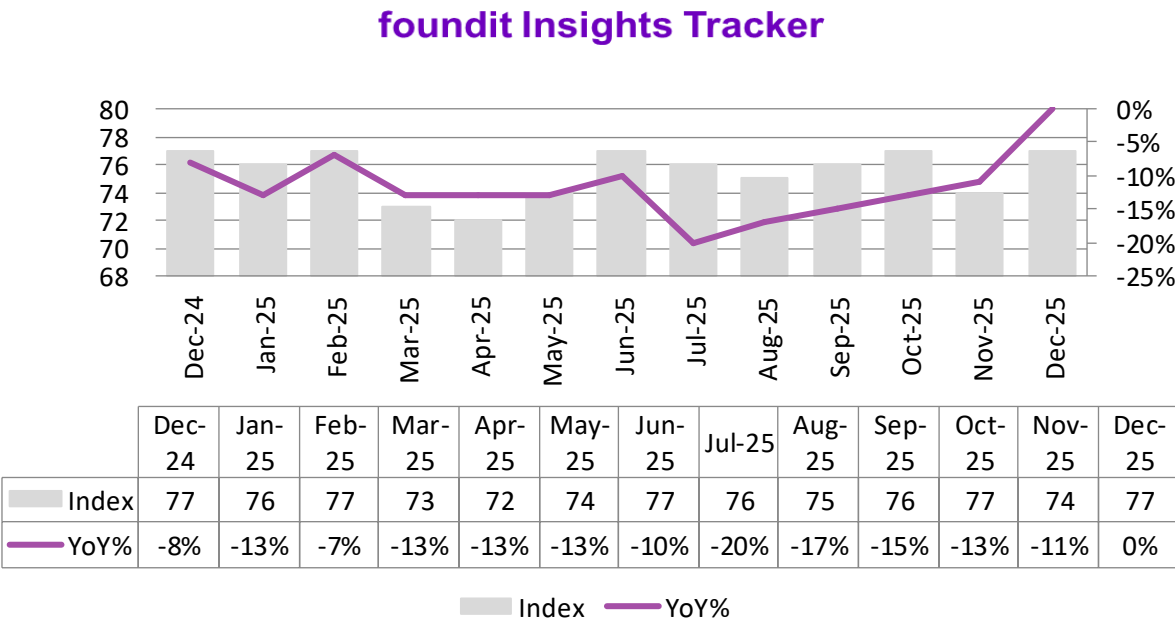For any additional or custom insights, kindly email on
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Key Highlights of the Month

foundit Insights Tracker in Malaysia was stagnant with a 0% year-on-year growth rate in recruitment in December 2025

✅ In December 2025, **year-over-year growth in Malaysia's hiring index remained flat at 0%**, with the index unchanged at 77 from December 2024. This reflects **cautious hiring sentiment in 2025**, driven by slower global trade, softer export demand, and employer focus on cost control. Hiring remained largely **replacement-led rather than expansion-driven**, especially across manufacturing and export-oriented sectors, while fiscal consolidation and subsidy rationalisation led firms to defer large workforce expansions.

✅ Hiring demand in December 2025 saw a 4% month-on-month incline, with the index increasing from 74 in November to 77, signaling a upward trend in recruitment activity.
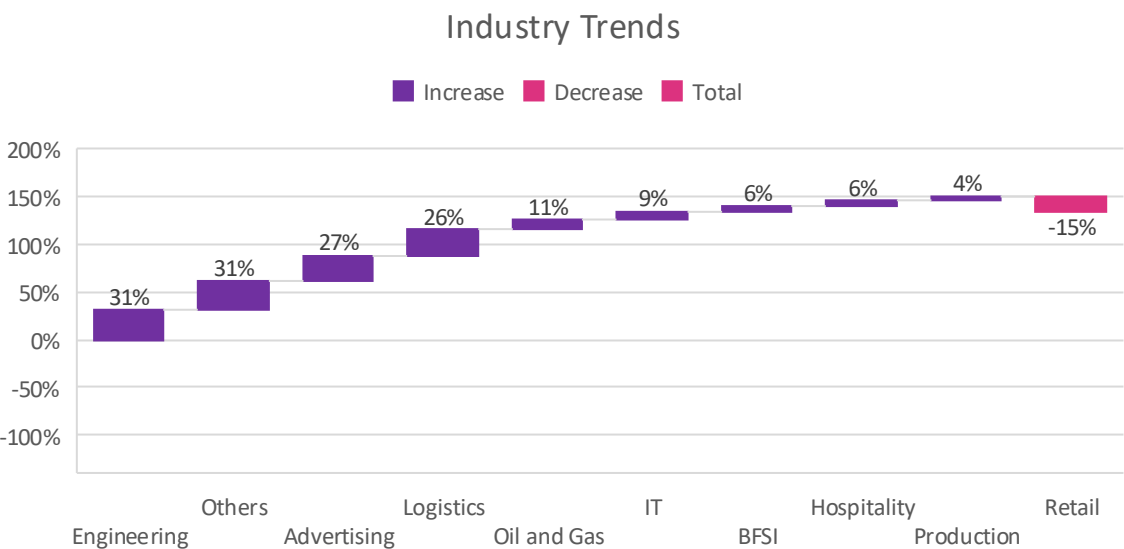
✅ Looking at the medium term, **three-month growth remained flat at 0% and six-month growth edged up marginally by 1%,** indicating a stabilising but slow-moving hiring environment. This reflects **measured hiring aligned to business confidence rather than aggressive expansion**, as organisations prioritised productivity, automation, and selective talent acquisition. While domestic consumption and services showed pockets of strength, these gains were offset by weaker momentum in export-driven industries, resulting in only marginal improvement in hiring demand over the three- and six-month horizons.

foundit Insights Tracker

	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Index	77	76	77	73	72	74	77	76	75	76	77	74	77
YoY%	-8%	-13%	-7%	-13%	-13%	-13%	-10%	-20%	-17%	-15%	-13%	-11%	0%

Index ——YoY%

Hiring Trends – Industry*

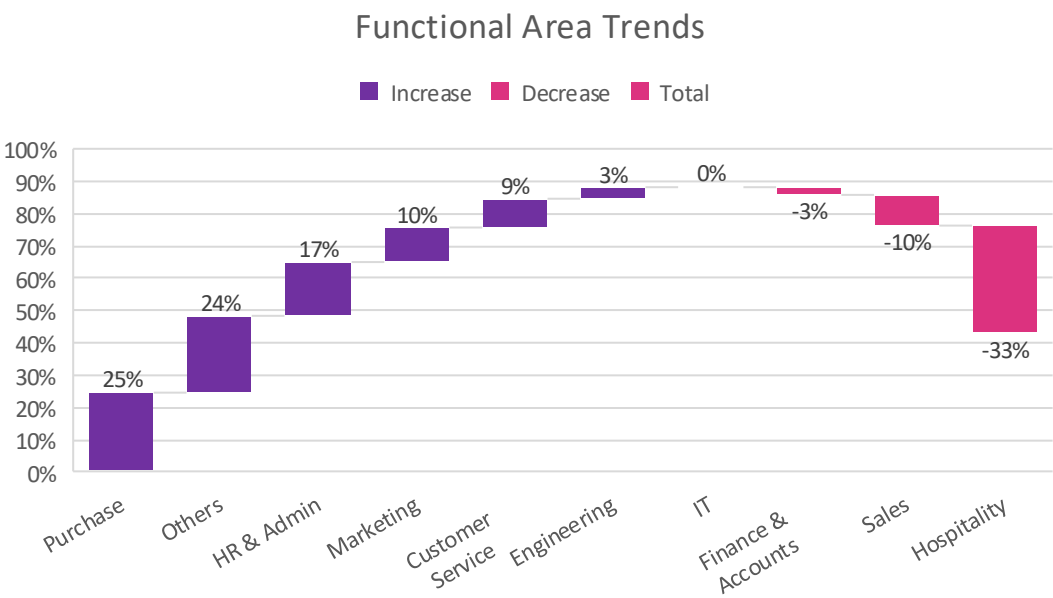**9 out of 10 industries tracked by the Index registered an annual increase in job demand in December 2025**

✅ **Engineering, Construction and Real Estate (31%)** saw strong hiring due to ongoing infrastructure execution and real-estate project continuity. **Advertising, Market Research, PR, Media and Entertainment (27%)** grew as companies increased digital and performance marketing spends. **Logistics, Courier/Freight/Transportation, Shipping and Marine (26%)** expanded hiring driven by steady e-commerce volumes and supply-chain optimisation.

✅ **Retail (-15%)** declined as firms rationalised store networks amid cautious consumer spending. **Production/Manufacturing, Automotive and Ancillary (4%)** remained subdued due to stable output and limited capacity expansion. **IT, Telecom/ISP and BPO/ITES (9%)** stayed muted as hiring was selective amid cautious technology spending.

✅ **Oil and Gas (11%)** saw steady hiring to support operations and maintenance. **BFSI (6%)** hired selectively for compliance and digital roles. **Hospitality and Travel (6%)** maintained moderate hiring supported by stable tourism activity.

Industry Trends

Legend: ■ Increase ■ Decrease ■ Total

Values: Engineering 31%, Others 31%, Advertising 27%, Logistics 26%, Oil and Gas 11%, IT 9%, BFSI 6%, Hospitality 6%, Production 4%, Retail -15%

* All figures represent percentage change between December'24 and December'25

Hiring Trends - Functional Area*

Hiring activity exceeded in 7 of the 10 functional areas annually in December'25

✅ The **top three functions** in December 2025 were **Purchase (25%)**, **HR & Admin (17%)**, and **Marketing (10%)**. **Purchase** hiring was driven by the need to manage procurement costs and ensure supply-chain continuity. **HR & Admin** hiring increased as organisations focused on workforce planning, compliance, and internal process strengthening. **Marketing** demand rose as companies invested in digital and performance campaigns to support business growth.

✅ The **bottom three functions** were **Hospitality (-33%)**, **Sales (-10%)**, and **Finance & Accounts (-3%)**. **Hospitality** hiring declined sharply as operators tightened costs amid uneven demand. **Sales** hiring reduced as firms prioritised productivity and retention over headcount expansion. **Finance & Accounts** saw marginal contraction due to process automation and limited backfill hiring.

✅ The **remaining functions**—**Customer Service (9%)**, **Engineering (3%)**, and **IT (0%)**—showed stable to modest trends. **Customer Service** hiring increased to support growing customer interactions. **Engineering** hiring remained limited, reflecting steady but non-expansionary project activity. **IT** hiring stayed flat as selective digital roles were balanced by restrained overall tech hiring.

Functional Area Trends

■ Increase ■ Decrease ■ Total

* All figures represent percentage change between December'24 and December'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:

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www.foundit.my

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www.foundit.com.ph

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Annexure

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Annexure: Industry Data*

Industries	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
IT, Telecom/ISP and BPO/ITES	116	110	122	107	106	111	115	113	110	120	118	131	126
Engineering, Construction and Real Estate	72	78	80	74	79	90	92	87	91	96	98	92	94
BFSI	54	59	66	63	62	63	61	59	59	58	57	54	57
Production/Manufacturing, Automotive and Ancillary	91	90	94	94	93	95	94	94	97	96	98	93	95
Oil and Gas	93	97	93	91	91	89	91	88	89	88	86	106	103
Hospitality	144	152	144	142	148	148	145	152	152	157	154	150	152
Retail	136	123	130	114	109	109	109	113	114	118	117	115	115
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	91	87	104	106	103	107	117	116	105	120	124	119	115
Advertising, Market Research, Public Relations, Media and Entertainment	70	69	73	71	68	73	76	73	75	91	91	92	89

Annexure: Functional Area Data*

Functions	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Software, Hardware, Telecom	229	224	241	227	221	234	226	219	224	218	223	225	230
Finance & Accounts	108	104	102	103	110	110	108	107	107	108	104	99	105
Sales & Business Development	167	167	173	165	158	158	167	168	167	169	173	162	151
Customer Service	11	16	23	22	16	17	18	20	23	13	14	12	12
Marketing & Communications	116	121	129	126	121	128	128	124	123	121	122	123	128
HR & Admin	78	82	90	92	91	99	100	99	99	94	93	92	91
Engineering /Production, Real Estate	115	118	123	121	127	136	141	136	136	119	125	121	119
Hospitality & Travel	21	20	22	17	21	23	21	19	16	18	16	16	14
Purchase/ Logistics/ Supply Chain	85	86	96	91	91	93	95	93	95	95	96	93	106

Thank you