

# foundit Insights Tracker

January 2026

## Hiring Trends in Malaysia

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# Contents



01 Key Highlights of the Month

Page 3

02 Hiring Trends - Industry

Page 4

03 Hiring Trends - Functional Area

Page 5

04 Data & Methodology

Page 6

05 About foundit APAC & Gulf

Page 7

06 Annexure

Page 8-10

# Key Highlights of the Month

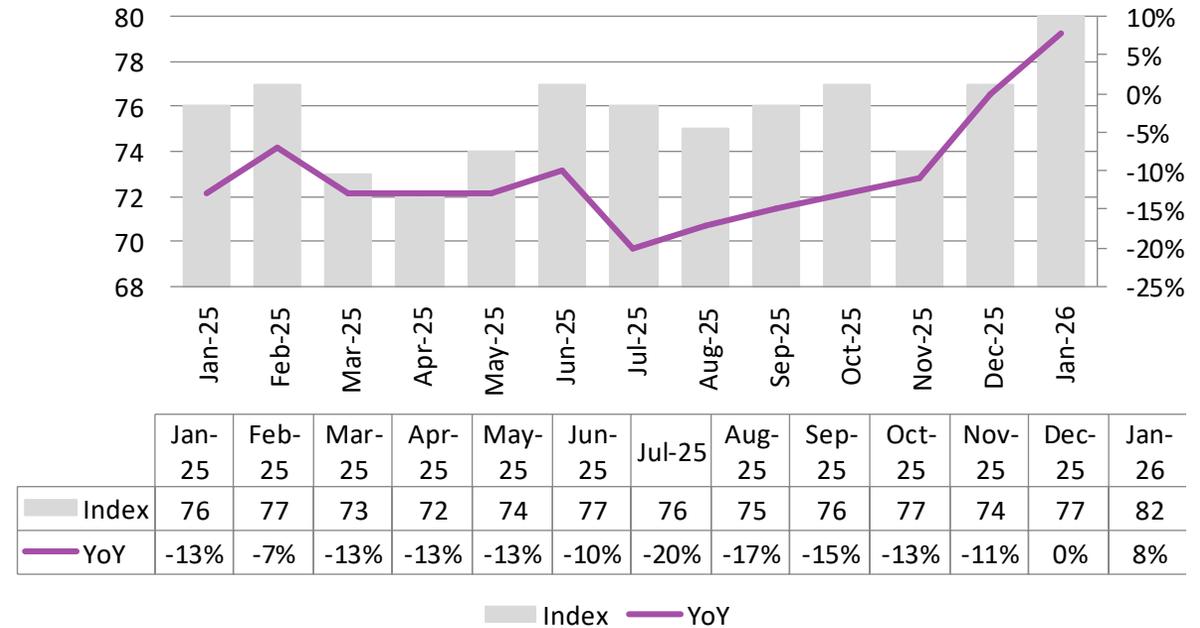
foundit Insights Tracker in Malaysia showed growth with a 8% year-on-year increase in recruitment in January 2026

✓ In January 2026, Malaysia’s hiring index recorded 8% year-over-year growth, rising from 76 in January 2025 to 82 in January 2026, indicating a modest but steady improvement in hiring momentum, driven by stronger GDP growth in late 2025, sustained domestic demand, low unemployment levels, and continued hiring in services, manufacturing, and digital-led roles as employers focused on targeted, skills-based recruitment rather than broad expansion.

✓ Hiring demand in January 2026 saw a 6% month-on-month incline, with the index increasing from 77 to 82, signaling an upward trend in recruitment activity.

✓ In January 2026, Malaysia’s hiring index increased 8% YoY, with 11% growth over 3 months and 9% over 6 months, driven by stronger economic growth in late 2025, persistently low unemployment, and sustained hiring across services, manufacturing, and construction, alongside targeted recruitment in digital, engineering, and commercial roles as employers added capacity selectively to support growth rather than mass expansion.

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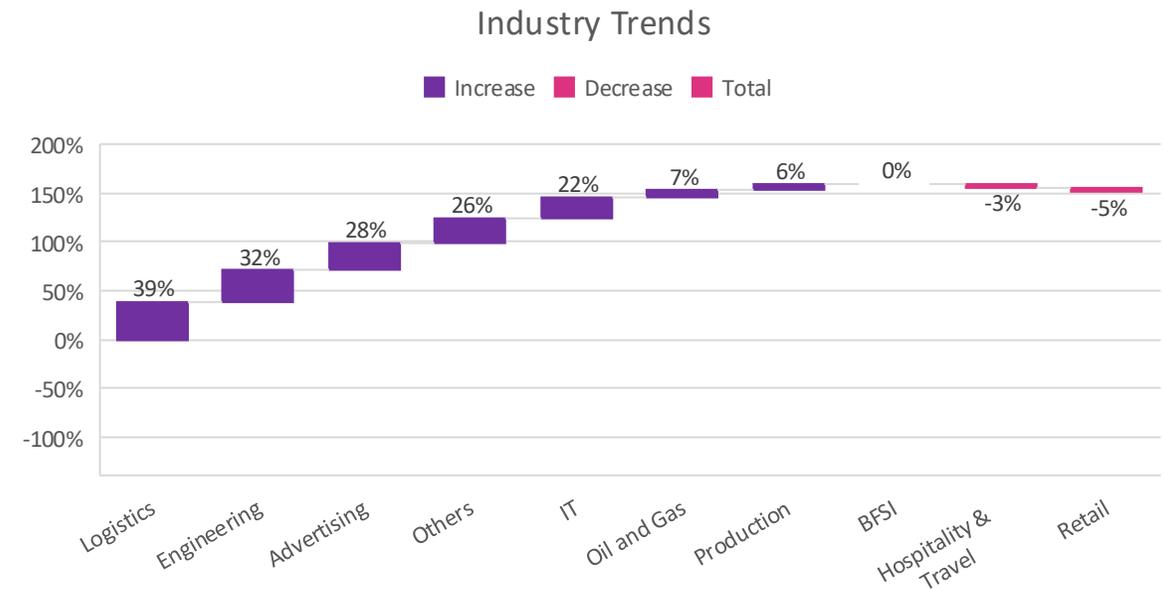
# Hiring Trends – Industry\*

8 out of 10 industries tracked by the Index registered an annual increase in job demand in January 2026

✔ Logistics, Courier/Freight/Transportation/Shipping/Marine (**39%**) hiring increased due to sustained e-commerce volumes, trade flows, and supply-chain expansion; Engineering, Construction and Real Estate (**32%**) hiring rose on the back of ongoing infrastructure execution, urban development, and commercial project activity; Advertising, Market Research, PR, Media & Entertainment (**28%**) hiring grew as companies increased spend on digital marketing, performance media, and content to drive demand.

✔ Retail (**-5%**) hiring declined due to cautious consumer spending and store-level cost optimisation; Hospitality & Travel (**-3%**) hiring moderated as post-pandemic demand normalised and operators focused on margin control; BFSI (**0%**) hiring remained flat as banks and financial institutions prioritised automation, productivity, and selective backfilling over net headcount growth.

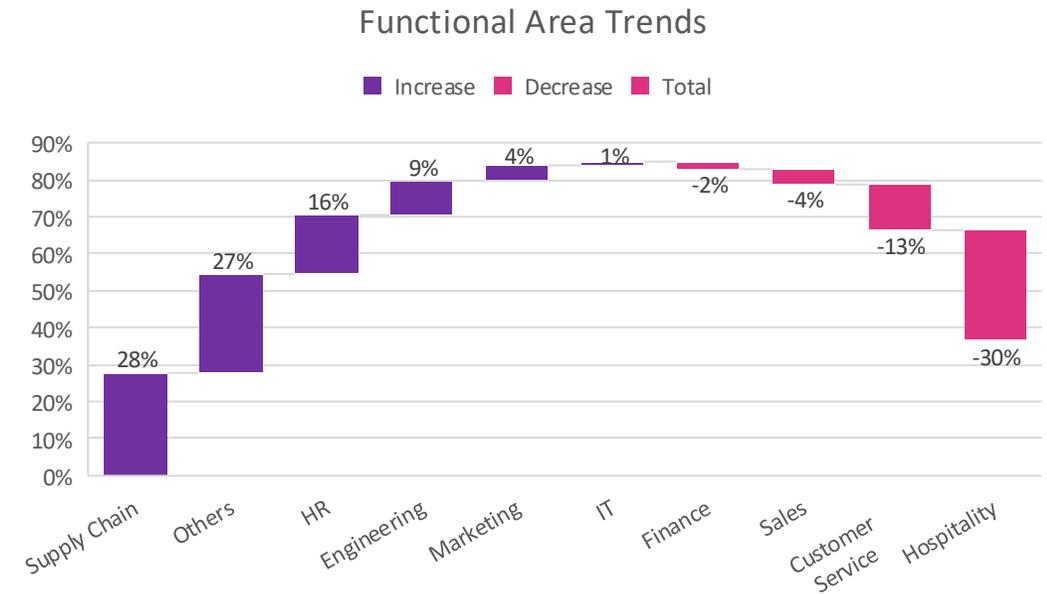
✔ IT, Telecom/ISP and BPO/ITES (**22%**) hiring grew selectively driven by demand for digital, cloud, cybersecurity, and efficiency-led roles; Oil and Gas (**7%**) hiring remained muted due to capital discipline and restrained upstream investment; Production/Manufacturing, Automotive and Ancillary (**6%**) hiring stayed limited as firms focused on automation, productivity improvements, and output stabilisation rather than workforce expansion.



# Hiring Trends - Functional Area\*

Hiring activity exceeded in 6 of the 10 functional areas annually in January'26

- ✓ Purchase / Logistics / Supply Chain (**28%**), HR & Admin (**16%**), and Engineering / Production (**9%**) saw the strongest hiring in January 2026 as companies focused on supply-chain resilience, inventory control, and logistics optimisation amid steady trade and e-commerce activity; HR hiring increased to support workforce stabilisation, compliance, and replacement hiring; and engineering/production hiring remained positive to support ongoing projects and operational continuity rather than capacity expansion.
- ✓ Hospitality Roles (**-30%**), Customer Service (**-13%**), and Sales & Business Development (**-4%**) recorded the weakest hiring as hospitality staffing corrected after post-pandemic normalisation and margin pressure; customer service hiring declined due to automation, self-service adoption, and AI-led support models; and sales hiring remained cautious as firms prioritised productivity and existing account monetisation over aggressive team expansion.
- ✓ Marketing & Communications (**4%**), IT (**1%**), and Finance & Accounts (**-2%**) showed muted movement, with marketing hiring remaining selective and performance-led, IT hiring staying flat due to global tech caution despite ongoing digital needs, and finance hiring marginally negative as automation and shared services reduced incremental headcount requirements.



# 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.

For any additional or custom insights, kindly email on [PR@foundit.ai](mailto:PR@foundit.ai)



# 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.foundit.my](http://www.foundit.my)

[www.founditgulf.com](http://www.founditgulf.com)

[www.foundit.com.ph](http://www.foundit.com.ph)

[www.foundit.sg](http://www.foundit.sg)

[www.foundit.hk](http://www.foundit.hk)



# Annexure



## Annexure: Industry Data\*

Industries	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26
IT, Telecom/ISP and BPO/ITES	110	122	107	106	111	115	113	110	120	118	131	126	134
Engineering, Construction and Real Estate	78	80	74	79	90	92	87	91	96	98	92	94	103
BFSI	59	66	63	62	63	61	59	59	58	57	54	57	59
Production/Manufacturing, Automotive and Ancillary	90	94	94	93	95	94	94	97	96	98	93	95	95
Oil and Gas	97	93	91	91	89	91	88	89	88	86	106	103	104
Hospitality	152	144	142	148	148	145	152	152	157	154	150	152	148
Retail	123	130	114	109	109	109	113	114	118	117	115	115	117
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	87	104	106	103	107	117	116	105	120	124	119	115	121
Advertising, Market Research, Public Relations, Media and Entertainment	69	73	71	68	73	76	73	75	91	91	92	89	88

## Annexure: Functional Area Data\*

Functions	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26
Software, Hardware, Telecom	224	241	227	221	234	226	219	224	218	223	225	230	227
Finance & Accounts	104	102	103	110	110	108	107	107	108	104	99	105	102
Sales & Business Development	167	173	165	158	158	167	168	167	169	173	162	151	160
Customer Service	16	23	22	16	17	18	20	23	13	14	12	12	14
Marketing & Communications	121	129	126	121	128	128	124	123	121	122	123	128	126
HR & Admin	82	90	92	91	99	100	99	99	94	93	92	91	95
Engineering /Production, Real Estate	118	123	121	127	136	141	136	136	119	125	121	119	129
Hospitality & Travel	20	22	17	21	23	21	19	16	18	16	16	14	14
Purchase/ Logistics/ Supply Chain	86	96	91	91	93	95	93	95	95	96	93	106	110

Thank you

