

# foundit Insights Tracker

February 2026

## Hiring Trends in Malaysia

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# Key Highlights of the Month

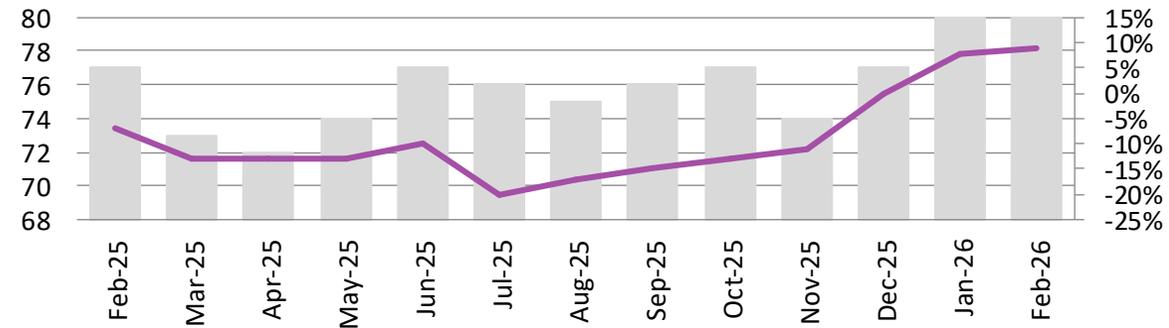
foundit Insights Tracker in Malaysia showed growth with a 9% year-on-year increase in recruitment in February 2026

✓ In February 2026, Malaysia’s hiring index recorded 9% year-over-year growth, rising from 77 in February 2025 to 84 in February 2026, driven by economic growth, expansion in services and manufacturing, and increased demand for skilled talent in technology and digital roles. Low unemployment and ongoing investments in infrastructure and electronics manufacturing also contributed to higher hiring activity across sectors.

✓ Hiring demand in February 2026 saw a 2% month-on-month incline, with the index increasing from 82 to 84, signaling an upward trend in recruitment activity.

✓ In February 2026, Malaysia’s hiring index recorded 9% growth over the past three months and 11% growth over the past six months, driven by hiring increases in services, manufacturing, and construction as economic activity strengthened and labour demand rose. Low unemployment and higher job vacancies also pushed employers to expand recruitment across key sectors.

## foundit Insights Tracker



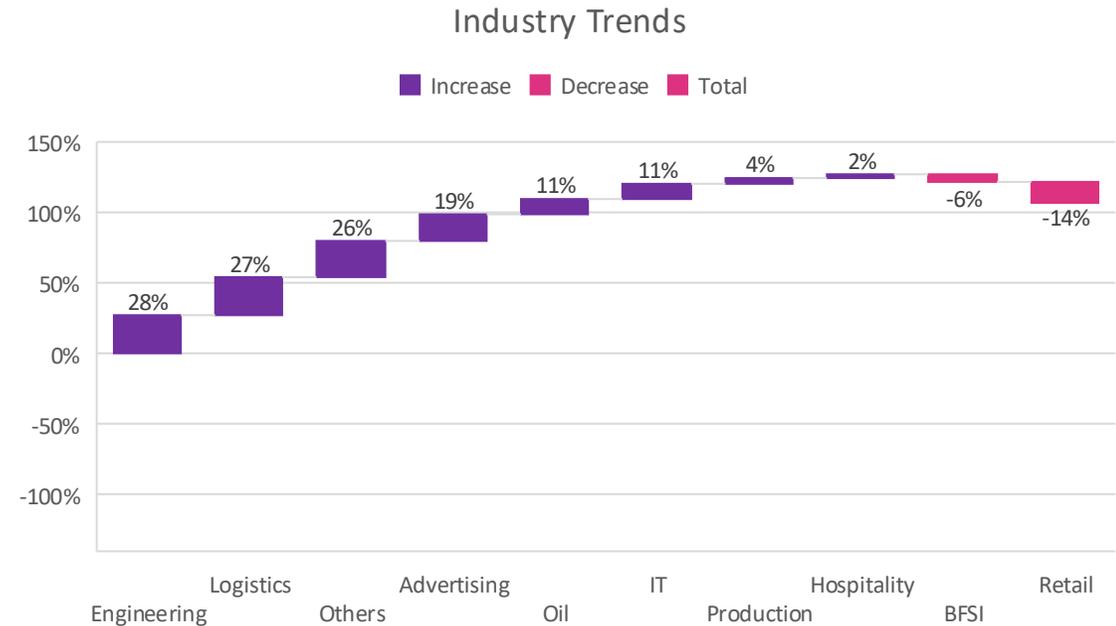
	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
Index	77	73	72	74	77	76	75	76	77	74	77	82	84
YoY	-7%	-13%	-13%	-13%	-10%	-20%	-17%	-15%	-13%	-11%	0%	8%	9%

Index YoY

# Hiring Trends – Industry\*

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

- ✓ Engineering, Construction and Real Estate (28%) recorded the highest hiring growth due to ongoing infrastructure projects, industrial development, and investments in data centres and commercial real estate. Logistics, Courier/Freight/Transportation, Shipping/Marine (27%) saw strong hiring driven by growth in e-commerce, cross-border trade, and expansion of supply chain networks.
- ✓ Retail (-14%) and BFSI (-6%) recorded the weakest hiring activity. Retail hiring declined due to cautious consumer spending and the shift toward e-commerce reducing store-level hiring. BFSI hiring slowed as banks increased automation and digital banking adoption, limiting workforce expansion.
- ✓ Advertising, Market Research, Public Relations, Media and Entertainment (19%) saw hiring growth due to increased demand for digital marketing and media services. Oil and Gas (11%) and IT, Telecom/ISP and BPO/ITES (11%) recorded moderate hiring supported by ongoing energy projects and demand for technology roles. Production/Manufacturing, Automotive and Ancillary (4%) saw limited growth due to cautious manufacturing expansion, while Hospitality & Travel (2%) recorded modest hiring as tourism gradually recovers.



# Hiring Trends - Functional Area\*

Hiring activity exceeded in 5 of the 10 functional areas annually in February'26

✔ Purchase/Logistics/Supply Chain (18%) recorded the highest hiring growth due to expansion in logistics networks, manufacturing supply chains, and e-commerce distribution. HR & Admin (10%) hiring increased as companies added roles to support recruitment, workforce management, and compliance. Engineering/Production (4%) saw moderate growth due to ongoing demand from manufacturing and construction projects requiring technical roles.

Customer Service (-39%), Hospitality Roles (-36%), and IT (-7%) recorded the sharpest declines.

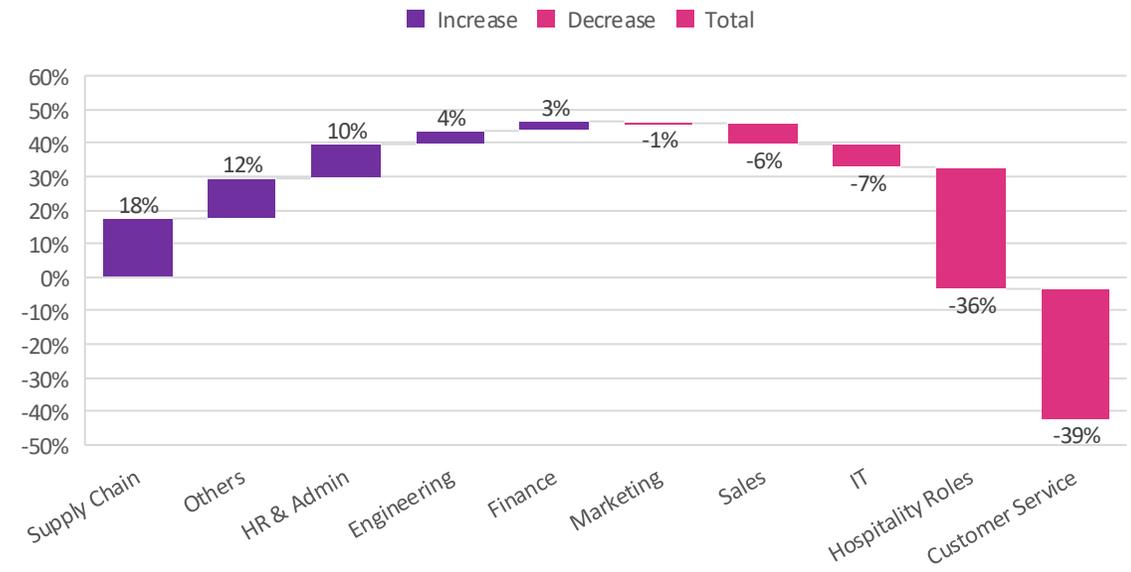
✔ Customer service hiring fell as companies adopted automation and self-service platforms. Hospitality roles declined due to cautious hiring and seasonal demand. IT hiring slowed as companies focused on optimizing existing technology teams rather than expanding headcount.

Finance & Accounts (3%) saw limited hiring as organisations maintained stable finance teams.

Marketing & Communications (-1%) remained largely stable as companies prioritised digital

✔ marketing efficiency. Sales & Business Development (-6%) declined due to cautious revenue expansion and productivity focus. The Others category (12%) reflects moderate hiring across smaller functions to support operational needs.

Functional Area Trends



# 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	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
IT, Telecom/ISP and BPO/ITES	122	107	106	111	115	113	110	120	118	131	126	134	135
Engineering, Construction and Real Estate	80	74	79	90	92	87	91	96	98	92	94	103	102
BFSI	66	63	62	63	61	59	59	58	57	54	57	59	62
Production/Manufacturing, Automotive and Ancillary	94	94	93	95	94	94	97	96	98	93	95	95	98
Oil and Gas	93	91	91	89	91	88	89	88	86	106	103	104	103
Hospitality	144	142	148	148	145	152	152	157	154	150	152	148	147
Retail	130	114	109	109	109	113	114	118	117	115	115	117	112
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	104	106	103	107	117	116	105	120	124	119	115	121	132
Advertising, Market Research, Public Relations, Media and Entertainment	73	71	68	73	76	73	75	91	91	92	89	88	87

## Annexure: Functional Area Data\*

Functions	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26
Software, Hardware, Telecom	241	227	221	234	226	219	224	218	223	225	230	227	225
Finance & Accounts	102	103	110	110	108	107	107	108	104	99	105	102	105
Sales & Business Development	173	165	158	158	167	168	167	169	173	162	151	160	162
Customer Service	23	22	16	17	18	20	23	13	14	12	12	14	14
Marketing & Communications	129	126	121	128	128	124	123	121	122	123	128	126	128
HR & Admin	90	92	91	99	100	99	99	94	93	92	91	95	99
Engineering /Production, Real Estate	123	121	127	136	141	136	136	119	125	121	119	129	128
Hospitality & Travel	22	17	21	23	21	19	16	18	16	16	14	14	14
Purchase/ Logistics/ Supply Chain	96	91	91	93	95	93	95	95	96	93	106	110	113

Thank you

