

foundit Insights Tracker

May 2026

Hiring Trends in Malaysia

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PR@foundit.ai



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

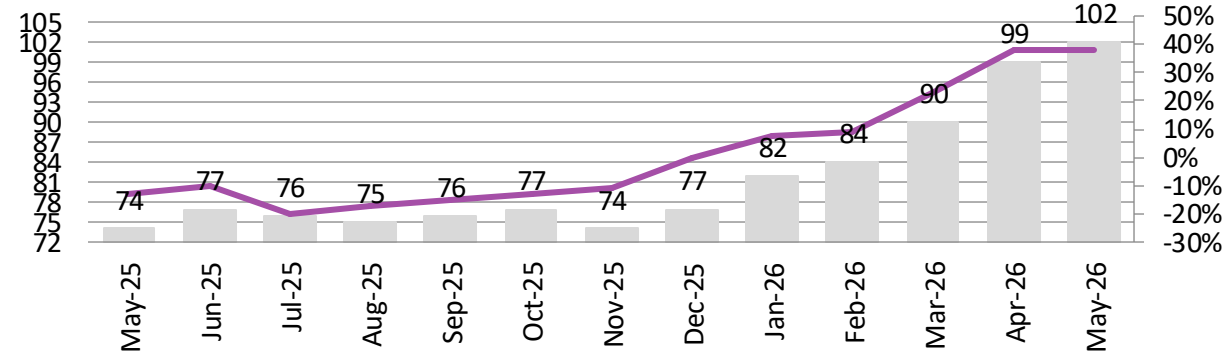
foundit Insights Tracker in Malaysia showed strong growth with a **38% year-on-year increase** in recruitment in May 2026

✓ In May 2026, Malaysia's hiring index recorded **38% year-over-year growth**, rising from 74 in May 2025 to 102 in May 2026, sustaining the strong annual gains seen in recent months. Growth remained broad-based across infrastructure, logistics, and technology, with continued investment in data centres, industrial development, and digital transformation sustaining strong demand for skilled talent.

Hiring demand in May 2026 saw a **3% month-on-month increase**, with the index rising from 99 to 102, extending the consistent upward momentum that has built since the start of 2026.

✓ In May 2026, Malaysia's hiring index recorded 21% growth over the past three months and 38% growth over the past six months. Crucially, this is an investment-led, structural expansion, with hyperscale data-centre construction (Johor is now Southeast Asia's fastest-growing hub, absorbing spillover from Singapore), a semiconductor and electronics investment surge, and a heavy infrastructure pipeline.

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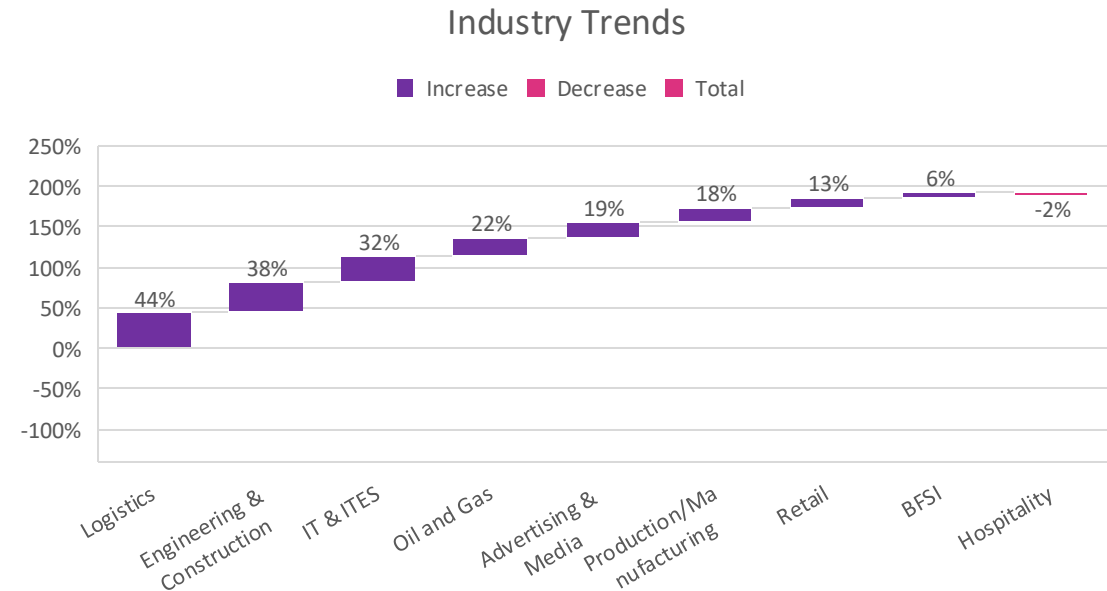
	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26
Index	74	77	76	75	76	77	74	77	82	84	90	99	102
YoY	-13%	-10%	-20%	-17%	-15%	-13%	-11%	0%	8%	9%	23%	38%	38%

Index YoY

Hiring Trends – Industry*

9 of the 10 industries tracked by the Index registered an annual increase in job demand in May 2026

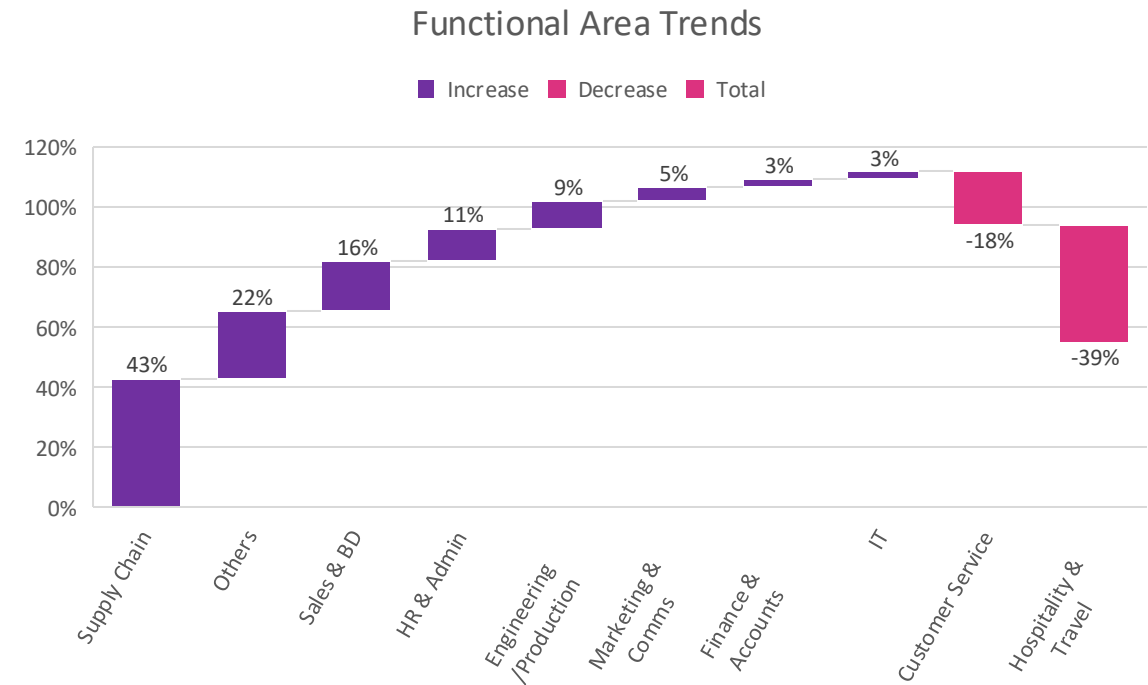
- ✓ **Logistic, Courier/Freight/Transportation, Shipping/Marine (+44%)** led all industries on the back of e-commerce expansion, rising cross-border trade volumes, and deepening supply chain infrastructure. **Engineering, Construction and Real Estate (+38%)** maintained strong momentum, supported by large-scale infrastructure projects, industrial zone development, and ongoing investment in data centres and commercial real estate.; it also posted the largest single-month gain of any industry.
- ✓ **Hospitality & Travel (-2%)** was the only sector to record an annual decline, slipping back modestly as tourism and hospitality staffing eased from year-ago levels.
- ✓ **IT, Telecom/ISP and BPO/ITES (+32%)** and **Advertising, Market Research, Public Relations, Media and Entertainment (+19%)** posted robust gains driven by sustained demand for technology roles and digital marketing services respectively. **Oil and Gas (+22%)**, **Production/Manufacturing, Automotive and Ancillary (+18%)**, and **Retail (+13%)** recorded healthy growth. **BFSI (+6%)** continued its measured recovery as financial institutions selectively expanded in growth, compliance, and technology functions.



Hiring Trends - Functional Area*

Hiring activity exceeded year-ago levels in 8 of the 10 functional areas in May 2026

- ✓ **Purchase/Logistics/Supply Chain (+43%)** recorded the highest hiring growth, driven by continued expansion in logistics networks, manufacturing supply chains, and e-commerce distribution. **Sales & Business Development (+17%)** saw strong growth as companies expanded commercial and frontline sales teams amid rising business activity. **HR & Admin (+11%)** rose as organisations added workforce management and compliance capacity amid broad hiring activity.
- ✓ **Engineering/Production (+9%), Marketing & Communications (+5%), Finance & Accounts (+3%),** and **Software, Hardware & Telecom (+3%)** recorded modest positive growth, reflecting steady demand across technical, marketing, and finance roles.
- ✓ **Hospitality Roles (-39%)** and **Customer Service (-18%)** reflect lean, efficiency-led staffing and the rollout of AI-driven self-service, which is steadily reducing frontline support headcount.



Data & Methodology

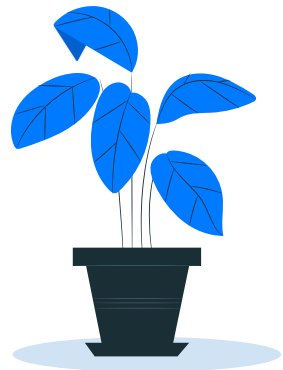
The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer 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

www.foundit.my

www.founditgulf.com

www.foundit.com.ph

www.foundit.sg

www.foundit.hk



Annexure



Annexure: Industry Data*

Industries	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26
IT, Telecom/ISP and BPO/ITES	111	115	113	110	120	118	131	126	134	135	135	146	147
Engineering, Construction and Real Estate	90	92	87	91	96	98	92	94	103	102	108	114	124
BFSI	63	61	59	59	58	57	54	57	59	62	65	69	67
Production/Manufacturing, Automotive and Ancillary	95	94	94	97	96	98	93	95	95	98	104	107	112
Oil and Gas	89	91	88	89	88	86	106	103	104	103	102	105	109
Hospitality	148	145	152	152	157	154	150	152	148	147	139	153	145
Retail	109	109	113	114	118	117	115	115	117	112	118	125	123
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	107	117	116	105	120	124	119	115	121	132	141	147	154
Advertising, Market Research, Public Relations, Media and Entertainment	73	76	73	75	91	91	92	89	88	87	87	90	87

Annexure: Functional Area Data*

Functions	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26
Software, Hardware, Telecom	234	226	219	224	218	223	225	230	227	225	218	221	240
Finance & Accounts	110	108	107	107	108	104	99	105	102	105	104	109	113
Sales & Business Development	158	167	168	167	169	173	162	151	160	162	169	179	184
Customer Service	17	18	20	23	13	14	12	12	14	14	16	17	14
Marketing & Communications	128	128	124	123	121	122	123	128	126	128	131	136	134
HR & Admin	99	100	99	99	94	93	92	91	95	99	104	107	110
Engineering /Production, Real Estate	136	141	136	136	119	125	121	119	129	128	140	146	148
Hospitality & Travel	23	21	19	16	18	16	16	14	14	14	12	16	14
Purchase/ Logistics/ Supply Chain	93	95	93	95	95	96	93	106	110	113	116	131	133

Thank you

