

foundit Insights Tracker

July 2026

Hiring Trends in Malaysia

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PR@foundit.ai



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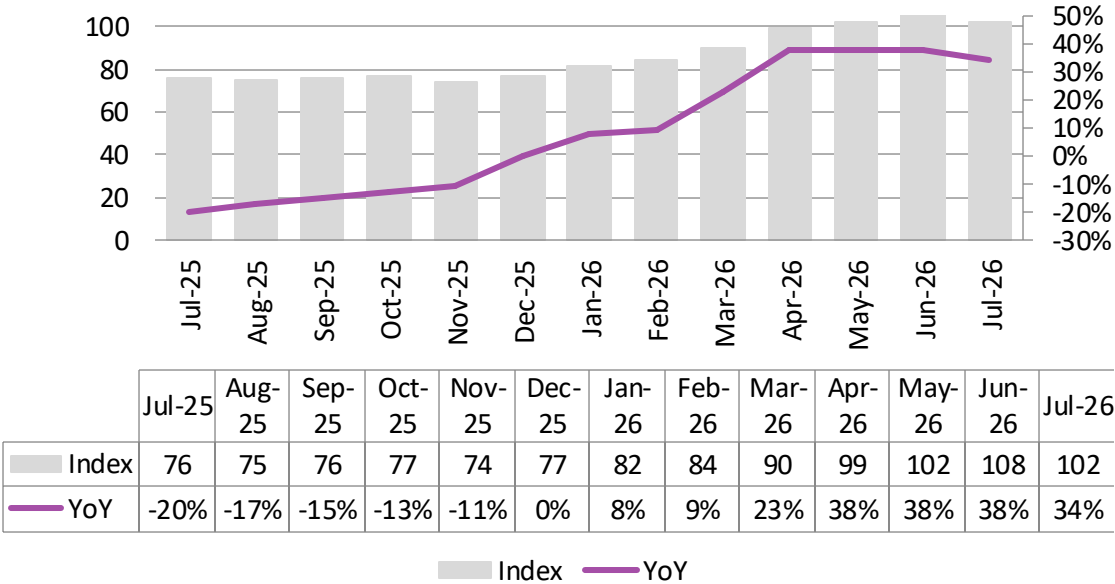


Key Highlights of the Month

foundit Insights Tracker in Malaysia records a 34% annual rise in hiring activity in July'26

- ✓ In July 2026, Malaysia's hiring index recorded a **34% year-on-year rise**, extending the first-half expansion even as the pace cools from the June peak, with investment-led demand in construction, technology, and logistics continuing to lift the annual base.
- ✓ Hiring demand in July 2026 saw a **6% month-on-month decline**, the first monthly pullback of 2026 after six consecutive months of gains, with the softness concentrated in retail, sales, and consumer-facing functions.
- ✓ Over a shorter horizon, the index has flattened, adding just 3% over the past three months after a 24% expansion over six months — a marked step down from the 20% and 40% readings reported in June, suggesting that the initial burst of investment-linked demand is settling into a more moderate rhythm rather than reversing. The annual base remains well above year-ago levels, and the construction, technology, and logistics engines that drove the first-half run are still positive year-on-year even after July's softening.

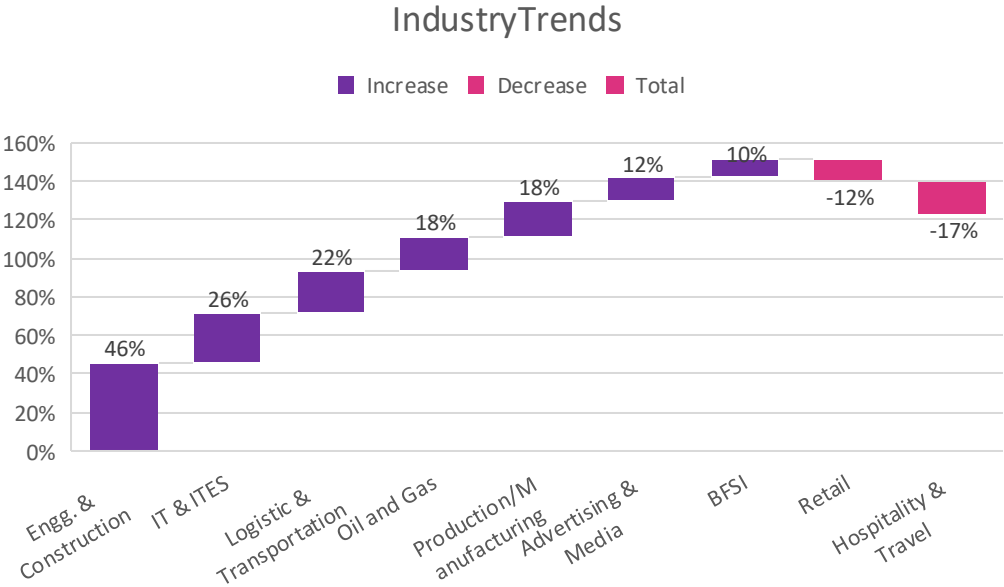
foundit Insights Tracker



Hiring Trends – Industry*

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

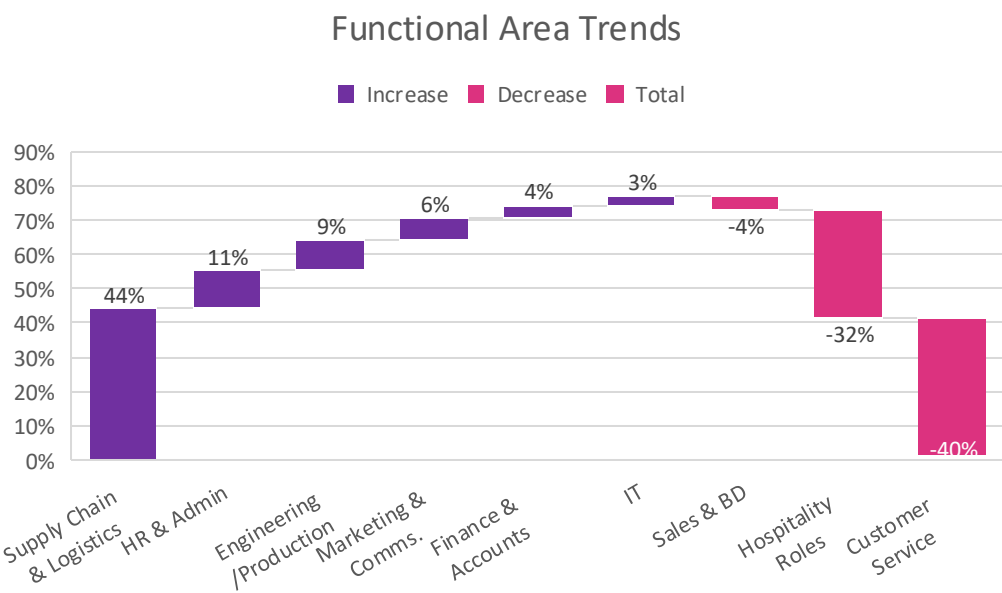
- ✓ **Engineering, Construction and Real Estate (+46%)** led all industries for a second consecutive month, lifted by the hyperscale data-centre pipeline in Johor and Selangor, industrial-zone expansion, and public infrastructure work that continues to draw in site, civil, and commissioning talent. **IT, Telecom/ISP and BPO/ITES (+26%)** followed, as cloud, AI infrastructure, and semiconductor-linked design work sustains demand across Cyberjaya, Johor, and Penang. **Logistic, Courier/Freight/Transportation, Shipping/Marine (+22%)** held its position on continued e-commerce and warehousing investment across last-mile networks and regional distribution hubs.
- ✓ **Production/Manufacturing, Automotive and Ancillary (+18%)** and **Oil and Gas (+18%)** both extended their gains on the manufacturing build-out in Penang and project activity carried in from late 2025. **BFSI (+10%)** added compliance, risk, and technology roles, while **Advertising, Market Research, PR, Media and Entertainment (+12%)** returned to positive territory after a soft second quarter.
- ✓ **Retail (-12%)** was the standout mover, sliding 27% over the month after leading all industries in June, as post-Raya inventory adjustments and softer discretionary spending drove the reversal. **Hospitality (-17%)** remained the other laggard on soft visitor arrivals.



Hiring Trends - Functional Area*

Hiring activity exceeded year-ago levels in 7 of the 10 functional areas in July 2026

- ✓ **Purchase/Logistics/Supply Chain (+44%)** recorded the highest annual hiring growth for a third consecutive month, as logistics networks, manufacturing supply chains, and e-commerce distribution expand together. **HR & Admin (+11%)** rose as employers added recruitment, workforce management, and compliance capacity to support the pace of hiring elsewhere. **Engineering/Production (+9%)** tracked the construction and manufacturing build-out across Penang and the northern corridor.
- ✓ **Marketing & Communications (+6%)** grew as brands moved campaign work in-house. **Finance & Accounts (+4%)** and **Software, Hardware & Telecom (+3%)** posted modest gains, with technology hiring now weighted towards infrastructure and field roles rather than software headcount.
- ✓ **Customer Service (-40%)** and **Hospitality Roles (-32%)** remained the sharpest declines, deepening from June as AI-driven self-service reduces frontline headcount and hotels staff to softer arrivals. Sales & Business Development also turned negative for the first time in the current cycle, easing 18% over the month alongside the retail slowdown.



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	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
IT, Telecom/ISP and BPO/ITES	113	110	120	118	131	126	134	135	135	146	147	161	142
Engineering, Construction and Real Estate	87	91	96	98	92	94	103	102	108	114	124	131	127
BFSI	59	59	58	57	54	57	59	62	65	69	67	70	65
Production/Manufacturing, Automotive and Ancillary	94	97	96	98	93	95	95	98	104	107	112	118	111
Oil and Gas	88	89	88	86	106	103	104	103	102	105	109	108	104
Hospitality	152	152	157	154	150	152	148	147	139	153	145	134	126
Retail	113	114	118	117	115	115	117	112	118	125	123	135	99
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	116	105	120	124	119	115	121	132	141	147	154	160	141
Advertising, Market Research, Public Relations, Media and Entertainment	73	75	91	91	92	89	88	87	87	90	87	77	82

Annexure: Functional Area Data*

Functions	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26
Software, Hardware, Telecom	219	224	218	223	225	230	227	225	218	221	240	233	225
Finance & Accounts	107	107	108	104	99	105	102	105	104	109	113	111	111
Sales & Business Development	168	167	169	173	162	151	160	162	169	179	184	196	161
Customer Service	20	23	13	14	12	12	14	14	16	17	14	15	12
Marketing & Communications	124	123	121	122	123	128	126	128	131	136	134	138	132
HR & Admin	99	99	94	93	92	91	95	99	104	107	110	114	110
Engineering /Production, Real Estate	136	136	119	125	121	119	129	128	140	146	148	156	148
Hospitality & Travel	19	16	18	16	16	14	14	14	12	16	14	13	13
Purchase/ Logistics/ Supply Chain	93	95	95	96	93	106	110	113	116	131	133	142	134

Thank you

