Insights Tracker

August 2026

Hiring Trends in Malaysia

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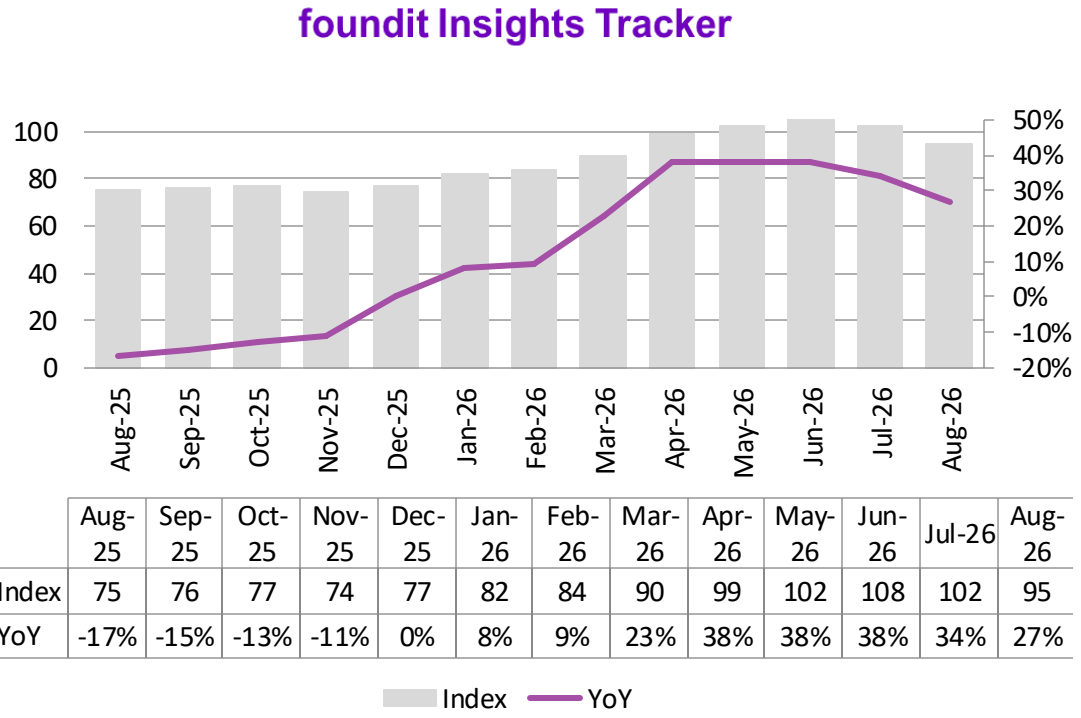
Key Highlights of the Month

foundit Insights Tracker in Malaysia records a 27% annual rise in hiring activity in Aug'26

In August 2026, Malaysia's hiring index recorded a **27% year-on-year rise**, its slowest annual gain since March as the pace keeps cooling from the June peak of 38%. The market is resilient but highly selective, balancing record-high total employment with a sharp structural shift toward high-value, digital, and multi-skilled roles.

Hiring demand in August 2026 **fell 7% month-on-month**, a second consecutive pullback that leaves the index 12% below its June peak, with the softness led by retail, BFSI, and sales.

Over a shorter horizon, the index has turned lower, shedding 7% over the past three months, while the six-month gain has narrowed to 13% from 24%, suggesting that the investment-linked surge is easing into a more measured pace rather than unwinding. The annual base remains well above year-ago levels, and the construction, logistics, and technology engines behind the first-half run are still positive year-on-year.



	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
Index	75	76	77	74	77	82	84	90	99	102	108	102	95
YoY	-17%	-15%	-13%	-11%	0%	8%	9%	23%	38%	38%	38%	34%	27%

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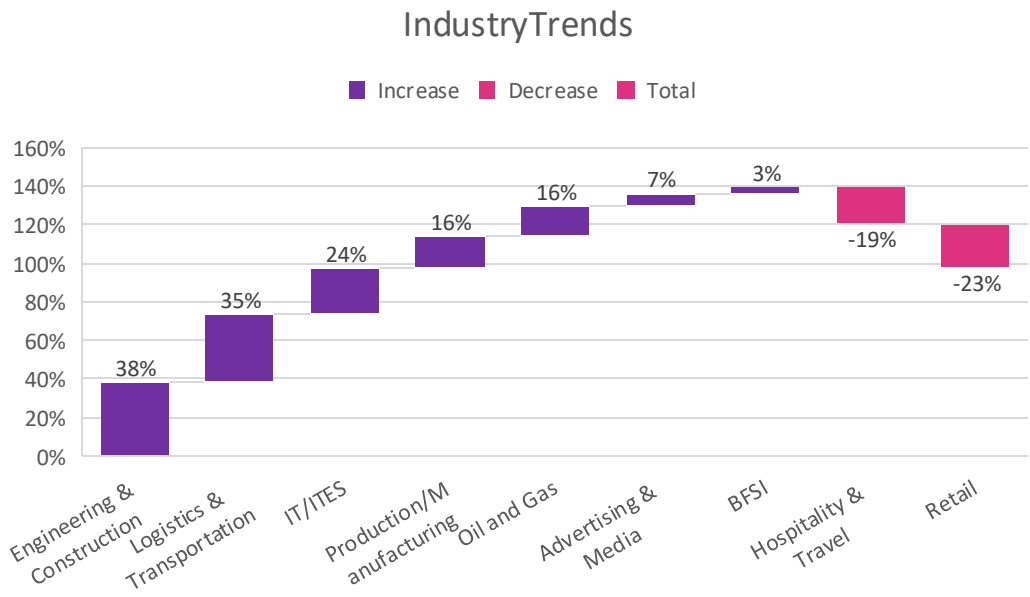
Hiring Trends – Industry*

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

Engineering, Construction and Real Estate (+38%) led all industries for a third consecutive month, sustained by the hyperscale data-centre pipeline in Johor and Selangor and public infrastructure work, though its lead over the pack narrowed. **Logistic, Courier/Freight/Transportation, Shipping/Marine (+35%)** climbed to second place on continued e-commerce and warehousing investment, helped by a soft year-ago comparison. **IT, Telecom/ISP and BPO/ITES (+24%)** followed, as cloud, AI infrastructure, and semiconductor-linked design work holds up demand across Cyberjaya, Johor, and Penang.

Production/Manufacturing, Automotive and Ancillary (+16%) and **Oil and Gas (+16%)** kept their gains on the Penang manufacturing build-out and carried-over project activity, though both cooled from July's +18%. **Advertising, Market Research, PR, Media and Entertainment (+7%)** and **BFSI (+3%)** posted the narrowest increases.

Retail (-23%) was the sharpest decliner, slipping a further 11% to reach its lowest level since May 2023, as discretionary spending stays soft. Hospitality (-19%) slid for a fourth consecutive month on soft visitor arrivals.



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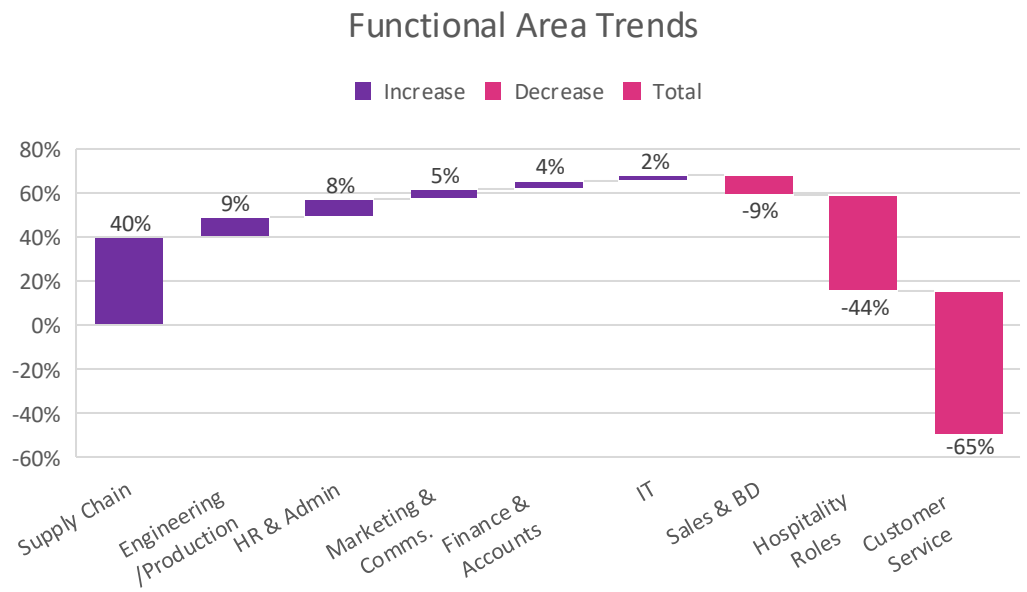
Hiring Trends - Functional Area*

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

Purchase/Logistics/Supply Chain (+40%) recorded the highest annual hiring growth for a ninth consecutive month, as logistics networks, manufacturing supply chains, and e-commerce distribution expand together. **Engineering/Production (+9%)** tracked the construction and manufacturing build-out across Penang and the northern corridor. **HR & Admin (+8%)** rose as employers kept adding recruitment, workforce management, and compliance capacity.

Marketing & Communications (+5%) grew as brands kept campaign work in-house. **Finance & Accounts (+4%)** and **Software, Hardware & Telecom (+2%)** posted modest gains, with technology hiring weighted towards infrastructure and field roles rather than software headcount.

Customer Service (-65%) and **Hospitality Roles (-44%)** remained the sharpest declines, as AI-driven self-service trims frontline headcount and hotels staff to softer arrivals, with single-digit index levels magnifying the swings. **Sales & Business Development (-9%)** stayed below its year-ago level, easing 6% over the month.



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Data & Methodology

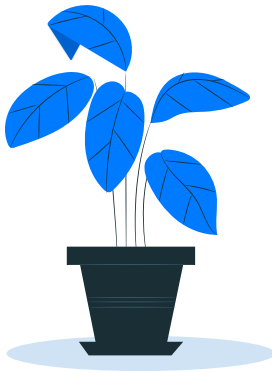
The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer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



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Annexure: Industry Data*

Industries	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
IT, Telecom/ISP and BPO/ITES	110	120	118	131	126	134	135	135	146	147	161	142	136
Engineering, Construction and Real Estate	91	96	98	92	94	103	102	108	114	124	131	127	126
BFSI	59	58	57	54	57	59	62	65	69	67	70	65	61
Production/Manufacturing, Automotive and Ancillary	97	96	98	93	95	95	98	104	107	112	118	111	113
Oil and Gas	89	88	86	106	103	104	103	102	105	109	108	104	103
Hospitality	152	157	154	150	152	148	147	139	153	145	134	126	123
Retail	114	118	117	115	115	117	112	118	125	123	135	99	88
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	105	120	124	119	115	121	132	141	147	154	160	141	142
Advertising, Market Research, Public Relations, Media and Entertainment	75	91	91	92	89	88	87	87	90	87	77	82	80

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* Represents Index figures

Annexure: Functional Area Data*

Functions	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
Software, Hardware, Telecom	224	218	223	225	230	227	225	218	221	240	233	225	229
Finance & Accounts	107	108	104	99	105	102	105	104	109	113	111	111	111
Sales & Business Development	167	169	173	162	151	160	162	169	179	184	196	161	152
Customer Service	23	13	14	12	12	14	14	16	17	14	15	12	8
Marketing & Communications	123	121	122	123	128	126	128	131	136	134	138	132	129
HR & Admin	99	94	93	92	91	95	99	104	107	110	114	110	107
Engineering /Production, Real Estate	136	119	125	121	119	129	128	140	146	148	156	148	148
Hospitality & Travel	16	18	16	16	14	14	14	12	16	14	13	13	9
Purchase/ Logistics/ Supply Chain	95	95	96	93	106	110	113	116	131	133	142	134	133

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Thank you



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