Insights Tracker

September 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

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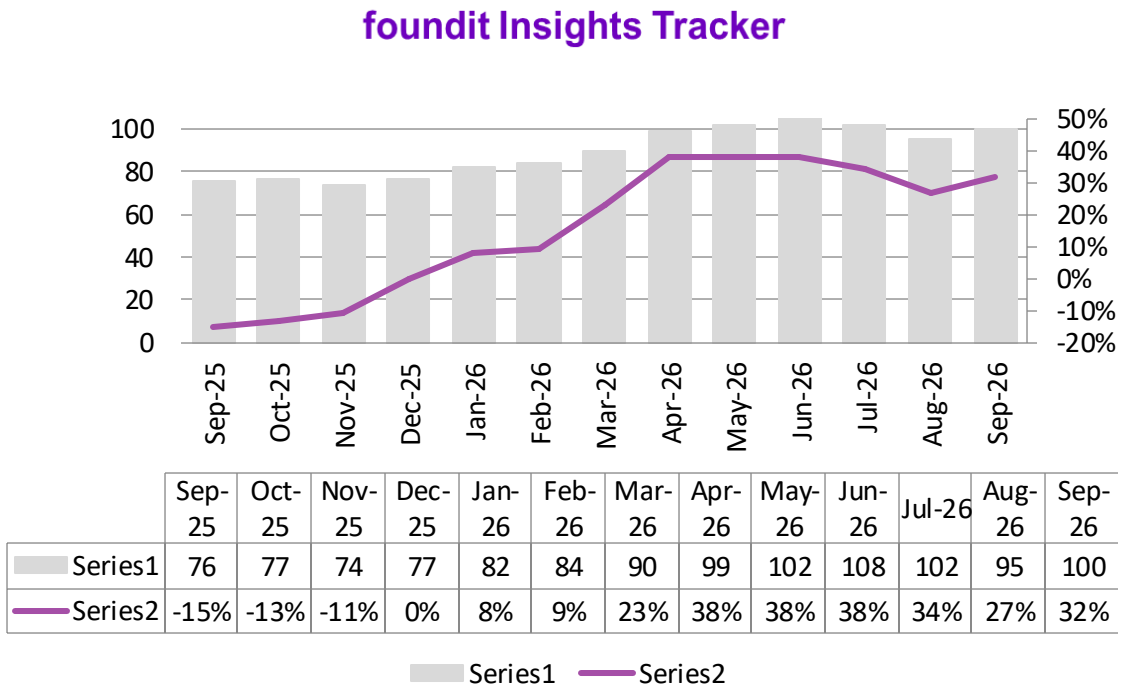
Key Highlights of the Month

foundit Insights Tracker in Malaysia records a 32% annual rise in hiring activity in Sep'26

In September 2026, Malaysia's hiring index recorded a **32% year-on-year rise**, widening from August's 27% as monthly demand recovered against a soft year-ago base. The market remains selective, with growth concentrated in construction, supply chain, and engineering roles while frontline hiring stays below year-ago levels.

Hiring demand in September 2026 **rose 5% month-on-month**, the first gain after two consecutive pullbacks, led by retail, sales and business development, and supply chain roles.

Over a shorter horizon, the index remains 7% lower over the past three months, while the six-month gain has narrowed to 11% from 13%, suggesting that hiring has settled into a steadier pace below the June high rather than resuming its first-half climb. The rebound eases concerns of a sustained slide, though its durability depends on whether retail and sales demand holds into the final quarter.



	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26
Series1	76	77	74	77	82	84	90	99	102	108	102	95	100
Series2	-15%	-13%	-11%	0%	8%	9%	23%	38%	38%	38%	34%	27%	32%

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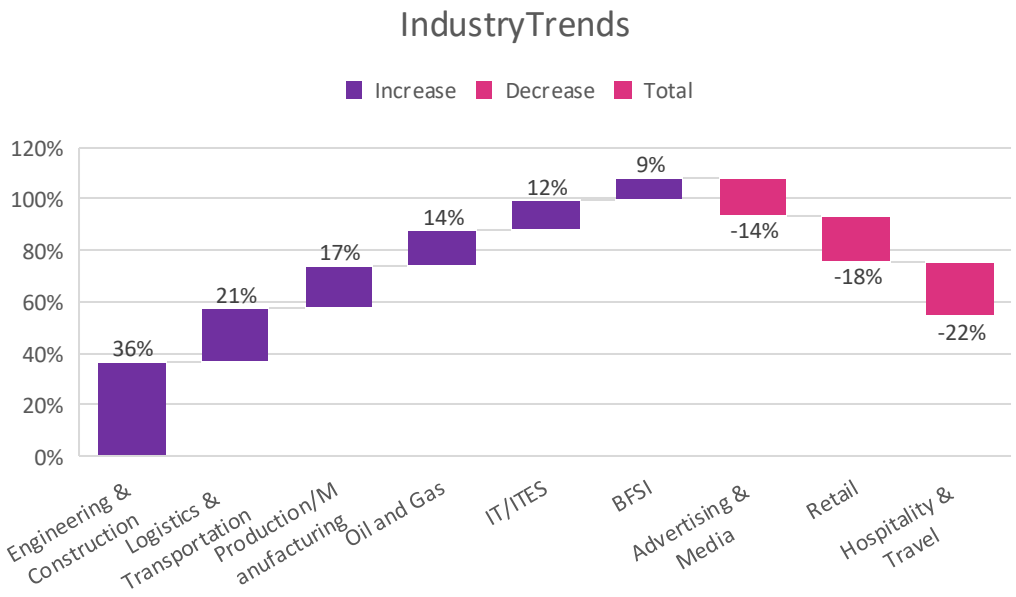
Hiring Trends – Industry*

7 of the 10 industries tracked by the Index registered an annual increase in job demand in September 2026

Engineering, Construction and Real Estate (+36%) led all industries for a fourth consecutive month, as data-centre and public infrastructure projects in Johor and Selangor keep contractors hiring. **Logistic, Courier/Freight/Transportation, Shipping/Marine (+21%)** held second place, though its gain narrowed against a stronger year-ago base. **Production/Manufacturing, Automotive and Ancillary (+17%)** followed on the Penang manufacturing build-out.

Oil and Gas (+14%) and **IT, Telecom/ISP and BPO/ITES (+12%)** kept their gains, though technology hiring has cooled from its June high as AI infrastructure projects move from build-out to steady staffing. **BFSI (+9%)** posted the narrowest increase as lenders hire selectively.

Hospitality (-22%) was the sharpest decliner, holding at its lowest level since October 2024 as operators keep staffing lean. **Retail (-18%)** recovered 10% over the month but stays weak on soft discretionary spending. **Advertising, Market Research, PR, Media and Entertainment (-14%)** slipped into decline, largely on a higher year-ago base.



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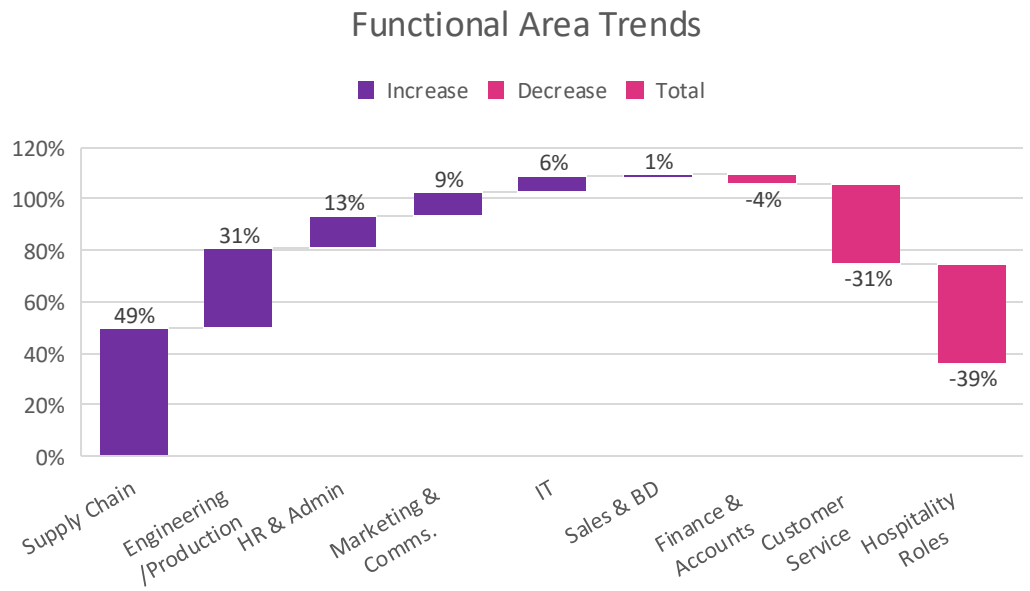
Hiring Trends - Functional Area*

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

Purchase/Logistics/Supply Chain (+49%) recorded the highest annual hiring growth for a tenth consecutive month, as distribution, warehousing, and manufacturing supply chains expand in step. **Engineering/Production (+31%)** climbed sharply on construction and factory activity across Penang and the northern corridor, helped by a softer year-ago comparison. **HR & Admin (+13%)** rose as employers kept building recruitment and compliance capacity.

Marketing & Communications (+9%) grew as brands kept campaign work in-house. **Software, Hardware & Telecom (+6%)** firmed on infrastructure and support roles, while **Sales & Business Development (+1%)** returned to year-ago levels after a 12% monthly rebound.

Hospitality Roles (-39%) and **Customer Service (-31%)** remained the sharpest declines, as hotels staff to subdued demand and AI-driven self-service trims frontline headcount, with single-digit index levels magnifying the swings. **Finance & Accounts (-4%)** slipped below its year-ago level after easing 6% over the month.



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Data & Methodology

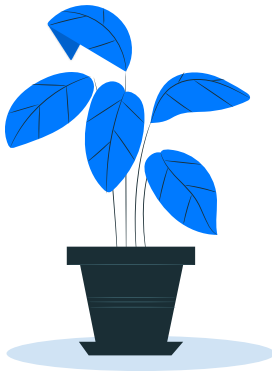
The foundit Insights Tracker (fit) is a comprehensive monthly analysis of online job posting activity conducted by foundit.in. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, fit presents a snapshot of employer 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	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26
IT, Telecom/ISP and BPO/ITES	120	118	131	126	134	135	135	146	147	161	142	136	134
Engineering, Construction and Real Estate	96	98	92	94	103	102	108	114	124	131	127	126	131
BFSI	58	57	54	57	59	62	65	69	67	70	65	61	63
Production/Manufacturing, Automotive and Ancillary	96	98	93	95	95	98	104	107	112	118	111	113	112
Oil and Gas	88	86	106	103	104	103	102	105	109	108	104	103	100
Hospitality	157	154	150	152	148	147	139	153	145	134	126	123	123
Retail	118	117	115	115	117	112	118	125	123	135	99	88	97
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	120	124	119	115	121	132	141	147	154	160	141	142	145
Advertising, Market Research, Public Relations, Media and Entertainment	91	91	92	89	88	87	87	90	87	77	82	80	78

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* Represents Index figures

Annexure: Functional Area Data*

Functions	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26
Software, Hardware, Telecom	218	223	225	230	227	225	218	221	240	233	225	229	232
Finance & Accounts	108	104	99	105	102	105	104	109	113	111	111	111	104
Sales & Business Development	169	173	162	151	160	162	169	179	184	196	161	152	170
Customer Service	13	14	12	12	14	14	16	17	14	15	12	8	9
Marketing & Communications	121	122	123	128	126	128	131	136	134	138	132	129	132
HR & Admin	94	93	92	91	95	99	104	107	110	114	110	107	106
Engineering /Production, Real Estate	119	125	121	119	129	128	140	146	148	156	148	148	156
Hospitality & Travel	18	16	16	14	14	14	12	16	14	13	13	9	11
Purchase/ Logistics/ Supply Chain	95	96	93	106	110	113	116	131	133	142	134	133	142

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Thank you



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