

foundit Insights Tracker

October 2025

Hiring Trends in Malaysia

For any additional or custom insights, kindly email on
PR@foundit.ai



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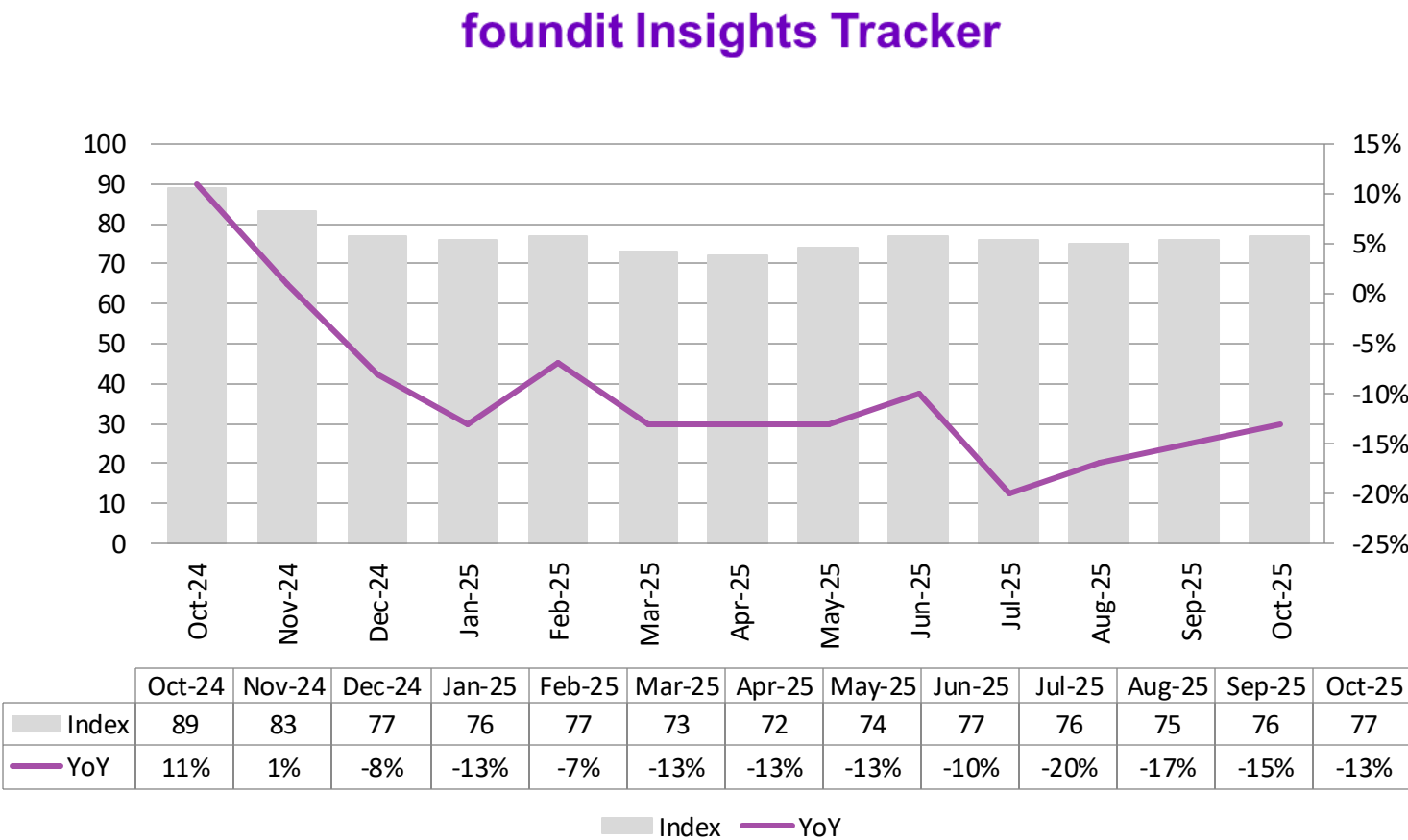
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Key Highlights of the Month

foundit Insights Tracker in Malaysia saw a 13% year-on-year decline in recruitment in October 2025

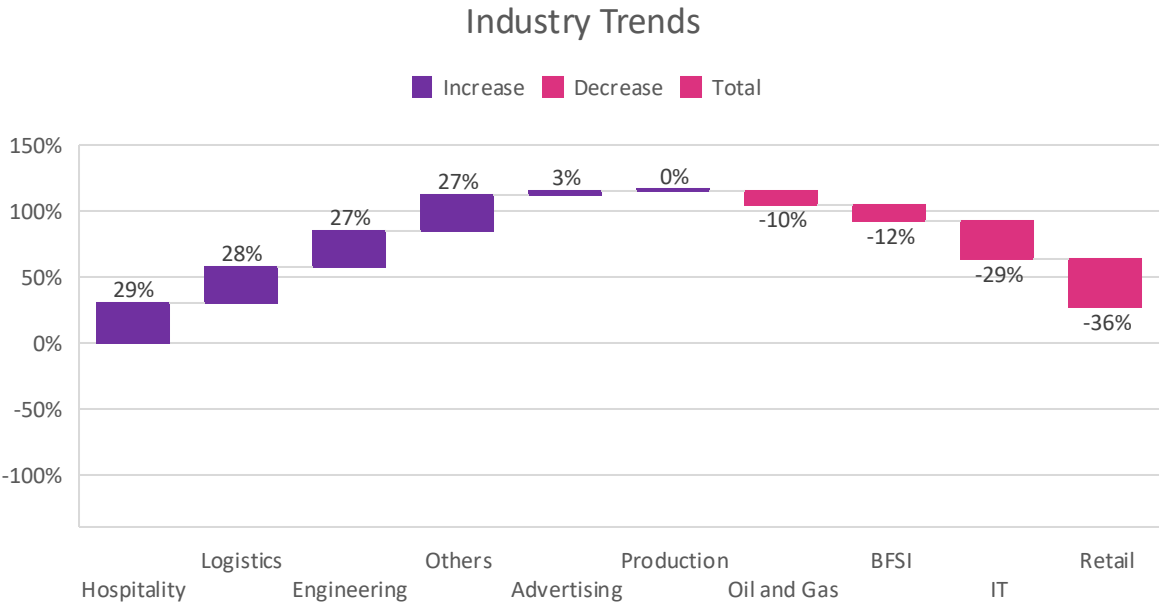
- ✓ The foundit Insights Tracker (fit) revealed a year-on-year drop in e-recruitment activity, with the index decreasing from 89 in October 2024 to 77 in October 2025 as employers are becoming cautious choosing to upskill or promote internally rather than expand headcount
- ✓ Hiring demand in October 2025 saw a 1% month-on-month rise, with the index increasing from 76 in September to 77, signaling a slight upward trend in recruitment activity.
- ✓ Malaysia’s hiring landscape in October 2025 reflects steady momentum, with a 3% rise over the past three months and 4% over six months, supported by a consistently expanding labour market. Throughout 2025, Malaysia has seen gradual employment growth, a stable unemployment rate around the 3% mark, and ongoing increases in total jobs across key sectors such as technology, manufacturing, shared services and logistics.



Hiring Trends – Industry*

5 out of 10 industries tracked by the Index registered an annual increase in job demand in October 2025

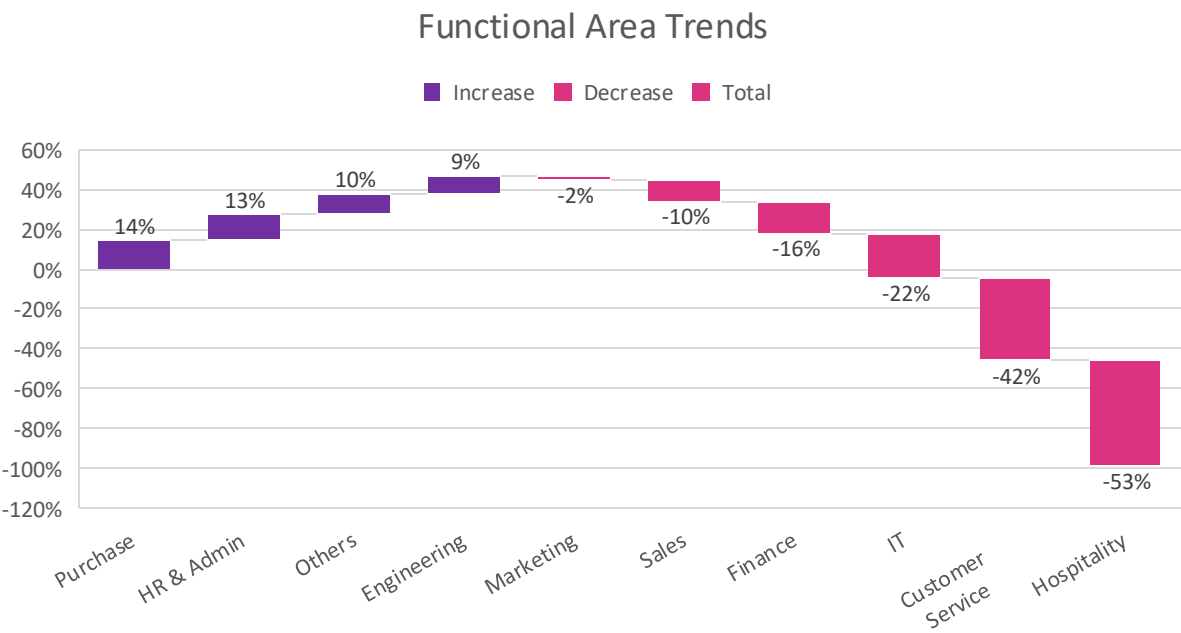
- ✓ **Hospitality & Travel (+29%), Logistics/Transportation (+28%), and Engineering/Construction/Real Estate (+27%)** lead hiring. Travel recovery and high tourist inflows are driving roles across hotels and F&B. Logistics demand is supported by e-commerce and supply-chain expansion. Engineering and real estate growth is tied to ongoing infrastructure builds and commercial development projects.
- ✓ **Retail (–36%), IT/Telecom/BPO (–29%), and BFSI (–12%)** show the sharpest declines. Retail is contracting due to store rationalisation and weaker discretionary spending. IT/BPO declines reflect tighter tech budgets and slower outsourcing cycles. BFSI hiring is down as banks focus on automation and cost control.
- ✓ Meanwhile, **Advertising/Media (+3%)** shows minimal growth driven by selective digital roles. **Manufacturing (0%)** remains flat with no major expansion in output. **Oil & Gas (–10%)** continues to soften due to limited new project investment. The “Others” category **(+27%)** maintains strong demand driven by mixed project-based and specialised roles.



Hiring Trends - Functional Area*

Hiring activity exceeded in 4 of the 10 functional areas annually in October’25

- ✓ The strongest hiring is in **Purchase / Logistics / Supply Chain (+14%)** and **HR & Admin (+13%)**, driven by ongoing demand for procurement, warehouse management, compliance, and shared-services support. These functions increasingly require **digital skills** such as AI-driven tools, data analysis, and workflow automation, along with **communication, teamwork, and adaptability** to manage evolving operational needs.
- ✓ The steepest declines are in **Customer Service (–42%)**, **Hospitality Roles (–53%)**, and **IT (–22%)**. Customer service hiring is dropping due to automation and consolidation of support teams. Hospitality remains weak as businesses maintain lean staffing. IT is contracting because of budget delays and reduced large-scale tech hiring, although specialised capabilities in **AI, cloud computing, and cybersecurity** continue to hold value.
- ✓ Among the remaining functions, **Engineering / Production (+9%)** is stable, supported by manufacturing and project-based work. **Marketing & Communications (–2%)** stays nearly flat with selective demand for digital and content skills. **Sales & Business Development (–10%)** is declining as firms slow expansion efforts, while **Finance & Accounts (–16%)** continues to be affected by automation and centralised finance operations.



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	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
IT, Telecom/ISP and BPO/ITES	167	140	116	110	122	107	106	111	115	113	110	120	118
Engineering, Construction and Real Estate	77	75	72	78	80	74	79	90	92	87	91	96	98
BFSI	65	66	54	59	66	63	62	63	61	59	59	58	57
Production/Manufacturing, Automotive and Ancillary	98	95	91	90	94	94	93	95	94	94	97	96	98
Oil and Gas	96	98	93	97	93	91	91	89	91	88	89	88	86
Hospitality	119	126	144	152	144	142	148	148	145	152	152	157	154
Retail	182	140	136	123	130	114	109	109	109	113	114	118	117
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	97	95	91	87	104	106	103	107	117	116	105	120	124
Advertising, Market Research, Public Relations, Media and Entertainment	88	76	70	69	73	71	68	73	76	73	75	91	91

Annexure: Functional Area Data*

Functions	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
Software, Hardware, Telecom	287	251	229	224	241	227	221	234	226	219	224	218	223
Finance & Accounts	124	123	108	104	102	103	110	110	108	107	107	108	104
Sales & Business Development	193	174	167	167	173	165	158	158	167	168	167	169	173
Customer Service	24	21	11	16	23	22	16	17	18	20	23	13	14
Marketing & Communications	125	121	116	121	129	126	121	128	128	124	123	121	122
HR & Admin	82	81	78	82	90	92	91	99	100	99	99	94	93
Engineering /Production, Real Estate	115	115	115	118	123	121	127	136	141	136	136	119	125
Hospitality & Travel	34	26	21	20	22	17	21	23	21	19	16	18	16
Purchase/ Logistics/ Supply Chain	84	86	85	86	96	91	91	93	95	93	95	95	96

Thank you

