

monster®
Find Better.™

Employment Index

Dec 2021

Hiring Trends in Malaysia



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 Monster APAC & Gulf

Page 7

06 Annexure

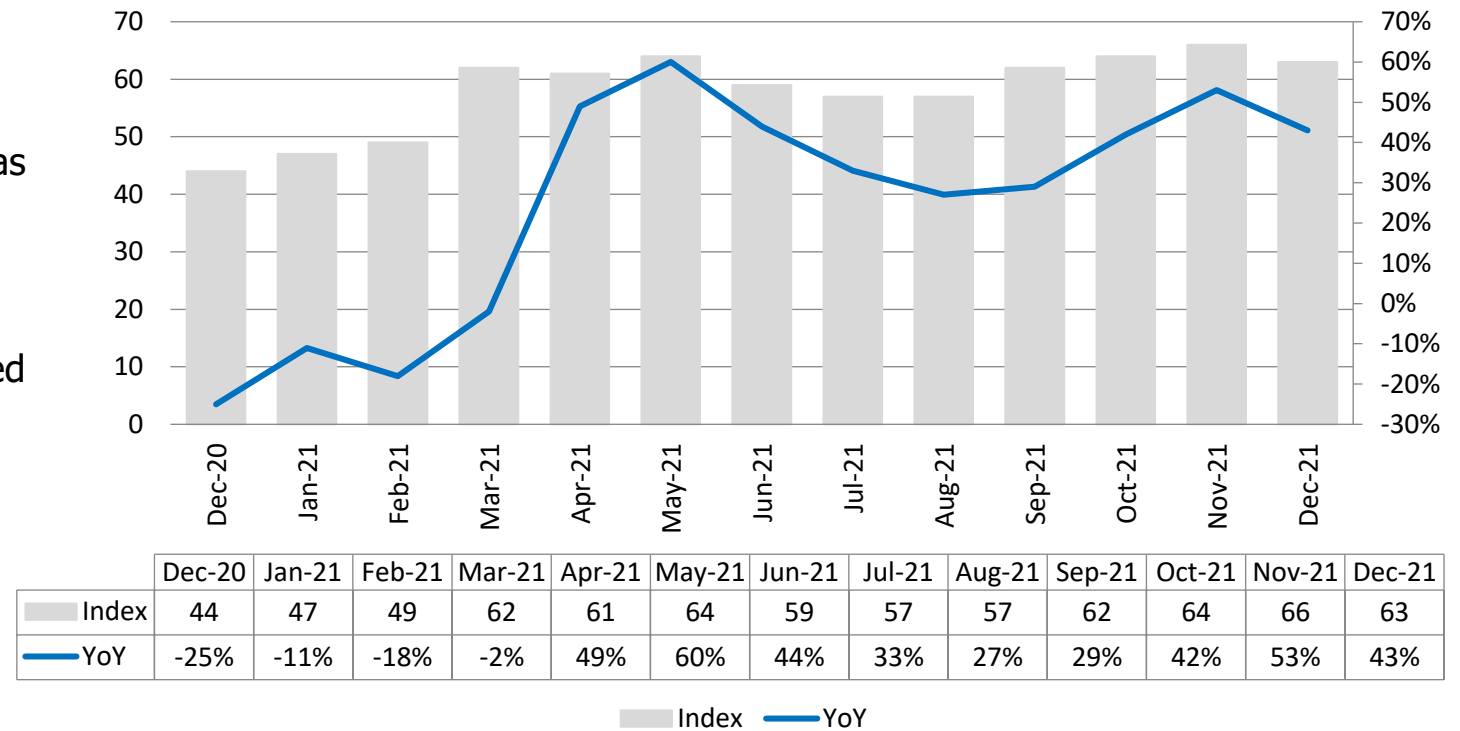
Page 9-10

Key Highlights of the Month

Monster Employment Index Malaysia rise 43% in online recruitment activity between December'20 and December'21

- ✓ The Monster Employment Index (MEI) moved to 63 in December'21 from 44 in December'20.
- ✓ MoM, the job demand witnessed a decline of 5%; as November'21 saw an index of 66.
- ✓ According to the MEI, e-recruitment activity marked growth of 11% in the last six month.

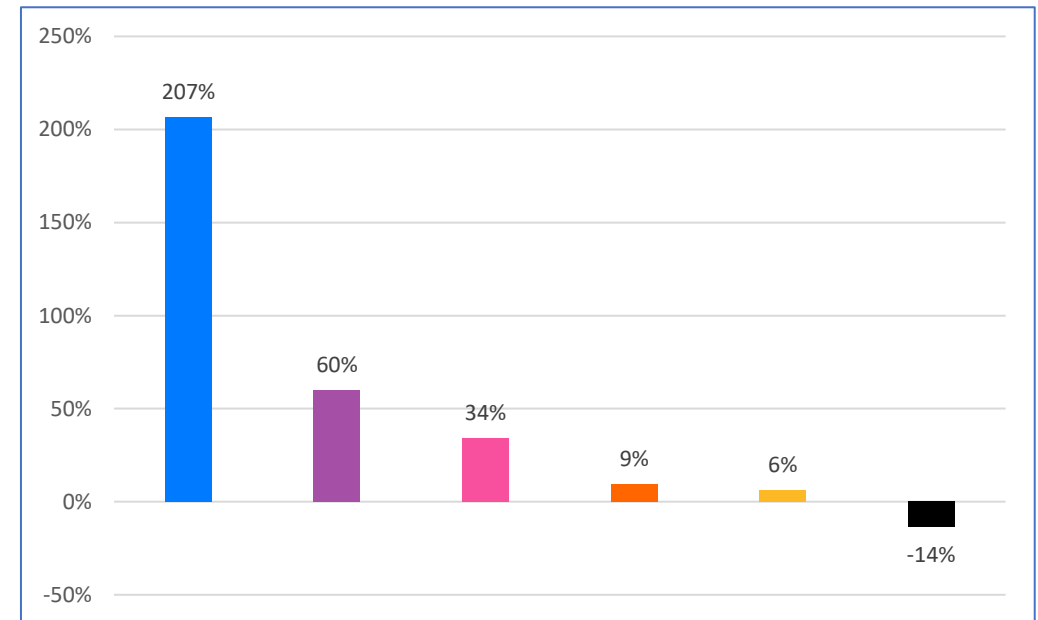
Monster Employment Index



Hiring Trends – Industry*

Job demand grew for 8 out of 9 industries monitored by the Index in December'21 on annual basis

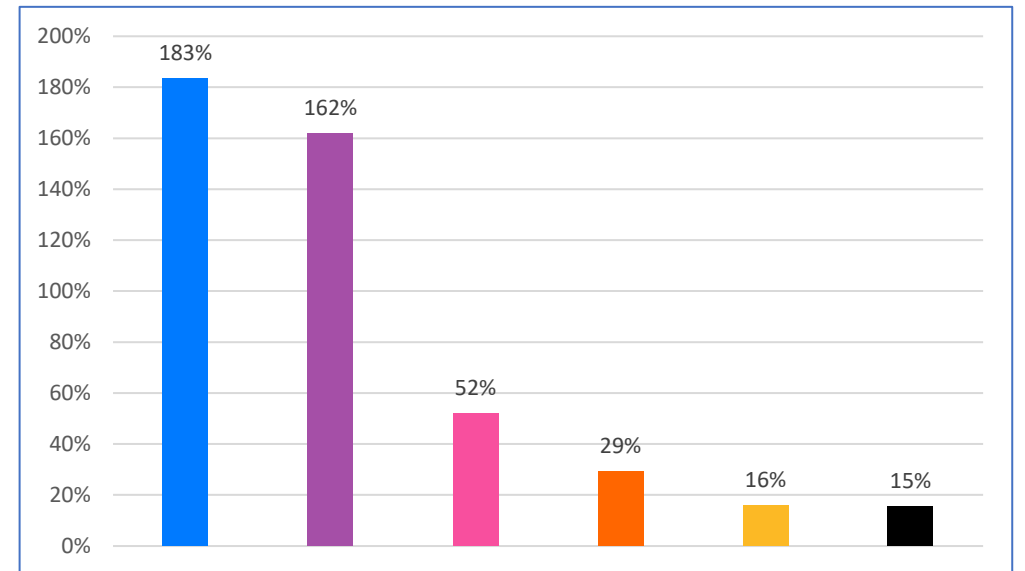
- ✓ **Production/Manufacturing, Automotive and Ancillary (+207%), IT, Telecom/ISP, BPO/ITES (+60%) and Advertising, Market Research, Public Relations, Media and Entertainment (+34%)** industries marked the sharpest rise in demand for jobs in December'21 from the year-ago level.
- ✓ All monitored industries except **BFSI (-14%)** noticed increase in hiring activity annually in December'21.
- ✓ Some of the major industries like **Logistic, Courier/ Freight/ Transportation, Shipping/ Marine (+6%), Engineering, Construction and Real Estate (+9%), Retail (+12%), Oil and Gas (+18%)** and **Hospitality (+21%)** also saw consecutive growth in December'21 Vs December'20



Hiring Trends - Functional Area*

All the 9 functional areas monitored by the Index registered increased annual demand in December'21

- ✓ The demand for all professionals witnessed monthly as well as annual upsurge in hiring demand in December'21. **Hospitality & Travel** (+183%), **Software, Hardware, Telecom** (+162%) and **Finance & Accounts** (+52%) noticed a huge jump in recruitment activity from the year ago level.
- ✓ Some of the other areas like **Marketing & Communications** (+15%), **Customer Service** (+16%), **HR & Admin** (+29%), **Engineering/ Production, Real Estate** (+33%), **Sales & Business Development** (+40%) and **Purchase/ Logistics/ Supply chain** (+47%) also grew sequentially on YoY basis.



Data & Methodology

The Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity conducted by Monster India. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide.

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.

Monster Employment Index was first launched in India in December 2010 with data collected since December 2009 followed by Gulf in December 2011 with data collected since December 2010; Singapore in December 2014 with data collected since January 2011; Philippines and Malaysia in December 2015 with data collected since February 2014.

Monster has taken due care in compiling and processing the data available from various sources for Monster Employment Index, 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.



About Monster APAC & Gulf

Monster is a leading online career and recruitment resource, and with its cutting-edge technology, it provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster started its operations with India in 2001 and today has operations across India, Singapore, Malaysia, Philippines, Hong Kong, Vietnam, Thailand, Indonesia, UAE and Kingdom of Saudi Arabia

In India, it is headquartered in Hyderabad, and has presence in more than 10 other cities of India, including Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. In India, the Monster Mobile App was voted Product of the Year 2016, under the 'Mobile App Job' category in a survey of over 18,000 people by Nielsen. Monster continues its pioneering work of transforming the recruiting industry with advanced technology using intelligent digital, social and mobile solutions, and a vast array of products and services.

To learn more about Monster in APAC & Gulf, visit:

www.monsterindia.com

www.monster.com.my

www.monstergulf.com

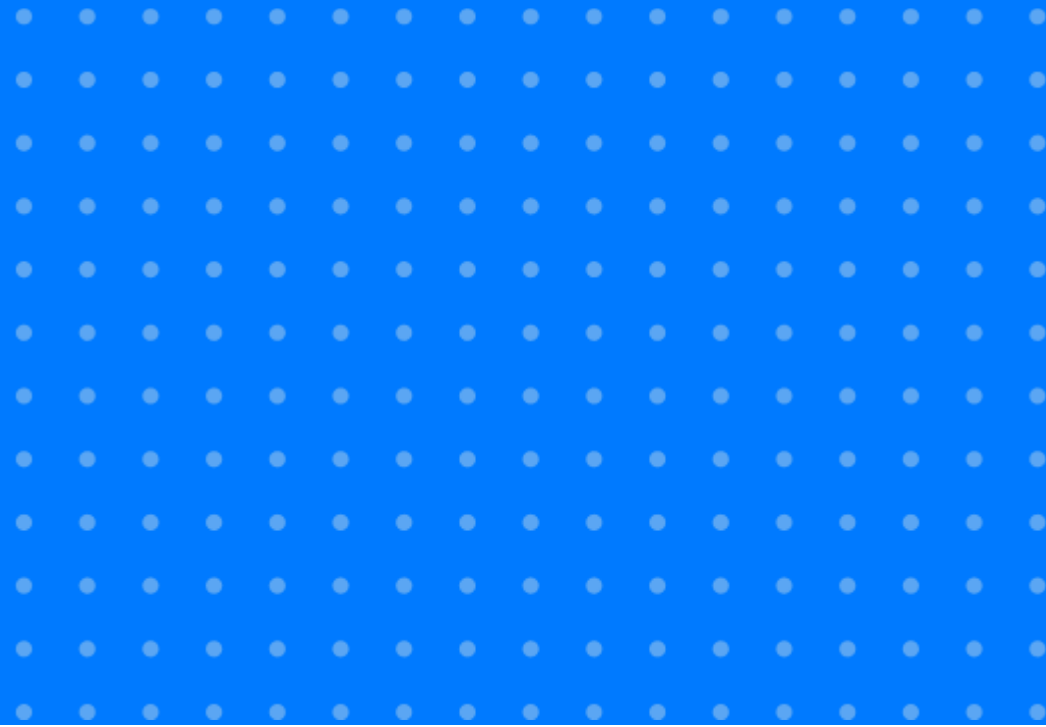
www.monster.com.ph

www.monster.com.sg

www.monster.com.hk



Annexure



Annexure: Industry Data*

Industries	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21
IT, Telecom/ISP and BPO/ITES	130	137	163	184	165	187	194	194	202	207	212	225	208
Engineering, Construction and Real Estate	50	51	56	63	51	50	48	48	48	50	55	55	53
BFSI	49	52	59	71	65	64	65	62	63	68	75	77	71
Production/Manufacturing, Automotive and Ancillary	91	94	100	108	105	106	101	97	98	100	107	106	102
Oil and Gas	110	107	125	127	121	123	128	133	115	113	104	100	95
Hospitality	40	40	41	43	42	41	40	39	40	40	44	48	47
Retail	15	16	16	31	28	24	14	15	15	30	43	54	46
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	53	61	71	94	79	74	63	55	64	68	88	88	71
Advertising, Market Research, Public Relations, Media and Entertainment	54	56	54	64	60	60	57	57	54	57	61	64	59

Annexure: Functional Area Data*

Functions	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21
Software, Hardware, Telecom	63	77	94	118	115	114	120	119	124	139	147	155	165
Finance & Accounts	52	56	58	69	68	68	67	68	69	73	77	77	79
Sales & Business Development	68	70	75	91	88	88	76	80	76	87	90	102	95
Customer Service	19	23	26	31	31	24	24	26	17	17	22	27	22
Marketing & Communications	71	74	74	80	81	80	76	75	75	78	83	85	82
HR & Admin	48	51	50	61	60	61	55	54	53	56	60	63	62
Engineering /Production, Real Estate	57	61	62	73	71	72	67	65	67	71	76	78	76
Hospitality & Travel	6	6	8	12	16	16	13	11	8	12	12	15	17
Purchase/ Logistics/ Supply Chain	59	66	68	88	87	88	81	75	82	85	92	97	87

Thank you

