

Signs of Optimism in Malaysia's 2018 Hiring Outlook

The latest data from the Monster Employment Index (MEI) released by Monster.com shows 2% year-on-year growth in online hiring activity for Malaysia in December 2017

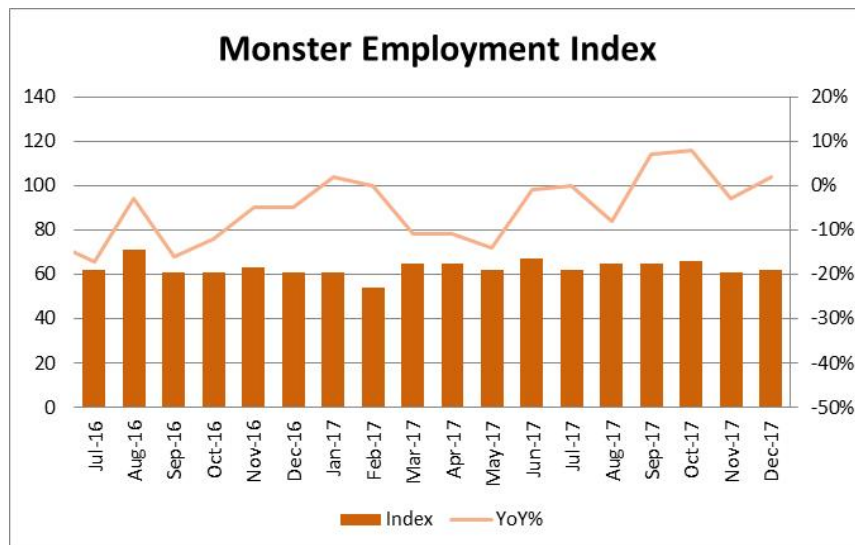
Kuala Lumpur – 1st March 2018 – Hiring activities in Malaysia grew during the second half of 2017 and this optimistic sentiment is expected to continue in 2018, according to Monster.com.

According to the latest round-up of online hiring insights from the Monster Employment Index (MEI) in Malaysia, 2017 ended with a positive 2% year-on-year growth in December.

This is based on data collated from the monthly [Monster Employment Index \(MEI\)](#), a gauge of online job posting activities across the industries and occupations that shows the highest and lowest growth in recruitment activity.

Despite experiencing weak hiring sentiments in the second and third quarters of the year, with the lowest dip in May (-14% decline year-on-year), recruitment activities picked up beginning in September (7% year-on-year growth) and continued to see a steadier hiring trend for the rest of the year. According to the MEI, this paints a positive picture for the months ahead.

On overall average, the IT, Telecom/ISP and BPO/ITES, and Oil and Gas industry leads online recruitment activity among industry sectors; meanwhile, the Retail sector and Customer Service roles registered the steepest decline in 2017.



“Technologies such as automation, big data, machine learning and artificial intelligence are defining growth for most businesses and are increasingly shaping the future of work and jobs. Reflecting this trend, talent from the IT, Telecom, Software and Hardware sectors will remain in high demand, coping with the growing need for talent with niche skills. The evolving and changing economic conditions call for businesses to focus on the importance of re-skilling as key to unlocking the potential of transformative new technology,” said **Sanjay Modi, Managing Director, Monster.com – APAC and Middle East.**

“The long-term trends in the index continue to track Malaysia’s economic growth, with a rise in hiring for sectors like IT, Oil and Gas, Manufacturing and Automotive indicating continued strength in business activity. The migration to online services and rise of e-commerce and automation has impacted the traditional retail sector and customer service jobs. We need to develop an agile attitude and have the ability to constantly adapt and develop throughout our career in the face of the accelerating pace of technological change,” he added.

Malaysia's IT sector to retain growth trend in 2018

2017 has been a tremendous year for Malaysia's IT sector and fared the best when compared to other sectors with a recorded 12 consecutive months of positive annual growth – as digital transformation takes priority in companies' strategic plans. Compared to the overall year-on-year average decline of -12% in 2016, the industry has seen a sharp hiring rebound with 23% year-on-year average growth in 2017.

The sector kicked-off strongly with 36% year-on-year growth in online hiring activity in January, seeing its steepest growth in October at 41% year-on-year, before ending the year on a high note with 20% annual growth in December.

A positive growth outlook for online hiring in the BFSI sector in 2018

Online hiring in the BFSI sector has also been stable over the last 12 months for the country. The MEI recorded an 11% year-on-year growth in online hiring in January, seeing its sharpest growth in February at 13% year-on-year.

In line with overall online recruitment activity in Malaysia, March to May 2017 saw a slowdown in the pace of hiring activity, but as of December 2017, the industry witnessed a marginal 1% year-on-year growth in hiring activity.

Hiring sentiment for advertising and marketing likely to remain weak in 2018

2017 was a sluggish year for the Marketing and Advertising industry in terms of growth in employment, as the sector faced 12 consecutive declines in the last 12 months. The media landscape has become increasingly complex, and the growing importance of digital communications coupled with the rise of automation and big data to drive business plans has seen some companies bringing these marketing services in-house.

As per Malaysia's MEI, the average annual decline for the sector was -14%, seeing the steepest decline in November at -19% year-on-year. In December, the industry recorded -18% year-on-year decline in online hiring.

Continuous decline in online hiring sentiment across HR and Admin roles in 2017

Hiring sentiment for HR and Admin roles have continued on a downward trend in 2017 with another 12 consecutive months of decline in online recruitment since 2016. Online hiring activity reported a decline starting January (-3%) and recorded the steepest dip in December (-14% year-on-year).

Please see below for the latest online hiring data from MEI Malaysia:

Monster Employment Index Malaysia results for the past 18 months are as follows:

Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16	Jan 17	Feb 17	Mar 17	Apr 17	May 17	Jun 17	Jul 17	Aug 17	Sep 17	Oct 17	Nov 17	Dec 17	Y-o-Y
62	71	61	61	63	61	61	54	65	65	62	67	62	65	65	66	61	62	2%

Top Growth Industries

Year-over-year Growth	Dec 16	Dec 17	% Growth Y-o-Y
Oil and Gas	68	91	34%
IT, Telecom/ISP and BPO/ITES	83	100	20%
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	55	60	9%
Hospitality	58	61	5%

Lowest Growth Industries

Year-over-year Growth	Dec 16	Dec 17	% Growth Y-o-Y
BFSI	68	69	1%
Engineering, Construction and Real Estate	64	63	-2%
Advertising, Market Research, Public Relations, Media and Entertainment	73	60	-18%
Retail	65	43	-34%

Top Growth Occupations

Year-over-year Growth	Dec 16	Dec 17	% Growth Y-o-Y
Software, Hardware, Telecom	50	70	40%
Engineering /Production, Real Estate	64	68	6%
Purchase/ Logistics/ Supply Chain	67	70	4%
Sales & Business Development	83	84	1%

Lowest Growth Occupations

Year-over-year Growth	Dec 16	Dec 17	% Growth Y-o-Y
Hospitality & Travel	38	36	-5%
Marketing & Communications	87	81	-7%
HR & Admin	66	57	-14%
Customer Service	38	21	-45%

By Industry

	2016	2017											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
IT, Telecom/ISP and BPO/ITES	83	80	64	86	87	87	100	92	92	95	99	93	100
Engineering, Construction and Real Estate	64	65	63	75	71	69	69	64	67	67	69	63	63
BFSI	68	81	71	88	86	82	85	75	78	75	76	69	69
Production/Manufacturing, Automotive and Ancillary	86	88	87	93	93	94	93	89	91	92	92	91	90
Oil and Gas	68	66	66	71	82	78	87	83	87	86	87	89	91
Hospitality	58	55	53	59	59	55	58	60	64	64	62	65	61
Retail	65	60	42	57	59	59	64	54	54	52	50	42	43
Logistic, Courier/ Freight/ Transportation, Shipping/ Marine	55	60	47	69	69	67	76	66	72	63	72	65	60

Advertising, Market Research, Public Relations, Media and Entertainment	73	70	58	69	66	63	67	61	63	62	62	59	60
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By Occupations

	2016	2017											
	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Software, Hardware, Telecom	50	44	35	57	59	50	65	56	59	60	69	65	70
Finance & Accounts	70	71	68	79	78	74	79	73	75	73	74	69	70
Sales & Business Development	83	84	63	83	86	84	91	84	87	88	88	82	84
Customer Service	38	31	23	32	31	27	30	27	24	22	24	18	21
Marketing & Communications	87	85	77	84	83	81	83	80	81	82	82	80	81
HR & Admin	66	63	57	65	64	62	66	62	64	61	62	59	57
Engineering /Production, Real Estate	64	66	67	74	71	68	73	68	71	71	73	67	68
Hospitality & Travel	38	34	31	47	42	35	42	43	39	45	46	41	36
Purchase/ Logistics/ Supply Chain	67	70	61	74	73	71	78	73	77	72	76	70	70

About the Monster Employment Index

Launched in May 2014 with data collected since January 2011, the Monster Employment Index is a broad and comprehensive monthly analysis of online job posting activity in Malaysia conducted by Monster Malaysia. Based on a real-time review of millions of employer job opportunities culled from a large, representative selection of online career outlets, including Monster Malaysia the Monster Employment Index presents a snapshot of employer online recruitment activity nationwide. 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 results obtained from the use of such information.

About Monster APAC & Gulf

Monster, for more than 20 years, is a leading online career and recruitment resource and with its cutting-edge technology provides relevant profiles to employers and relevant jobs to jobseekers across industry verticals, experience levels and geographies. Monster today has more than 200 million people registered on the Monster Worldwide network, and with operations in more than 40 countries, provides the widest and most sophisticated job seeking, career management, recruitment and talent management capabilities.

Monster in APAC & Gulf started its operations with India, in 2001 and 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 10 other cities of India viz., Mumbai, Delhi, Bangalore, Chennai, Pune, Kolkata, Ahmedabad, Baroda, Chandigarh, and Cochin. Monster Mobile App in India was voted Product of the Year in 2016 under the 'Mobile App Job' category in a survey of over 18000 people by Nielsen. Monster.com in India was also voted Product of the Year in 2015 and back in 2014, mPower Search was voted Product of the Year as well. The Indian Air Force Placement Cell (IAFPC) selected Monster India for a collaboration to provide a robust platform to assist retired and shortly retiring Air Warriors seek suitable second career opportunities in the corporate world. Monster also initiated 'Rozgarduniya.com' - a job portal exclusively for jobseekers in

rural India to enable employers in corporate India to connect with rural talent, thus removing the traditional barriers they face in this process.

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.monstergulf.com | www.monster.com.sg | www.monster.com.my | www.monster.com.ph | www.monster.com.hk

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