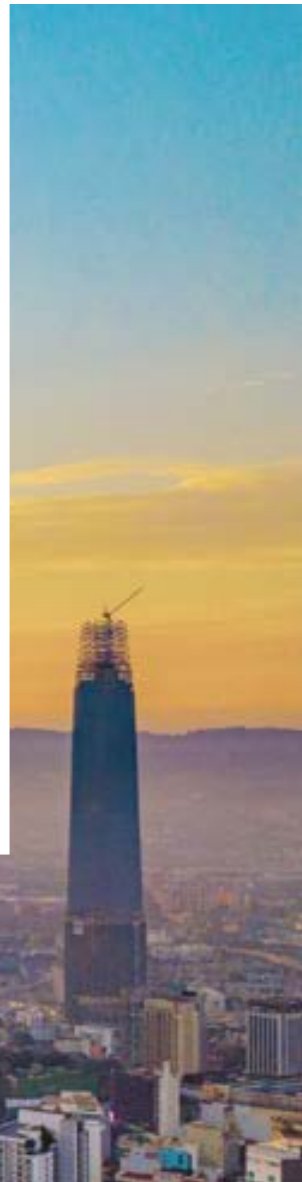




Malaysia

Salary & Employment Outlook 2021/22





PERSOLKELLY is a joint venture established in 2016 between PERSOL HOLDINGS (previously Temp Holdings) and Kelly Services to cater to the rising workforce employment needs of the emerging Asia Pacific market. We are one of the largest workforce solutions providers in the region, spanning over 45 offices across 13 markets including Australia, China, Hong Kong, India, Indonesia, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand and Vietnam.

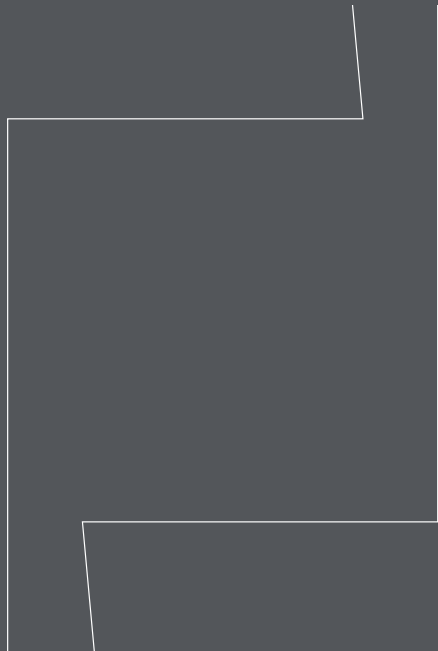
Our reach, scope, and scale of operations have set the industry standard for cross-border recruitment and holistic workforce solutions. Since inception, PERSOLKELLY has placed over 59,000 positions across the region and works together with 98% of Fortune 100™ companies for their workforce solution needs.

In Australia and New Zealand, the PERSOLKELLY brand is owned and operated by Programmed after they acquired Kelly Services in April 2020.

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SALARIES

Methodology: Salary figures included in the 2021/22 Malaysia Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within the PERSOLKELLY Malaysia network, as well as job placement data recorded on the PERSOLKELLY Malaysia database.

Executive Overview

With the National Covid-19 Immunisation Programme in the works, the country is making a beeline for economic recovery. Malaysia has taken strides forward in getting its citizens vaccinated. It is encouraging to witness employers taking proactive approaches to get their employees vaccinated.

Malaysians are in uncharted territories. Organisations have a mixture of both vaccinated and unvaccinated employees. Albeit an uphill battle, certain companies and businesses regained full-throttle in their operations successfully.

While the National Recovery Plan is in progress, most of us adopted a new lifestyle simultaneously. Despite that, many of us hope to return to our everyday life in great expectation.

Businesses have to endow themselves to coordinate both the vaccinated and unvaccinated employees concomitantly. As time passes, more organisations have taken up an active role in vaccinating their employees. Hence, enabling them to accomplish herd immunity at a swifter pace.

Now, 8 out of 10 Malaysian employees favour a work-from-home (WFH) arrangement. There may be varying opinions from different age groups. Nevertheless, most respondents concur that they are more productive working from home. It grants them flexibility and freedom to manage their schedules.

In future, employees envision working from home even when the pandemic ends.



Executive Overview

They discovered that balanced work and life is achievable. It serves as an alternative during these trying times. However, WFH will possibly be a standard of practice for many moving forward.

Contemporaneously, many Malaysians are experiencing mental health issues. The 18–25-year-old group, followed by the 26–45-year-old group, reported more anxiety, depressive and stress symptoms. Astonishingly, Gen Z's comprises the majority who are perturbed about their emotional well-being. The expectation of the younger workforce is bound to evolve as they commence their careers from home and not the office.

Gen Z is au fait that work-life balance is plausible, and employers recognise the importance of mental health. They are more attentive to an employee's general well-being. When an employee's welfare is cared for, both physically and mentally, productivity enhances significantly.

A new normal is rising, and the Covid-19 pandemic is unlikely to end soon. However, as the vaccination rate improves, we will understand how to live alongside the virus, akin to other types of flu in the community. As of now, one of the most viable options is through boosting the vaccination rates within organisations.



8 out of 10 Malaysian employees favour a work-from-home (WFH) arrangement. There may be varying opinions from different age groups

Employers can begin implementing procedures and protocols to safeguard employees. We have a huge role to play in our business operations. And in the process, kindling a more practical and functional work approach for our staff.

As the gears and cogs continue to return seamlessly to their position, rotating efficiently, let us all anticipate a booming economy across all industries once again.



Brian Sim

Managing Director & Country Head
PERSOLKELLY Malaysia

Skilled Talent Trends

While the new daily cases of Covid-19 remain high, the vaccination rate is improving via the National Covid-19 Immunisation Programme. More members of the general public are receiving their second dose. Herd immunity is paramount in alleviating the restriction measures, propelling the country towards economic recovery.



The pandemic has indirectly hastened digital growth within the country, allowing talents to pursue technical courses virtually

The Delta variant of Covid-19 is a cause of concern globally. The international community acknowledges that the pandemic may last longer than expected. Nevertheless, businesses and organisations have to adapt while leveraging advanced technologies to function more efficiently.

Labour Force Malaysia conducted a survey that showed that all sectors registered a decline month-on-month in employment. The unemployment rate ascended to 4.8% in June 2021 compared to 4.5% in May 2021.

In anticipation, the Malaysian government responded early by launching various recovery initiatives, including the Pakej Pelindungan Rakyat dan Pemulihan Ekonomi (PEMULIH), supporting businesses through financial subsidies.

The Wage Subsidy Programme (PSU 1.0) aided 322,177 employers and 2.64 million registered employees, with a value of RM12.91 billion. In PSU 2.0, the government provided an extra RM1.283 billion to retain employment and sustain business operations.

The pandemic has indirectly hastened digital growth within the country, allowing talents to pursue technical courses virtually. Companies favour all-rounder talents juxtaposed to those specialising in specific skillsets only. Being a graduate with academic qualifications is no longer a prerequisite to enter the workforce. Acquiring new skillsets has never been an easy task. Talents who graduated with a business degree can venture into data systems integration, learning the ins and outs within days or weeks.

The internet itself allowed work-from-home a possibility, which was not an option for many, pre-pandemic. Concurrently, it provides an avenue for home-based learning, a new norm that complements the lifelong learning concept that shapes a talent.

Besides technical skills, soft skills are now essentials too. Adaptability, problem-solving, critical thinking and time management skills are ingredients to overcoming the challenges in future. Digitalisation calls for jobseekers to be highly skilled, adaptive and resilient. Skills embracing social and emotional intelligence, analytical thinking, creativity and effective communication abilities are indispensable. Talents must stay ahead of competitors, delivering great value to organisations and companies.

SALARIES



Banking & Financial Services

When Movement Control Order (MCO) happened, there was a surge in online transactions. As a result, there is an increase in demand in the cybersecurity sector to render smooth and safe transactions across the world wide web.

Until today, data breaches remain a significant challenge for banks. In 2020 alone, there was an 82.5% increase in online incidents. As bank customers data becomes more easily accessible, financial institutions have to strengthen their defences against cyberattacks, mitigate and minimize risks.



Banking & Financial Services

Financial Technology (Fintech) sectors saw it as an advantage and offered more convenience to their consumers. And at times, way more than what the traditional banks can offer. And not surprising, customers are experiencing the benefits and considering alternative digital solutions for their financial needs.

Most banks are now facing a limitation in offering credit facilities to their existing and future clients. The high rates of defaults and moratorium on bank loans are some of the major precipitating factors.

Surprisingly, digital finance providers such as digital banks and Fintech solutions have become the saviour of many struggling businesses and the general public.

Thus, the traditional banks must innovate their current services to stay ahead of the pack. Otherwise, they may face potential disruption in the next few years. Besides, digital banks and Fintech solutions are at a stage which they can compete directly with traditional ones.

While services play a role in shaping both sectors, they recognise the importance of digital readiness. Since MCO, the dependency on technology and automation has been on the rise. Therefore, banking professionals with additional skill sets will have an advantage in securing a place within this sector.

For that reason, the banking industry seeks agile talents that can accommodate the shift in digital trends. The professionalism and trustworthiness of an individual will be the key determining factors for future hires.

Despite the challenges ahead, the banking and financial services continue to recruit actively. As more digital projects surface, there will be a surge in demand for more banking specialists to aid in the transformation process.



In 2020 alone, there was an 82.5% increase in online incidents



The traditional banks must innovate their current services to stay ahead of the pack




Digital banks and Fintech solutions have become the saviour of many struggling businesses and the general public



There will be a surge in demand for more banking specialists as more digital projects surface

Banking & Financial Services

			Salary Range (per month) Unit: MYR	
JOB TITLES	GRADE	EXPERIENCE (YEARS)	MIN	MAX
Relationship Manager (Corporate Banking/Global Wholesale Banking/Investment Banking)	SVP	15 & above	25,000	40,000
	VP	10-15	15,000	20,000
	AVP	8-12	10,000	15,000
Relationship Manager (Commercial Banking/Mid Corp)	SVP	15 & above	20,000	30,000
	VP	10-15	12,000	20,000
	AVP	8-12	10,000	15,000
Relationship Manager (Private Investment Banking/Premier/Preferred/Priority Banking)	SVP	15 & above	20,000	25,000
	VP	10-15	15,000	20,000
	AVP	8-12	10,000	15,000
Debt Capital Markets	SVP	15 & above	25,000	35,000
	VP	10-15	15,000	25,000
	AVP	8-12	10,000	15,000
Equity Capital Markets	SVP	15 & above	25,000	35,000
	VP	10-15	15,000	25,000
	AVP	8-12	10,000	15,000
Treasury Markets 	SVP	15 & above	25,000	35,000
	VP	10-15	15,000	25,000
	AVP	8-12	10,000	15,000
Fund Management	SVP	15 & above	20,000	30,000
	VP	10-15	12,000	20,000
	AVP	8-12	10,000	15,000

Banking & Financial Services

				Salary Range (per month) Unit: MYR	
JOB TITLES	GRADE	EXPERIENCE (YEARS)	MIN	MAX	
Merchant Sales (Retail Banking)	VP	15 & above	15,000	20,000	
	AVP	8-12	10,000	15,000	
Branch Manager (Retail Banking)	AVP/VP	>8	8,000	12,000	
Strategic Planning & Financial Analysis	SVP	15 & above	20,000	30,000	
	VP	10-15	15,000	20,000	
	AVP	8-12	10,000	15,000	
Fund Accounting (Shared Services Centre)	SVP	15 & above	20,000	30,000	
	VP	10-15	15,000	20,000	
	AVP	8-12	10,000	15,000	
Product Development (Retail Banking)	SVP	15 & above	15,000	20,000	
	VP	10-15	10,000	15,000	
	AVP	8-12	7,000	10,000	
MIS Reporting	SVP	15 & above	18,000	25,000	
	VP	10-15	15,000	18,000	
	AVP	8-12	10,000	15,000	
Credit Analyst (Corporate Banking/ Global Wholesale Banking/ Investment Banking)	SVP	15 & above	20,000	25,000	
	VP	10-15	15,000	20,000	
	AVP	8-12	10,000	15,000	

Banking & Financial Services

			Salary Range (per month) Unit: MYR	
JOB TITLES	GRADE	EXPERIENCE (YEARS)	MIN	MAX
Credit Risk (Corporate Banking/Global Wholesale Banking /Investment Banking) 	SVP	15 & above	20,000	30,000
	VP	10-15	15,000	20,000
	AVP	8-12	10,000	15,000
Operational Risk (Corporate Banking/Global Wholesale Banking/ Investment Banking)	SVP	15 & above	18,000	25,000
	VP	10-15	12,000	18,000
	AVP	8-12	8,000	12,000
Market Risk (ALM & CbSM)	SVP	15 & above	25,000	35,000
	VP	10-15	15,000	25,000
	AVP	8-12	10,000	15,000
Internal Auditor	SVP	15 & above	20,000	25,000
	VP	10-15	15,000	20,000
	AVP	8-12	10,000	15,000
Group Compliance (Investment Banking/Commercial Banking & Insurance) 	SVP	15 & above	20,000	30,000
	VP	10-15	15,000	20,000
	AVP	8-12	8,000	15,000
AML (Investigations)	SVP	15 & above	20,000	25,000
	VP	10-15	15,000	20,000
	AVP	8-12	10,000	15,000
Process Re-engineering (bPI/Operations)	SVP	15 & above	20,000	25,000
	VP	10-15	15,000	20,000
	AVP	8-12	10,000	15,000

Banking & Financial Services

				Salary Range (per month) Unit: MYR	
JOB TITLES	GRADE	EXPERIENCE (YEARS)	MIN	MAX	
Project Change Management (Digitalisation/Org Change) 	SVP	15 & above	20,000	25,000	
	VP	10-15	15,000	20,000	
	AVP	8-12	10,000	15,000	
Facility Management (Investment Banking)	SVP	15 & above	15,000	20,000	
	VP	10-15	10,000	15,000	
	AVP	8-12	7,000	10,000	
Credit Administration (Commercial Banking)	SVP	15 & above	15,000	18,000	
	VP	10-15	10,000	15,000	
	AVP	8-12	7,000	10,000	
Treasury Operations (Shared Services Centre) 	SVP	15 & above	20,000	25,000	
	VP	10-15	15,000	20,000	
	AVP	8-12	10,000	15,000	
Custodian Services (Shared Services Centre)	SVP	15 & above	20,000	25,000	
	VP	10-15	15,000	20,000	
	AVP	8-12	10,000	15,000	
AML Monitoring (Shared Services Centre)	SVP	15 & above	20,000	25,000	
	VP	10-15	15,000	20,000	
	AVP	8-12	10,000	15,000	

Engineering

Each time when a crisis happens, there will be areas and opportunities for rectification. Engineering has always been the driving force to get the economy back to its feet.

And in the Covid-19 pandemic, engineers played an important role to aid the economic recovery process. Be it chemical, computer, mechanical, electrical or optical engineers.

Therapeutics and vaccines demand increased tremendously over the past year. Engineers took on a humongous task in coping with the needs, especially in the manufacturing sector.



Engineering

The surge in telecommunications and internet usage skyrocketed. Virtual meetings are the norm. Software such as Zoom and other communication platforms are now necessities. Wireless networks and fibre broadband are a must to keep operations and businesses running amidst this pandemic.

Ministry of Finance states that the Malaysian economy expects to rebound between 6.0% and 7.5% through its gross domestic product in 2021. And civil engineering will be the one spurring the recovery.

The introduction of the economic stimulus package during Malaysia's Budget 2020 was a tremendous relief across the engineering sector. Projects such as East Coast Rail Link (ECRL), Mass Rapid Transit Line 2 (MRT2) and the National Fiberisation and Connectivity Plan (NFCP) will continue as planned.

As the engineering sector took a massive hit during lockdowns in the MCO period, many development projects came to a halt. While restrictions ease over the next few months, the employment of engineers will gradually improve.

The economy will return, and perhaps more bullish than ever before in the information technology and manufacturing sector. Engineers will play a pivotal role in ensuring that the economy bounces up again. That said, it remains a challenge to secure experienced and highly qualified engineers.

As the sector perpetuates to adapt to the pandemic, engineers should upskill their aptitude and abilities. Engineering consultancy practices and professional services firms must equip their talents with pertinent skillsets to stay relevant to current times.



Malaysian economy expects to rebound between 6.0% and 7.5% through its gross domestic product in 2021



In the Covid-19 pandemic, engineers played an important role to aid the economic recovery process






East Coast Rail Link, Mass Rapid Transit Line 2 and the National Fiberisation and Connectivity Plan will continue as planned







Software such as Zoom and other communication platforms are now necessities.

Engineering

		Salary Range (per month) Unit: MYR		
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
Plant Manager	10 & above	15,000	20,000	
Head of Production	10 & above	18,000	25,000	
Engineering Manager	8-10	15,000	20,000	
Utilities Manager	8-10	15,000	20,000	
Head of Quality	8-10	15,000	20,000	
Senior Project Manager	8-10	15,000	20,000	
Lead Electrical Engineer 	8	10,000	15,000	
Construction Manager	8	9,000	17,000	
Project Manager	8	9,000	17,000	
Quality Manager	7-8	9,000	17,000	
Program Managers (Electronics/Semicon)	7-8	9,000	16,000	
Operations Manager	7	10,000	16,000	
Automation Manager	6	10,000	16,000	
Piping Engineer	5-7	6,500	9,500	
Process Engineer	5-7	6,000	10,000	
Mechanical Engineer 	5-7	6,000	10,000	
Project Sales Manager	5	10,000	16,000	
HSE Manager (Health, Safety & Environment)	5	10,000	15,000	
Production Supervisor	5	5,000	8,000	
Firmware Engineer	4-6	7,000	10,000	
Supplier Quality Engineer 	4-6	7,000	10,000	
Product Engineer	4-6	6,000	9,000	

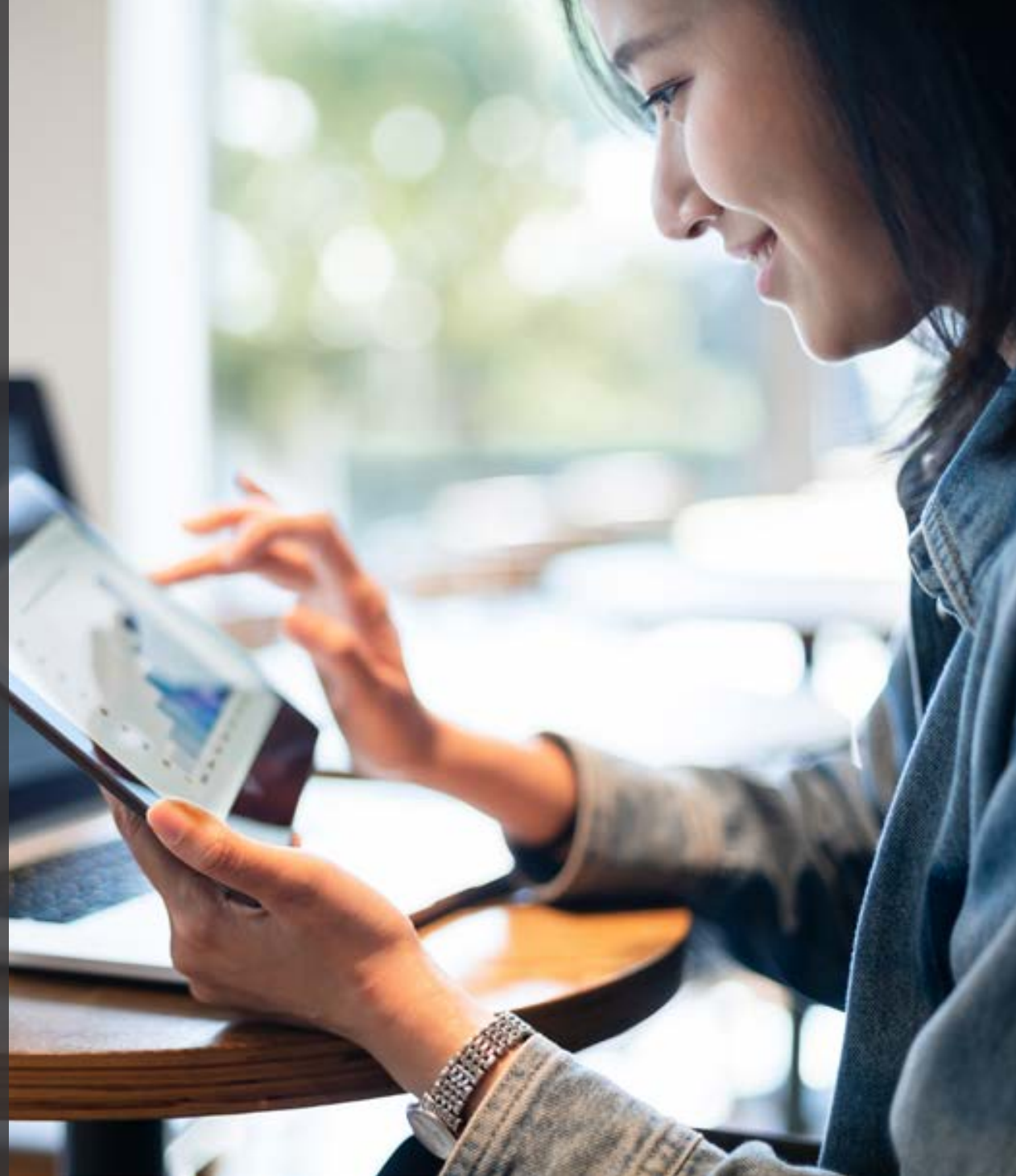
Engineering

			Salary Range (per month) Unit: MYR	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
Electrical & Instrument Engineer	4-6	6,000	9,000	
Quality Engineer	4-6	6,000	9,000	
nPI Engineer 	4-6	6,000	9,000	
Associate Engineer	4-5	4,000	5,500	
QA Inspector	4-5	4,000	6,000	
Technical Manager	4-5	9,000	11,000	
Automation Engineer	4	6,000	8,000	
Charge Man	4	5,000	7,500	
Welding Engineer	4	5,000	7,000	
Project Manager	4	8,000	12,000	
Senior Design Engineer	3-5	6,500	9,000	
Service Engineer	3-4	3,500	5,500	
Design Engineer	3-4	3,500	5,500	
Chemical Engineer 	3-4	4,000	6,500	
Mechanical Engineer	3-4	4,000	6,500	
Civil Engineer	3-4	4,000	6,500	
Sales Engineer 	3-4	4,000	6,500	
Quantity Surveyor	3-4	4,500	7,500	
Maintenance Engineer	3-4	4,000	6,500	
R&D Engineer 	2-3	4,000	6,500	
Assembly Engineer	2-3	4,000	6,500	

Finance & Accounting

Bank Negara Malaysia (BNM) recently announced that Malaysia's Growth Domestic Product (GDP) grew 16.1% year-on-year in the second quarter, while it declined 2.0% quarter-on-quarter. It is understandable as the Covid-19 virus outbreak continues to put a halt on the Malaysian economy.

The economy is recovering, albeit at a slower rate due to the reimposition of the MCO. As a consequence, the industry will need to develop novel strategies to stay afloat. Incorporating artificial intelligence (AI) in business operations will now be the primary focus.



Finance & Accounting

AI and machine learning are commonly associated with manufacturers. Not so much with accountants. However, the pandemic accelerated the transformation, nudging finance and accounting practitioners towards the usage of AI. Its advantages are too significant to be ignored.

There are initial concerns about the risks of using AI. Yet, the pandemic hastened the adoption rate among its industry leaders. Intelligent machines are capable of analysing and storing big data. Thus, increasing efficiency and producing instantaneous results. It allows leaders to assess conditions accurately rather than performing menial tasks like data entry.

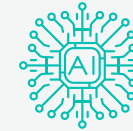
Undeniably, the emergence of the unprecedented pandemic challenged the financial industry to be flexible. There is no longer a one-size-fits-all approach when it comes to managing the workforce too. Finance officers and accountants will need the right mix. Knowledge is essential but not the only ingredient. Possessing relevant soft skills and being digital-savvy sets one apart.

In the future, employees will require upskilling to meet global standards. The ability to demonstrate relevancy in assisting business recoveries will be an added

advantage. Supplementary professional development courses by financial institutions are crucial in knowledge expansion and career advancement.

The Fourth Industrial Revolution (IR4.0) is shaping the finance and accountancy landscape. Finance officers and accountants have to be competent in automation processes, cybersecurity, IT audit, etc. Organisations should delve deeper into the development of world-class accountancy programs with subsidies provided by the government.

Those who are agile in IR4.0 will be the main disruptors. In current times of economic volatility, finance and accounting candidates must hone their skills to safeguard their careers through continuous professional development programs. For accounting firms, automation is highly desirable to achieve a better level of productivity and accuracy.



Incorporating AI in business operations will now be the primary focus



AI allows leaders to assess conditions accurately rather than performing menial tasks like data entry




Possessing relevant soft skills and being digital-savvy sets one apart in Finance and Accounting industry



Finance officers and accountants have to be competent in automation processes, cybersecurity, IT audit, etc.

Finance & Accounting

		Salary Range (per month) Unit: MYR	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Chief Financial Officer (MNC)	15-20	40,000	60,000
Finance Director	15-20	30,000	40,000
Financial Controller (MNC/LC) 	10-15	20,000	30,000
Finance Head	10-15	15,000	20,000
Tax Manager 	10-15	15,000	20,000
Corporate Finance/Corporate Planning Manager	10-15	15,000	20,000
Finance Manager 	6-7	10,000	15,000
Internal Audit Manager	6-7	10,000	15,000
Senior Accountant	6-7	7,500	9,500
Finance and Administrative Manager	6-7	8,000	10,000
Audit Senior	5-6	7,000	8,500
Accountant 	4-5	6,000	8,000
Credit Control Manager	4-5	6,800	7,800
Financial Analyst	3-4	4,500	6,800
Accounts Payable Manager	4-5	8,000	9,500
Cost Accountant	3-4	6,500	8,000
Team Leader, Accounts	3-4	6,500	7,500
Auditor	3-4	4,500	6,500
Senior Accounts Executive	3-4	5,500	6,500
Finance Executive 	2-4	3,200	5,500
Accounts Executive	1-3	3,200	5,500
Accounts Specialist (AP/AR)	1-3	3,200	5,000
Credit Control Officer	1-3	3,200	5,000

Human Resources & Administrative

The Human Resource (HR) transitioned into a frantic state is an understatement. When the Covid-19 pandemic struck, lockdowns imposed resulted in a massive shift in the workforce.

HR played a crucial role in transforming the workforce of organisations. The sudden changes were abrupt as the pandemic spread like wildfire. With a tremendous increase in remote work, HR contributed massively to keep businesses operating optimally.

While the pandemic remains a global issue, we see an alteration in the workforce. The job losses were trending at an alarming rate in the early stages. As the Malaysian government foisted stricter regulations to curb the rise of daily infections, remote work was compulsory.



Human Resources & Administrative

To make the switch swiftly, HR had an enormous mission ahead. The current workforce either requires upskilling or reskilling to adapt to the new challenges.

And not surprising, mental health issues were on the rise. With employees cooped at home, the lack of social interactions kept workers in isolation. As a result, anxiety and low-moods hampered productivity. Virtual meetings became a norm, and “Zoom fatigue” sets in due to the demand for video conferencing.

It becomes a pressing matter that HR engages the employees at all levels too. Creating a conducive environment that keeps employees healthy, both mentally and physically, will be the goal moving forward.

A purpose-driven culture will provide employees with a clear sense of direction. Values align when the purpose speaks to them at a personal level. It enables an organisation to stay on track concurrently. A win-win situation in which HR strives to retain employees.

Moreover, there is a significant correlation between Covid-19, salary and layoff. The hiring trend is uncannily similar to a rollercoaster ride. HR should dive deep into devising new strategies and policies in managing the side effects caused by the pandemic while acclimatising to the new normal.

Amidst the pandemic, digitalisation has become one of HR's arsenals. As conventional face-to-face training is not viable, virtual ones will be the focus. Live or asynchronous sessions will take precedence for further reskilling and upskilling sessions. Most employees require additional skillsets in manoeuvring through these challenging times.

Malaysia Labour Force finally reported positive growth in March 2021 (+58,700 people) by 0.4% from February 2021. The number of employed people was on a declining trend since April 2020. The employment-to-population ratio rose by 0.2%, to a record of 65.4%. It is an indication of a recovering economy that created more job vacancies. (1)

Furthermore, the Ministry of Finance (MoF) introduced the Malaysia Short Term Employment Programme earlier this year. Also known as MySTEP, the initiative addresses the rising unemployment issues within the country. It aims to provide more job opportunities in the government and private sectors across all industries.

As the economy recovers, recruitment will start to ramp up. HR will undeniably continue to spearhead the change of the future workforce. The move to digital will be the priority of many organisations to face new obstacles ahead. Data analytics will be the latest currency. It is an exciting time to be in HR, especially innovation, change and personal growth is of interest.



HR contributed massively to keep businesses operating optimally with a tremendous increase in remote work



To keep employees healthy, both mentally and physically, will be the goal moving forward








The number of employed persons continued to increase by 0.4% from February 2021



MySTEP is a programme introduced by the MoF to address the rising unemployment issues

Human Resources & Administrative

		Salary Range (per month) Unit: MYR	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Chief HR Officer	20 & above	25,000	50,000
HR Director (SME)	15 & above	15,000	30,000
Head of Recruitment	9-15	15,000	25,000
Vice President, Learning & Development	8-10	15,000	25,000
Senior HR Manager 	8-10	9,000	20,000
Regional HR Manager	7-10	12,000	25,000
Senior Recruitment Manager	7-10	10,000	20,000
Head of Rewards	7-10	10,000	20,000
Head of Human Resources Business Partner	7-10	10,000	25,000
Head of Change Management	6-8	12,000	25,000
Head of Talent Management 	6-8	12,000	25,000
Head of Organizational Development	6-8	12,000	25,000
Head of Performance Management	6-8	12,000	25,000
Talent Acquisition Manager 	6-8	8,000	15,000
Training & Development Manager	6-8	8,000	15,000
Head of Industrial Relations	6-8	10,000	20,000
Compensation and Benefits Manager 	6-8	8,000	15,000
HR Manager	6-8	8,000	12,000
HR Manager	3-4	5,000	8,000
Recruitment Manager 	3-4	5,000	9,000
Recruitment Specialist 	2-3	2,800	4,500

Human Resources & Administrative

		Salary Range (per month) Unit: SGD	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Compensation and Benefits Specialist	2-3	2,800	5,000
HR Generalist	2-3	2,800	5,000
HR Officer/Executive	2-3	2,800	4,500
IR Executive	2-3	3,000	4,800
Training Specialist	2-3	3,000	4,800
Recruitment Executive	2	2,800	3,500
HR Assistant	1-2	2,000	3,500
Personal Assistant to CEO	8-10	5,500	9,000
Office Manager	4-6	5,000	9,000
Safety Officer	4-7	4,000	7,000
Administrator	3-5	3,000	5,000
Document Controller	2-5	2,800	6,000
Secretary	2-3	2,800	5,500
Administrative Executive	2-3	2,500	4,500

Information Technology

The Information and Technology (IT) industry continues to relish tremendous growth since the pandemic started. It is one of the fastest-growing sectors in the Malaysian market to date.

According to a report by GlobalData Market Opportunities Forecasts, IT expenditure in Malaysia will reach RM103.75 billion by 2023. The National Policy on Industry Revolution 4.0 (Industry4WRD), spearheaded by the Ministry of International Trade and Industry (MITI), will play a vital role in promoting digitalisation across all sectors.

Businesses are starting to pivot their operations to enable remote capabilities, no longer restricted to borders and time zone differences.



Information Technology

The new norm of working from home is a major contributing factor. As remote work protracts indefinitely, businesses are adapting to a hybrid work model.

Larger organisations are making efforts to integrate IT into their operations. Cybersecurity and data systems integration solutions are burgeoning. The essentialities of such services received acknowledgement by SMEs, and the adoption rate reflects the shift. And predictably, the top 10% of job opportunities in Malaysia are cybersecurity-related.

More businesses and companies understand the significance of cybersecurity. With the ongoing global pandemic, most industries are going digital, which indirectly necessitate cybersecurity protection. It is imperative to keep organisations safe by executing new technologies to address the potential risks.

Budget 2021 allocated RM27million for cybersecurity programs alone. That itself forms the fundamental building blocks of the digital transition under the Malaysian Digital Economy roadmap.

Although data systems integration (internet of things, artificial intelligence, cloud computing, big data analytics) and cybersecurity remains one of the greater

potentials, the government is looking into creating 5G ecosystems. The local authorities recognise the extensiveness of its business capabilities in powering up Smart Cities in the future.

Concurrently, the e-commerce space is revelling positive growth amidst the pandemic. With the MCO in place, consumers shop virtually. Retail sectors are occupying the e-commerce space while platforms such as Lazada and Shopee are booming. The government understands the merits of e-commerce enterprises. Thus, implementing various initiatives to strengthen Malaysia's digital economy.

In addition, there is an allotment of RM300 million for the existing Penjana Micro & SMEs eCommerce, Penjana Shop Malaysia Online, Selangor e-Bazara and Buy Malaysia initiatives by the government encouraging consumers to shop online. As a result, more than 500,000 local SMEs will procure benefits from them.

As the economy rebounds, the emphasis on Industrial Revolution 4.0 will be the centre of focus. Aligning with the government's effort, the digital transformation across all sectors and industries will be inevitable. IT professionals will play an active role in the process to keep businesses up-to-date and relevant.



According to a report by GlobalData Market Opportunities Forecasts, IT expenditure in Malaysia will reach RM103.75 billion by 2023.



Budget 2021 allocated RM27million for cybersecurity programs alone





There is an allotment of RM300 million by the Malaysian government to encourage consumers to shop online.






As the economy rebounds, the emphasis on Industrial Revolution 4.0 will be the centre of focus



Information Technology

		Salary Range (per month) Unit: MYR		
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
Chief Information Officers	12-18	25,000	40,000	
Program Director	12-18	20,000	30,000	
Project Director	12-18	15,000	25,000	
Service Delivery Directors	12-18	20,000	30,000	
Sales Directors	12-18	25,000	40,000	
Inside Sales Manager	4-5	5,000	7,000	
Project Manager 	3-5	5,000	8,000	
Business Development Manager	3-5	5,000	7,000	
IT Supply Chain Manager 	3-5	4,500	7,000	
Account Manager	3-4	4,000	6,000	
IT Procurement Specialist	2-4	4,000	6,000	
IT Marketing Communications Executive	2-4	3,000	5,000	
IT Trainers	2-3	4,000	6,000	
Channel Sales Specialist	2-3	4,000	6,000	
Inside Sales Specialists	2-3	3,000	5,000	
SAP Team Lead	8-12	15,000	35,000	
Software Development Manager	8-12	13,000	20,000	
Senior Solutions Architect	6-10	9,000	11,000	
Lead Software Developer	5-8	9,000	14,000	
Business Consultant	5-7	8,000	14,000	
SAP Consultants	4-6	6,000	10,000	

Information Technology

			Salary Range (per month) Unit: MYR	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
Software Sales Manager	4-6	7,000	12,000	
ETL Developers	3-6	5,500	8,000	
Websphere Application Developer	3-5	8,000	10,000	
BI Consultant 	3-5	6,500	10,000	
Systems Analyst	3-5	6,000	9,000	
Quality Assurance Specialist/Test Engineers	3-5	6,000	9,000	
Junior Solutions Architect	2-4	4,500	7,000	
Software Engineer	2-3	7,000	12,000	
Systems Programmer	2	6,000	9,000	
Web Designer	2	7,000	10,000	
Analyst Programmer	2	7,000	11,000	
Java Developer 	1-3	6,000	12,000	
Programmer	1-2	4,500	7,000	
Billing Systems Specialist	6-10	5,500	7,500	
Implementation & Technical Support Manager	6-8	6,000	9,000	
Information Security Manager 	5-8	12,000	20,000	
Unix Specialist	5-8	5,500	7,500	
Service Delivery Manager	5-8	9,000	14,000	
Senior Systems Engineer	5	8,000	14,000	
Wintel Specialist	4-8	6,000	10,000	
IT Manager	4-6	7,000	12,000	

Information Technology

		Salary Range (per month) Unit: MYR	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Problem & Change Management Specialist	3-5	5,500	8,000
Security Analyst 	3-5	8,000	10,000
Technical Writer	3-5	6,500	10,000
Unix/Linux OS Engineer	2-5	6,000	9,000
Pre-sales Engineer	2-4	6,000	9,000
Billing Systems Engineer	2-4	4,500	7,000
Database Administrator 	2-3	7,000	12,000
Systems Engineer	2-3	6,000	9,000
Technical Consultant	2-3	7,000	10,000
Network Administrator	2-3	7,000	11,000
Helpdesk Tech Support (Foreign Language Expertise)	2-3	6,000	12,000
Help Desk Analyst	2-3	4,500	7,000
IT Executive	2	5,500	7,500
Automation Support Engineer	1-3	6,000	9,000
Technician	1-3	4,000	6,000
IT Administrator	1-2	5,500	7,500

Property & Construction

2021 has been a formidable year for the property and construction industry. While labour shortages and rising construction costs persist, it challenges the industry to be agile and innovative. The pandemic has changed how the industry manages its business processes.

Many industries are looking into ways of operating their business more efficiently to curb error and waste. Similarly, the property and construction industry are treading on an identical path as the economy recovers. The Covid-19 transformed the hiring trend of workers, the landscape of securing and closing projects, and even the implementation of new technologies at the construction sites.



Property & Construction

The 5-year centralised economic development plan, known as the Malaysia Plan, will be one of the keys to driving the construction sector up to pace again. The government has plans to expand and modernise the public infrastructures within the country.

The industry also looks forward to a prompt economic recovery in 2021, presuming there will be no repetition of the movement control orders. In December 2020, the government approved a 2021 budget worth RM322.5 billion (US\$73.3 billion). 73.3% for operational expenditure, 21.4% towards development expenditure and the balance of 5.3% to tackle the Covid-19 pandemic.

As the East Coal Rail Line aims for completion in 2027, others projects continue to boost Malaysia's construction sector. These include the Mass Rail Transit 2, Light Rail Transit 3, Electrified Double Track Gemas-Johor Bahru, Klang Valley Double Track Phase 2, Pan Borneo Highway and Coastal Highway.

With projects underway, there is a surge in demand for skilled labour workers. Nevertheless, quality labour is both expensive and competitive. The property and construction industry has

been concentrating its efforts on hiring Generation Z. Utilising new technologies, property and construction firms demonstrate potential career growth in their industry. In return, it attracts the younger pool of talents.

Furthermore, the government introduced the Locals@Work scheme, which encourages employers to hire local workers. With incentives on board, it allows the industry not to rely heavily on low-skilled foreign workers.

During the recent Housing and Property Summit 2021, experts predicted that there would be a surge in property transactions. However, the prices will remain consistent in 2022. Astonishingly, the market transactional values and volumes grew by 28% in 2021 compared to 19.5% in 2020 despite lockdowns.

The outlook of the property and construction industry looks promising. With new practices and technologies in place, construction builders and property developers can attenuate risk and procure more projects while reaping more revenue in years to come.



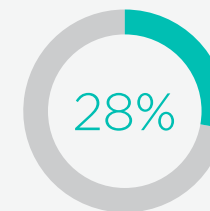
The Malaysia Plan will be one of the keys to driving the construction sector up to pace again.



Malaysia approved a 2021 budget worth RM322.5b to boost economy recovery








The Property and Construction industry has been concentrating its efforts on hiring Generation Z



The property market transactional values and volumes grew by 28% in 2021

Property & Construction

		Salary Range (per month) Unit: MYR	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Construction Director	15 & above	33,000	45,000
Project Director, High Rise	8-10	20,000	30,000
Project Director, Residential	7-10	20,000	30,000
Technical Director	7-10	20,000	30,000
Commercial Manager	7-10	18,000	25,000
GM Business Development	7-10	20,000	25,000
Head of HSSE	7-10	19,500	32,000
HSSE Manager	7-10	10,500	16,500
Project Manager	6-8	11,000	20,000
Civil & Structural Manager 	6-8	11,000	20,000
Mechanical & Electrical Manager 	6-8	11,000	20,000
Mechanical Engineers 	6-8	6,000	10,000
Resident Engineer	6-8	8,000	15,000
Electrical Engineers 	6-8	6,000	10,000
Infrastructure Engineers	6-8	6,000	10,000
Facilities Manager	6-8	9,000	16,000
QA/ QC Managers	6-8	11,000	20,000
Site Manager	6-8	7,000	12,000
QA/QC Engineers 	2-3	3,500	6,000
Site Executive	2-3	2,500	5,000

Sales & Marketing

With a progressive shift towards digitalisation, traditional marketers are swaying towards digital channels to improve sales performance. Akin to other industries, sales and marketing sectors are accelerating in the digital space during the season of Covid-19.

Retailers discovered imaginative and innovative ways to showcase their products. Through virtual reality, retailers enable consumers to have an interactive experience. It allows customers the opportunity to view services and products in the comfort of their homes. Therefore, eliminating the constraints of visiting retailers during opening hours.



Sales & Marketing

Sales and marketing thrived on physical human interactions before the pandemic. As movement restrictions ease, virtual platforms are now the preferred choice of contact.

More organisations are presently geared toward online events, contriving advanced business funnels.

In the meantime, customers desire brands that speak to them at a personal level. Many businesses are utilising storytelling to tap into the hearts of their consumers, creating brand loyalty sublimely.

Apart from utilising traditional digital ads, businesses aim to break the trend by engaging social media influencers to promote their products. Word of mouth is a powerful tool. Statistics prove that most buyers rely on recommendations from friends and family before deciding on a purchase. In this age and era, one will have at least a social media account. Hence, the probability of an encounter with an influencer is considerably high.

It is foreseeable that the advertising revenue in Malaysia will balloon to RM5.1 billion this year, which contracted by 20% in 2020 due to the pandemic. As

the economy gains traction and digital growth ensues, the country's advertising expenditure will surge approximately by 12.8% in 2021.

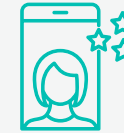
As the use of digital methods continues to rise, businesses are tapping into the unique lifestyle of consumers while creating niche needs. A 550% YoY growth for the search for halal brands is one of the fine examples.

Data from LinkedIn shows an astounding increase of 48% for more digital marketers and content creators. The surge in demand is a by-product of the shift we currently observe.

Sales and marketing will undoubtedly evolve over the next few years. Upskilling of existing teams will be a prerequisite to stay relevant to current times. And organisations should appraise new and upcoming marketing methods in improving their reach, capturing sales in the process.



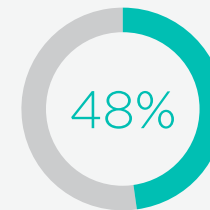
Virtual platforms are now the preferred choice of contact as movement restrictions ease



Apart from utilising traditional digital ads, businesses aim to break the trend by engaging social media influencers to promote their products



Malaysia's advertising expenditure will surge approximately by 12.8% in 2021.






Data from LinkedIn shows an astounding increase of 48% for more digital marketers and content creators

Sales & Marketing

		Salary Range (per month) Unit: MYR	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX
Sales Director, Asia Pacific	10 & above	28,000	35,000
Sales director, Industrial Engineering	10 & above	18,000	25,000
Vice President, Sales & Marketing	10 & above	18,000	27,000
Sales Channel Director	10 & above	18,000	28,000
GM Marketing & Sales Property	10 & above	18,000	30,000
Senior Global Brand Manager	10 & above	18,000	25,000
Head of Sales & Marketing	10 & above	15,000	25,000
Sales Director	10 & above	18,000	27,000
Regional VP MarketingI	8-10	15,000	25,000
Corporate Communications Director	8-10	15,000	25,000
Business Development Director	8-10	15,000	20,000
VP Corporate Strategy & Planning	7-10	12,000	20,000
Assistant Country Manager	7-10	12,000	20,000
Head of Channel Management	8	12,000	18,000
Sales Manager 	8	9,000	13,000
Marketing Communication Manager	8	9,000	13,000
Key Account Manager 	8	9,000	13,000
Business Development Manager 	8	9,000	13,000
Marketing Manager	8	9,000	12,000
Brand Manager 	5-8	8,000	12,000

Sales & Marketing

		Salary Range (per month) Unit: MYR		
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
Area Sales Manager	5-8	8,000	12,000	
Channel Sales Manager	5-7	8,000	12,000	
PR Manager	5-6	6,000	10,000	
Channel Manager	4-5	6,000	9,000	
Marketing Manager	4-5	6,000	9,000	
Sales Manager 	4-5	6,000	9,000	
Advertising Manager	4-5	6,000	9,000	
PR Manager	4-5	5,500	9,000	
Key Account Manager 	3-5	5,000	8,000	
Senior Sales Executive	3-5	4,000	7,000	
Retail Supervisor/ Retail Executive	3-5	2,500	4,000	
Brand/ Product Manager	3-4	4,000	9,000	
Marketing Executive	2-4	3,000	4,000	
Market Research	2-4	3,000	4,000	
Customer Service Executive 	2-3	3,000	4,000	

Supply Chain & Logistics

It has been an extraordinary time for many industries, including supply chains and logistics. In the pandemic, a break in the clouds happened as there is a surge in usage of warehouses. Despite disruptions, e-commerce has been the driving force for the growth of the industry.

Logistic and fulfilment centres have reported an increased activity due to the backlog of orders across different industries. Raw materials and retail products are occupying a majority of the spaces in warehouses.

The Covid-19 has indirectly expedited the growth of e-commerce businesses, especially in warehousing and logistics.



Supply Chain & Logistics

Supply chains and logistics remain essential constituents. It is a requisite to keep the components operating smoothly to provide on-time delivery of services.

The increase in e-commerce amenities fuelled higher demand for warehouse and logistics skilled talents, requiring professionals with varying skills and experience.

In addition, the Malaysian government aims to relieve cash flow issues of SMEs through its initiative called Jana Niaga, especially ones which supply the government and government-linked companies (GLCs). Through Budget 2021, [Exim Bank Malaysia would allocate RM300 million in driving up the national supply chain finance platform.](#)

Given the importance of supply chains, no surprise that the industry is centring around improvements and innovations. Consumers are now more accustomed to making purchases virtually. The switch of habits is propelling the industry to refocus its approach to accommodate the current times.

Companies are capitalising on the emergence of e-commerce. The growth of this sector is imminent, with plenty of areas for refinement. Delivery times will be shorter across the supply chains while lowering the costs of delivery. Enhancements such as port upgrades, expansion of road networks and advanced IT systems will be mandatory.

As the supply chain shift towards digitalisation, the industry is investing heavily in automation, the Internet of Things and blockchain. It creates a safety net for the supply chain sectors, minimising future disruptions.

An increase in the workforce will be necessary to accommodate the fast-growing e-commerce space in the country. Free trade zones and fulfilment centres will see an increase in new jobs creation. Undeniably, the supply chains and logistics sectors are on the way to be the top performers in 2021.



The increase in e-commerce amenities fuelled higher demand for warehouse and logistics skilled talents



Exim Bank Malaysia would allocate RM300 million in driving up the national supply chain finance platform








As the supply chain shift towards digitalisation, the industry is investing heavily in automation, the Internet of Things and blockchain.



Free trade zones and fulfilment centres will see an increase in new jobs creation

Supply Chain & Logistics

			Salary Range (per month) Unit: MYR	
JOB TITLES	EXPERIENCE (YEARS)	MIN	MAX	
Director of Supply Chain	10-15	20,000	35,000	
Strategic Sourcing Manager 	8-10	12,000	20,000	
Senior Warehouse Manager	8-10	9,000	15,000	
Purchasing Manager 	8-10	8,000	15,000	
Senior buyer 	8-10	7,000	10,000	
Purchasing Manager	6-8	8,000	12,000	
Supply Chain Manager 	5-8	8,000	15,000	
Logistic & Planning Manager	5-8	7,000	15,000	
Warehouse Manager	4-5	6,000	12,000	
Assistant distribution Manager	4-5	5,000	7,000	
Purchasing Executive	4-5	4,000	6,000	
Warehouse Supervisor	3-5	4,000	5,500	
Logistic Coordinator 	3-5	3,500	5,500	
Procurement Executive	3-5	4,000	6,000	
Shipping Supervisor	3-5	4,000	5,000	
Buyer 	2-3	3,000	5,000	
Operations Executive	2-3	3,500	4,500	
Warehouse Executive	2-3	2,500	4,500	
Stock Controller	2-3	2,000	3,500	

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