

*Malaysia*  
**SALARY  
GUIDE**  
2022/2023



Work, and Smile



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.

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## Work, and Smile

Working life is a journey of growth and creation.

We all have big dreams, and there are many different paths to success.

Thus, we need to make our own choices

from a range of diversified work opportunities.

Our vision is to enrich society so that all work leads to lives of happiness.



**Methodology:** : Salary figures included in the 2022/23 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

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On 1<sup>st</sup> April 2022, Malaysia began the transition to the endemic phase. With this, most Covid-19 restrictions were lifted, including limitations on business operating hours, interstate travel, and the number of people allowed in the workplace or a place of business.

International travel began opening up and quarantine requirements were lifted for those who are fully vaccinated, while the unvaccinated or yet to be fully vaccinated only needed to be quarantined for five days upon arrival in Malaysia. With the easing of restrictions, the economy shows signs of recovery as businesses transit to full-swing operations. In tandem, this opens up more job opportunities as the demand for the labour force increases to fulfil the need for business operations.

The [World Bank](#) projects that Malaysia's economy would expand 5.5% in 2022, driven mainly by a strong rebound in consumption. The unemployment rate falls from 4.3% in the fourth quarter of 2021 to 4.1% in the first quarter of 2022. According to the same report, if the policy is implemented well, the rise of the minimum wage from RM1,200 to RM1,500 a month would boost incomes and help raise living standards.

However, even as the economy recovers, the threat of Covid-19 remains. Furthermore, after over 2 years of the Movement Control Order and various global disruptions caused by the pandemic, new employment issues and trends have risen and organisations will have to adapt to the New Normal.

# Executive Overview

Since vaccination status is no longer a precondition to determining workplace capacity, businesses and organisations will have to put policies in place to strike a balance in accommodating both vaccinated and unvaccinated employees within the same workplace. Employers will also need to have clear Covid-19 health and safety protocols in place to minimise risks of infection in the workplace to provide peace of mind for employees to thrive.

The pandemic had also hastened the digital transformation of many companies. Talent with expertise in digital fields will be in high demand. As such, businesses that want to stay ahead in the market will have to offer suitable incentives to attract and retain top talent. However, what constitutes attractive or even sufficient incentives is no longer determined by employers alone. Employees are increasingly aware of their choice to decide how work fits into their interests, values and priorities.

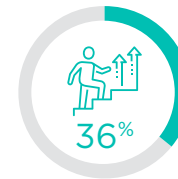
Changes affecting job trends also include technological disruptions. For example, artificial intelligence, the Internet of Things (IoT), digital and social media, cloud computing, big data analysis and more are increasingly being applied across industries. This is transforming traditional businesses, which is a positive economic phenomenon that presents new employment opportunities and challenges.

The issue of the Great Resignation could affect Malaysian employers. In a [2021 report](#), around 61% of employees planned to find a new job in 2022. Most of these were Gen Z (aged 18-24) and Millennials (aged 25-34). While financial benefit is still the top factor in job attractiveness – especially with the rising cost of living due to the Russia-Ukraine war that disrupts the supply of certain goods – younger employees tend to prioritise career progression opportunities and healthy work-life balance as well. These young group of workers voted that the most common reasons for quitting their existing jobs are a lack of professional advancement (36%), a lack of appreciation or recognition (27%), and a lack of training possibilities (26%). Other issues include not obtaining wage raises, difficulties with management, feeling overworked, and a lack of flexibility.

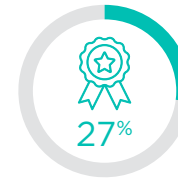
This is especially so as the gig economy has grown tremendously during the pandemic. Many unemployed who pivoted to become e-hailing drivers, delivery riders, freelancers and microbusinesses found that [gig economy earnings could comfortably replace full-time employment income](#). Time flexibility is also an attractive factor as gig workers have the freedom to develop a work-life balance that works for them. This will pose challenges for employers who will have to compete with gig economy advantages, especially for entry-level workers. Therefore, it is becoming more crucial

61%  
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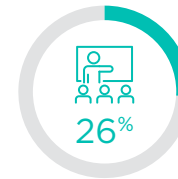
Most common  
reasons employees  
leave their job



Lack of professional  
advancement



Lack of appreciation  
or recognition



Lack of training  
possibilities

for employers to continually engage with their employees in the process of addressing challenges and shaping solutions that will make workers feel more relevant, connected, and valued. Employers will need to create new strategies to meet the evolving employee expectations.

Overall, the employment market has shown a strong rebound since the country began its transition into the endemic phase and is making progress slowly but surely towards pre-pandemic levels. This is bolstered by the fact that [Malaysia is ranked as one of the most attractive staffing markets in Asia](#), due to its strong growth prospects and business advantages.

With continuing global challenges, ensuring the resilience of the workforce is the way to go for businesses to thrive. To win in the marketplace, employers must first ensure they win in the workplace.

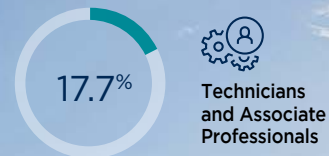


**Brian Sim**

Managing Director & Country Head  
PERSOLKELLY Malaysia

# Skilled Talent Trends

3 most sought-after categories of workers



According to the Department of Statistics Malaysia (DOSM), Malaysia's unemployment rate fell to 3.9% in April 2022, down from 4.1% a month earlier as economic activities flourished in tandem with the nation's transition into the endemic phase on 1 April 2022.

In the first quarter of 2022, the three most sought-after categories of workers were the professional category (44.9%) followed by technicians and associate professionals (17.7%) and managers (11.3%). The five most popular jobs were advertising and marketing professionals, administrative associate professionals, managing directors and CEOs, accountants, auditors and software developers.

Beyond the numbers, expectations towards employment post-pandemic are changing as well. To stay relevant and competitive in this landscape, companies should focus on identifying what matters to employees and empower them to fulfil their potential.

## Skilled Talent Trends

Organisations that engage employees in shaping solutions and addressing challenges will continue to thrive. The following are the major trends affecting employment in 2022 and beyond that employers need to take note of:

### Flexible Working Arrangements

Even as employers reopen workplaces, employee demand for flexible work arrangements remains strong. One report by EY shows that 90% of Malaysian respondents want flexibility in where and when they work in the post-pandemic economy. The majority (63%) of respondents believe their productivity can be accurately measured irrespective of location and almost half (45%) would consider leaving their job if they did not have this flexibility.

### Mental Health

Paradoxically, burnout is a frequently cited issue related to remote working arrangements despite employees' preference for it. Nearly six times as many employers report increased mental health issues among employees since the pandemic began, with burnout being one of the most common. Another issue related to remote working is feelings of isolation. Employees still feel the need to connect with colleagues. For employers implementing a hybrid workplace post-pandemic, it is crucial to create a psychologically safe environment that helps maintain a sense of connectedness between colleagues and managers.



### Employee Mobility

As the economy recovers post-pandemic, companies are hiring more headcounts to meet increasing business demands. With the rising demand for talent, employees are faced with more choices of work opportunities. Many employees have had to raise their skills and capabilities over the last two years amid a volatile business climate. Now, a number of them feel more ready to take on new challenging jobs, with a preference for employers who are able to provide for both their career development and their personal wellbeing.

*Investing in training efforts will be key to closing skill gaps so that organisations are able to meet the business challenges today and ensure the employability of their talent in the future.*

### Talent Development

The pandemic has pushed companies to upskill their employees for emerging skills, especially in digital tools. Globally, organisations invested more than US\$2,800 per learner for reskilling in 2021, an increase from US\$1,400 in 2020. However, 97% of companies in Asia view that there are still significant skill gaps in their organisation. Investing in high-impact and relevant training efforts will be key to closing these skill gaps so that organisations are able to meet the business challenges today and ensure the employability of their talent in the future.

### Redefining Employee Engagement

Employees are willing to give their best to companies they feel connected to and supported by the company or their leaders. To keep employees engaged, businesses have to be inclusive and personalised in their approach, as well as project a strong sense of purpose with values that resonate with the employees. This falls back on a company's leadership – when leaders become mentors who demonstrate genuine concern for employee growth and well-being, employees are more likely to be engaged.

# Skilled Talent Trends

## Contingent Workforce

The use of a contingent workforce – whether short or fixed-term contract employment, freelancer or independent contractors and outsourcing agencies – as part of a company’s future employment plan is becoming more common. In March 2022, PERSOLKELLY published a report that surveyed 1,112 employers and HR decision-makers in 12 markets across the APAC region, and the survey findings showed that 64% of companies in Malaysia fill gaps in their workforce through hiring temporary or contract employees, especially for the role of Information Technology, General Administration and Marketing. 44% of them plan to expand their contingent workforce in the next 2 years as employers find that adopting a contingent workforce offers flexibility to workforce planning, allows them to fill roles without disrupting operations, helps to bring in specific skilled talents on short-term or project-basis, and gives them sufficient time for evaluation before hiring permanently. The number of companies leaning towards engaging recruitment agencies to help overcome hiring and sourcing challenges is growing too.

With the global business environment still in flux, the future of work will be dynamic in the foreseeable time frame. A strong and cohesive partnership between employers and employees is essential to navigating workforce strategies.

## Building Agility With a Contingent Workforce

Workforce Insights Report

### Contingent Workforce Future Plans:



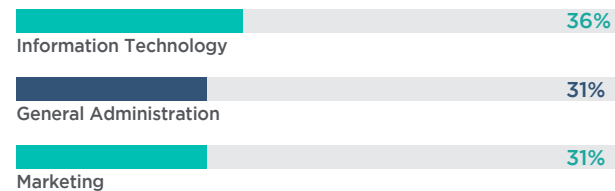
In Malaysia, 44% of the employers surveyed plan to expand their Contingent Workforce in the next 2 years.

### Headcount Strategies:



64% of Malaysian employers surveyed have cited hiring temporary and contract employees as one of their top strategies.

### In-demand Skills For Malaysia’s Contingent Workforce:



### Preferred Choice To Enable Contingent Workforce:



50% of Malaysian companies surveyed leaning towards engaging recruitment agencies to source for Contingent Workforce, which brings speed and efficiency to help overcome hiring and sourcing challenges.

### Sectors Most In Favour Of A Contingent Workforce:



### How Do Companies Fill Gaps In Their Workforce?



When experiencing a headcount shortage, most companies across Asia Pacific (58%) look to hire Contingent Workforce employees to help with workloads. The highest adoption of a Contingent Workforce is reported by companies in Indonesia (67%), Hong Kong (66%), **Malaysia (64%)** and Singapore (60%).

[Download full report here](#)



# Banking & Financial Services



The banking and financial services sector is undergoing a rapid shift towards digital with the widespread adoption of innovative technologies by consumers.

The Fintech sector saw a boom as the pandemic and Movement Control Order (MCO) in Malaysia fueled the need for contactless payments, such as e-wallets and mobile banking. In 2021 alone, seven out of 10 Malaysians had tried cashless payments, with over 7.2 billion e-payment transactions being made, a growth of 30% year-on-year (YoY). At the height of the MCO in 2020, there were three million new mobile banking service subscriptions. Over 400,000 new firms registered for QR code payment acceptance in 2020 – a 164% increase from 2019.

The Malaysian government is driving the Fintech boom with initiatives such as e-Tunai, ePenjana and ePemula, distributing cash handouts directly to consumers through various e-wallets.

## Banking & Financial Services

The Fintech Booster initiative is a capacity-building programme that has facilitated local and foreign Fintech startups to build their products and services in Malaysia. As of 2020, Malaysia has produced 233 Fintech firms.

The Government is also promoting new financial platforms such as Peer-to-Peer (P2P) financing and Equity Crowdfunding (ECF) markets by allocating RM80 million in matching grants through the Malaysia Co-Investment Fund (MyCIF). As of 30 September 2021, ECF platforms have raised a total of RM352.11 million, benefiting 222 issuers through 236 campaigns, while P2P platforms provided financing to 3,824 issuers through 25,259 campaigns and raised a total of RM1.94 billion.

Moving forward, there will be steep competition in the banking and financial services sector. Traditional banks and financial services institutions are competing with increasing numbers of tech firms that can offer a growing range of digital financial services. This tectonic shift will continue to happen with Bank Negara Malaysia (BNM) approving five digital bank licences, out of 29 applicants.

The booming Fintech sector is fueling strong demand for specialised tech roles such as Product Development, Product Management Lifecycle, Data Analyst, and UI/



**3,000,000**  
new mobile banking  
service subscriptions at  
the height of MCO  
in 2020.



Over  
**400,000**  
new firms registered  
for QR code payment  
acceptance in 2020.



As of 2020, Malaysia  
has produced  
**233**  
Fintech firms.



Malaysia Government  
has allocated  
**RM80 million**  
to promote new financial  
platforms such as  
P2P and ECF.

UX Specialist. Candidates with cross-functional skillsets across finance and tech will be in especially high demand. Demand for senior and middle management level talent is also healthy while demand for lower-skilled and routine-based roles has weakened, with some of them being replaced by technology.

As the financial sector evolves, the roles and skills required will transform in tandem. Moving forward, this sector needs to be more adaptive and responsive to cope with continued economic, technological and societal disruptions. This will require a workforce that can learn, apply, and deploy emerging business models and technologies swiftly. Just hiring new talent to fill the needs will not be enough though. Employers must invest in upskilling and learning programmes for the workforce to ensure there is suitable talent available at both industry-wide and at every level of the organisation.

# Banking & Financial Services

► Salary Range (per month)

EXPERIENCE (YEARS) MIN MAX

Relationship Manager (Corporate Banking / Global Wholesale Banking / Investment Banking)	SVP	15 & above	25,000	50,000
	VP	10-15	15,000	30,000
	AVP	8-12	10,000	15,000
Relationship Manager (Commercial Banking / Mid Corp)	SVP	15 & above	20,000	35,000
	VP	10-15	15,000	25,000
	AVP	8-12	10,000	15,000
Relationship Manager (Private (IB) / 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	40,000
	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	18,000
Treasury / Markets	SVP	15 & above	25,000	40,000
	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
Merchant Sales (Retail Banking)	VP	15 & above	15,000	20,000
	AVP	8-12	10,000	15,000

► Salary Range (per month)

EXPERIENCE (YEARS) MIN MAX

Branch Manager (Retail Banking)	AVP / VP	>8	8,000	12,000
	SVP	15 & above	20,000	30,000
Strategic Planning & Financial Analysis	VP	10-15	15,000	20,000
	AVP	8-12	10,000	15,000
Fund Accounting (Shared Service Centre)	SVP	15 & above	25,000	35,000
	VP	10-15	15,000	25,000
	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
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

# Banking & Financial Services

► Salary Range (per month)

EXPERIENCE (YEARS)	MIN	MAX
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Job Function	Level	Experience (Years)	Min Salary	Max Salary
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
Project Change Management	SVP	15 & above	20,000	30,000
	VP	10-15	16,000	25,000
	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

► Salary Range (per month)

EXPERIENCE (YEARS)	MIN	MAX
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Job Function	Level	Experience (Years)	Min Salary	Max Salary
Treasury Operations (Shared Service 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 Service 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 Service Centre)	SVP	15 & above	20,000	25,000
	VP	10-15	15,000	20,000
	AVP	8-12	10,000	15,000



# Engineering

Engineering is one of the key fields that contribute to battle the pandemic. During the pandemic, there were engineers who put their skills together in fighting against the increase in the Covid-19 death rate.

They demonstrated the full extent of their capability by retrofitting and building ventilators with 3D printing for the frontliners, as well as innovating disinfection equipment. Engineers demonstrated the full extent of their capability to innovate in that time, within days and completing devices within weeks.

The urgent need for skilled engineers has caused TalentCorp and the Institute of Labour Market Information and Analysis (ILMIA) to include engineering in [The Critical Occupations List \(COL\)](#). The COL report provides a broad overview of the skills and occupations in demand within industries and was developed with data from employers.

# Engineering

The International Engineering Alliance (IEA) and Washington Accords have identified several attributes of engineering graduates beyond technical expertise, which include knowledge application, solving complex problems, investigation and problem analysis, teamwork, communication, project and financial management, ethics and responsibility towards society, health, safety, legal, cultural, environmental and sustainability issues, as well as lifelong learning. In short, engineers must be team players and trained to be the future leaders.

These skills will be crucial in driving economic recovery, while laying the foundation for long-term business growth and competitiveness. Engineers with these skillsets will be in high demand as their peripheral expertise will be invaluable in a dynamic and disruptive world.

With the country entering the endemic phase, Bank Negara Malaysia (BNM) expects all economic sectors in the country to expand in 2022, including major drivers of employment in engineering fields such as manufacturing and construction. Construction activity in large infrastructure projects and small-scale projects under the 2022 Budget, as well as a resurgence in residential and non-residential projects, will support growth in the civil engineering sector.



**The urgent need for skilled engineers has caused ILMIA to include engineering in the COL.**



**Engineers must be team players and trained to be the future leaders.**



**Construction activity will support growth in the civil engineering sector.**



**Engineers in the IT and digitalisation fields will be in high demand.**

Malaysia's E&E cluster, which is highly integrated with global value chains, will also benefit from continuing global demand for E&E products and this will further reinforce the expansions of domestic production capacity.

One thing is for sure, the engineering field will continue to evolve. Growth and innovation will be at the forefront of the industry. Post-pandemic, careers in engineering will require more innovation to thrive. With the massive push towards digital across sectors, engineers in the IT and digitalisation fields will be in high demand. Additionally, as companies sharpen their focus on ESG goals, demand for engineers who are experienced in green and smart technology will increase.

Like any other industry today, there is a need for increased resilience and agility in engineering to handle new technologies, changing skill requirements, and ever-changing work environments. As such, employees need to upskill themselves with current in-demand skills beyond educational qualifications. Employers will need to continue investing in talent development to ensure their talent is up to the task as the economy heads towards recovery.

# Engineering

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Plant Manager	10 & above	15,000	25,000
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	10,000	15,000
Operations Manager	8-10	10,000	16,000
Automation Manager	8-10	10,000	16,000
Project Sales Manager	8-10	10,000	16,000
HSE Manager (Health, Safety & Environment)	8-10	10,000	15,000
Construction Manager	8-10	9,000	17,000
Quality Manager	8-10	9,000	17,000
Technical Manager	8-10	9,000	17,000
Programme Managers (Electronics / Semicon)	8-10	9,000	16,000
Project Manager	5-7	8,000	12,000
Piping Engineer	5-7	6,000	10,000
Process Engineer	5-7	6,000	10,000
Mechanical Engineer	5-7	6,000	10,000
Production Supervisor	5-7	5,000	8,000
Firmware Engineer	4-6	7,000	10,000
Supplier Quality Engineer	4-6	7,000	10,000

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Senior Design Engineer	4-6	6,500	9,000
Product Engineer	4-6	6,000	9,000
Electrical & Instrument Engineer	4-6	6,000	9,000
Automation Engineer	4-6	6,000	8,000
nPI Engineer	4-6	6,000	9,000
Charge Man	4-6	5,000	7,500
Welding Engineer	4-6	5,000	7,000
Quality Engineer	4-6	4,000	9,000
QA Inspector	4-6	4,000	6,000
Associate Engineer	4-6	4,000	5,500
Service Engineer	2-5	4,000	6,500
Design Engineer	2-5	4,000	6,500
Chemical Engineer	2-5	4,000	6,500
Mechanical Engineer	2-5	4,000	6,500
Civil Engineer	2-5	4,000	6,500
Sales Engineer	2-5	4,000	6,500
Quantity Surveyor	2-5	4,000	6,500
Maintenance Engineer	2-5	4,000	6,500
R&D Engineer	2-5	4,000	6,500
Assembly Engineer	2-5	4,000	6,500



# Finance & Accounting



Business critical roles such as accounting and finance have traditionally remained resilient in the face of challenging business environments. Financial skills remain one of the most in-demand capabilities in any job market.



While employment in some sectors was impacted by the pandemic, accountants were the fourth most in-demand professionals in Malaysia in 2021, according to a survey by the Institute of Labour Market Information and Analysis. This trend was reaffirmed as Accountants and Auditors were one of the highest Critical Occupation List (COL) category jobs advertised online in Q1 2022, according to the Department of Statistics Malaysia (DOSM).

Malaysia's popularity as a hub for Shared Service Centres (SSC) and rapid developments in the financial services and Fintech space also contributed to the relative stability as well as the steady stream of opportunities in the A&F sector during the pandemic.



# Finance & Accounting

However, the trends have changed post-pandemic; for businesses to remain resilient and competitive, employers need accounting and finance professionals who are able to do more than crunch numbers, but also interpret the reports and provide insights for solutions. On one hand, the digital revolution is impacting this sector while on the other, the challenging business environment requires agility and insightful analytical skills from the talent. In fact, 82% of accountants have mentioned that clients expect more detailed insight about their finances to be provided.

As such, finance and accounting roles are no longer limited to tedious tasks such as bookkeeping. Manual processing and tracking of transactions are being replaced by advanced tools such as cloud-based accounting, blockchain and software solutions which can process vast volumes of data in a short time thus greatly improving efficiency. Technology such as AI and big data analytics tools will also enable better financial forecasting and modelling.

The blurring of lines between the financial and digital fields with the rise of Fintech platforms, e-commerce, and e-wallets is also giving rise to the need for talents who are both technologically and financially savvy.



**82%**  
of accountants  
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Technology such as  
AI & big data  
analytics tools  
will enable better financial  
forecasting and modelling.



Talents who are both  
technologically  
and financially  
savvy are in demand.



Accountants were the  
**4<sup>th</sup> most  
in-demand**  
professionals in Malaysia in 2021,  
according to a survey by the  
Institute of Labour Market  
Information and Analysis.

People who possess these skillsets will be able to use the digital tools available to provide valuable insights to assist business leaders in making informed, data-driven decisions.

In the face of such disruption, the accounting sector will need to match the pace of technological advancements in the field of finance and accounting and adapt to emerging technologies like cloud computing, artificial intelligence, data analytics and cognitive technology.

Finance and accounting candidates must continuously upskill themselves to remain relevant in their careers, matching the intensity of this rapid acceleration. For firms, adopting technology and automation will help them achieve a higher level of productivity. It would also free up their internal capability to focus on value-added services like providing insights and analysis needed to better enable their clients to achieve their goals.

# Finance & Accounting

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Chief Financial Officer (MNC)	15-20	40,000	75,000
Finance Director	15-20	25,000	40,000
Financial Controller (MNC / LC)	10-15	20,000	35,000
Finance Head	10-15	15,000	20,000
Tax Manager	10-15	15,000	25,000
Corporate Finance / Corporate Planning Manager	10-15	15,000	25,000
Finance Manager	6-8	10,000	15,000
Internal Audit Manager	6-8	10,000	15,000
Senior Accountant	6-8	10,000	15,000
Finance and Administrative Manager	6-8	8,000	10,000
Accounts Payable Manager	6-8	8,000	10,000
Accountant	6-8	8,000	12,000

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Credit Control Manager	6-8	7,000	10,000
Assistant Accountant	3-5	6,500	7,500
Senior Accounts Executive	3-5	5,000	6,500
Financial Analyst	3-5	4,500	7,000
Auditor	2-3	4,000	6,000
Finance Executive	2-3	3,000	5,500
Accounts Executive	2-3	3,000	5,500
Accounts Specialist (AP / AR)	2-3	3,000	5,500
Credit Control Officer	2-3	3,000	5,500



# Human Resources & Administrative

The past few years have redefined the human resource function in many ways. In 2020, as the pandemic forced companies to rethink how their employees worked, HR evolved in tandem to set up the systems to keep employees productive.

Following in 2021, as the definition of workplace and employment began to stabilise into a New Normal, HR continued to re-strategise to keep employees engaged and productive amidst the stress and isolation of remote working.

Employee well-being is a major priority now and has also evolved to encompass new things. As the pandemic dragged on into the second year, employee well-being has shifted beyond providing employee benefits to enhancing employees' experience of the workplace - whether emotionally, psychologically, financially, or physically. Now, employee well-being also includes the aspect of supporting employees in their work and personal growth.

## Human Resources & Administrative

Having experienced that remote working is feasible, many employees and companies are reevaluating the workplace. Many companies are experimenting with a hybrid working model that includes a mix of in-office and remote work. Location of work will be less of a focus. Rather the focus will be on how to keep employees engaged and productive in different environments. HR will have a crucial role in formulating policies and programmes to fulfil this need.

Skill requirements are also rapidly changing. To maintain overall productivity in a radically changing world.

Employers are looking for employees to have “power skills”, aside from having the required technical skills for the job. Employers are increasingly realising that the technicalities of a job are more easily trained than these behavioural skills: leadership and managing others, collaborations, adaptability and continuous learning, basic digital skills, as well as critical thinking and decision making. Additionally, in an increasingly automated world with many mundane tasks being taken over by AI-driven computer programmes, human skills such as leadership, resilience, problem-solving, work ethic, adaptability, people skills and more, will be in even higher demand. Employees who demonstrate these skills will distinguish themselves and consequently be in high demand.

Besides hiring from outside for these skills, training and development should be a top priority as well for companies to hone these skills in their talent. According to a McKinsey study, 77% of industry leaders think that retraining is very or moderately important for their organisation. HR's role in this will be invaluable, as they will be in the best place to put in place the processes



Employee well-being has shifted beyond providing employee benefits to enhancing employees' experience of the workplace.



Many companies are experimenting with a hybrid working model that includes a mix of in-office and remote work.



Human skills such as leadership, resilience, problem-solving, work ethic, adaptability, people skills and more, will be in even higher demand.



Salaries will be a major concern for employees as well, with the rising cost of living.

to assess the skill gaps and industry trends, develop an appropriate strategy, and roll it out.

However, teaching employees how to lead, work in teams, communicate, and think strategically will require more than the typical one or two-day training programmes. Those may work fine for technical skills, but human skills have a much less linear and much more dynamic learning process. These skills are best “caught” than “taught”. As such, ongoing coaching and mentoring relationships by company leaders will be a crucial element of talent development in 2022 and beyond. Companies that can provide this will be in a better position to empower their employees' growth, and subsequently, be better able to attract and retain top talent.

Salaries will be a major concern for employees as well, with the rising cost of living brought about by the lingering effects of the pandemic as well as other disruptions in the world. However, relooking at salary does not necessarily mean paying more, it does mean that companies have to focus on pay equity, transparency of the process, and fairness in reward and recognition.

In 2022, as the economy continues to get back on track, the workplace is continuing to evolve. HR will have to continue learning and relearning workplace and employee engagement practices to keep up with the disruptions that continue to sweep over the world. From juggling demands for flexible work arrangements to envisioning a holistic approach toward employee well-being, HR will continue to play a major role in the continued evolution of work, workforce and workplace.

# Human Resources & Administrative

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Chief HR Officer	20 & above	25,000	50,000
HR Director (SME)	15 & above	15,000	30,000
Head of Change Management	8-10	15,000	25,000
Head of Talent Management	8-10	15,000	25,000
Head of Organisational Development	8-10	15,000	25,000
Head of Performance Management	8-10	15,000	25,000
Regional HR Manager	8-10	15,000	25,000
Head of Recruitment	8-10	12,000	25,000
Head of Learning & Development	8-10	12,000	20,000
Head of Rewards	8-10	12,000	20,000
Head of Human Resources Business Partner	8-10	12,000	20,000
Senior HR Manager	8-10	12,000	20,000
Head of Industrial Relations	8-10	12,000	20,000
Senior Recruitment Manager	6-8	10,000	20,000
Compensation and Benefits Manager	6-8	8,000	15,000
Talent Acquisition Manager	6-8	8,000	12,000
Training & Development Manager	6-8	8,000	12,000
HR Manager	6-8	8,000	12,000
Recruitment Manager	6-8	6,000	10,000
Personal Assistant-CEO	6-8	5,000	10,000

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Office Manager	3-5	5,000	9,000
Safety Officer	3-5	4,000	7,000
Recruitment Specialist	3-5	4,000	7,000
Compensation and Benefits Specialist	3-5	4,000	7,000
HR Generalist	2-3	3,500	7,000
Secretary	2-3	3,000	6,000
HR Officer/ Executive	2-3	3,000	5,000
IR Executive	2-3	3,000	5,000
Training Specialist	2-3	3,000	5,000
Document Controller	2-3	3,000	5,000
Administrative Executive	2-3	3,000	4,500
HR Assistant	2-3	2,500	3,500



# Information Technology



Despite the pandemic's impact on job opportunities in most fields, the digital sector had been relatively unscathed.



Technology played a critical role in the pandemic world and has never been more important during and post-pandemic. There were massive innovations in how business was done during the pandemic, powered by information technology.

Companies' rapid shift towards digitalisation during the pandemic created a thirst for talent in the IT field, especially in entry-level and middle-management positions. Of the 10 roles with the greatest number of LinkedIn job posts in Q1 2022 (January 1 - March 31), 5 of them were IT-related, namely Software Engineer, JavaScript Developer, Java Software Engineer, DevOps Engineer, and Full Stack Engineer. Most of these jobs were already in high demand before the pandemic.

# Information Technology

As a result of this sustained demand, salaries for workers in digital technology industries are expected to improve in 2022 according to [a report published by the National Tech Association of Malaysia \(Pikom\)](#). Seeing the potential of this wave of digitalisation, the government stepped up its efforts in encouraging the growth of the digital economy, targeting for the digital economy to [contribute 22.6% of Malaysia's gross domestic product \(GDP\) and create over 500,000 jobs by 2025](#).

This will be driven by the government's emphasis on enabling the growth of e-commerce, trade of electrical products and greater adoption of technology and automation in the manufacturing sector. Malaysia will continue to prioritise the adoption of digital consumer tools (e-commerce and digital payments); attracting, training, and retaining digital talent; fostering digital entrepreneurial ventures; providing fast fibre optics and mobile broadband Internet access; as well as coordinating innovation between universities, businesses and digital authorities.

As an example, the government in collaboration with the Malaysia Digital Economy Corporation (MDEC) launched the [MyDigitalWorkforce Work in Tech \(MYWiT\) initiative](#) to improve the skills and capabilities of Malaysian workers by incentivising companies to hire locals for digital tech and services jobs via salary and training



Digital economy is targeted to contribute **22.6%** of Malaysia's GDP and create over **500,000** jobs by 2025.



As of 15 April 2022, a total of **RM92.9** million was channelled to **13,892** businesses to support SMEs and MTCs to digitalise their operations and trade channels.



Digital technology is also being applied in people management, marketing, customer engagement, data analysis and many others.

subsidies. Meanwhile, as of 15 April 2022, a total of RM92.9 million was channelled to 13,892 businesses to support and encourage SMEs and Technical and Digital Mid-tier Companies (MTCs) to digitalise their operations and trade channels.

With strong global demand, digital transformation in all sectors, and the massive push for digitalisation by the government, employment prospects in the IT field will remain bright for years to come. This will be especially true in emerging fields such as cloud computing and artificial intelligence, which are fast gaining popularity. Digital technology is also being applied in people management, marketing, customer engagement, data analysis and many others.

While this creates jobs, it also makes the IT job market very competitive, as businesses and industries that are in a hurry to digitalise will look to hire the best candidates because they cannot afford to be left behind. Attracting and retaining top talent will be a crucial priority for companies as this will affect their bottom line both in the short term and the long term. On the other hand, given that the IT industry trends evolve very rapidly, employees will have to ensure they constantly keep themselves up to date with the latest technological advancements to stay relevant.

# Information Technology

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Chief Information Officers	10 & above	25,000	40,000
Sales Directors	10 & above	25,000	40,000
Programme Director	10 & above	20,000	35,000
Service Delivery Directors	10 & above	20,000	35,000
Project Director	10 & above	15,000	35,000
SAP Team Lead	8-10	15,000	35,000
Software Development Manager	8-10	12,000	20,000
Information Security Manager	8-10	12,000	20,000
Lead Software Developer	8-10	9,000	15,000
Senior Solutions Architect	8-10	9,000	15,000
Service Delivery Manager	8-10	8,000	15,000
Implementation & Technical Support Manager	8-10	8,000	15,000
IT Manager	8-10	7,000	15,000
Software Sales Manager	8-10	7,000	15,000
Business Consultant	8-10	7,000	15,000
SAP Consultants	5-8	6,000	12,000
Problem & Change Management Specialist	5-8	6,000	12,000

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Unix Specialist	5-8	6,000	12,000
Wintel Specialist	5-8	6,000	12,000
Quality Assurance Specialist	5-8	6,000	12,000
Billing Systems Specialist	5-8	6,000	12,000
Systems Analyst	5-8	6,000	10,000
Security Analyst	5-8	6,000	10,000
Inside Sales Manager	5-8	5,000	10,000
Business Development Manager	5-8	5,000	10,000
IT Supply Chain Manager	5-8	5,000	10,000
Account Manager	5-8	4,000	8,000
Fullstack Developer	3-5	6,000	15,000
Application Developer	3-5	6,000	15,000
Java Developer	3-5	6,000	15,000
Senior Systems Engineer	3-5	6,000	15,000
Network Administrator	3-5	7,000	12,000
Database Administrator	3-5	7,000	12,000
BI Consultant	3-5	6,000	10,000



# Information Technology

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Technical Consultant	3-5	6,000	10,000
ETL Developer	3-5	6,000	10,000
Analyst Programmer	3-5	6,000	10,000
Systems Programmer	3-5	6,000	10,000
Technical Writer	3-5	6,000	10,000
Pre-sales Engineer	3-5	6,000	9,000
Automation Support Engineer	3-5	6,000	9,000
Systems Engineer	3-5	6,000	9,000
Helpdesk Tech Support (Foreign Language Expertise)	3-5	5,000	10,000
Help Desk Analyst	3-5	4,500	7,000
Unix / Linux OS Engineer	3-5	4,000	7,000
Junior Solutions Architect	3-5	4,000	7,000
IT Trainers	3-5	4,000	7,000
Channel Sales Specialist	3-5	4,000	6,000
IT Procurement Specialist	3-5	4,000	6,000
Inside Sales Specialists	3-5	3,000	5,000

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
IT Marketing Communications Executive	3-5	3,000	5,000
Billing Systems Engineer	1-3	3,000	5,000
Software Engineer	1-3	3,000	5,000
IT Executive	1-3	3,000	5,000
Web Designer	1-3	3,000	5,000
Junior Programmer	1-3	3,000	5,000
Technician	1-3	3,000	5,000



# Property & Construction



The construction industry is a key economic driver in both developed and developing nations. It creates new jobs, drives economic growth, and provides solutions to address social, climate and energy challenges.



Construction's impact on GDP and economic development goes well beyond the direct contribution of construction activities. It is closely linked to other sectors, such as banking, manufacturing and services, ensuring its multiplier effect which significantly impacts GDP and overall economic development.

In Malaysia, the construction industry employs 9.5% of the nation's total workforce, which is about 1.2 million workers. It directly contributes 4.6% to the nation's industry and has a tremendous multiplier effect as it has links to over 120 different industries. 90% of the firms involved in the industry are Small and Medium Enterprises (SMEs).

## Property & Construction

The construction industry in Malaysia was severely affected by the pandemic. The Movement Control Order (MCO) measures made construction work very difficult to carry out. Global interruptions in the production and shipping of construction materials also disrupted building works. Added to the mix was the fact that many foreign construction workers were sent back to their home countries, resulting in a sharp labour shortage.

As the construction sector strives to rise again post-pandemic, it continues to face challenging economic conditions, global supply chain disruptions, and lingering public health concerns. Shortages of skilled and unskilled workers continue to be an issue as well.

With the increase of consumer price sensitivity, demand for higher productivity, environmental sustainability concerns, global competitiveness, as well as disruptive innovations and technologies, the construction industry will need to re-think and re-strategise.

Technology will be crucial to the transformation of the sector to be more productive, efficient and competitive. New technologies such as data collection apps, drones, building information modelling (BIM) software, virtual reality, wearables, 3d printing and artificial intelligence are emerging technologies within the construction industry which will drive future growth in the market.

Driving this change is the Malaysian Government's [National Construction Policy 2030 \(NCP\)](#), which focuses on several key areas to bring the construction industry forward. Themed 'Digitising the Construction Sector' NCP 2030 will focus on accelerating technology adoption in



The construction industry in Malaysia employs 9.5% of the nation's total workforce, which is about **1,200,000** workers.



Shortages of skilled and unskilled workers continue to be an issue in Malaysia.



New technologies such as data collection apps, BIM software, AR, 3d printing, AI, and others are emerging technologies which will drive future growth in the construction industry.



Elevating the desirability of the construction sector will reduce dependency on unskilled foreign labour and make the sector more sustainable.

all work processes before, during and after construction so that companies will remain competitive and be able to deliver on projects in a timely and cost-effective manner.

The systemic changes envisioned by the government for the construction industry will require companies to hire new talent with skills in advanced and emerging construction technologies and methodologies such as Internet of Things (IoT), artificial intelligence (AI), augmented reality (AR), 3D printing, and others.

In tandem with technology adoption will be investment into the working culture and skillsets needed to succeed in the New Normal. Employees in the entire construction value chain would need training on new tools and technologies, as well as new building materials and methodologies. These critical skills will become more in demand as the industry continues to evolve with the times.

The NCP also outlines strategies to develop a skilled workforce through reskilling and upskilling programmes at public and private universities, colleges, and training centres. Elevating the desirability of the construction sector will reduce dependency on unskilled foreign labour and make the sector more sustainable. This will in turn help transition the sector from labour-intensive to more knowledge-based.

For its part, employers will also need to be proactive to strengthen the workforce through a commitment to upskilling and reskilling local talent, besides embracing the latest best practices to attract new skilled talent into the industry.

# Property & Construction

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Construction Director	10 & above	30,000	45,000
Project Director, High Rise	8-10	20,000	30,000
Project Director, Residential	8-10	20,000	30,000
Technical Director	8-10	20,000	30,000
Head of HSSE	8-10	20,000	30,000
GM Business Development	8-10	20,000	25,000
Commercial Manager	8-10	18,000	25,000
Civil & Structural Manager	6-10	11,000	20,000
Mechanical & Electrical Manager	6-10	11,000	20,000
HSSE Manager	6-10	11,000	20,000

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
QA / QC Managers	6-10	11,000	20,000
Project Manager	5-8	8,000	18,000
Facilities Manager	5-8	8,000	18,000
Site Manager	5-8	7,000	15,000
Resident Engineer	5-8	7,000	12,000
Mechanical Engineer	5-8	6,000	10,000
Electrical Engineer	5-8	6,000	10,000
Infrastructure Engineer	5-8	6,000	10,000
QA / QC Engineer	2-3	2,500	5,000
Site Executive	2-3	2,500	5,000



# Sales & Marketing

Sales used to depend heavily on person-to-person interactions, whereas marketing was heavily based on a one-to-many communication and interaction model. Just as in other industries, the pandemic has significantly changed how sales and marketing are done.

While the pandemic had a negative effect on hiring demand in many industries, marketing has seen the opposite trend. Businesses recognised that they needed to innovate how to reach audiences and customers, and marketing roles drove that innovation. On LinkedIn, there was a 63% increase in marketing jobs over the first six months of 2021. The CMO Survey's annual report supported this trend - 72% of marketers reported that the importance of marketing in their companies increased during the last year.

Adapting to Movement Control Order restrictions, sales personnel turned to social media and other digital channels. This has led to the rise of sales professionals, such as real estate or insurance agents, who have adopted an 'influencer' or 'video review' style to reach their audiences.

# Sales & Marketing

Similarly, marketing shifted even more significantly to digital channels. Within that suddenly crowded field, marketers have had to adopt new strategies to stand out among audiences and create connections with important stakeholders. This has led to rising trends such as thought leadership content, more interactive engagements with audiences and building brand reputation through B2B sites such as LinkedIn.

Omnichannel selling, such as in-store, online, and through mobile apps is driven by today's digital consumer who expects to be able to purchase products anytime, anywhere. Having good data analytics capability will be crucial to accurately track customer behaviour, channel performance as well as sales and market trends to raise efficiency and productivity.

Most consumers research products online before purchasing, hence they are faced with an overwhelming number of choices and opinions. To help them make informed decisions, they will look for insights over mere information. People are increasingly losing interest in hard sales and product-focused marketing. Thus, the priorities of sales and marketing need to shift from talking about the “what” and “how” to buy to “why” they should make a choice that fits their exact needs. Companies that can provide insightful data or thought leadership content to guide stakeholders will have an advantage in the market.

Customer experience will also be a strong influence on the sales and marketing process. Customers evaluate not just the product, but also the entire experience from brand messaging, interactions with the company and their purchasing experience. A huge part of the customer



Adapting to MCO restrictions, sales personnel turned to **social media and other digital channels**.



**Omnichannel selling** is driven by today's digital consumer who expects to purchase products anytime, anywhere.



The **priorities of sales and marketing** need to shift from talking about the “what” and “how” to buy to “why” they should make a choice that fits their exact needs.



The keyword for sales and marketing functions in 2022 and beyond is **“relevance”**.

experience is through social media, where customers can interact with companies easily and immediately. However, the human touch is still as important. As such, sales and marketing talents need to be able to humanise and personalise communications to audiences, even as they reach out to them through technology.

One of the rising facets of the customer experience is personal brand development. Consumers are no longer content to buy into a faceless brand or even celebrity brand endorsements. Establishing the market authority of CEOs, managers, and other representatives of a company on social media, especially LinkedIn, is becoming more important for putting a relatable face on brands. When done well, this will help gain target audiences' trust, attention, and business.

As the economy continues to recover, digital platforms will continue to play a very important role in complementing physical marketing activities. However, both employers and employees will need to be highly agile to adapt and thrive in a competitive and dynamic marketplace. The keyword for sales and marketing functions in 2022 and beyond is “relevance”. Customers are looking to feel a connection and experience interactions with brands that genuinely align with their interests, priorities, values, and beliefs.

Sales and marketing efforts will need to be directed towards this trend. Employers will need to adapt to this trend by either hiring multifaceted talents who are able to handle these functions or upskilling and reskilling their existing workforce. Similarly, sales and marketing candidates will need to constantly upskill themselves and keep abreast of the latest market developments to remain relevant.

# Sales & Marketing

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Sales Director, Asia Pacific	10 & above	28,000	35,000
Sales Channel Director	10 & above	18,000	28,000
Vice President, Sales & Marketing	10 & above	18,000	28,000
Sales Director	10 & above	18,000	28,000
Sales Director, Industrial Engineering	10 & above	18,000	28,000
Senior Global Brand Manager	10 & above	18,000	25,000
Regional VP Marketing	10 & above	18,000	25,000
Head of Sales & Marketing	10 & above	15,000	25,000
Corporate Communications Director	10 & above	15,000	25,000
Head of Corporate Strategy & Planning	7-10	12,000	18,000
Head of Channel Management	7-10	10,000	18,000
Digital Marketing Manager	5-10	10,000	18,000
Sales Manager	5-10	8,000	18,000
Marketing Communication Manager	5-10	8,000	18,000
Brand Manager	5-10	8,000	18,000
Marketing Manager	5-10	6,000	18,000
Area Sales Manager	5-10	6,000	15,000
Channel Sales Manager	5-10	6,000	15,000
Key Account Manager	5-10	6,000	15,000
PR Manager	5-10	6,000	10,000

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Channel Manager	5-10	6,000	10,000
Marketing Manager	5-10	6,000	10,000
Advertising Manager	5-10	6,000	10,000
Sales / Business Development Manager	5-10	5,000	10,000
Key Account Manager	3-5	5,000	8,000
Brand / Product Executive	3-5	4,000	7,000
Senior Sales Executive	3-5	4,000	7,000
Digital / Social Media Editor	3-5	3,000	7,000
Marketing Executive	3-5	3,000	5,000
Market Research	3-5	3,000	5,000
Retail Supervisor / Retail Executive	3-5	2,500	5,000
Customer Service Executive	2-3	2,500	5,000

# Supply Chain & Logistics



Despite the pandemic, supply chain careers remained one of the most resilient in terms of salaries, job stability, and new opportunities.

In 2020, with the onset of the pandemic, e-commerce experienced a boom in Malaysia when millions of Malaysians suddenly become regular online shoppers. Today, growth continues to be strong as online shopping habits have become part of the new normal.

The Department of Statistics Malaysia (DOSM) reported a 23.1% year-on-year growth in e-commerce in the first nine months of 2021. The market is expected to reach \$12.6 billion by 2024, increasing at a Compound Annual Growth Rate (CAGR) of 14.3% between 2020 and 2024. In tandem with this trend, the Malaysian logistics market is expected to have a CAGR of over 4% between 2022 and 2027.



## Supply Chain & Logistics

Though the economy reopens, the logistics sector is facing several cost-driven factors that are disrupting supply chains. Rising shipping costs, higher energy costs, weakened currency, as well as a shortage of workers are pressuring the profit margins of companies.

To boost efficiency across supply chain operations, reduce logistics costs, and keep customers satisfied with on-time delivery, businesses must re-evaluate their operations and embrace growing trends in supply chain and logistics. Information technology will play a major role in fulfilling the twin requirements of customer satisfaction and profitability.

Moving forward, the trend of quick commerce is expected to grow 10-15 times within the next five years as e-retailers turn to hyperlocal delivery networks to fulfil customer expectations. Automation will be key for precision operations as it speeds up the order fulfilment process and also assigns tasks to the right resources with minimal error.

The supply chain and logistics industry all around the world is facing shortages for both white and blue-collared workers, both in terms of required skills and numbers of people to fill roles. Demand has increased exponentially and new technology has been adopted which fundamentally changed the way supply chains operate



The Malaysian logistics market is expected to have a

CAGR of over **4%** between 2022 and 2027.



The supply chain and logistics industry all around the world is facing shortages

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**Driver retention**

will be key as deliveries cannot be made without them.



Highly skilled **supply chain professionals** will continue to be in high demand as

**the global economy recovers.**

globally. As a result, supply chains are becoming more complex and require workers equipped with both physical and technological skills to handle the new realities.

Driver retention will also be key as deliveries cannot be made without them. Organisations also need to rethink their approach to recruitment and retention with the shifting in employee demographics. Gen Z will increasingly become part of the active workforce, with their unique motivations and aspirations.

In order to remain ahead of the talent war and keep their supply chain running, companies must be able to offer candidates the right incentives - in addition to monetary and non-monetary benefits - so that the talents will join the organisations and stay. They need to be able to attract young talents who want skills training, career growth prospects and personal growth, as well as create a working culture that aligns with their values.

As the global economy recovers, highly skilled supply chain professionals will continue to be highly sought after - especially those with proven ability to optimise supply chain performance. As such, employment prospects in the supply chain industry abound for candidates with the right skillsets.

# Supply Chain & Logistics

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Director of Supply Chain	10 & above	20,000	35,000
Strategic Sourcing Manager	8-10	12,000	20,000
Senior Warehouse Manager	8-10	12,000	20,000
Senior Purchasing Manager	8-10	12,000	20,000
Supply Chain Manager	5-8	8,000	12,000
Purchasing Manager	5-8	8,000	12,000
Logistic & Planning Manager	5-8	7,000	12,000
Senior Buyer	5-8	7,000	12,000
Warehouse Manager	5-8	6,000	12,000
Assistant Distribution Manager	3-5	5,000	7,000

► Salary Range (per month)

	EXPERIENCE (YEARS)	MIN	MAX
Purchasing Executive	3-5	4,000	6,000
Procurement Executive	3-5	4,000	6,000
Warehouse Supervisor	3-5	4,000	6,000
Logistic Coordinator	3-5	3,000	5,000
Shipping Supervisor	3-5	3,000	5,000
Buyer	2-3	3,000	5,000
Operations Executive	2-3	2,500	4,500
Warehouse Executive	2-3	2,500	4,500
Stock Controller	2-3	2,500	4,500

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Level 19 & 20, Menara AIA Sentral,  
No. 30 Jalan Sultan Ismail,  
50250 Kuala Lumpur  
Tel: (60) 3 2203 0808  
Fax: (60) 3 2203 0909  
Email: [myinfo@persolkelly.com](mailto:myinfo@persolkelly.com)

[persolkelly.com.my](http://persolkelly.com.my)