



Hiring, Compensation & Benefits Report 2024

**Your essential guide
to attract, motivate,
and retain top talent.**



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Introduction

Embracing transformations: Navigating Malaysia's evolving job market

2024 is just the beginning of a rapidly evolving employment landscape. As the No. 1 Trusted Talent Partner in online employment marketplaces, SEEK stands at the forefront of this transformation. This report will help you revolutionise employment by leveraging unique data and technology to create innovative solutions and insights into the future of work.

With data gathered from 454 companies in Malaysia across a diverse range of industries and job roles, the 2024 Outlook | Hiring, Compensation and Benefits for the Malaysian market is Jobstreet by SEEK's commitment to your success.

More than just a collection of facts and figures, it's a roadmap to attract top-tier talent. It nurtures their growth in a workplace culture that aligns seamlessly with the Malaysian work environment.

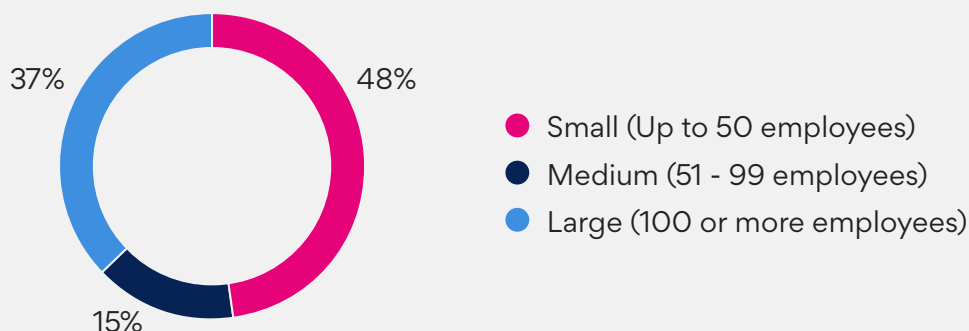
Ready to navigate the ever-changing landscape of Malaysia's job market in 2024? The journey begins here.



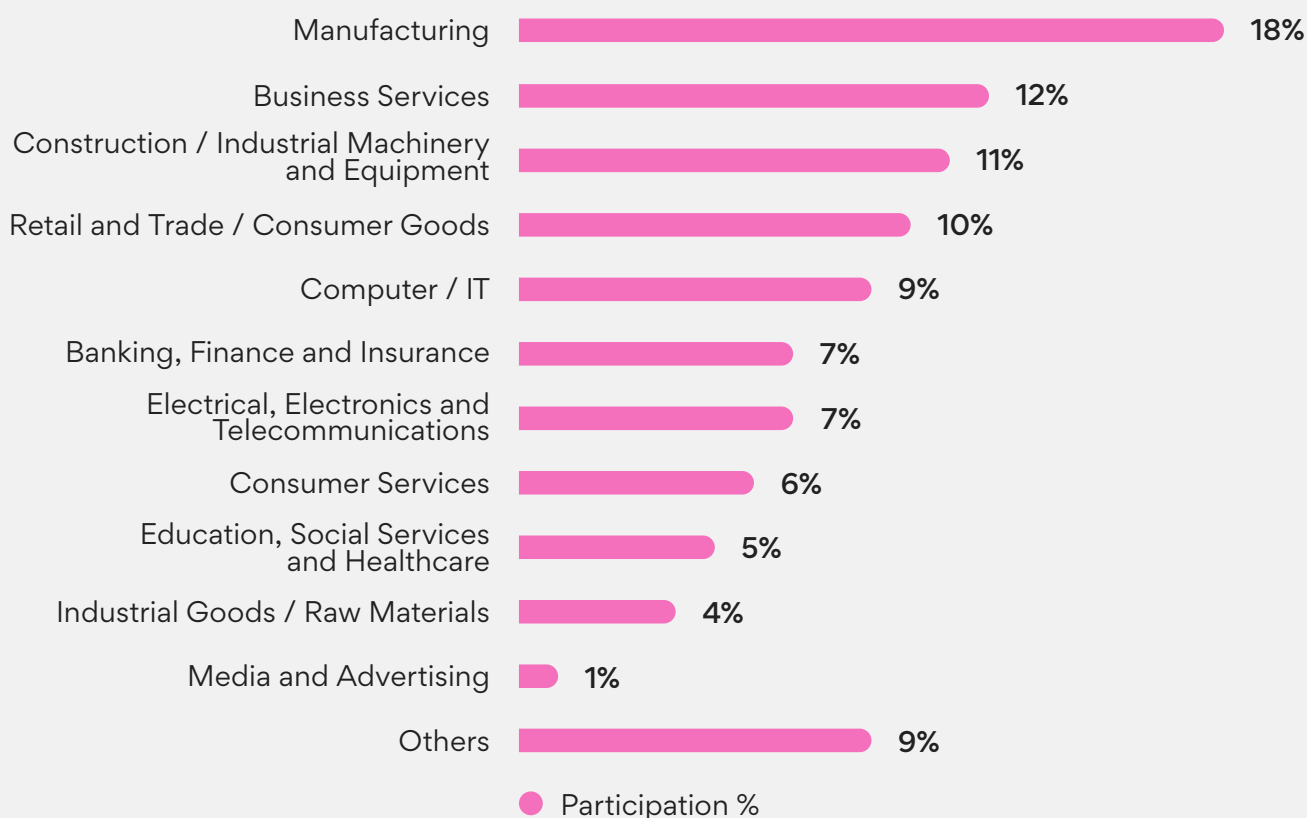
Scope and methodology

For this report, we spoke to **454** hiring professionals in Malaysia in **September 2023**. Topics covered include hiring activities and HR-related aspects such as remuneration, annual leaves, general benefits and current working conditions. A multitude of industries and company sizes were covered for a healthy and unbiased result. The data is then weighed out according to Jobstreet by SEEK Malaysia's hirer distribution.

Organisation size of surveyed companies



Industries of surveyed companies



Hiring Trends: Today & Tomorrow



Leading hiring trends in the Malaysian job market

As we stride into the future, the dynamics of talent acquisition are shifting. 2022 witnessed a resurgence of hiring activities in Asia, a momentum that carried into 2023. Digitalisation and remote work have reshaped the landscape of employment. Coming out of the pandemic, a “new normal” now guides how talent are hired and engaged.

This section of our report embarks on an in-depth exploration of hiring trends. As the workforce dynamics continue to evolve, shaped by digital advancements, socio-economic shifts, and global influences, it becomes imperative to decipher the nuanced patterns that define contemporary hiring practices.

Understanding these intricate trends of the Malaysian market will give employers a competitive edge as they develop a more strategic recruitment approach in the years to come.

Let's explore the key themes, confront the challenges, and seize the opportunities that are shaping the way organisations in Malaysia attract, engage, and retain talent. Armed with these actionable insights, employers and HR professionals can make informed hiring decisions that will shape the future of hiring trends.

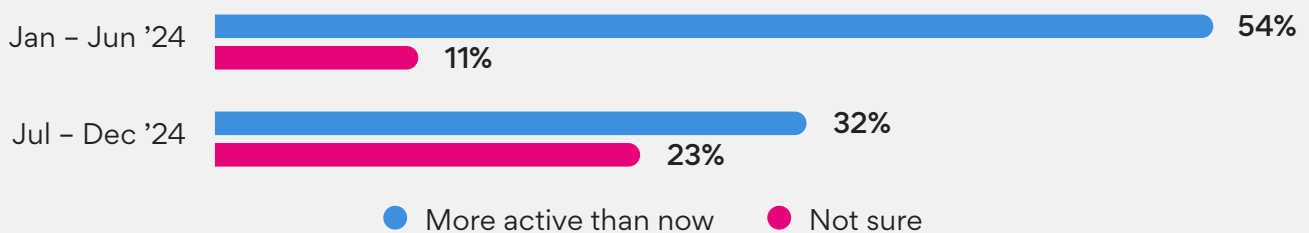


Employment market expectations

In general, confidence continues to be high among the employment market in Malaysia for 2024. 54% of the hirers we surveyed expressed confidence that the job market will be more active in the first half of the year – reflecting a strongly optimistic outlook of more hiring by businesses and active jobhunting by candidates.

However, there is a noticeable decline in confidence for the second half of 2024, dropping to 32%. This decline is attributed to a higher degree of uncertainty, with 23% of hirers mentioning their uncertainty about the job market's outlook during that period - which could be influenced by various factors, including economic conditions and global events.

Hirer confidence in activeness of Malaysia's job market



Overview of hiring activity in 2023

For hiring behaviour in 2023, almost all of the companies hired at least one employee within the year, an improvement as compared to 2022 (94%). Furthermore, permanent full-time employees accounted for the largest portion of this growth, representing 84% of the new hires, which demonstrates a strong commitment to building a stable and long-term workforce.

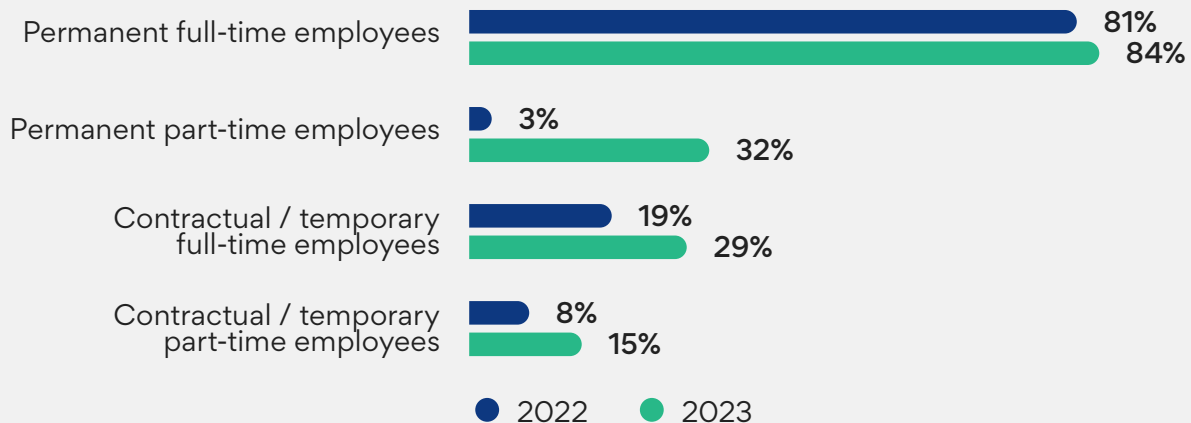
In terms of growth, not only is it reflected across various type of employees, but the biggest increase arose from permanent full time employee with a jump of +29% compared to year 2022. Companies may hire more part-time employees to enhance scheduling flexibility, save on benefits costs, manage seasonal or fluctuating workloads, explore specialised skills, conduct trial periods, and attract individuals seeking better work-life balance.

Employers that were actively hiring in year 2023

Employers that hired new employees:



Type of new employees hired:



Overview of hiring activity in 2023

Looking at hiring levels from a higher perspective, all medium businesses in Malaysia surveyed hired at least 1 employee in 2023, an increase from 89% in the previous year. Permanent full-time employees hiring rate also increased from 82% to 96%. This hiring pattern was also seen in part-time, contract and temporary employees.

Large and small businesses maintained their hiring rate from the previous year, but all also experienced increase in the types of staff hired throughout. This indicates a strategic shift in workforce dynamics, likely driven by the need for flexibility and project-based roles.

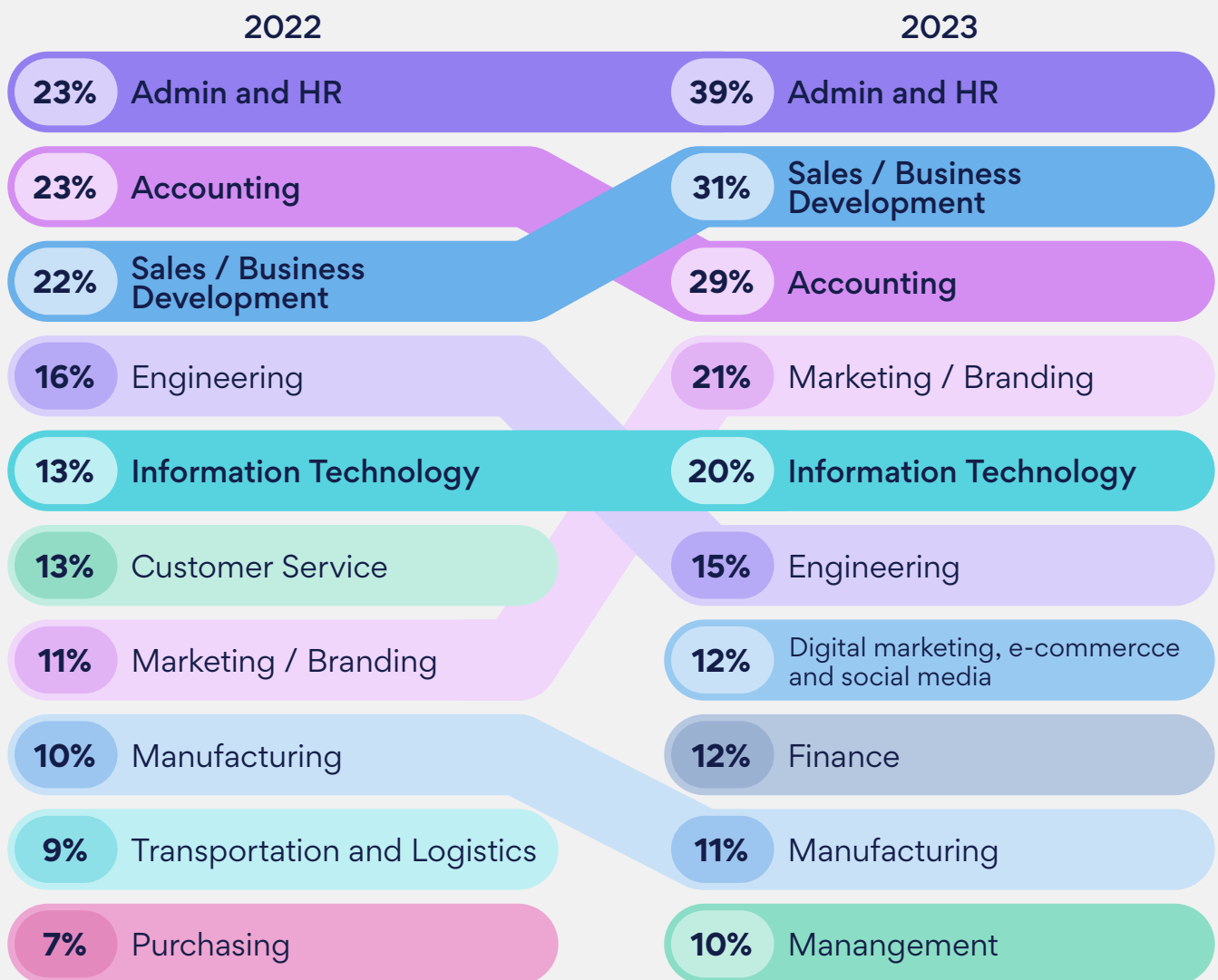
Employers that were actively hiring in 2023 by business size

Small Business (Up to 50 employees)	2022	2023	Gap%
Sample size	246	220	
Employers that hired new employees	87%	88%	+1%
Type of New Employees hired:			
Permanent FT employee (s)	79%	82%	+3%
Permanent PT employee (s)	2%	31%	+29%
Contractual/temporary FT employee (s)	15%	26%	+11%
Contractual/temporary PT employee (s)	8%	15%	+7%
Medium Business (51 – 99 employees)	2022	2023	Gap%
Sample size	74	67	
Employers that hired new employees	89%	100%	+11%
Type of New Employees hired:			
Permanent FT employee (s)	82%	96%	+14%
Permanent PT employee (s)	5%	34%	+29%
Contractual/temporary FT employee (s)	16%	37%	+21%
Contractual/temporary PT employee (s)	8%	24%	+16%
Large Business (100 or more employees)	2022	2023	Gap%
Sample size	138	167	
Employers that hired new employees	99%	99%	0%
Type of New Employees hired:			
Permanent FT employee (s)	93%	98%	+5%
Permanent PT employee (s)	9%	36%	+27%
Contractual/temporary FT employee (s)	41%	55%	+14%
Contractual/temporary PT employee (s)	9%	19%	+10%

Hiring activity by job function in 2023

For the 94% of companies which hired in 2023, the top 5 job functions hired remained mostly the same as 2022, with Admin and HR being the top spot at 39%. The only new entry in the Top 5 of permanent full-time job functions hired was Marketing / Branding at 21%, which could be due to all industries opening up in the past year. This shift underscores the evolving priorities in hiring, highlighting the importance of marketing and branding expertise in today's business landscape.

Top 10 permanent full-time job functions hired

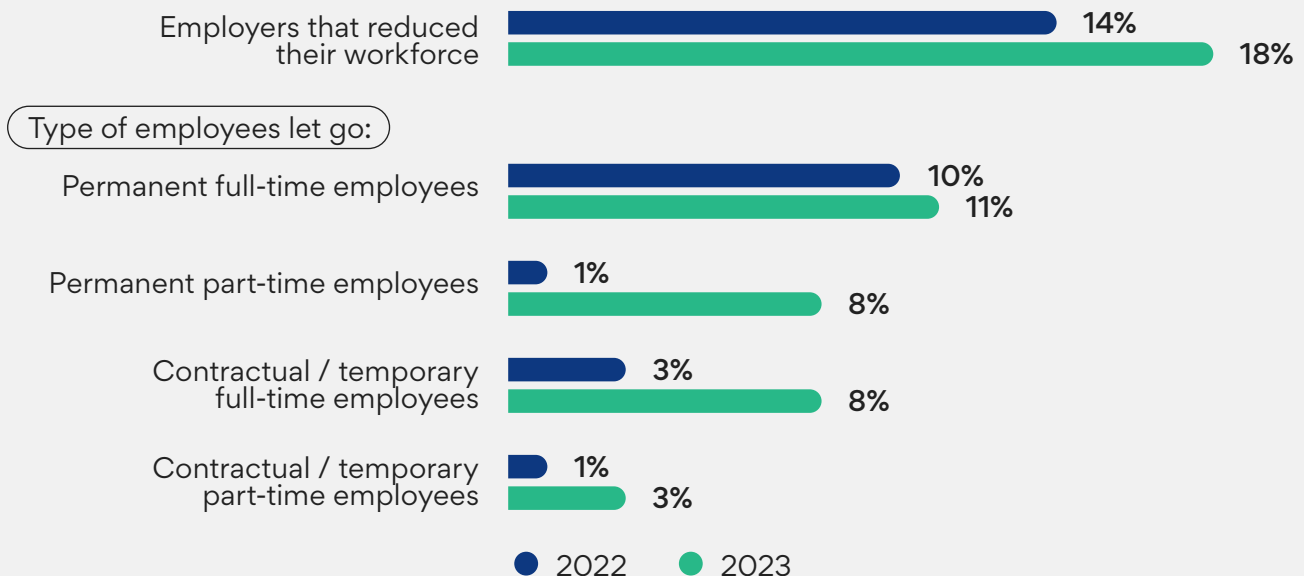


Overview of workforce reduction in 2023

Only 18% of companies reduced their staff, but the roles affected have increased. Permanent full-time employees made up the biggest share of employees that was cut in 2023 at 11%. Permanent part-time employees and contractual / temporary full-time employees made up the next biggest groups – both at 8% each.

In comparison to 2022, there was a notable rise in the reduction of permanent part-time employees, with a significant increase of +7% compared to other employee categories. This indicates a change in the approach to workforce adjustments, where part-time positions were more affected in 2023.

Employers that reduce workforce in 2023



Overview of workforce reduction in 2023

More large businesses reduced their workforce in 2023 perhaps due to restructuring, downscaling and higher turnovers. The most impacted employee types were permanent part-time and contractual full-time employees with their reduction rate at 7% and 6% respectively. This phenomena indicates a broad-based adjustment in employment levels, possibly reflecting a comprehensive reassessment of staffing needs and cost structures within these businesses.

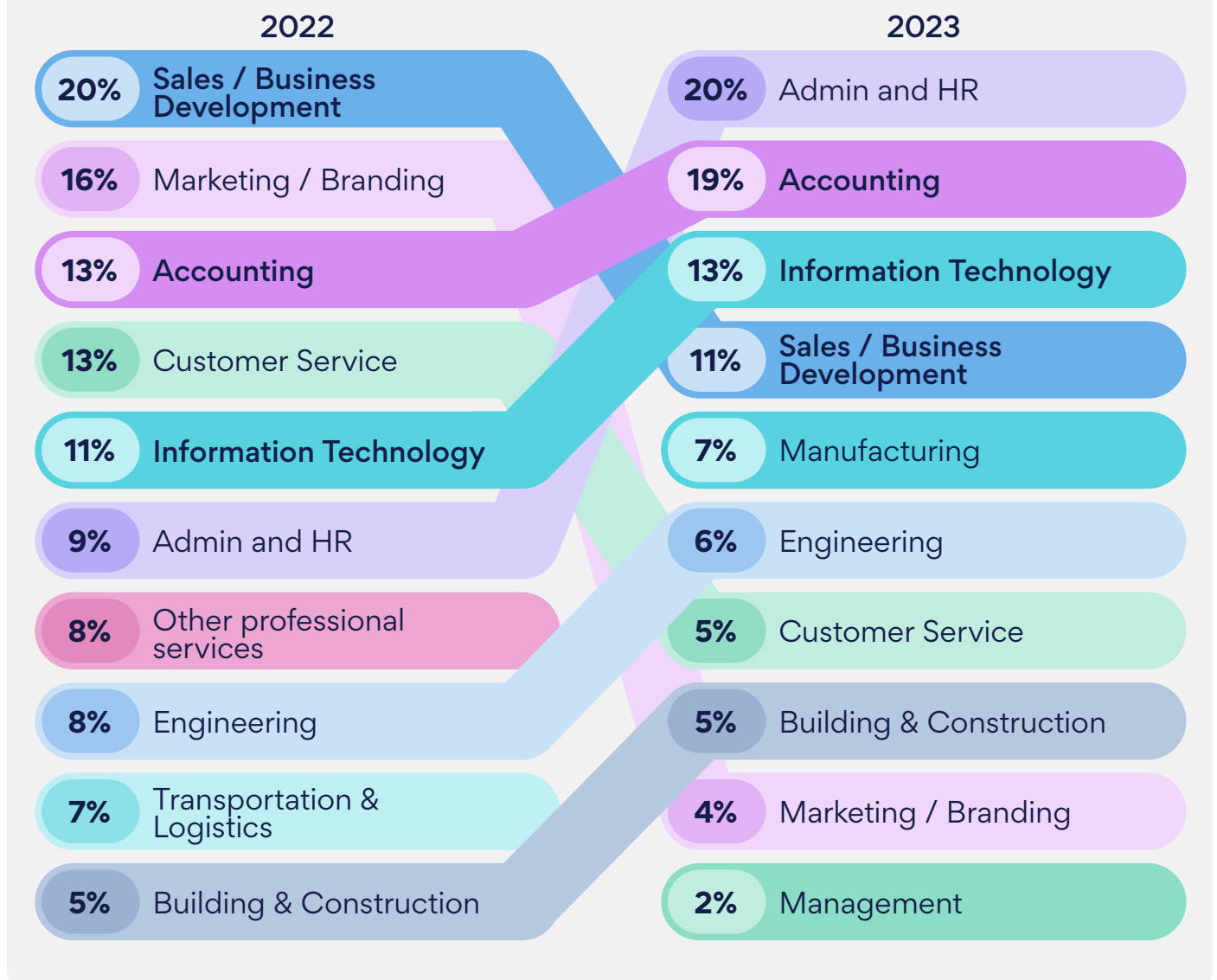
Employers that reduce workforce in 2023 by business size

Small Business (Up to 50 employees)	2022	2023	Gap%
Sample size	245	220	
Employers that reduced their workforce	14%	16%	+2%
Types of Employee Let Go:			
Permanent FT employee (s)	9%	11%	+2%
Permanent PT employee (s)	1%	8%	+7%
Contractual/temporary FT employee (s)	3%	8%	+5%
Contractual/temporary PT employee (s)	1%	3%	+2%
Medium Business (51 – 99 employees)	2022	2023	Gap%
Sample size	74	67	
Employers that reduced their workforce	18%	18%	0%
Types of Employee Let Go:			
Permanent FT employee (s)	15%	10%	-5%
Permanent PT employee (s)	0%	6%	+6%
Contractual/temporary FT employee (s)	5%	2%	-3%
Contractual/temporary PT employee (s)	0%	5%	+5%
Large Business (100 or more employees)	2022	2023	Gap%
Sample size	138	167	
Employers that reduced their workforce	14%	21%	+7%
Types of Employee Let Go:			
Permanent FT employee (s)	11%	14%	+3%
Permanent PT employee (s)	0%	7%	+7%
Contractual/temporary FT employee (s)	3%	9%	+6%
Contractual/temporary PT employee (s)	1%	3%	+2%

Workforce reduction by job function in 2023

Of the 18% of companies which reduced their workforce in 2023, the top 5 job functions reduced has also changed in comparison to 2022. Admin and HR surged to the top spot at 20%, after only being 9% in 2022. Roles in Manufacturing that were let go increased as well while customer service declined.

Top 10 permanent full-time job functions let go



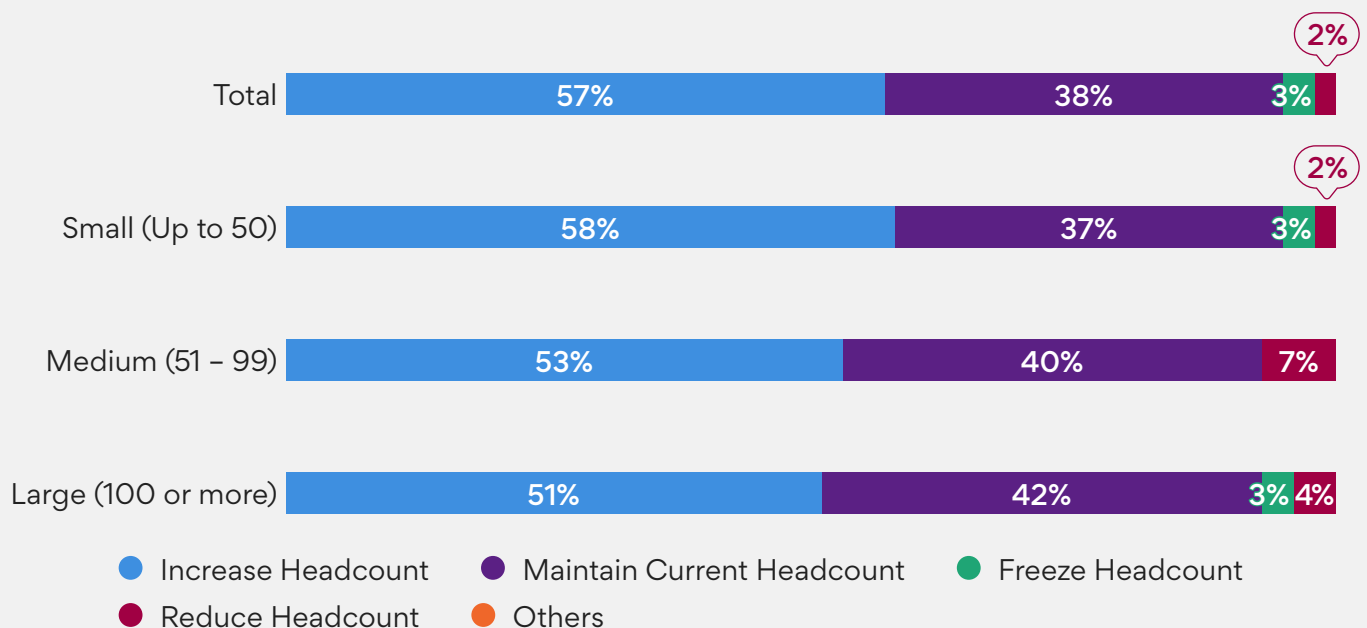
Hiring plans for H1 2024

More than half of the respondents across various company sizes, expressed plans to expand their workforce in the first half of 2024, reflecting a prevailing optimism and a focus on growth initiatives.

Notably, small-sized companies, often pivotal in the business world, take a lead role in this hiring surge, with 58% aiming to increase their headcount, showcasing their confidence in seizing opportunities and meeting growing demand.

Meanwhile, a substantial portion of surveyed companies, while not pursuing workforce expansion, will opt for workforce stability, signifying a commitment to maintaining operations without major downsizing or disruptions.

Jan – Jun 2024 hiring plans for permanent employees



***Notes:**

Maintain headcount = can replace / rehire if employee resigns

Freeze headcount = cannot replace / rehire if employee resigns

Reduce headcount = lay-off employees

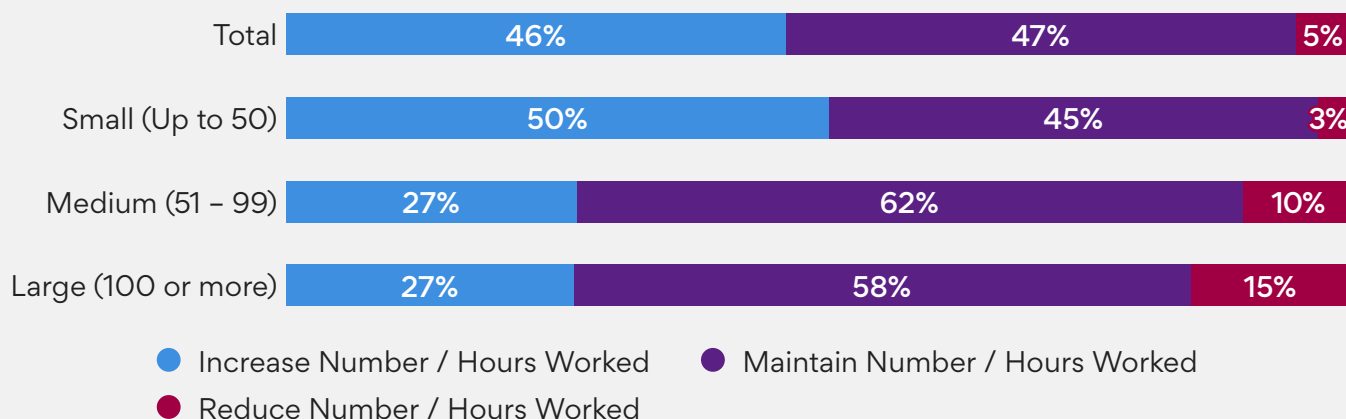
Others = close / relocate business

Hiring plans for H1 2024

Alongside increasing their permanent headcount, small businesses are also leading the drive to recruit more contract / temporary staff in the first half of 2024, with an increase in hours worked, which may require them to build new skills.

Medium and large businesses are more likely to maintain their utilisation of contract / temporary staff from January to June 2024. A good balance of permanent and temporary staff are on the minds of these hirers to support their business objectives. Reasons to increase contractual or temporary staff cited include expanding the business (52%) and difficulty in recruiting suitable Full-Time staff (38%).

Jan – Jun 2024 hiring plans for contract / temporary staff



Top reasons to increase contract / temporary staff:



52%
Expanding
the business

38%
Finding it
difficult to recruit
suitable and qualified
full time staff

36%
Requiring
new role
skillsets

Compensation and Benefits



Empowering your workforce: Compensation and benefits in Malaysia

In the dynamic landscape of Malaysian employment, employee wages and the country's inflation rate are tightly interwoven. Employee wages stand as one of the most vital factors influencing employment decisions. Related to this, the country's inflation rate influences compensation strategies and is a widely used metric to estimate employee increments. Recognising this is imperative for organisations striving to attract and retain top talent.

This section of our report delves deep into the ever-changing landscape of job compensation and benefits, shedding light on the innovative strategies that forward-thinking organisations are adopting to align with the evolving expectations of their workforce.

From salary benchmarking to fine-tuning benefit packages, we'll explore the nuanced strategies employed by employers in Malaysia. We'll also look at the intricacies of performance bonuses and salary adjustments in the past year, offering insights into the equitable compensation of the Malaysian workforce.



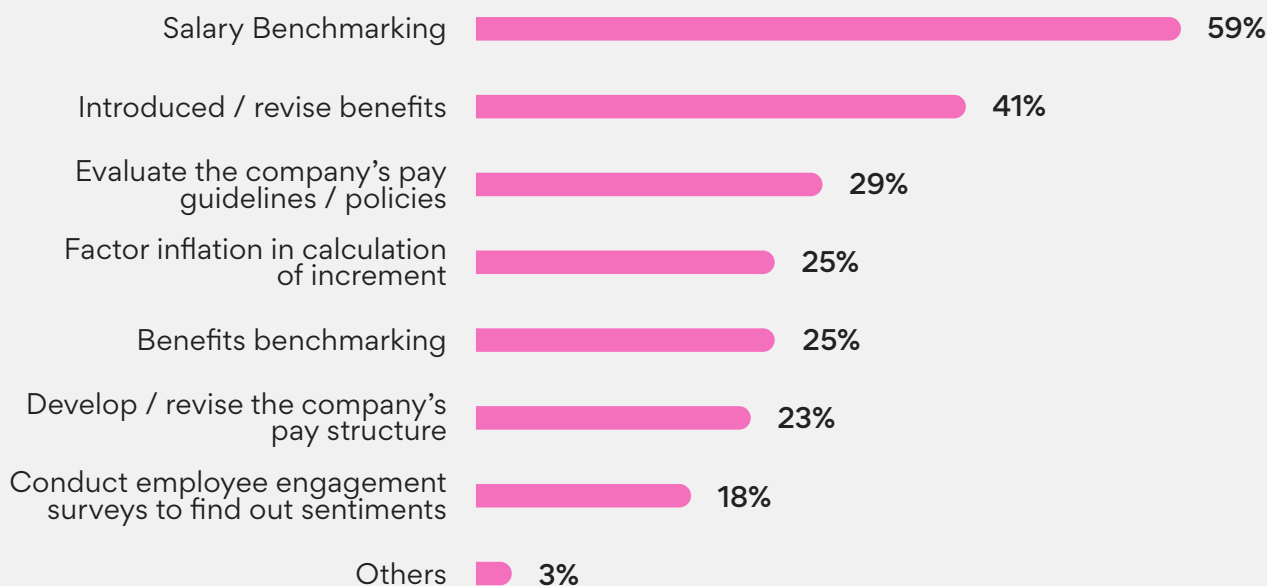
Initiatives to evaluate and enhance compensation and benefits

Companies have proactively taken steps to retain employees, with salary benchmarking being the most common measure, followed by introducing / revising benefits a more distant second. Majority of hirers reported that their companies' pay increases were either in line with or higher than the national inflation rate.

However, there is still room for improvement as more companies can engage in these activities to enhance their competitiveness to better attract and retain employees.

Initiatives undertaken by organisations to evaluate and enhance compensation and benefits

23% claimed their increment is aligned / higher than inflation.



Initiatives to evaluate and enhance compensation and benefits by business size

Upon further reviewing, large companies are more likely to engage in activities to review compensation and benefits, most notably salary benchmarking. Small and medium companies engage in similar initiatives but do it relatively less due to limited resources.

Despite the current efforts, there is significant room for improvement across businesses of all sizes. Conducting comprehensive employee satisfaction surveys to gauge sentiments and engaging in benefits benchmarking could provide valuable insights and contribute to refining and optimising overall compensation and benefits strategies. This approach allows organisations to better align with employee needs, enhance job satisfaction, and ultimately foster a more competitive and attractive work environment

Initiatives undertaken by organisation to evaluate and enhance compensation and benefits by business size

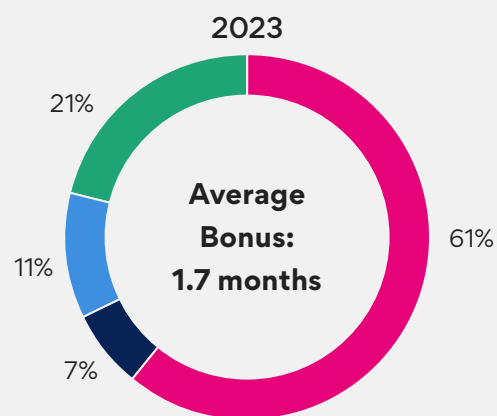
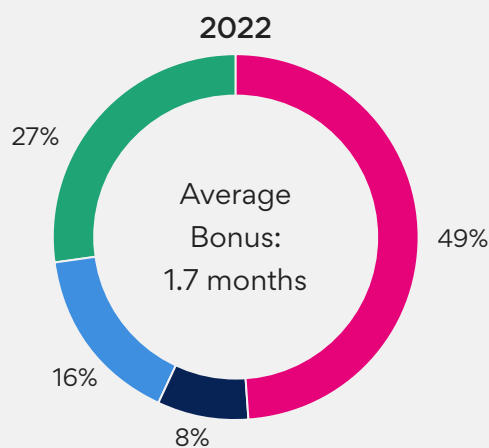
	Total	Small	Medium	Large
Sample size	454	220	67	167
Salary benchmarking	59%	57%	61%	70%
Introduced / revised benefits	41%	40%	45%	49%
Evaluate the company's pay guidelines / policies	29%	26%	34%	44%
Factor inflation in calculation of increment	25%	25%	24%	29%
Benefits benchmarking	25%	23%	31%	36%
Develop / revise the company's pay structure	23%	22%	24%	29%
Conduct employee engagement surveys to find out sentiments	18%	16%	19%	29%
Others	3%	4%	3%	2%

Performance bonuses in 2023

2023 was a positive year for employees as more companies gave out bonuses, especially performance bonus. It remain as the most popular form of bonus given. The total amount of average bonus payout increased to 1.7 months, similar to the year before.

However, only 46% of the surveyed companies shared the method used to calculate bonus payouts with their employees. The level of openness and transparency needs to be improved by fostering positive employer-employee relationships.

Types of Bonuses Provided and Average Payout



- Performance bonus (i.e. other year-end payment / commissions / incentive / shares / options)
- Guaranteed / contractual bonus (i.e. additional months of salary)
- Both of the above
- Neither of the above



Did you know?

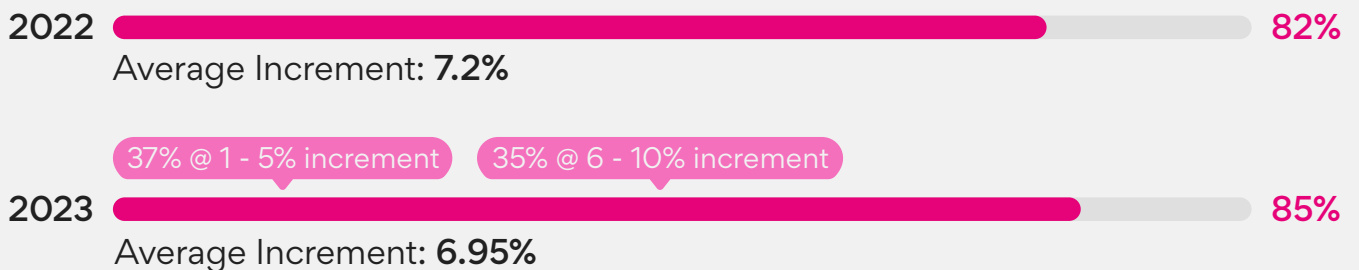
46% of companies shared how bonus payout is decided and calculated to their employees.

Salary increases in 2023

The Covid-19 lockdown period was arguably a challenging period for most companies and their employees, but 2023 was a great recovery period. The past year showed a steady comeback, with most companies giving their employees an increment of 6.95%, slightly lower than the average of 7.2% in 2022.

It's encouraging to note that this average increment surpasses the national annual inflation rate of 3.38% in 2022. This means that employees not only regained lost ground but also saw real wage growth, reflecting an improved economic climate and brighter prospects for the workforce.

Companies with salary increment



Did you know?

87% said that the the actual salary increase in 2023 either met or exceeded the initial budget.



Staff promotion in 2023

In tandem with salary increments, staff promotions witnessed a noteworthy rise from 54% to 60% in 2023, signifying greater career advancement opportunities.

6% to 10% is still the most prevalent salary increment bracket, with the average increment at 11.78%. This reflects companies' commitment in both rewarding employees and providing avenues for career growth, contributing to a more positive and progressive work environment.

Companies with staff promotions



Leave & General Benefits



Maximising Impact: Leave & general benefits



“Happy employees ensure happy customers. And happy customers ensure happy shareholders, in that order.”

– Simon Sinek

Simon Sinek, a renowned authority on organisational culture, emphasises the pivotal role of employee satisfaction in driving business success. His words underscore the profound impact of employee well-being on the overall success of an organisation. It resonates with the truth that corporate culture is not just an abstract concept, but a tangible force that shapes the course of a business. How management chooses to treat its people impacts everything, for better or for worse.

In Malaysia, all employees are entitled to basic benefits, such as public holidays, paid leave, sick leave and maternity leave. Some companies also provide benefits like insurance, parking allowance, employment injury coverage and remote working.

We will delve into the current and future of:



Special leaves



Accommodation
benefits



Career development
programs



Work-life
balance benefits



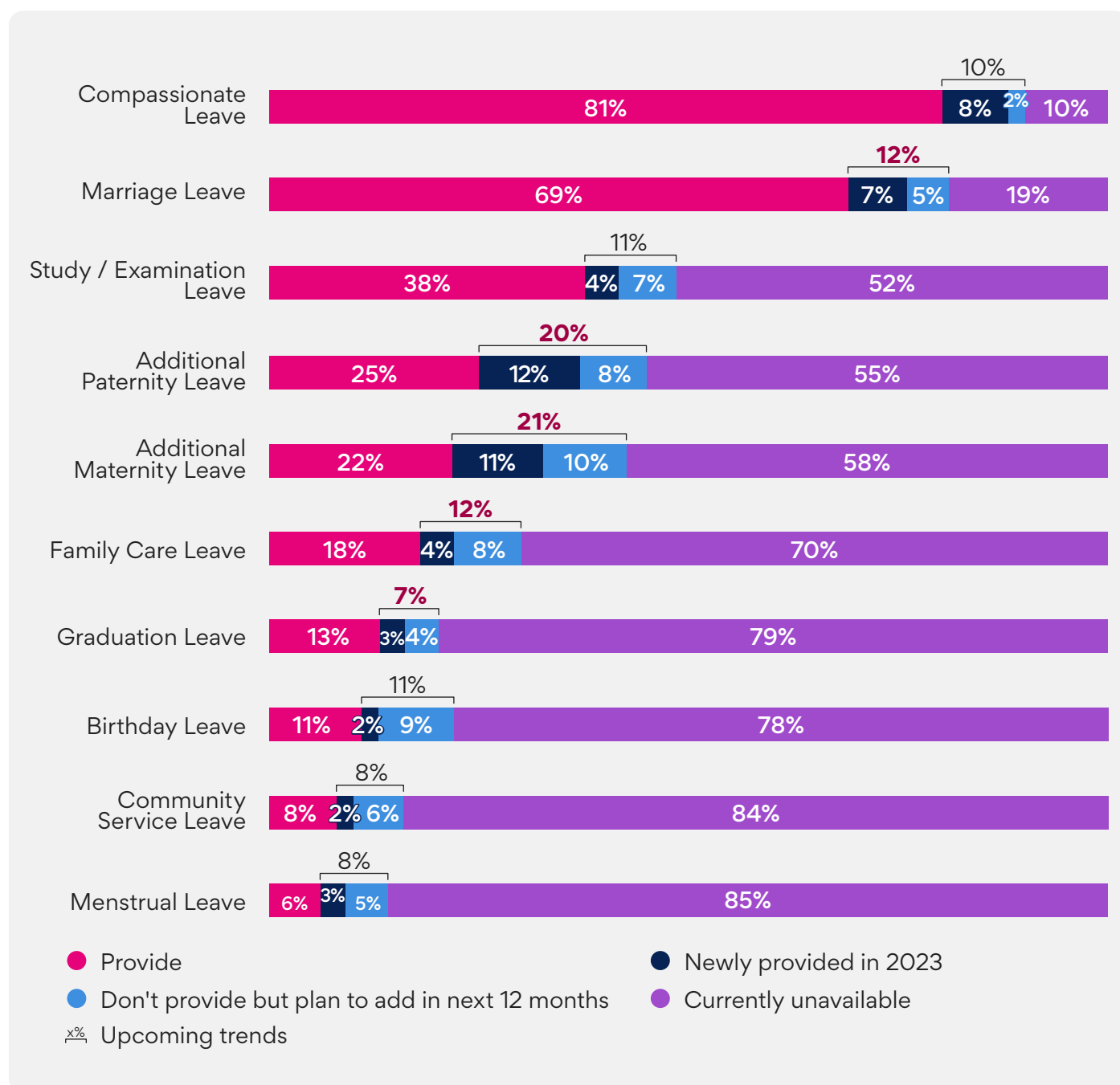
Financial
benefits



Other benefits

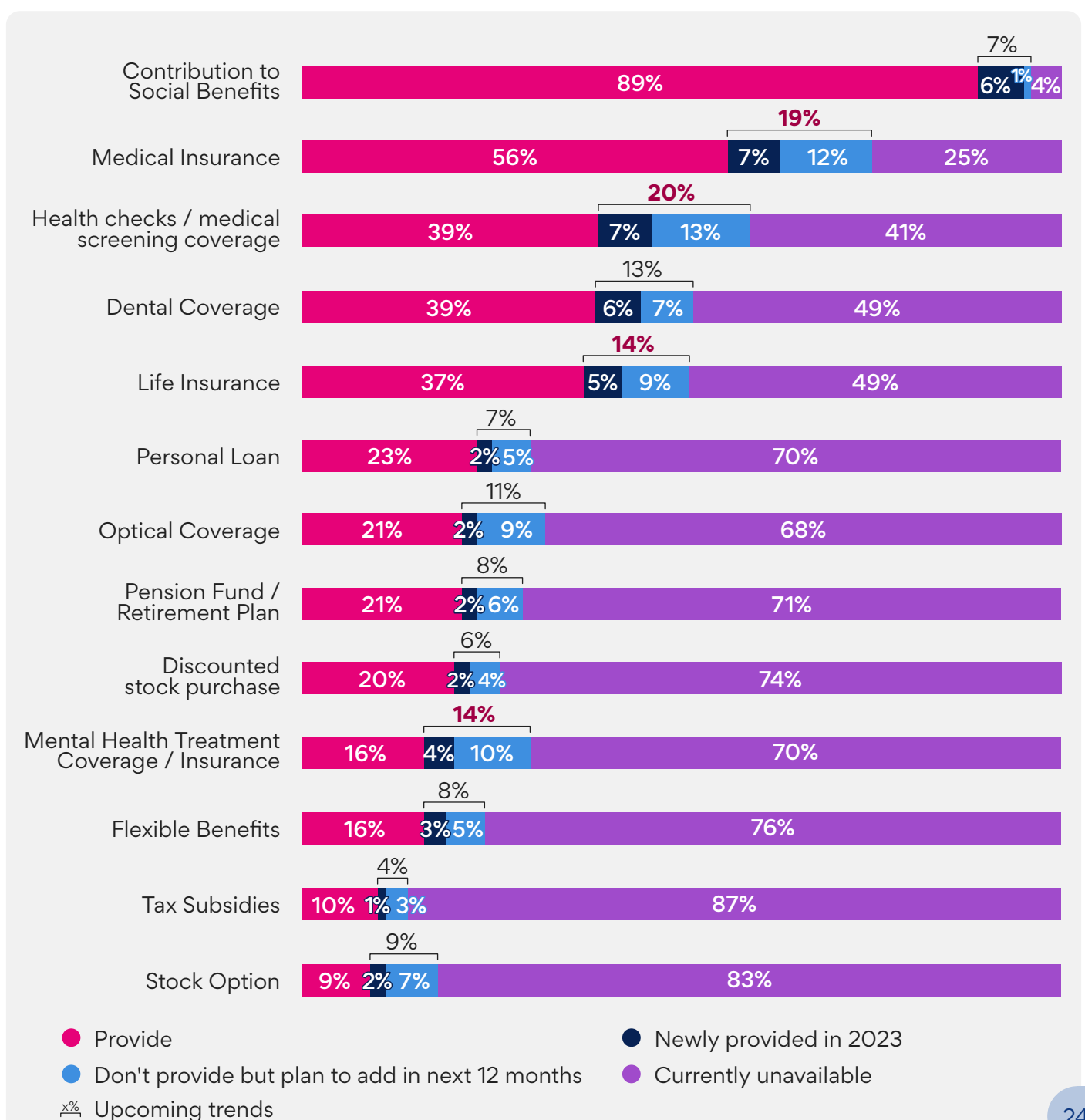
Current & future outlook of Special Leaves

In Malaysia, more companies are extending additional paternity leave and maternity leave in 2023 by 12% and 11%, respectively. This is probably in response to the Malaysia government's new law, the Employment (Amendment) Act 2021. Looking ahead, it seems that these two types of leaves, along with birthday leave, are emerging as the most popular new benefits in the evolving landscape of employee benefits.



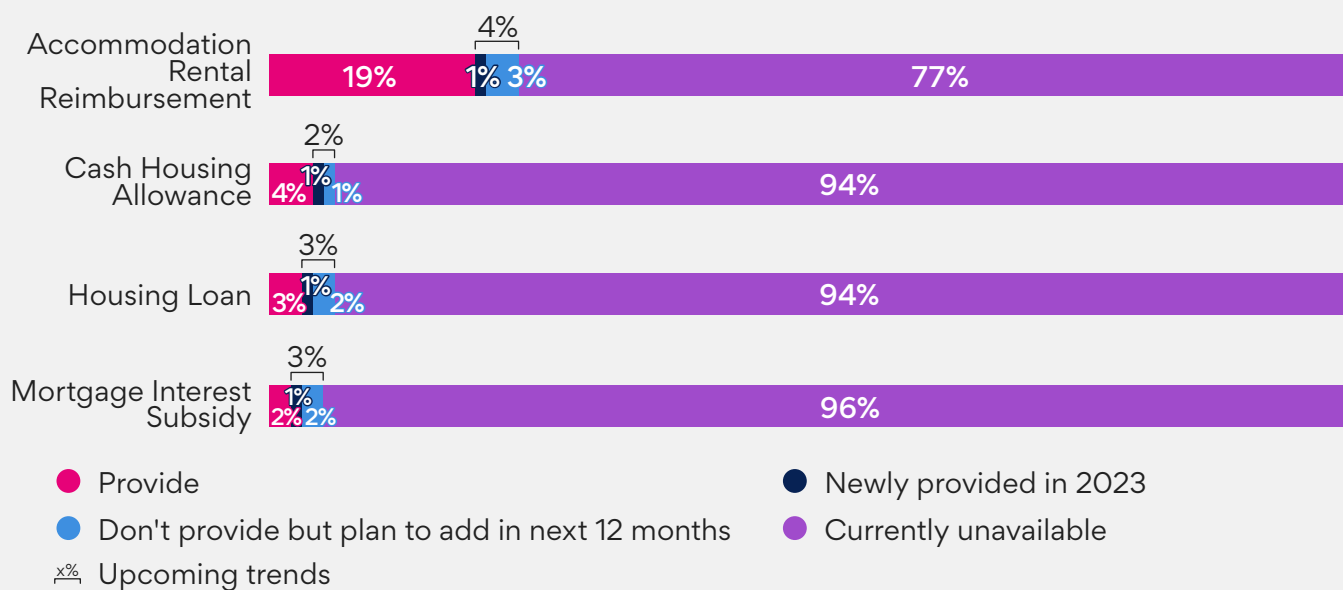
Current & future outlook of Financial Benefits

Almost all hirers surveyed in Malaysia contribute to social benefits, such as EPF, to provide extra financial security for their employees after their retirement. Moreover, there's a growing trend in 2024 towards offering comprehensive health-related benefits, including Medical Insurance, Health Checks, and Mental Health Coverage. This shift suggests an increased awareness of employee well-being, likely influenced by the heightened health consciousness following the pandemic.



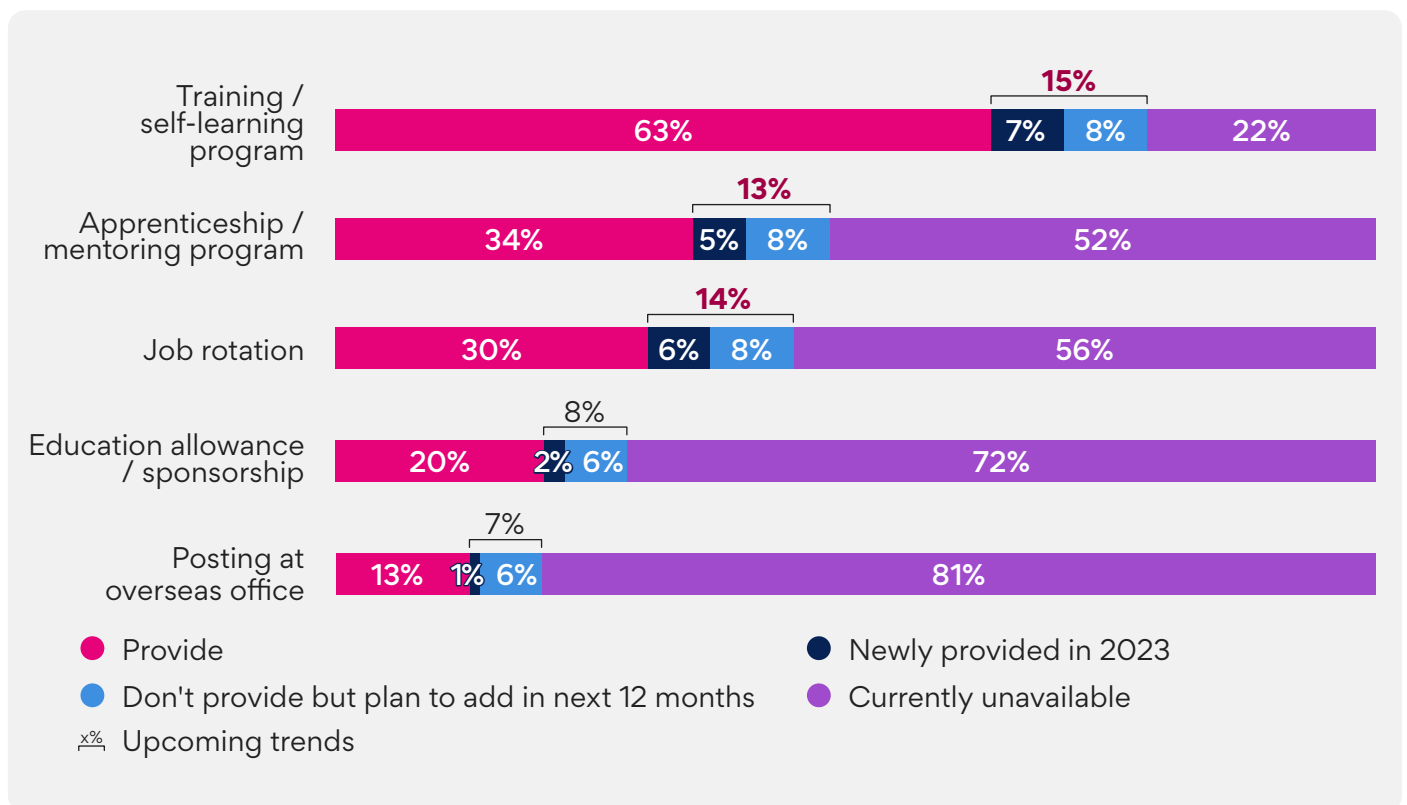
Current & future outlook of Accommodation Benefits

Accommodation benefits are not commonly extended by companies as part of their employee compensation packages. Among companies that offer such benefits, the most prevalent and widely provided benefit is accommodation rental reimbursement.



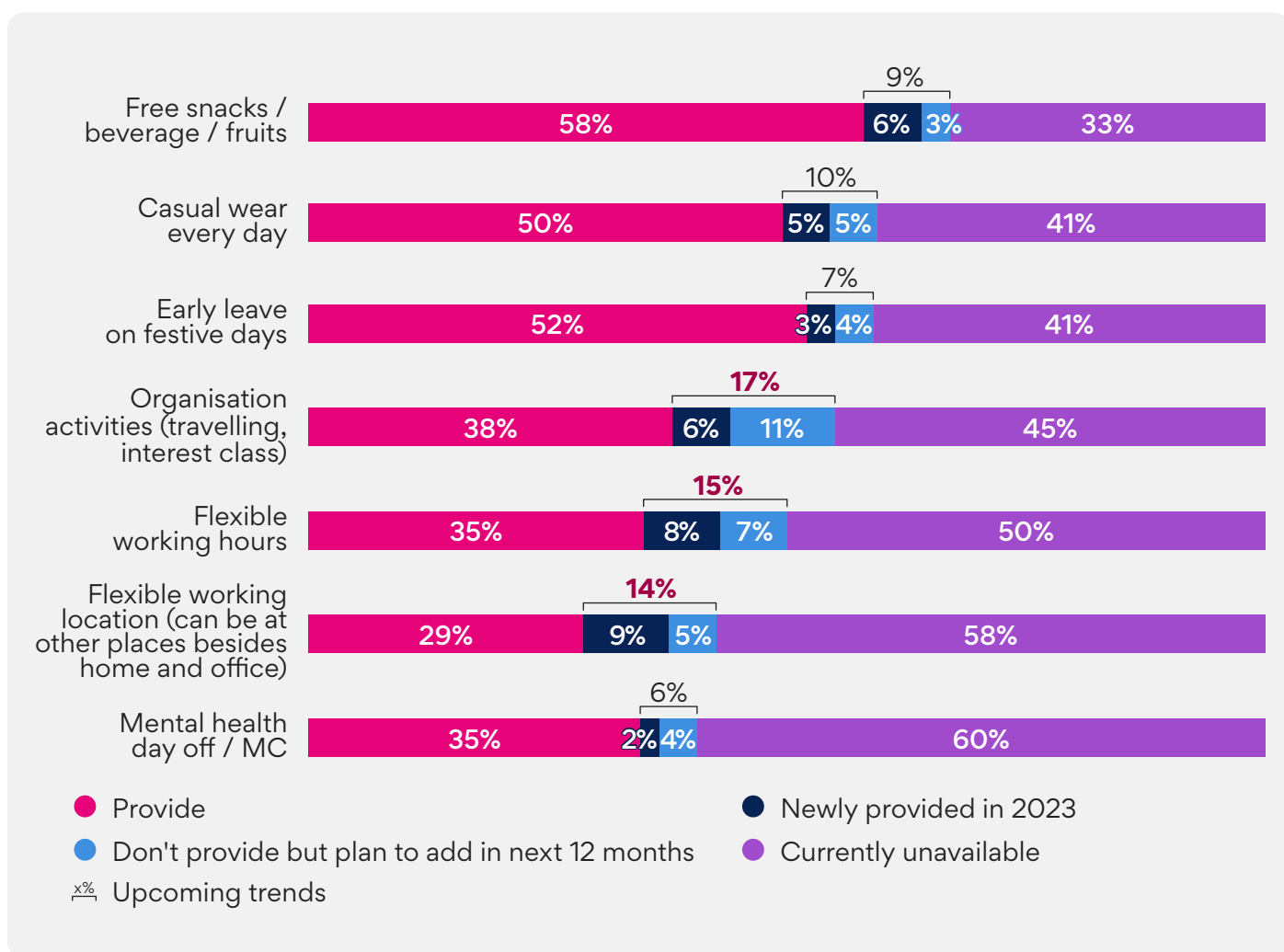
Current & future outlook of Career Development Programmes

In terms of upskilling, more companies are prioritising training and self learning programmes, which is the highest of what is already being provided. It was also the most common career development programmes introduced in 2023. Employees in Malaysia can also look forward to more companies offering training programmes, apprenticeship and job rotation in the future.

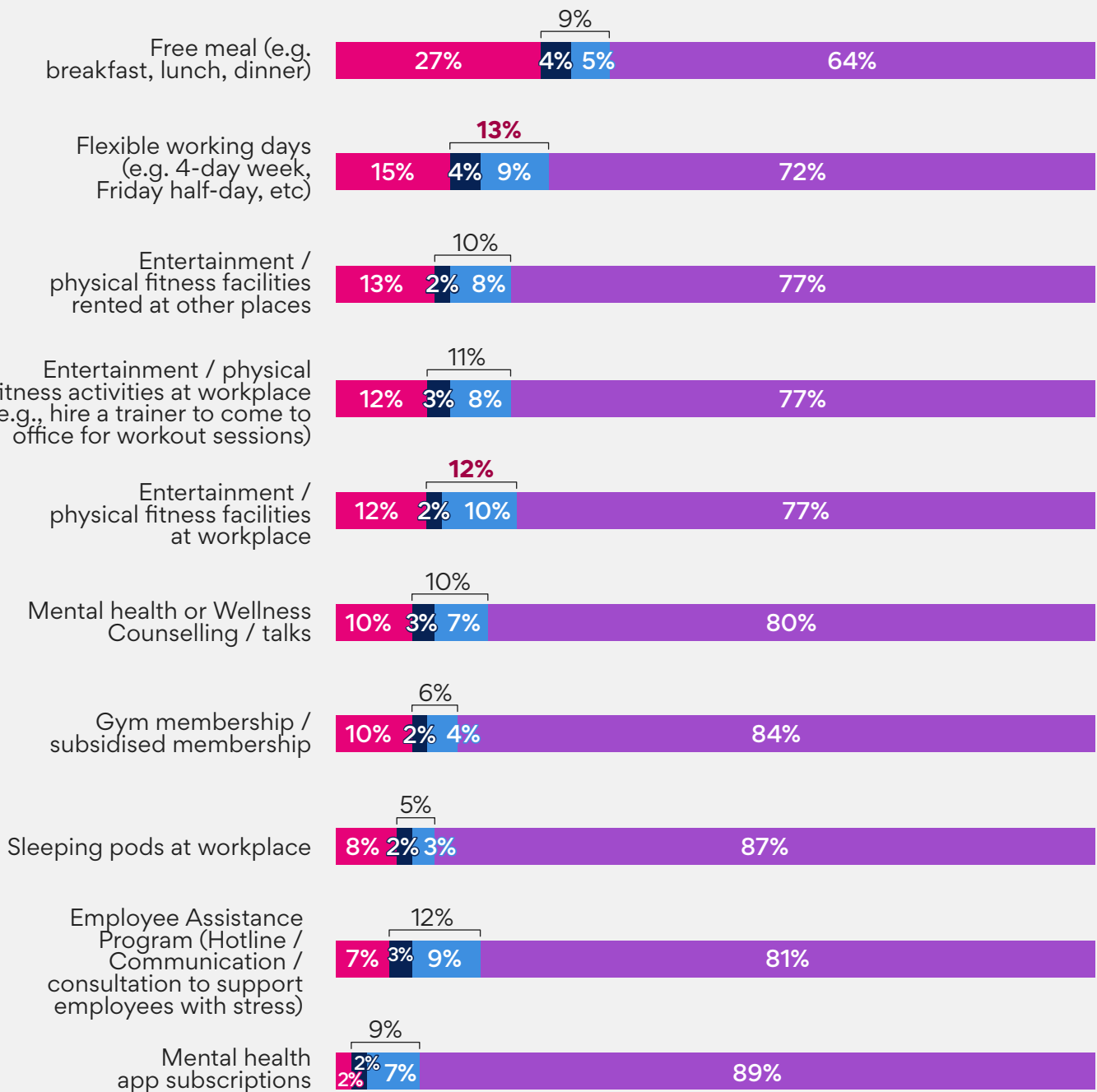


Current & future outlook of Work-life Balance Benefits – part 1

The employee benefit that stood out is the provision of flexible working locations, a result of evolving global workplace dynamics post-Covid-19. In the future, companies are gearing up to enhance employee work-life balance by introducing various initiatives. This includes a notable uptick in organisational activities (+11%), the incorporation of entertainment and physical fitness facilities at the workplace (+10%), the establishment of employee assistance programs (hotline/consultation) (+9%), and the implementation of flexible working arrangements such as a 4-day work week or Friday half-day (+9%). This strategic focus reflects a commitment to changing employee needs and more holistic work environment.



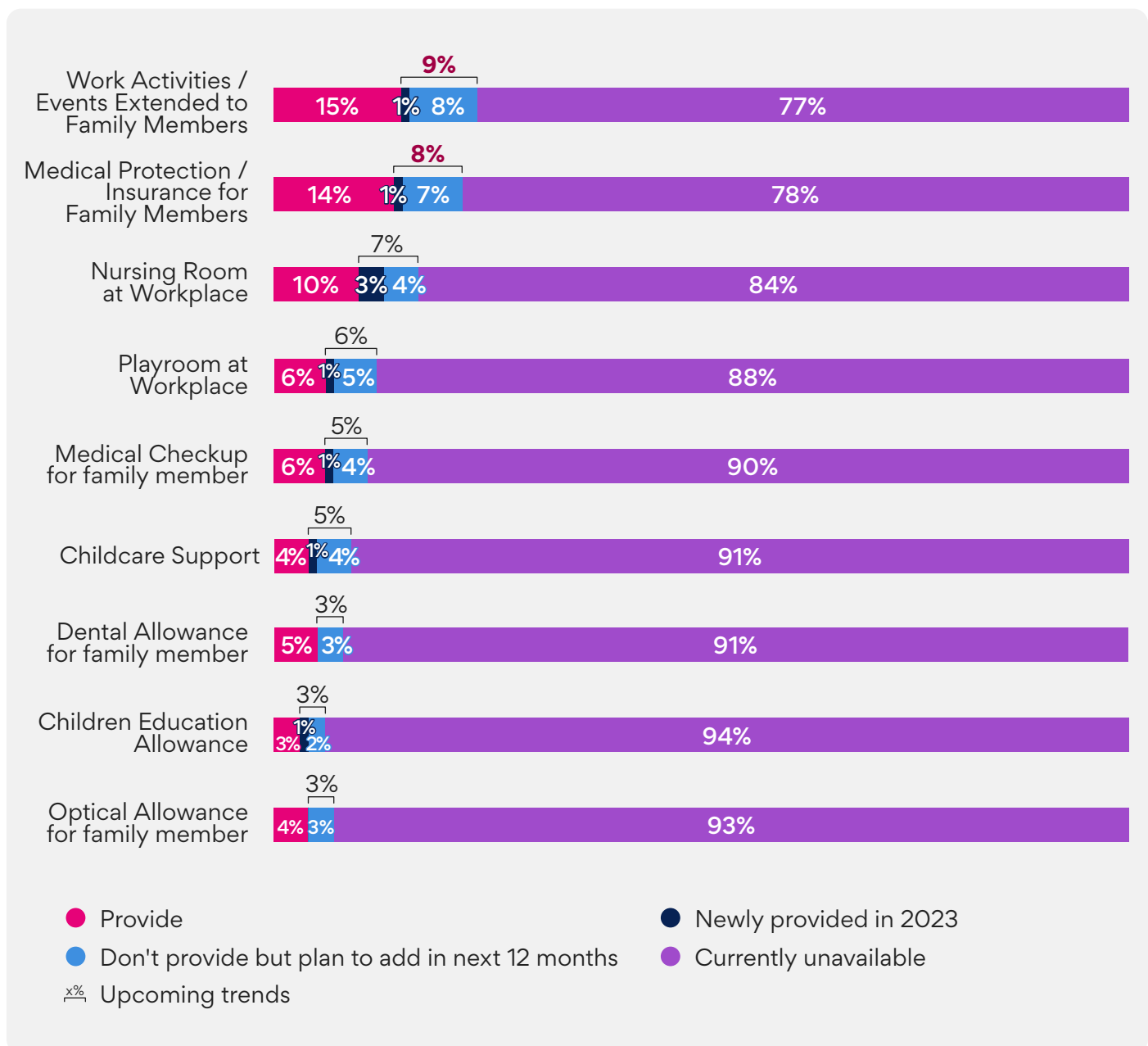
Current & future outlook of Work-life Balance Benefits – part 2



- Provide
- Newly provided in 2023
- Don't provide but plan to add in next 12 months
- Currently unavailable
- ^{x%} Upcoming trends

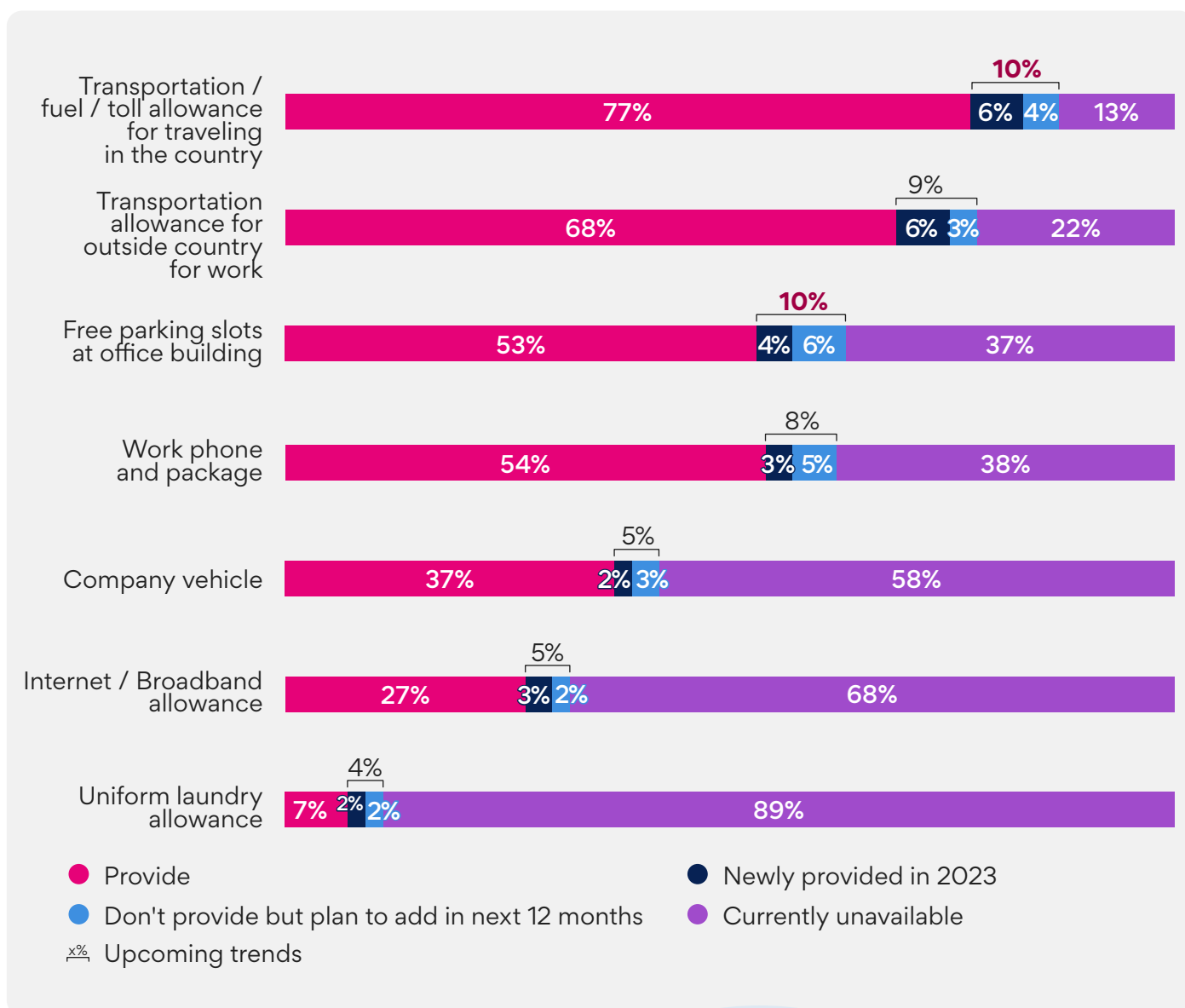
Current & future outlook of Family-Friendly Benefits

While not many new family-friendly benefits were introduced this year, there are evidently plans to do so. There is also interest in providing medical protections or insurance coverage for family members. This suggests a growing emphasis on holistic support for employees and their families, extending beyond individual-centric benefits to create a more inclusive and family-friendly work environment.



Current & future outlook of Other Benefits

Transportation allowances for both inside and outside the country are the most commonly offered benefits, which are work-related expenses to be borne by companies. For new benefits to be introduced next year, more companies are planning to offer free parking slots in 2024 (6%).



The Future Workplace



Beyond office walls: Malaysia's future workplace

As Malaysia steps into 2024, the concept of the workplace undergoes a profound transformation. In this section of our report, we examine the compelling trends and paradigm shifts that are redefining how and where work unfolds in 2023.

Delving deeper, we will explore the changing workplace landscape in 2023 and consider how it will evolve further. Is there still a need for permanent office spaces? For both employees and employers, it's a recognition that remote work is no longer a perk but a fundamental aspect of organisational culture, reflecting a deep understanding of the changing needs and aspirations of the modern workforce.

Furthermore, we'll also be looking at the range of support employers are providing to adapt to the ever-shifting workplace situation, from flexible working hours to the seamless integration of cloud storage solutions.

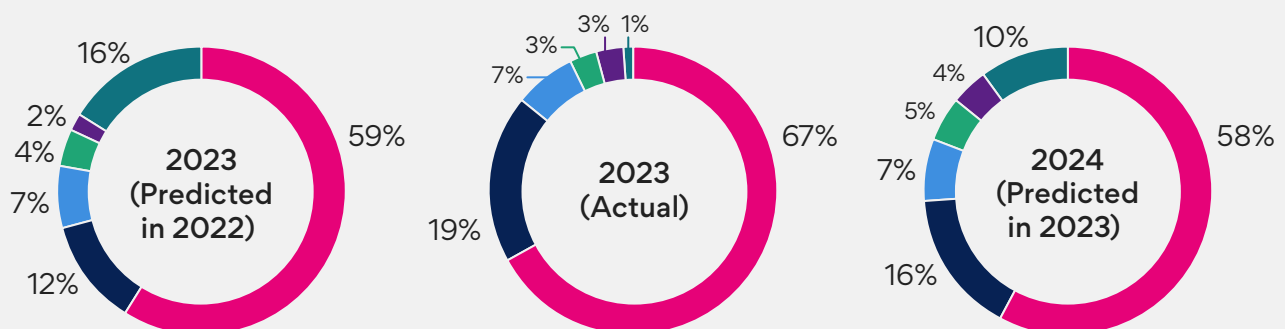


Working arrangement: Current and H1 2024

When asked about future working arrangements back in 2022, most employers predicted that they would be back physically at the workplace, but there were also a higher amount of uncertainty.

In 2023 (actual), more employers adopted a fully return to the office arrangement (67%) versus what was predicted, and a higher percentage (19%) also allowed some remote work, depending on the job function.

In the outlook for 2024, higher uncertainty is anticipated, particularly among companies currently adhering to a fully return-to-office arrangement. This uncertainty stems from the increasing preference for flexible workplace options among employees. Companies may consider adopting this flexibility to attract talent, especially from in-demand sectors such as technology.



- All employees fully at the workplace / office
- Some employees fully at the workplace, and some work remotely depending on job function
- All employees fully at the workplace for a few days (e.g. In office 3 days and work remotely for 2 days)
- Employee rotation between workplace and work remotely (e.g. Team A / B rotation)
- All employees working remotely
- Don't know / not decided yet / others

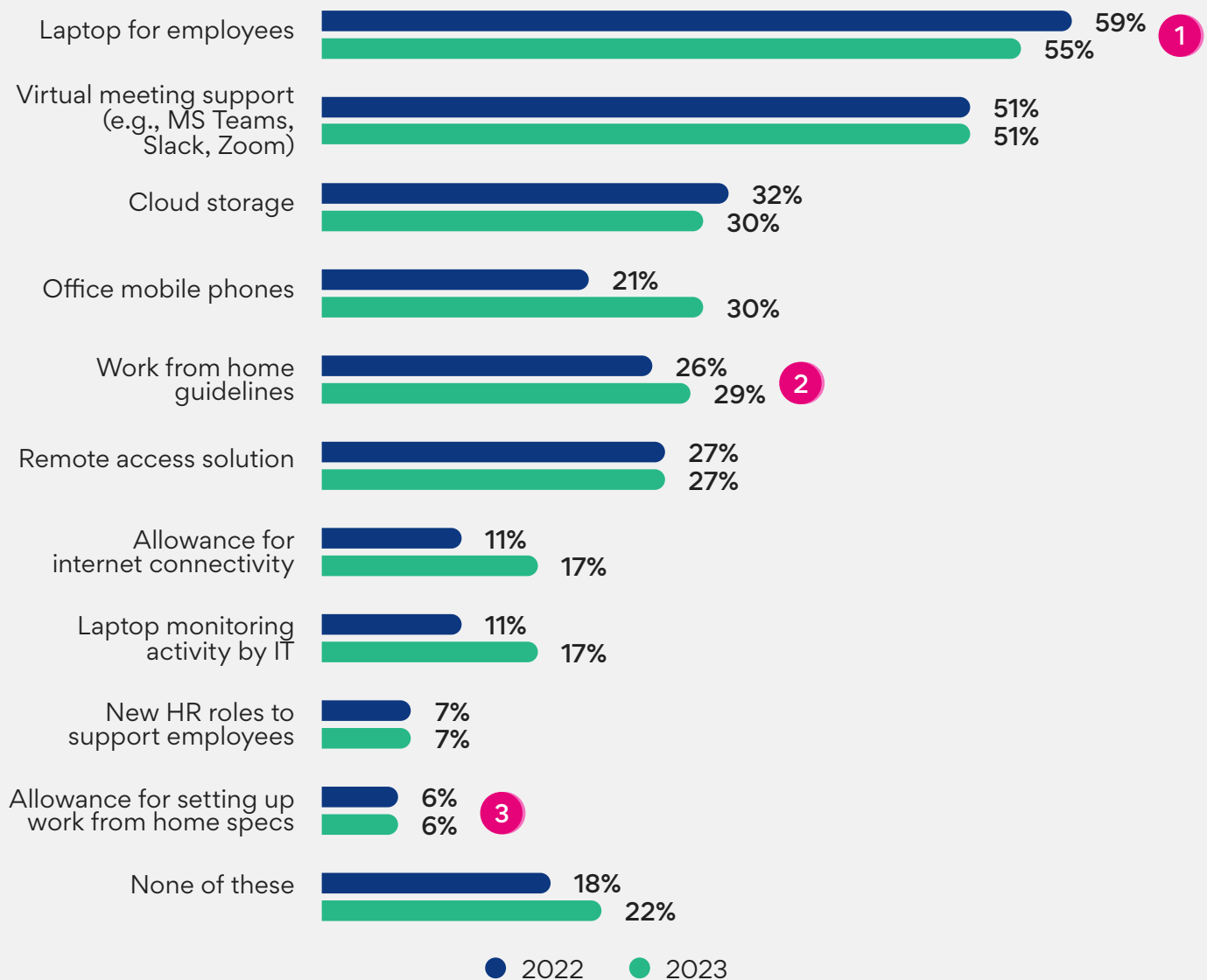


Remote working support

With flexible working arrangements here to stay, remote working support continues to be more important than ever. The most common form of support provided in Malaysia are laptops for employees (55%) and virtual meeting support (51%), which were both the highest rated in 2022 as well.

In order to further support remote working, hirers felt that laptops for employees needs to be prioritised, because this support has declined slightly vs. the previous survey, alongside work from home guidelines which will be crucial to ensure employee productivity.

Remote working support provided by companies



1 Number #1 priority to improve

2 3 Number #2 and #3 priority to improve

Workplace Mental Health



Nurturing workplace mental health for a productive workforce



“Mental health problems don’t define who you are. They are something you experience.”

– Matt Haig

Exploring Malaysia’s mental health status, a 2015 National Health and Morbidity Survey (NHMS) showed that 29% of Malaysian adults had a mental health disorder and in 2019, 2.3% of Malaysian adults had depression. These numbers underscore a pressing need for mental health support, especially at the workplace.

This section of our report highlights on the vital topic of workplace mental health in 2023, illuminating the challenges that organisations and their employees face.

Ahead, we'll understand the triggers, manifestations, and the profound impact on the employees’ mental well-being. We'll look at overall stress levels, causes and examine the initiatives organisations are employing to champion the mental health of their workforce.

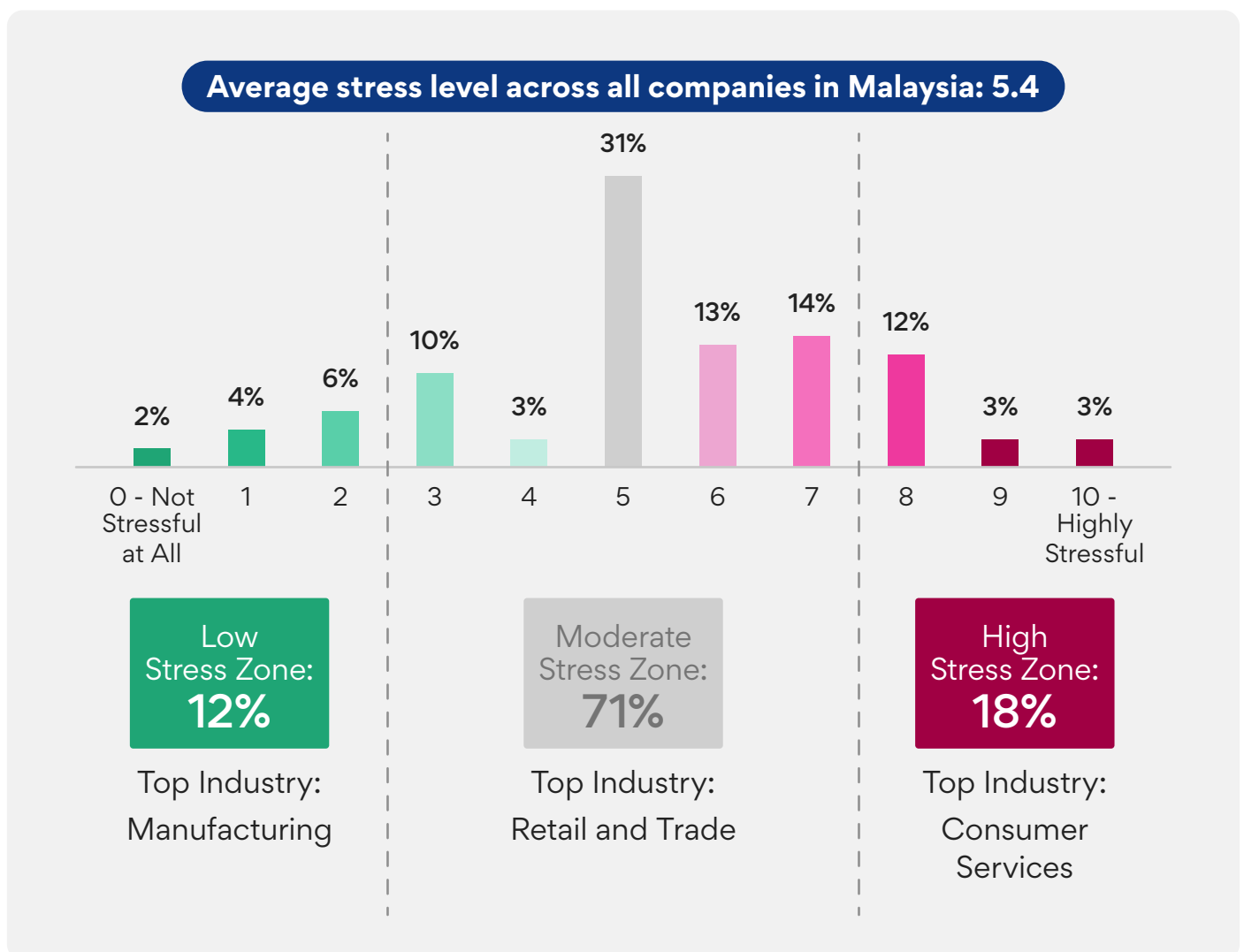
It is essential to recognise that addressing these challenges is not only a duty to employees but also a strategic investment in the success and sustainability of the organisation.



Organisation stress level

Encouragingly, most hirers (71%) rated their companies as a moderately stressful workplace (between level 3 to 7) with the most common rating at level 5 (31%), indicating that most workplaces had an average stress level. The overall average stress level across all surveyed companies is 5.4.

However, approximately 18% of companies were categorised as highly stressful, with the Consumer Services industry as the top contributor. Companies in this zone may need to implement effective measures to provide support and address the well-being of their employees for a healthier work environment.

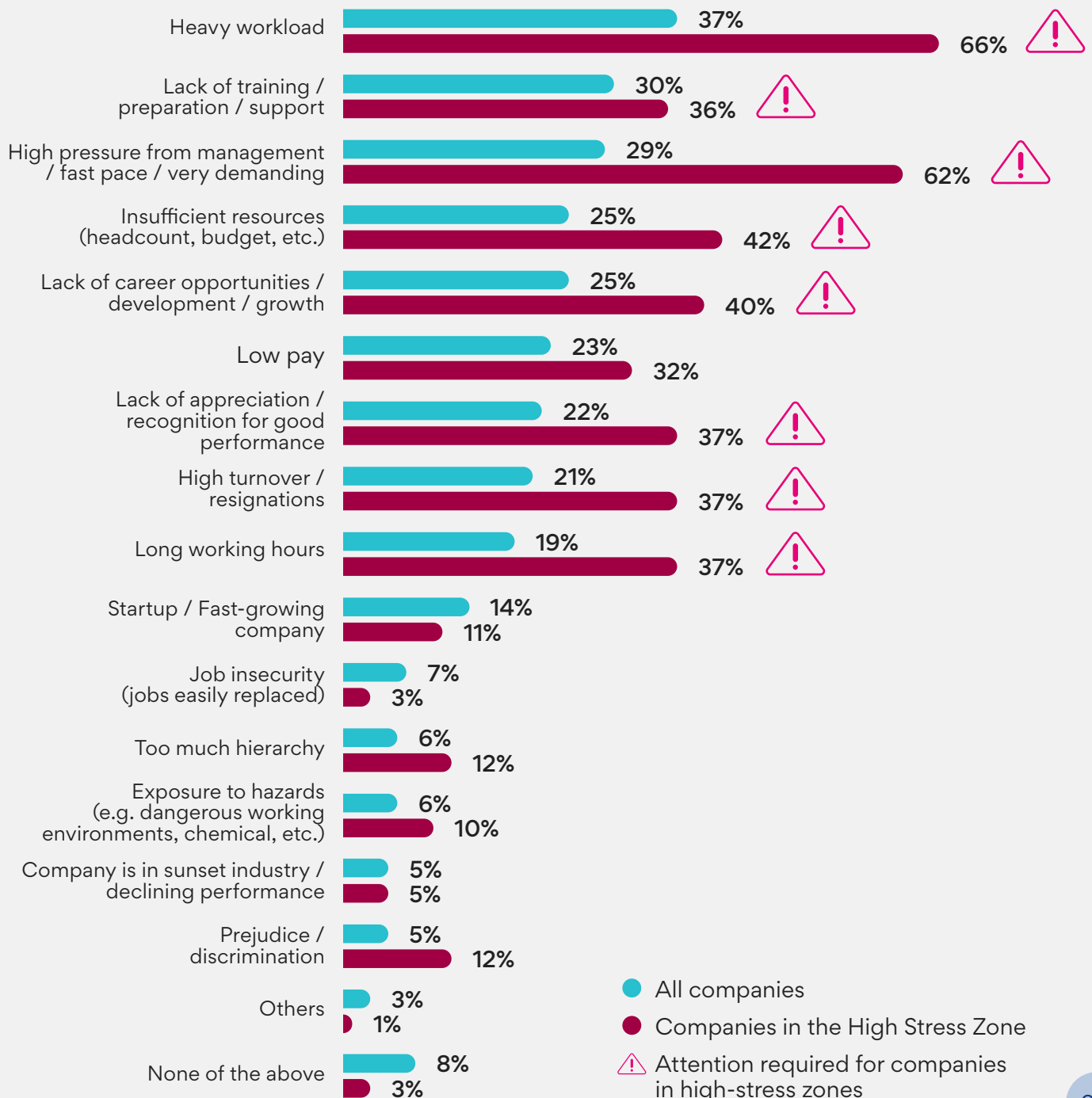


Causes of employee stress

Generally, most hirers felt that the top causes of stress in their organisation are: heavy workload (37%), lack of training or support (30%) and high pressure from management / fast-paced environment (29%).

On the other hand, these trends are further amplified amongst companies in the high stress zones where issues such as lack of insufficient resources (42%), lack of career opportunities (40%), lack of appreciation (37%), a high turnover rate (37%) and long working hours (37%) are more prevalent.

Top causes to employee stress



Efforts by organisation to help employees

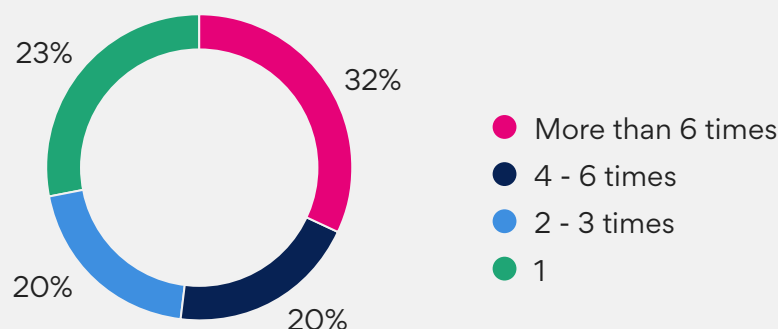
While mental health is of utmost priority for the new generation, the need for employers to do more to help employees is evident. Only 37% of hirers acknowledged that their organisations are doing enough to help employees cope with stress. The low percentage indicates that there is still much room for improvement in 2024. A more encouraging 45% shared that they started new initiatives in 2023 to help their employees.

To conclude, it is positive that more companies are offering mental health and wellness talks in 2023, with 32% having it more than 6 times, with the overall average at 3.9 times a year. Still, 28% of companies only conduct it once a year, indicating a needed improvement.

37% Agree that their organisations are doing enough to help employees cope with stress.

45% Organisations started new initiatives to help employees to cope with stress in 2023.

Frequency of mental health / wellness talks by companies in 2023:



Average: 3.9 times

Key Takeouts and Recommendations



Seize the opportunity to recruit top talent for your company in H1 2024

Many employers view this period as active for hiring, presenting a favourable chance for those seeking skilled professionals. The demand for both permanent and contractual employees varies based on business functions, and most employers are likely to adopt a balanced approach aligned with their specific business objectives.



Enhance your compensation and benefits strategy by conducting more frequent and comprehensive reviews.

Many companies only focus on factors like salary benchmarking and introducing new / revised existing benefits but there is room for more proactive measures, such as developing / revising the company's pay structure and conducting simple internal surveys to gauge employee sentiments and needs. These cost-effective and efficient methods can significantly contribute to improving your compensation and benefits structure.



Enhance your benefits package by introducing popular offerings from each category.

In the current landscape, many new benefits have emerged, and additional plans are underway to attract and retain employees. Seize this opportunity to make impactful changes. Consider the following examples that can significantly contribute to attracting and retaining a motivated and satisfied workforce.

Special leaves: family care leave and examination leave

Financial benefits: health checks / medical screening coverage and mental health treatment coverage / insurance

Career development: All

Family Friendly: activities / events extended to family members and nursing rooms

Other benefits: internet / broadband allowance and travelling allowance



Enhance efforts to boost employee morale and support those experiencing stress within your organization.

As most companies fall into the moderate stress zone, it's crucial to provide ample support for employees navigating stressful situations. Consider prioritising work-life balance benefits to address this need. Top recommendations include organisation events, physical fitness facilities at the workplace and employee assistance programmes (hotline/consultation). These initiatives can significantly contribute to creating a supportive and healthier work environment.

Identify deal breakers

Malaysians consider financial compensation and work-life balance as top deal breakers when accepting a job - just like other jobseekers around the world.

They put slightly more emphasis on retirement benefits and paid time off, but otherwise their preferences are similar to the global average.

For more guidance on staying relevant, download [Malaysia Future of Recruitment](#) report.

Deal Breakers	Malaysia	SEA	Global
Financial compensation (salary, bonuses)	27%	22%	21%
Work-life balance	21%	17%	19%
Job security	16%	14%	15%
Amount of paid time off / holiday	16%	14%	14%
Retirement & insurance benefits	16%	13%	13%
Flexible work location and/or work schedule	15%	12%	14%
Appreciation for your work	15%	10%	14%
Family support solutions	11%	10%	10%
Learning & career development possibilities	11%	7%	12%
Company values in line with personal values	11%	9%	12%



Identify working models

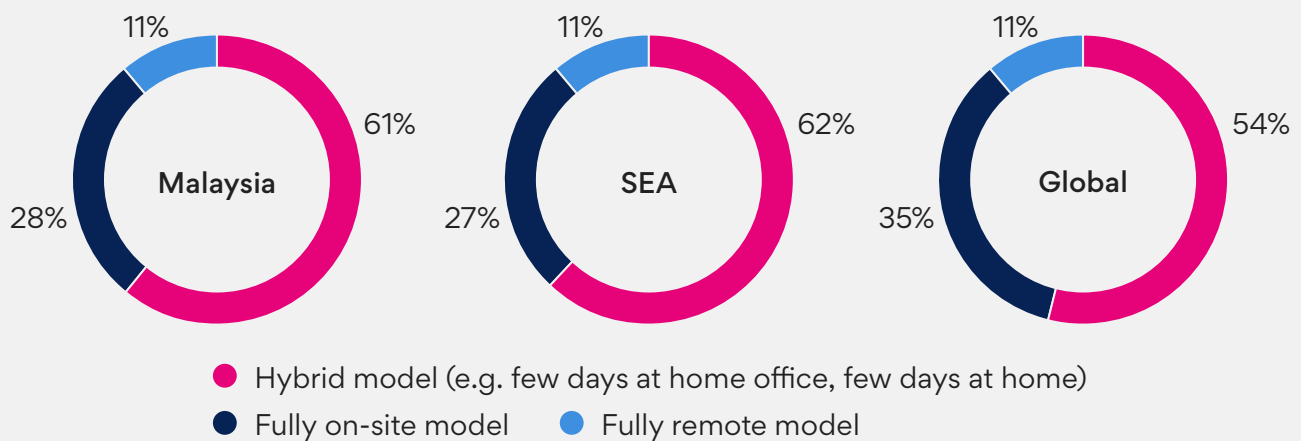
Malaysians have a clear preference for working in a hybrid set-up (61% would like to work in such a way versus 54% globally).

They are less interested in going back full time to the office. When it comes to working time, they are in line with global results, preferring a traditional 5-day workweek.

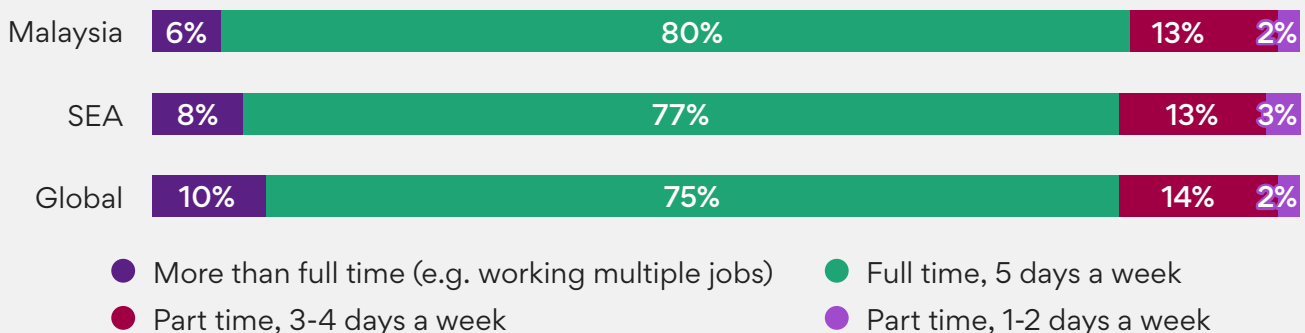
Learn more by downloading [Malaysia Future of Recruitment Report](#).



Preferred work location



Preferred working hours



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Build a Diverse and Inclusive Workplace

Having a diverse & inclusive culture is crucial in building trust with your employees. Organisations who embrace employees from different backgrounds, culture, races, sexual orientation and political views will be able to attract top talent and have higher employee retention, leading to increasing returns on investment. Learn more from our resources [here](#).



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18 minutes – average time spent per unique visitor on website

* Source: SEEK Asia Job Advertisement Metrics



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