

2016 / 2017  
**Fresh Graduate**  
**Salary**  
guide



## About JobStreet.com

Our vision is to connect business with talent and improve lives through better careers.

We are one of Asia's leading online employment market place. Helping facilitate the matching and communication of job opportunities between jobseekers and employers in Malaysia, Philippines, Singapore, Indonesia and Vietnam.

With our understanding and insights on each market, as well our passion for technology, we provide jobseekers the best opportunities and deliver exceptional value to employers.

In November 2014, we become part of the Australian Stock Exchange-listed SEEK limited-the world's largest online employment marketplace by market capitalisation.

## About the JobStreet.com Salary Guide

JobStreet.com has undertaken to provide this comprehensive salary guide for fresh graduates' employment reference.

This guide is designed to give an indication of what is the average salaries offered by companies to help fresh graduate understand the job market better. The actual salaries for various positions of course varies based on many factors such as market demand and supply, the academic grades and acquired skills of the candidates and the compensation and benefit policies of the hiring company, etc.

## Salary Guide Methodology

The Salary Guide Methodology is based on jobs advertisement that is advertised in JobStreet.com Malaysia in 2015-2016. All jobs are unique jobs advertisement by concatenate of company ID + position title. Jobs from recruitment firm are excluded and all salaries are extracted from direct companies. Position titles that contains keywords "Internship" or "Interns" were also excluded. Minimum salary of RM1000 and maximum salary of RM100000 will only be counted



# 2016 / 2017 Fresh Graduate Salary guide

**Project Manager**  
Edmund Teh

**Creative Communication**  
Aswandi Jaafar Sidik

**Advertisements**  
marketing-kl@jobstreet.com

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**Wisma JobStreet.com**  
No.27, Lorong Medan Tuanku 1,  
(off Jalan Sultan Ismail)  
50300 Kuala Lumpur  
T +603 2176 0333  
F +603 2698 7200  
www.jobstreet.com

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\* This salary data is sampled from monthly salaries (exclude bonus & other compensaion) of JobStreet.com's database.

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**astro**  
Go Beyond™



# OH DON'T BE SILLY. EVERYONE WANTS THIS JOB.

Sometimes there's more to a job than just work. When there's an opportunity to touch the lives of others, your role becomes an important one. Being in the entertainment industry, you'll have the chance to make millions of Malaysians laugh, cry and feel good about themselves, every single day. And it's a role that we're sure you'll have a lot of fun taking on. So come and be part of the Astro family and see how you can help make a real difference.

## Beyond Work

[www.astro.com.my/careers](http://www.astro.com.my/careers)



Overall  
Ranked #13



Industry: Arts and Media  
Ranked #1



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Astro Careers  
Facebook page.



Salary Guide  
**Accounting /  
Finance**



<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Accounting / Audit / Tax Services	1460	2098
Automobile / Automotive Ancillary / Vehicle	1933	2667
Banking / Financial Services	2031	3119
Computer / Information Technology (Hardware)	1325	1950
Computer / Information Technology (Software)	1883	2700
Construction / Building / Engineering	1500	2470
Electrical & Electronics	1907	2437
General & Wholesale Trading	1500	2371
Healthcare / Medical	1925	2788
Hotel / Hospitality	1125	2050
Insurance	1914	3014
Manufacturing / Production	1483	2212
Polymer / Plastic / Rubber / Tyres	1800	2667
Property / Real Estate	1513	2226
R&D	2214	2829
Retail / Merchandise	1350	1867
Semiconductor / Wafer Fabrication	2192	2950
Transportation / Logistics	1722	2567
Travel / Tourism	1467	2000
<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Accounting / Audit / Tax Services	1838	2649
Advertising / Marketing / Promotion / PR	1856	2800
Aerospace / Aviation / Airline	1878	2689
Agricultural / Plantation / Poultry / Fisheries	1879	2595
Apparel	1700	2440
Architectural Services / Interior Designing	1896	2919
Arts / Design / Fashion	1857	2614
Automobile / Automotive Ancillary / Vehicle	1901	2655
Banking / Financial Services	2124	2966
BioTechnology / Pharmaceutical / Clinical research	1878	2711
Call Center / IT-Enabled Services / BPO	2203	2833
Chemical / Fertilizers / Pesticides	2065	2918
Computer / Information Technology (Hardware)	2100	2763
Computer / Information Technology (Software)	1975	2859
Construction / Building / Engineering	1778	2566

Central Region	Avg min salary	Avg max salary
Consulting (Business & Management)	2022	2919
Consulting (IT, Science, Engineering & Technical)	2068	2791
Consumer Products / FMCG	1856	2590
Education	1786	2515
Electrical & Electronics	1864	2693
Entertainment / Media	1842	2450
Environment / Health / Safety	1833	2600
Exhibitions / Event management / MICE	2046	2877
Food & Beverage / Catering / Restaurant	1726	2371
General & Wholesale Trading	1785	2497
Government / Defence	2233	3867
Grooming / Beauty / Fitness	2040	2800
Healthcare / Medical	1764	2607
Heavy Industrial / Machinery / Equipment	1748	2561
Hotel / Hospitality	1794	2418
Insurance	2037	3161
Law / Legal	1690	2620
Manufacturing / Production	1829	2596
Marine / Aquaculture	1525	2200
Non-Profit Organisation / Social Services / NGO	1690	2142
Oil / Gas / Petroleum	1873	2666
Polymer / Plastic / Rubber / Tyres	1500	2133
Printing / Publishing	1517	2067
Property / Real Estate	1850	2613
Repair & Maintenance Services	1775	2225
Retail / Merchandise	1728	2466
Science & Technology	2100	2700
Security / Law Enforcement	1767	2233
Semiconductor / Wafer Fabrication	2480	3800
Stockbroking / Securities	2130	2875
Telecommunication	1926	2809
Textiles / Garment	1533	2233
Tobacco	3050	3500
Transportation / Logistics	1659	2331
Travel / Tourism	1724	2524

<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Accounting / Audit / Tax Services	1617	2386
Automobile / Automotive Ancillary / Vehicle	1720	2860
Banking / Financial Services	2055	3097
Construction / Building / Engineering	1622	2311
Consulting (IT, Science, Engineering & Technical)	1363	2125
Consumer Products / FMCG	1488	2088
Electrical & Electronics	2300	3600
Food & Beverage / Catering / Restaurant	1380	2380
General & Wholesale Trading	1414	2229
Heavy Industrial / Machinery / Equipment	1771	2543
Hotel / Hospitality	1700	2700
Manufacturing / Production	1681	2348
Oil / Gas / Petroleum	1867	3033
Polymer / Plastic / Rubber / Tyres	1338	2225
Property / Real Estate	1700	2600
Retail / Merchandise	1514	2371
Stockbroking / Securities	1400	1767
Textiles / Garment	1233	1933
Transportation / Logistics	1431	2027





Salary Guide  
**Admin / HR**

<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Accounting / Audit / Tax Services	1267	2067
Automobile / Automotive Ancillary / Vehicle	1239	1822
Banking / Financial Services	1595	2412
Call Center / IT-Enabled Services / BPO	1667	2367
Computer / Information Technology (Hardware)	1756	2544
Computer / Information Technology (Software)	1200	1680
Construction / Building / Engineering	1301	1923
Consulting (Business & Management)	1500	2125
Consulting (IT, Science, Engineering & Technical)	1450	2400
Consumer Products / FMCG	1483	2317
Education	1225	1938
Electrical & Electronics	1565	2205
Food & Beverage / Catering / Restaurant	1217	1700
Gems / Jewellery	1400	2033
General & Wholesale Trading	1429	2124
Healthcare / Medical	1288	2038
Heavy Industrial / Machinery / Equipment	1567	2275
Hotel / Hospitality	1867	2267
Insurance	1300	1925
Manufacturing / Production	1476	2145
Printing / Publishing	1375	1663
Property / Real Estate	1620	2580
Retail / Merchandise	1305	1909
Semiconductor / Wafer Fabrication	1715	2461
Transportation / Logistics	1300	1650
Travel / Tourism	1225	1775

<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Accounting / Audit / Tax Services	1700	2533
Advertising / Marketing / Promotion / PR	1661	2386
Aerospace / Aviation / Airline	1941	2688
Agricultural / Plantation / Poultry / Fisheries	1524	2195
Apparel	1650	2400
Architectural Services / Interior Designing	1559	2371
Arts / Design / Fashion	1582	2264
Automobile / Automotive Ancillary / Vehicle	1533	2197

Central Region	Avg min salary	Avg max salary
Banking / Financial Services	1672	2353
BioTechnology / Pharmaceutical / Clinical research	1708	2492
Call Center / IT-Enabled Services / BPO	1808	2327
Chemical / Fertilizers / Pesticides	1730	2643
Computer / Information Technology (Hardware)	1644	2328
Computer / Information Technology (Software)	1641	2308
Construction / Building / Engineering	1542	2178
Consulting (Business & Management)	1749	2383
Consulting (IT, Science, Engineering & Technical)	1698	2536
Consumer Products / FMCG	1670	2380
Education	1746	2496
Electrical & Electronics	1789	2498
Entertainment / Media	1732	2326
Environment / Health / Safety	1664	2291
Exhibitions / Event management / MICE	1600	2208
Food & Beverage / Catering / Restaurant	1573	2154
Gems / Jewellery	1625	2350
General & Wholesale Trading	1587	2281
Government / Defence	1914	2575
Grooming / Beauty / Fitness	1568	2340
Healthcare / Medical	1582	2298
Heavy Industrial / Machinery / Equipment	1504	2235
Hotel / Hospitality	1655	2291
Insurance	1574	2260
Law / Legal	1594	2379
Manufacturing / Production	1519	2114
Non-Profit Organisation / Social Services / NGO	1916	2637
Oil / Gas / Petroleum	1692	2431
Polymer / Plastic / Rubber / Tyres	1650	2088
Printing / Publishing	1585	2219
Property / Real Estate	1594	2224
Repair & Maintenance Services	1620	2450
Retail / Merchandise	1508	2081
Science & Technology	1757	2243
Semiconductor / Wafer Fabrication	1680	2520
Sports	1767	2933



Central Region	Avg min salary	Avg max salary
Stockbroking / Securities	1600	2075
Telecommunication	1706	2354
Textiles / Garment	1333	1967
Transportation / Logistics	1483	2091
Travel / Tourism	1664	2441
Utilities / Power	1233	2283
Wood / Fibre / Paper	1400	1867

Southern Region	Avg min salary	Avg max salary
Accounting / Audit / Tax Services	1233	2000
Advertising / Marketing / Promotion / PR	1267	1700
Agricultural / Plantation / Poultry / Fisheries	1400	2133
Apparel	1833	2533
Arts / Design / Fashion	1167	1700
Automobile / Automotive Ancillary / Vehicle	1814	2786
Banking / Financial Services	1363	2198
Chemical / Fertilizers / Pesticides	1360	1960
Computer / Information Technology (Software)	1350	1943
Construction / Building / Engineering	1332	1879
Consulting (Business & Management)	1483	2308
Consulting (IT, Science, Engineering & Technical)	1480	2320
Consumer Products / FMCG	1542	2383
Education	1314	1957
Electrical & Electronics	1386	1814
General & Wholesale Trading	1283	1896
Healthcare / Medical	1233	1656
Heavy Industrial / Machinery / Equipment	1843	2700
Hotel / Hospitality	1600	2300
Law / Legal	1300	2100
Manufacturing / Production	1343	1906
Oil / Gas / Petroleum	1100	1625
Polymer / Plastic / Rubber / Tyres	1500	2017
Property / Real Estate	1514	2343
Retail / Merchandise	1390	1987
Telecommunication	1333	1750
Textiles / Garment	1375	2050
Transportation / Logistics	1135	1746

# Mobile App

Find your Dream Job Anytime, Anywhere





Being a market leader for over a century is no easy feat. Here at British American Tobacco Malaysia, we believe our people are the reason we have remained strong all these years.

We need more outstanding people like you to be our next generation of leaders. We want the best talent out there who will go beyond the call of duty and exceed expectations. If you know what you want, where you want to go and why, we are committed to providing the avenue to unleash your potential.

A progressive tomorrow, can be secured by your decision to start a career at British American Tobacco today.

Bring your difference to

**[bat-careers.com](https://bat-careers.com)**





BRITISH AMERICAN  
TOBACCO

Bring your difference  
and take  
charge of your  
tomorrow, today.

<https://www.facebook.com/BATCareers>



<https://twitter.com/CareersatBAT>



<http://www.linkedin.com/company/british-american-tobacco>



<http://www.youtube.com/WelcomeToBAT>



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**Malaysian** candidates  
place a higher importance on  
**employee rewards**  
than the  
**working lifestyle**  
of the company, but cite  
**great company culture**  
as the top attraction factor.



# Malaysia

The top 10 companies preferred by Malaysians reflect the nation's traditional preference towards large, stable companies with two notable technology companies on the list: Intel & Google.

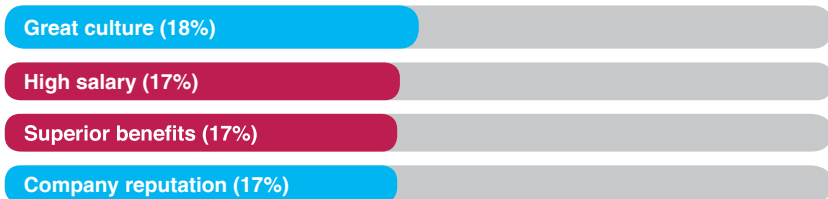
Malaysia is unique as it ranks great company culture as highly as high salaries, benefits, and company reputation. Candidates lack a preference working for a specific type of company, as the top 10 is comprised of companies from a wide variety of industries including the oil and gas, food and beverage, transport, and banking.

## Top 10 companies:

- 1 PETRONAS
- 2 Shell
- 3 Google
- 4 Sime Darby
- 5 Maybank
- 6 AirAsia
- 7 Nestlé Malaysia
- 8 Intel
- 9 Tenaga Nasional Berhad
- 10 Public Bank

One of the reasons Malaysian candidates cite **great company culture** as one of the top driving forces for their choice of employer, is because in most large organizations, there is an overarching burden of **company politics**. The **difficulty in getting noticed** through all the layers of a hierarchically thick company by the management, makes it **difficult to get promoted**. Yet candidates are told they will be **expected to perform higher** than before to reap the rewards.

## Insights on top company attributes:



\* Malaysian candidates of the survey conducted in early 2016 were not asked what their top sources of information were when job-hunting.



Salary Guide  
**Arts / Media /**  
**Comm**

<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Electrical & Electronics	2446	3756
Hotel / Hospitality	1300	1967
Manufacturing / Production	1640	2540
Property / Real Estate	1667	2400

<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Advertising / Marketing / Promotion / PR	2042	2969
Aerospace / Aviation / Airline	1933	2600
Apparel	1725	2625
Arts / Design / Fashion	1790	2534
Call Center / IT-Enabled Services / BPO	2033	2767
Computer / Information Technology (Hardware)	1825	2525
Computer / Information Technology (Software)	2170	3189
Consulting (Business & Management)	2120	3035
Consulting (IT, Science, Engineering & Technical)	1917	2617
Consumer Products / FMCG	2022	2811
Education	1991	2773
Electrical & Electronics	2267	3033
Entertainment / Media	1826	2474
Exhibitions / Event management / MICE	2140	2810
Food & Beverage / Catering / Restaurant	1838	2513
General & Wholesale Trading	1940	2570
Grooming / Beauty / Fitness	2000	3325
Healthcare / Medical	1771	2571
Hotel / Hospitality	1950	2725
Manufacturing / Production	1705	2437
Printing / Publishing	1850	2435
Property / Real Estate	2350	3225
Retail / Merchandise	1871	2610
Telecommunication	1600	2125
Textiles / Garment	1867	2583
Travel / Tourism	1800	2575

<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Accounting / Audit / Tax Services	1617	2386
Automobile / Automotive Ancillary / Vehicle	1720	2860
Banking / Financial Services	2055	3097
Construction / Building / Engineering	1622	2311
Consulting (IT, Science, Engineering & Technical)	1363	2125
Consumer Products / FMCG	1488	2088
Electrical & Electronics	2300	3600
Food & Beverage / Catering / Restaurant	1380	2380
General & Wholesale Trading	1414	2229
Heavy Industrial / Machinery / Equipment	1771	2543
Hotel / Hospitality	1700	2700
Manufacturing / Production	1681	2348
Oil / Gas / Petroleum	1867	3033
Polymer / Plastic / Rubber / Tyres	1338	2225
Property / Real Estate	1700	2600
Retail / Merchandise	1514	2371
Stockbroking / Securities	1400	1767
Textiles / Garment	1233	1933
Transportation / Logistics	1431	2027



Salary Guide  
**Building /  
Construction**



<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Architectural Services / Interior Designing	1833	2567
Arts / Design / Fashion	1600	2400
Construction / Building / Engineering	2017	3263
Consulting (IT, Science, Engineering & Technical)	1575	2450
Manufacturing / Production	2100	2960

<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Architectural Services / Interior Designing	1982	2938
Arts / Design / Fashion	1933	2700
Automobile / Automotive Ancillary / Vehicle	2200	3175
Construction / Building / Engineering	2108	3185
Consulting (Business & Management)	1985	2825
Consulting (IT, Science, Engineering & Technical)	1887	2796
Exhibitions / Event management / MICE	2340	3580
General & Wholesale Trading	1650	2200
Manufacturing / Production	2039	2750
Retail / Merchandise	1767	2767

<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Construction / Building / Engineering	2019	3205
Consulting (IT, Science, Engineering & Technical)	2133	2900
Manufacturing / Production	2186	3229

# The Fresh Grad's First Day at Work Survival Guide

## THE NIGHT BEFORE



Pick your outfit and have it pressed and ready



Plan your travel route to work



Get a good night's rest



*Set your alarm clock half an hour earlier (just in case your car won't start or there's an unscheduled disruption to the bus/train service - it never hurts to be prepared!)*

## THE MORNING OF



Have a good breakfast; you'll need the energy



Brush and floss your teeth. Every detail matters!



Listen to some upbeat tunes during your commute



Aim to arrive 10 minutes early but not too early



*If you're feeling nervous before entering the office, take a few deep breaths to calm your mind. It might be intimidating starting your first job, but focus on the opportunities rather than the unknowns.*

## WHEN YOU GET THERE



Be confident but natural. You want to be likeable rather than an overeager know-it-all



Listen, observe and process. This is the time to reserve judgements and keep an open mind



When in doubt, ask. But only after trying to figure out the answer on your own. Initiative is key

### About SEEK Asia

JobStreet.com and jobsDB are part of SEEK Asia, which is the leading online employment marketplace in Asia. Seek Asia covers 7 countries namely Hong Kong, Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam.

**JobStreet.com**

# The Fresh Grad's First Day at Work Survival Guide

## WHEN YOU MEET YOUR COLLEAGUES



- **Take part in conversations.**  
Just because you're new doesn't mean you don't have opinions.
- **Contribute ideas**  
if the opportunity arises — making a positive first impression is crucial.
- **Keep your expectations low**, but stay alert and flexible.
- Tackle your tasks with **enthusiasm and a cheerful demeanor** (even if it's boring admin work).
- **Be polite and friendly, but don't be a doormat.** Just because you're the new kid on the block doesn't mean you should be walked all over.
- When introduced to your new colleagues, say hi and repeat their names out loud to aid your memory retention. If you happen to forget it later, just laugh it off with a joke and say "I'm sorry, I've met a hundred people today! What's your name?"



### TIP

*Only use the reply-all feature for mass emails if absolutely necessary, and even then, you should think twice before hitting the send button.*



**FINALLY**, bear in mind that your probation period goes both ways. You're evaluating the company as much as they're evaluating you.

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**JobStreet.com**



Salary Guide  
**Computer / IT**

<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Computer / Information Technology (Hardware)	1765	2565
Computer / Information Technology (Software)	2144	3167
Consulting (Business & Management)	2000	2967
Consulting (IT, Science, Engineering & Technical)	2050	3200
Electrical & Electronics	2312	3092
Entertainment / Media	2000	3000
Heavy Industrial / Machinery / Equipment	2800	3750
Manufacturing / Production	2023	3237
Semiconductor / Wafer Fabrication	2981	4067
Textiles / Garment	2500	4833

<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Accounting / Audit / Tax Services	2500	3300
Advertising / Marketing / Promotion / PR	2055	2936
Aerospace / Aviation / Airline	2500	3467
Apparel	2167	3000
Automobile / Automotive Ancillary / Vehicle	2240	2980
Banking / Financial Services	2399	3645
Call Center / IT-Enabled Services / BPO	2243	3024
Computer / Information Technology (Hardware)	1892	2686
Computer / Information Technology (Software)	2476	3722
Construction / Building / Engineering	1867	2617
Consulting (Business & Management)	2355	3717
Consulting (IT, Science, Engineering & Technical)	2320	3306
Consumer Products / FMCG	2050	3038
Education	2200	3023
Electrical & Electronics	2010	2882
Entertainment / Media	2017	2883
Food & Beverage / Catering / Restaurant	2486	3457
General & Wholesale Trading	2000	3550
Healthcare / Medical	1933	2767
Hotel / Hospitality	2100	3117
Insurance	2533	3656

<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Manufacturing / Production	2090	3070
Oil / Gas / Petroleum	2020	2740
Printing / Publishing	2025	2775
Property / Real Estate	2325	3450
Retail / Merchandise	1850	2671
Stockbroking / Securities	1867	2267
Telecommunication	2504	3852
Transportation / Logistics	2214	3343
Travel / Tourism	2133	3200
Utilities / Power	1500	2533

<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Computer / Information Technology (Hardware)	1450	2263
Computer / Information Technology (Software)	2050	3359
Consulting (Business & Management)	2000	2800
Entertainment / Media	2000	3000
Manufacturing / Production	1757	2393
Semiconductor / Wafer Fabrication	2700	3942

“ I’m encouraged to think of new solutions ”

that will bring in fresh talent and improve our development opportunities. Dave’s not constantly looking over my shoulder and lets me use my initiative. That’s a great way to learn and it’s fantastic to have that trust in my first job.

**Venice,**  
Team Member

“ I can step in if there’s a problem ”

but I encourage Venice to try out new things and learn from her mistakes. I’m a believer in the proverb ‘give a man a fish and he’ll eat for a day, teach a man to fish and he’ll eat for a lifetime.

**Dave,**  
Head Of Department



## Growing together

*means focusing on people development*

At JTI, developing people is an ongoing priority. This enables us to improve the way we do our jobs, reach even higher standards and deliver for our business.

Join JTI, a leading international tobacco company operating in over 120 countries worldwide.

[jti.com](http://jti.com)





# Growing together

*means being open to new opportunities*

## About JTI

JT International (JTI) is a leading international tobacco company and we market world-renowned brands. Our goal is to become the most respected and successful tobacco company in the world. In order to achieve this, we make sure we have the best people because we believe our employees are our most important assets. Today, we have 26,000 employees made up of over 100 nationalities in 120 countries that we operate in.

Our people all around the world know that JTI is a Top Employer where we strive for excellence, together. Our focus - to grow our business together with our people - is long-term. Our people wherever they are, whatever their role, have the opportunity to develop their capabilities and grow with JTI.

## Graduate Trainee Program

- A fast track program to develop young talent with strong potential to establish a solid foundation for developing a successful career within JTI
- A talent development program that exposes the trainee to various roles and functions within JTI as well as an opportunity to undertake projects that enable the trainee to discover our business and various fields of expertise
- Undergo a customized development plan covering business operations, management and personal development areas to acquire commercial knowledge, functional skills and behavioral competencies
- A two-year on-the-job training with structured training, coaching, mentoring and practical experience
- An exciting opportunity to unleash your potential and shape your career

## BEGIN YOUR JOURNEY WITH US

[malaysia.careers@jti.com](mailto:malaysia.careers@jti.com)

(T) +603 2087 6800  
JTI Malaysia  
6th Floor, Menara Manulife, No 6 Jalan Gelenggang  
Damansara Heights, 50490 Kuala Lumpur, Malaysia



# The Fresh Grad's Guide to JobStreet.com's Company Reviews

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## Company Review

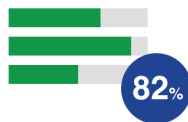
It's not just about finding the right job. You're also looking for the right company. That's why we've created a place where you can find and share trusted information about companies across Malaysia, written anonymously by employees.

### Employee Reviews



Providing candidates with greater insights of their future employers

### Detailed Ratings



Assist them in making informed decisions on their choice of employers

### Hear from Employers



A beneficial profiling for employers, highlighting their traits of being the employer of choice

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Entering the working world for the first time can be overwhelming, and perhaps you're filled with worry over what to expect from your first job:

- Will I feel comfortable with this new environment?
- What are the people like in my new job? Will I fit in?
- How should I expect my work days to be like?
- Will this job allow me to balance work with my family, daily, and social life?
- Is this job really suitable for me?
- If I find this job unsuitable only after I joined the company, how can I avoid repeating the same mistake when I start searching for jobs again?

## What can it do for me?

It is a new and exciting feature that takes the guesswork out of your company dilemmas. Get an inside look at the companies of your choice from their own former and current employees, and discover actual stories of what it's really like to work for them. Find out and gain first-hand info into a company's:

- Work environment
- Management style
- Company culture
- Career development prospects
- Compensation/Perks and benefits packages

## A place to thrive in. A place where you belong.

Finding a job is one of those life milestones you'll remember forever. The choices you make at this point can set the stage for your future. Wouldn't you want to start out on the right foot by making wise decisions? That's what Company Reviews does for you. Let us help you find the best workplace to thrive in and belong.

Become an informed job seeker and go beyond what company websites and job ads tell you. Try out Company Reviews today

*<http://www.jobstreet.com.my/en/companies>*



Salary Guide  
**Education /  
Training**

<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Education	1362	2080
Non-Profit Organisation / Social Services / NGO	1667	2100

<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Banking / Financial Services	2333	4367
Consulting (Business & Management)	1833	3167
Education	1689	2533
General & Wholesale Trading	2400	3675
Grooming / Beauty / Fitness	2433	3500
Non-Profit Organisation / Social Services / NGO	1750	2336
Retail / Merchandise	2100	3033

<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Education	1768	2768



Salary Guide  
**Engineering**

<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Automobile / Automotive Ancillary / Vehicle	1900	2643
Chemical / Fertilizers / Pesticides	1800	2400
Computer / Information Technology (Software)	2117	3133
Construction / Building / Engineering	1988	2875
Consulting (IT, Science, Engineering & Technical)	1880	2740
Electrical & Electronics	2434	3569
Environment / Health / Safety	1988	2925
General & Wholesale Trading	1860	2800
Healthcare / Medical	2475	3075
Heavy Industrial / Machinery / Equipment	2035	3206
Manufacturing / Production	2023	2943
Oil / Gas / Petroleum	2375	3400
Polymer / Plastic / Rubber / Tyres	2043	2957
Retail / Merchandise	1983	3183
Semiconductor / Wafer Fabrication	1847	2843
Telecommunication	2347	3455

<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Aerospace / Aviation / Airline	1936	2914
Automobile / Automotive Ancillary / Vehicle	1648	2399
Chemical / Fertilizers / Pesticides	1675	2550
Computer / Information Technology (Hardware)	1917	2833
Computer / Information Technology (Software)	1644	2289
Construction / Building / Engineering	1899	2924
Consulting (Business & Management)	2160	3100
Consulting (IT, Science, Engineering & Technical)	2217	3413
Consumer Products / FMCG	2244	3100
Education	1800	2700
Electrical & Electronics	1872	2674
Entertainment / Media	2175	3125
Environment / Health / Safety	1667	2350
Food & Beverage / Catering / Restaurant	1800	2450
General & Wholesale Trading	1845	2645
Government / Defence	1655	2244



<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Healthcare / Medical	1790	2470
Heavy Industrial / Machinery / Equipment	1825	2849
Hotel / Hospitality	1933	2467
Manufacturing / Production	1990	2830
Oil / Gas / Petroleum	2543	3754
Polymer / Plastic / Rubber / Tyres	2000	2700
R&D	2350	3150
Repair & Maintenance Services	1575	2375
Retail / Merchandise	2275	3356
Science & Technology	1750	2567
Semiconductor / Wafer Fabrication	2308	3042
Telecommunication	1948	2831
Transportation / Logistics	1855	2836
Utilities / Power	1961	3311

<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Agricultural / Plantation / Poultry / Fisheries	1533	2333
Automobile / Automotive Ancillary / Vehicle	1425	2275
Chemical / Fertilizers / Pesticides	1525	2300
Computer / Information Technology (Software)	1933	3333
Construction / Building / Engineering	2083	3608
Consulting (IT, Science, Engineering & Technical)	1967	2967
Consumer Products / FMCG	1825	2900
Electrical & Electronics	1741	2637
Environment / Health / Safety	1300	2350
General & Wholesale Trading	1567	2333
Heavy Industrial / Machinery / Equipment	1794	2871
Manufacturing / Production	1883	2766
Oil / Gas / Petroleum	2222	3017
Repair & Maintenance Services	1433	1933
Retail / Merchandise	1957	3171
Semiconductor / Wafer Fabrication	2325	3213
Telecommunication	1519	2244
Utilities / Power	1750	2875



# Salary Guide **Healthcare**

<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Healthcare / Medical	1619	2562
<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
BioTechnology / Pharmaceutical / Clinical research	1900	2600
Education	1410	2122
Grooming / Beauty / Fitness	1650	2550
Healthcare / Medical	1886	2832
Non-Profit Organisation / Social Services / NGO	1363	2250
<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Education	1133	1733
Healthcare / Medical	1400	1996
Non-Profit Organisation / Social Services / NGO	1433	2367



Salary Guide  
**Hotel / Restaurant**

<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Food & Beverage / Catering / Restaurant	1408	1938
Hotel / Hospitality	1439	2006
Retail / Merchandise	1367	1683
Travel / Tourism	1342	1733
<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Aerospace / Aviation / Airline	1930	2680
Consulting (Business & Management)	3960	5100
Consumer Products / FMCG	1475	2150
Food & Beverage / Catering / Restaurant	1442	2121
Healthcare / Medical	1533	1867
Hotel / Hospitality	1652	2228
Property / Real Estate	1600	2167
Retail / Merchandise	1482	2268
Travel / Tourism	1800	2624
<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Food & Beverage / Catering / Restaurant	1361	1944
Hotel / Hospitality	1183	1713
Property / Real Estate	1167	1833
Travel / Tourism	1380	1880



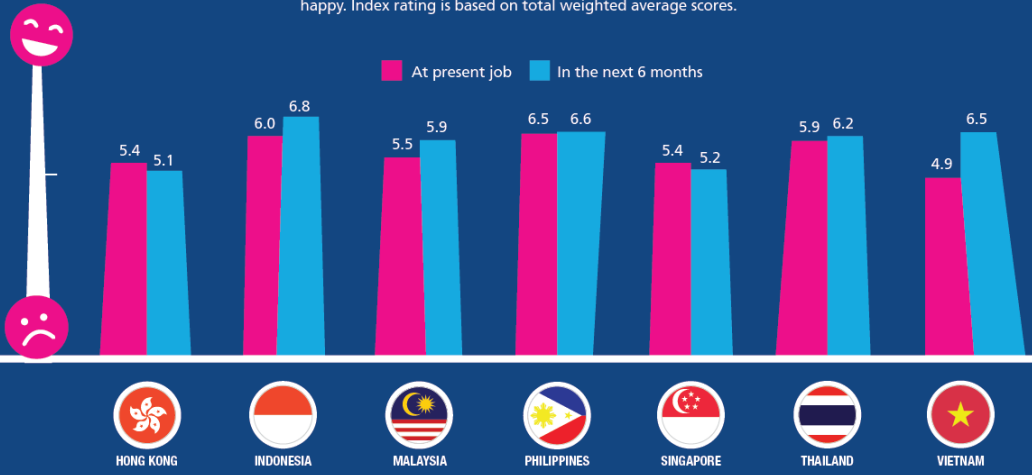
# HOW HAPPY ARE OUR FRESH GRADS?



With the potential to produce new perspectives and innovative ideas, fresh graduates can be an asset to the employers. Find out what keeps them happy at work, and how to maintain and increase their job happiness.

## HAPPY-O-METER

\*from a scale of 0 – 10, with 5 being neutral & 10 being 'extremely happy. Index rating is based on total weighted average scores.



## WHAT MAKES FRESH GRADS HAPPY AT WORK?

There are two vital factors\* that ensure job happiness amongst fresh graduates in Asia.



### WORKPLACE LOCATION

The location of their workplace plays a major factor in their decision to keep or take on a job. Well located workplaces near public transportations are more convenient.



### GOOD COLLEAGUES

Having good colleagues is also important for fresh graduates to be happy at work. Good colleagues will provide good support amongst peers and enhance job motivation.

\*From the JobStreet.com & jobsDB 2016 Job Happiness Index

## WHAT'S ON THEIR WISH LIST?



Fresh graduates in Asia generally want better remuneration or a new job to improve their happiness level.



### MALAYSIA

- 1 Higher salary
- 2 Resign and start fresh
- 3 New responsibilities



### THAILAND

- 1 Resign and start fresh
- 2 Higher salary
- 3 New responsibilities



### HONG KONG

- 1 Higher salary
- 2 Resign and start fresh
- 3 Improved working hours/ time flexibility



### PHILIPPINES

- 1 Higher salary
- 2 Resign and start fresh
- 3 Further education



### VIETNAM

- 1 Further education
- 2 Higher salary
- 3 Resign and start fresh



### INDONESIA

- 1 Higher salary
- 2 Resign and start fresh
- 3 New responsibilities



### SINGAPORE

- 1 Higher salary
- 2 Resign and start fresh
- 3 Improved working hours



#### About SEEK Asia

JobStreet.com and jobsDB are part of SEEK Asia, which is the leading online employment marketplace in Asia. Seek Asia covers 7 countries namely Hong Kong, Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam.

**JobStreet.com**





Salary Guide  
**Manufacturing**

<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Aerospace / Aviation / Airline	2089	3191
Apparel	1183	1767
Chemical / Fertilizers / Pesticides	1263	1725
Computer / Information Technology (Hardware)	2533	3600
Construction / Building / Engineering	2021	2531
Consumer Products / FMCG	1500	2350
Electrical & Electronics	1867	2629
General & Wholesale Trading	1600	2467
Healthcare / Medical	1589	2422
Heavy Industrial / Machinery / Equipment	1688	2492
Manufacturing / Production	1587	2345
Polymer / Plastic / Rubber / Tyres	1435	2082
Printing / Publishing	1500	2200
Repair & Maintenance Services	1600	2367
Retail / Merchandise	1529	2471
Semiconductor / Wafer Fabrication	2027	3077
Textiles / Garment	1600	2033
<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Aerospace / Aviation / Airline	1775	2750
Arts / Design / Fashion	1667	2100
Automobile / Automotive Ancillary / Vehicle	1684	2488
Call Center / IT-Enabled Services / BPO	1533	2367
Computer / Information Technology (Hardware)	2114	2543
Computer / Information Technology (Software)	1350	1875
Construction / Building / Engineering	1626	2403
Consulting (Business & Management)	2257	2586
Consumer Products / FMCG	1663	2413
Education	1607	2360
Electrical & Electronics	1853	2600
Entertainment / Media	1729	2314
Environment / Health / Safety	1500	2100
Food & Beverage / Catering / Restaurant	1675	2400
General & Wholesale Trading	1453	2284
Government / Defence	1300	2017

<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Grooming / Beauty / Fitness	1700	2300
Healthcare / Medical	1714	2459
Heavy Industrial / Machinery / Equipment	1543	2371
Hotel / Hospitality	1433	2017
Manufacturing / Production	1654	2387
Non-Profit Organisation / Social Services / NGO	1700	2233
Oil / Gas / Petroleum	2055	2725
Polymer / Plastic / Rubber / Tyres	1750	2419
Printing / Publishing	1700	2529
Property / Real Estate	1371	2086
Repair & Maintenance Services	1629	2314
Retail / Merchandise	1623	2322
Semiconductor / Wafer Fabrication	1600	2817
Telecommunication	1863	2388
Transportation / Logistics	1580	2001
Wood / Fibre / Paper	1867	2500
<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Construction / Building / Engineering	1580	2660
Consulting (Business & Management)	2100	2933
Consumer Products / FMCG	1560	2298
Electrical & Electronics	1439	2200
Food & Beverage / Catering / Restaurant	1959	2714
Heavy Industrial / Machinery / Equipment	1727	2664
Manufacturing / Production	1545	2304
Oil / Gas / Petroleum	2133	2817
Polymer / Plastic / Rubber / Tyres	1600	2375
Printing / Publishing	1667	2400
Repair & Maintenance Services	1667	2167
Retail / Merchandise	1475	2250
Textiles / Garment	1625	2275
Transportation / Logistics	1525	1975



Salary Guide  
**Sales / Marketing**

<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Advertising / Marketing / Promotion / PR	1660	2700
Apparel	1592	2183
Automobile / Automotive Ancillary / Vehicle	1894	2833
Banking / Financial Services	2128	3451
BioTechnology / Pharmaceutical / Clinical research	2429	4071
Computer / Information Technology (Hardware)	1813	3175
Computer / Information Technology (Software)	1927	3055
Construction / Building / Engineering	1813	3138
Consulting (Business & Management)	2000	3333
Consulting (IT, Science, Engineering & Technical)	2325	3225
Consumer Products / FMCG	1474	1958
Education	1986	3257
Electrical & Electronics	1560	2546
Exhibitions / Event management / MICE	1560	2900
Food & Beverage / Catering / Restaurant	1567	2267
General & Wholesale Trading	1881	2956
Healthcare / Medical	2138	3332
Heavy Industrial / Machinery / Equipment	2013	3063
Hotel / Hospitality	2220	3000
Manufacturing / Production	1913	2937
Polymer / Plastic / Rubber / Tyres	1900	2717
Printing / Publishing	1633	2767
Property / Real Estate	1800	2500
Retail / Merchandise	1586	2645
Telecommunication	1850	2938
Transportation / Logistics	2220	3160
<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Advertising / Marketing / Promotion / PR	2304	3703
Aerospace / Aviation / Airline	2113	2913
Agricultural / Plantation / Poultry / Fisheries	1900	2750
Apparel	1433	2389
Architectural Services / Interior Designing	2300	3860
Arts / Design / Fashion	1708	2358
Automobile / Automotive Ancillary / Vehicle	1632	2459

Central Region	Avg min salary	Avg max salary
Banking / Financial Services	2175	3588
BioTechnology / Pharmaceutical / Clinical research	2293	3613
Call Center / IT-Enabled Services / BPO	2049	3279
Chemical / Fertilizers / Pesticides	2071	3043
Computer / Information Technology (Hardware)	1905	2895
Computer / Information Technology (Software)	2113	3261
Construction / Building / Engineering	2120	3205
Consulting (Business & Management)	2055	3048
Consulting (IT, Science, Engineering & Technical)	2337	3723
Consumer Products / FMCG	2125	2974
Education	1873	2909
Electrical & Electronics	1977	3070
Entertainment / Media	1940	2910
Environment / Health / Safety	1900	3100
Exhibitions / Event management / MICE	2018	3135
Food & Beverage / Catering / Restaurant	1796	2617
General & Wholesale Trading	2005	3155
Government / Defence	1900	2267
Grooming / Beauty / Fitness	2054	3447
Healthcare / Medical	2101	3175
Heavy Industrial / Machinery / Equipment	2169	3320
Hotel / Hospitality	1982	2774
Manufacturing / Production	1945	2991
Oil / Gas / Petroleum	2177	3041
Polymer / Plastic / Rubber / Tyres	2250	3338
Printing / Publishing	1935	2990
Property / Real Estate	1867	2995
Repair & Maintenance Services	1867	3067
Retail / Merchandise	1724	2670
Science & Technology	2321	3464
Security / Law Enforcement	1900	2967
Sports	1400	2300
Telecommunication	1874	2914
Textiles / Garment	1683	2183
Tobacco	3000	3583

<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Tobacco	3000	3583
Transportation / Logistics	2124	2990
Travel / Tourism	1760	2530
Wood / Fibre / Paper	2100	2925
<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Advertising / Marketing / Promotion / PR	2085	3188
Agricultural / Plantation / Poultry / Fisheries	2067	3167
Apparel	1963	2775
Arts / Design / Fashion	1600	2333
Automobile / Automotive Ancillary / Vehicle	1833	2680
Banking / Financial Services	2027	3139
BioTechnology / Pharmaceutical / Clinical research	2400	3900
Computer / Information Technology (Hardware)	1960	3640
Computer / Information Technology (Software)	2600	4600
Construction / Building / Engineering	2367	4042
Consulting (Business & Management)	1640	2780
Consulting (IT, Science, Engineering & Technical)	1900	2629
Consumer Products / FMCG	1748	2589
Education	2106	3039
Electrical & Electronics	1653	2780
Environment / Health / Safety	1680	2460
Exhibitions / Event management / MICE	1700	2500
General & Wholesale Trading	2043	3572
Grooming / Beauty / Fitness	1820	3260
Healthcare / Medical	2291	3652
Heavy Industrial / Machinery / Equipment	2018	3212
Hotel / Hospitality	2380	3640
Manufacturing / Production	1876	3049
Printing / Publishing	1660	2820
Property / Real Estate	1880	2380
Retail / Merchandise	1624	2592
Telecommunication	1800	3000
Textiles / Garment	1408	2100
Transportation / Logistics	1971	2893



# Salary Guide **Science**



<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Agricultural / Plantation / Poultry / Fisheries	1800	2445
Chemical / Fertilizers / Pesticides	1560	2220
Healthcare / Medical	1760	2520
Manufacturing / Production	1983	2744
R&D	2100	2467
<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Aerospace / Aviation / Airline	1684	2383
Agricultural / Plantation / Poultry / Fisheries	1818	2445
Banking / Financial Services	2467	3133
BioTechnology / Pharmaceutical / Clinical research	1714	2343
Chemical / Fertilizers / Pesticides	1533	2344
Computer / Information Technology (Software)	2333	3000
Consulting (Business & Management)	2167	3111
Consumer Products / FMCG	1625	2275
Food & Beverage / Catering / Restaurant	1800	2700
General & Wholesale Trading	2000	2733
Grooming / Beauty / Fitness	1733	2433
Healthcare / Medical	1918	2755
Manufacturing / Production	1723	2510
R&D	1600	2667
Retail / Merchandise	2050	2750
Science & Technology	2000	3075
Travel / Tourism	2300	3000
<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Agricultural / Plantation / Poultry / Fisheries	1743	2514
Chemical / Fertilizers / Pesticides	1600	2480
Consumer Products / FMCG	1940	2420
Manufacturing / Production	1845	2595



# Salary Guide **Services**

<b>Northern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Arts / Design / Fashion	1400	1833
Automobile / Automotive Ancillary / Vehicle	1458	2142
Banking / Financial Services	1500	2000
Call Center / IT-Enabled Services / BPO	2389	3536
Chemical / Fertilizers / Pesticides	1338	2075
Computer / Information Technology (Hardware)	2100	2700
Computer / Information Technology (Software)	1638	2663
Consumer Products / FMCG	1167	1667
Electrical & Electronics	2165	2753
General & Wholesale Trading	1575	2150
Grooming / Beauty / Fitness	1600	2980
Healthcare / Medical	1700	2430
Heavy Industrial / Machinery / Equipment	1850	2625
Hotel / Hospitality	1340	1740
Law / Legal	1850	3100
Manufacturing / Production	1619	2495
Retail / Merchandise	1691	2455
Telecommunication	1700	2367
Transportation / Logistics	1704	2293
Travel / Tourism	1720	2326
<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Advertising / Marketing / Promotion / PR	2096	3022
Aerospace / Aviation / Airline	1834	2492
Apparel	1700	2600
Arts / Design / Fashion	1571	2414
Automobile / Automotive Ancillary / Vehicle	1852	2602
Banking / Financial Services	2134	2782
Call Center / IT-Enabled Services / BPO	2258	3044
Chemical / Fertilizers / Pesticides	1933	3022
Computer / Information Technology (Hardware)	2000	2661
Computer / Information Technology (Software)	1928	2922
Construction / Building / Engineering	1525	2117
Consulting (Business & Management)	2124	2702

<b>Central Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Consulting (IT, Science, Engineering & Technical)	2128	3096
Consumer Products / FMCG	1786	2721
Education	2031	2938
Electrical & Electronics	1816	2600
Entertainment / Media	1733	2478
Food & Beverage / Catering / Restaurant	1575	2175
Gems / Jewellery	1500	2133
General & Wholesale Trading	1750	2365
Grooming / Beauty / Fitness	1749	2875
Healthcare / Medical	1688	2418
Heavy Industrial / Machinery / Equipment	1680	2410
Hotel / Hospitality	2025	2590
Insurance	1875	2617
Law / Legal	1859	2688
Manufacturing / Production	1668	2421
Non-Profit Organisation / Social Services / NGO	1700	2200
Oil / Gas / Petroleum	2050	2709
Printing / Publishing	1740	2593
Property / Real Estate	1518	2221
Retail / Merchandise	1614	2261
Security / Law Enforcement	1543	2025
Stockbroking / Securities	2000	2600
Telecommunication	1929	2649
Transportation / Logistics	1710	2484
Travel / Tourism	2300	2819
<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Aerospace / Aviation / Airline	1100	1600
Automobile / Automotive Ancillary / Vehicle	1575	2313
Banking / Financial Services	1843	2338
Call Center / IT-Enabled Services / BPO	2496	4000
Computer / Information Technology (Hardware)	1367	2033
Computer / Information Technology (Software)	1667	2600
Construction / Building / Engineering	1200	1667

<b>Southern Region</b>	<b>Avg min salary</b>	<b>Avg max salary</b>
Consulting (Business & Management)	1400	2000
Consumer Products / FMCG	1244	2000
Gems / Jewellery	1500	2133
Grooming / Beauty / Fitness	1500	2525
Healthcare / Medical	1471	2029
Hotel / Hospitality	1170	1640
Law / Legal	1457	2129
Manufacturing / Production	1605	2290
Printing / Publishing	1850	2725
Retail / Merchandise	1629	2443
Telecommunication	1475	2525
Transportation / Logistics	1573	2285



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