



SALARY GUIDE 2023

The latest
salary insights
for today's hiring

MALAYSIA

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Continue Your Journey with a Reliable Partner

SALARY GUIDE 2023

JobStreet Malaysia

We're thrilled to bring you the must-have hiring guide for 2023. Make your hiring faster and better with the latest salary trends in Malaysia.

Salary transparency matters. In fact, **49% of jobseekers in Malaysia** want to know the salary before they apply*. As your **No.1 Trusted Talent Partner**, we can guide you to be more competitive and confident in attracting good talent.

What is Salary Guide 2023?

It's an insights-packed salary report of Malaysia's job market. Compiled from JobStreet Malaysia's latest data, the salary report analyses and compares salaries to help companies attract the right talent.

*JobStreet Malaysia's Future of Recruitment Report 2023: Insights from over 90,000 jobseeker responses, in partnership with Boston Consulting Group & The Network



SALARY GUIDE 2023

What is it intended for?

Assist employers in understanding salary trends across different specialisations and position levels. It empowers them to make strategic decisions for acquiring and retaining talent.

How is it derived?

The report is based on salary data from job ads placed by employers in JobStreet Malaysia's portal.



Period of Analysis

The report compares salary data between **April 2022 – March 2023** and the same period of the year before (April 2021 – March 2022).



Data Analysis

For all salary analysis in this report, the **median salary** is used, with the sample size stated in each section. The job data only includes **full-time job employment** in Malaysia paid in **Malaysian Ringgit**.

Outliers or extreme values, as well as salary data below the country's minimum salary wage (RM 1,500) were excluded to ensure the accuracy of analysis and insights.



Data Source

All salary data is full-time monthly salary data extracted from JobStreet ads in the internal database.



SALARY OVERVIEW:
JOBSTREET MALAYSIA
SALARY DATA FACTS



DID YOU KNOW?

Industry



Computer & IT

28.0% ▲ RM 1050

Top growing industry
Highest increase in median salary
Apr 2021 – Mar 2022: RM3,750
Apr 2022 – Mar 2023: RM4,800



Entertainment

-27.1% ▼ RM 800

Top industry at risk
Highest decrease in median salary
Apr 2021 – Mar 2022: RM2,950
Apr 2022 – Mar 2023: RM2,150



Insurance

RM 5,250

Highest median salary



Manufacturing

42,103 ads in 2023
(↑12.6%)

Highest number of job ads posted
for 2 consecutive years

Specialisation



Sciences

Top growing specialisation
Highest increase in median salary

1.5% ▲ RM 50

Apr 2021 – Mar 2022: RM 3,250
Apr 2022 – Mar 2023: RM 3,300



Accounting & Finance

Top Specialisation at risk
Highest decrease in median salary

-16.7% ▼ RM 750

Apr 2021 – Mar 2022: RM 4,500
Apr 2022 – Mar 2023: RM 3,750



Computer & IT

RM 6,000

Highest Median Salary



Sales & Marketing

76,138 ads in 2023
(↑43.57%)

Highest number of job ads posted
for 2 consecutive years

DID YOU KNOW?

State

Kuala Lumpur

RM 3,750

State with the Highest Median Salary

Kelantan

12.9% ▲ RM 200

Stands out as a state with the highest growth in Median Salary, driven by substantial increases in both

Entry Level ↑16.1%
Junior Executive ↑3.3%

Positions in Kelantan with the highest salary increment in 2023

City

Cyberjaya

City with the Highest Median Salary

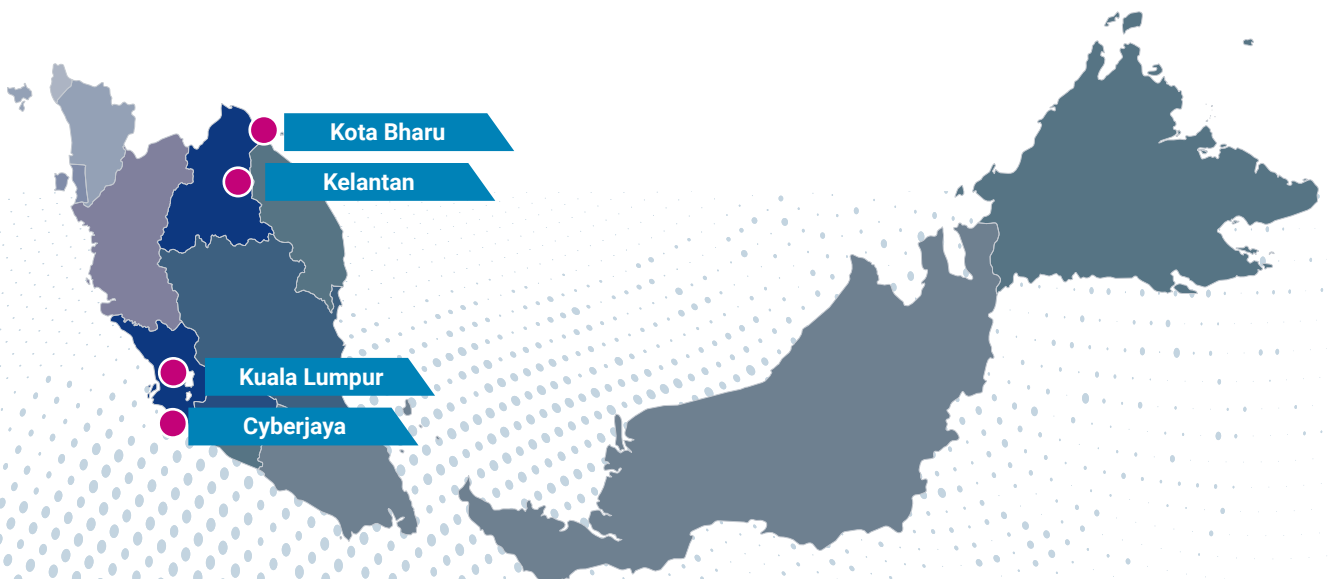
RM 4,025

Kota Bharu

City with the Highest Median Salary Growth

12.9% ▲ RM 200

Apr 2021 - Mar 2022 : RM 1,550
Apr 2022 - Mar 2023 : RM 1,750



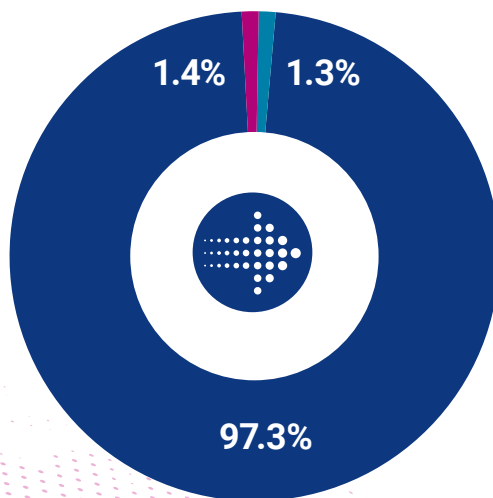
SALARY OVERVIEW: INDUSTRY AND SPECIALISATION



SALARY CHANGES ON JOBSTREET AND JOBSDB IN ASIA

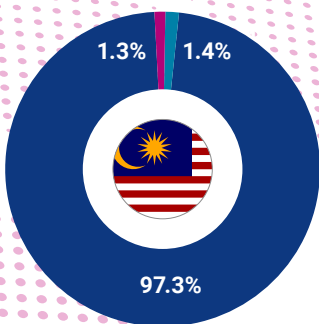
Overall salary has stabilised significantly this year compared to the year before. All markets, including Malaysia only experienced salary fluctuations in small percentage of their job ads.

Overall change on JobStreet and JobsDB

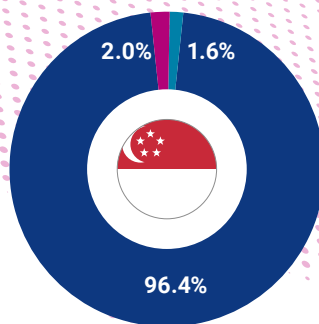


- Increase
- No change
- Decrease

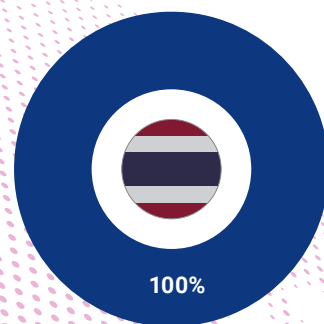
JobStreet Malaysia



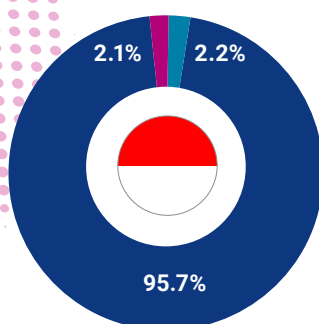
JobStreet Singapore



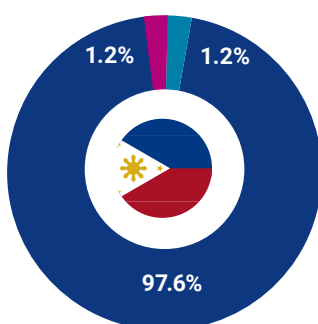
JobsDB Thailand



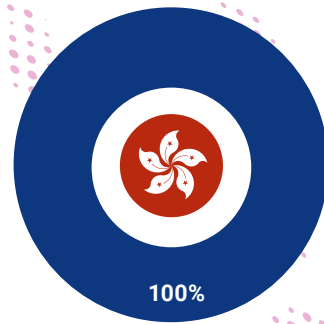
JobStreet Indonesia



JobStreet Philippines



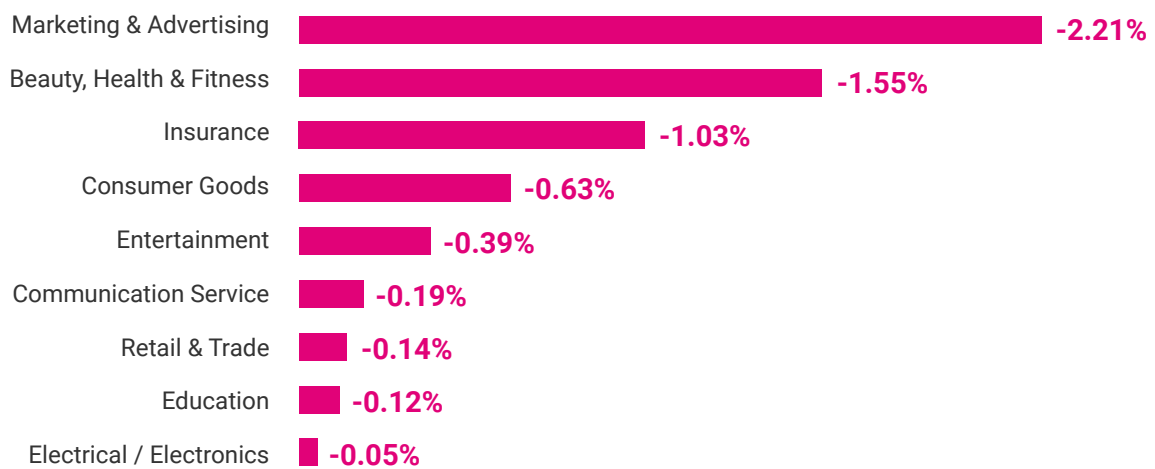
JobsDB Hong Kong



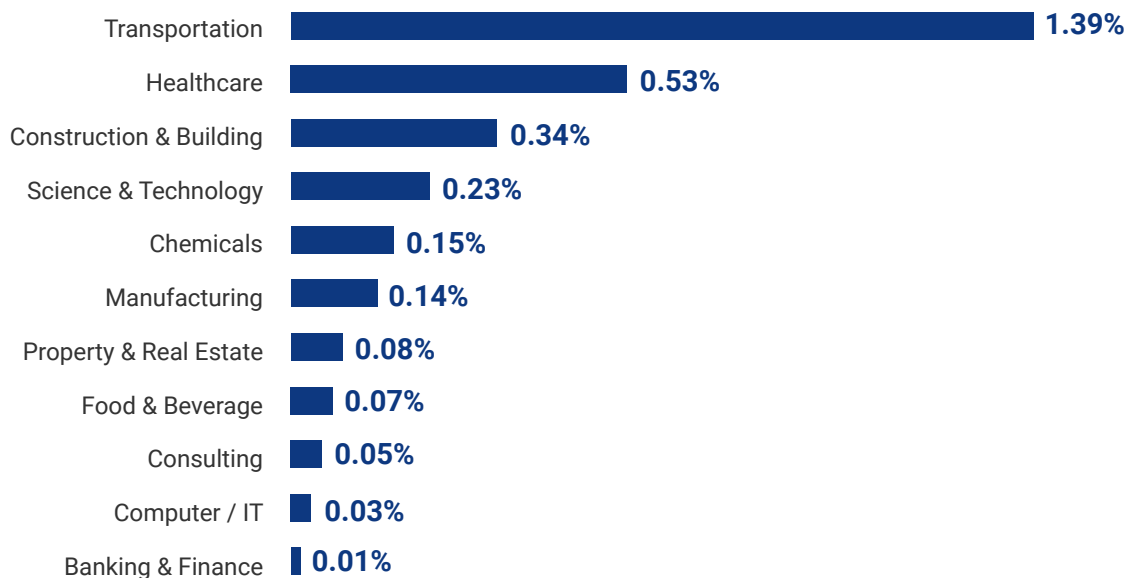
SALARY CHANGES BY INDUSTRY IN MALAYSIA

Marketing and Advertising job ads show **2.21% net decrease** in salary, while Transportation sector sees **1.39% net increase**. This is due to a **shift in consumer behavior** and **rising demand** for transportation services.

Percentage of Job Ads with Salary Changes by Industry : Top Pay Cuts

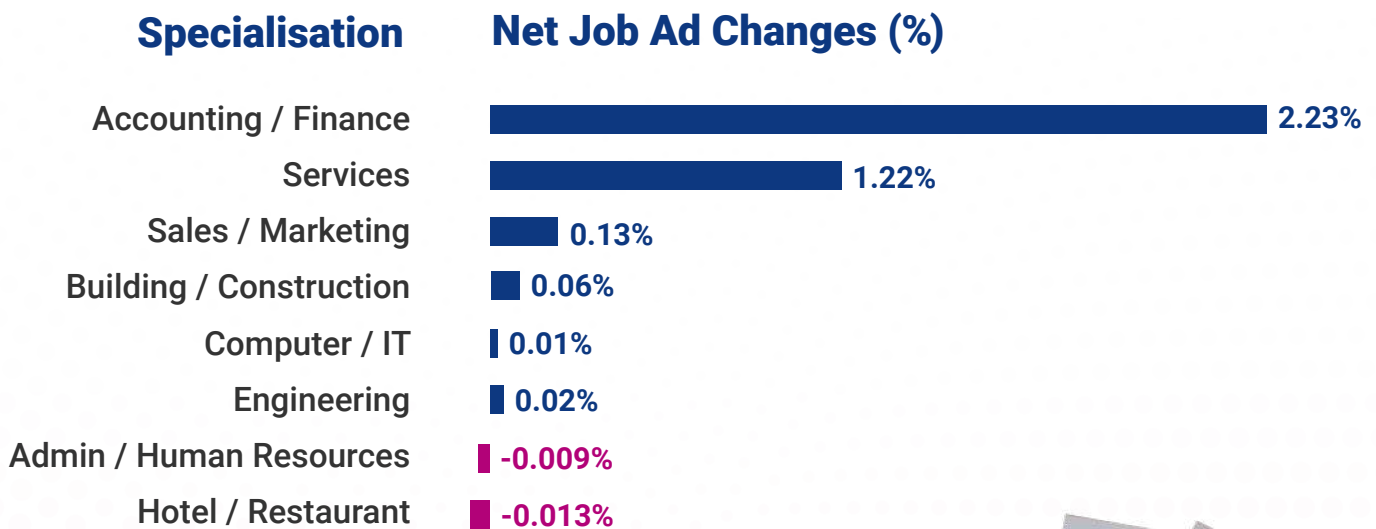


Percentage of Job Ads with Salary Changes by Industry: Top Pay Rises



SALARY CHANGES BY SPECIALISATION IN MALAYSIA

The job ads reveal intriguing trends in salary changes across various specialisations. Among the findings, only two specialisations job ads experienced a net decrease in salary adjustments: **Admin/Human Resources** and **Hotel/Restaurant** sectors. On the other hand, the **Accounting/Finance** and **Services** sectors saw an upward trend.



SALARY OVERVIEW: INDUSTRIES WITH SALARY CHANGE



TOP INDUSTRIES WITH INCREASED SALARY

Agriculture flourishes in Junior Executive positions. **Beauty Health & Fitness, Computer/IT, Entertainment,** and **MICE** shine for Managerial roles, Senior Manager level displays stability.

	Non-Executive	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Computer & IT	2,600	2,875 ↑27.8%	3,800 ↑11.3%	7,000	8,250 ↑3.1%	14,000
Transportation	2,000	2,450	3,150	4,560 ↑11.3%	7,250	12,000
Communication Service	3,000 ↓7.7%	3,250 ↑18.2%	3,650	5,250	8,500	14,500
Consumer Goods	2,150	2,250 ↑18.4%	3,350	4,800 ↓4.0%	7,750	11,000
Entertainment	1,900	2,950 ↑118.0%	3,300	4,500	7,200 ↑2.9%	
Beauty, Health & Fitness	2,400	2,750	3,400	4,250	6,500 ↑4.0%	
Agriculture	2,050	2,400	3,150 ↑5.0%	4,750 ↑5.6%	7,500	13,500
Legal	2,150	2,250 ↑12.5%	3,250	4,450	7,000	
Apparel & Textiles	1,800	2,160 ↑18.0%	3,000	4,000 +2.6%	6,000	
MICE (Meetings, Incentives, Conferences, and Exhibitions)	Null (No Value)	3,000 (No Change)	3,300	4,000 +2.6%	6,000	

TOP INDUSTRIES WITH DECREASED SALARY

Salaries in the **F&B** industry experienced salary drops across all position levels except for **Senior Managers**, the most **significant salary drop (Senior Executives)** falls in this industry too.

	Non-Executive	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Manufacturing	2,100	2,250	3,200 <small>Null (No Change)</small>	4,500 ↓4.3%	7,750	12,500
Food & Beverage	1,750 ↓2.8%	1,600 ↓11.1%	2,900 ↓3.3%	3,250 ↓18.8%	4,000 ↓11.1%	7,750
Retail & Trade	1,600 ↓4.5%	2,150	3,050	4,250	6,000	11,000
Banking & Finance	2,000 ↓7.0%	2,750 ↓12.7%	3,200 ↓3.0%	4,750 ↓7.3%	8,250	12,650
Construction & Building	2,250 ↓1.3%	2,600 ↓1.9%	3,250	4,500	8,000	12,000
Electrical & Electronics	2,160 ↓4.0%	3,150	3,600 ↓4.0%	6,000	9,500	16,800
Healthcare	2,025	2,175 ↓1.1%	3,150 ↓3.1%	4,700	7,000	11,500
Others	1,950 ↓2.5%	2,250	3,150	4,700	7,500	13,500 ↓6.3%
Consulting	2,250	3,000 ↓7.7%	3,550 ↓1.4%	5,250 ↓4.6%	8,000 ↓3.9%	13,000
Property & Real Estate	2,250 ↓2.2%	3,750	3,400	4,750	7,500	13,500

SALARY OVERVIEW:
SPECIALISATIONS WITH
SALARY CHANGE



TOP SPECIALISATIONS WITH INCREASED SALARY

Entry Level positions in the **Sales and Marketing** specialisation have the **highest growth** at 18.1%, primarily driven by the improving economy. As the country embarks on a path of recovery, sales positions have reemerged in the job market, with companies actively seeking individuals to assist in attaining financial goals.

	Non-Executive	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Sales & Marketing	1,600 ↓11.1%	3,000 ↑20.0%	3,500	4,500	7,200	12,500 ↑6.7%
Admin & Human Resources	2,000 ↓0.5%	2,200	3,000	4,500	7,500	14,500 ↑7.4%
Services	2,250	3,000 ↑9.1%	3,250	4,500	8,000	11,500 ↓0.9%
Building & Construction	2,880	3,000	3,350	4,500	8,000	12,250 ↑2.1%
Sciences	2,150 ↑2.4%	2,750	3,150	4,500 ↓5.3%	8,250 ↑3.1%	16,500

TOP SPECIALISATIONS WITH DECREASED SALARY

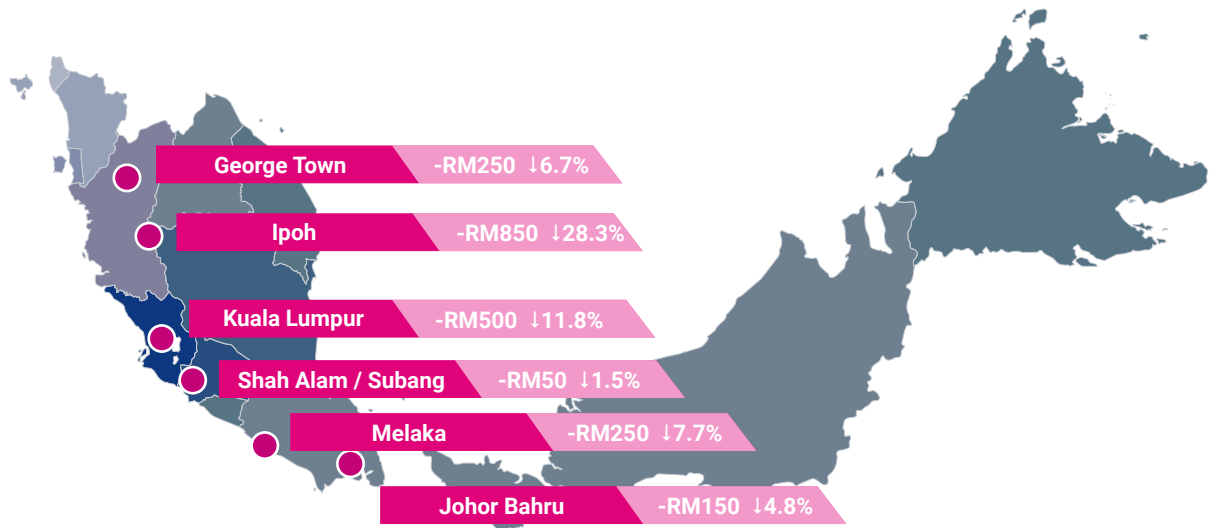
Engineering is the specialisation most at risk, with **3 position levels** showing decreased salary. **Non Executives** in the **Accounting & Finance** specialisation experienced the most drastic salary drop at 50%.

	Non-Executive	Entry Level	Junior Executive	Senior Executive	Manager	Senior Manager
Accounting & Finance	3,250 ↓50.0%	2,650 ↓3.60%	3,250	4,750	8,250	12,650
Manufacturing	2,100	1,600 ↓28.9%	3,150	4,500 ↓5.3%	8,000	12,750
Computer & IT	9,000 ↓21.7%	3,500 ↑2.9%	4,250	7,100	9,500	15,000
Hotel & Restaurant	1,800	1,800	2,550	3,000	4,000 ↓11.1%	7,750
Engineering	2,300 ↓4.2%	2,950	3,500 ↓2.8%	5,550 ↓6.3%	9,000	16,000
Others	1,800 ↓5.3%	2,050 ↑2.5%	3,000 ↓7.7%	4,500	7,650	
Arts, Media & Communications	2,750	2,750 ↑1.9%	3,150	4,250 ↓2.3%	7,000	6,000
Healthcare	1,900 ↓6.2%	2,175	3,000	5,250	7,000	11,000

SALARY OVERVIEW: **SALARIES BY LOCATION**



SALARY CHANGE IN MAJOR CITIES



Top industries and specialisations with salary changes

Kuala Lumpur -RM500 ↓11.8%		
Industry	Change (RM)	Percentage
Sports	+RM 3,000	1100.0%
Oil & Gas	+RM 2,600	154.7%
Computer & IT	+RM 2,000	150.0%
Specialisation		
Sciences	+RM 2,500	171.4%
Computer & IT	+RM 2,500	150.0%
Engineering	+RM 2,200	157.9%

Shah Alam / Subang -RM50 ↓1.5%		
Industry	Change (RM)	Percentage
Computer & IT	+RM 2,650	1101.9%
Telecommunication	+RM 1,850	150.7%
Materials	+RM 1,500	150.0%
Specialisation		
Computer & IT	+RM 2,000	144.4%
Admin & Human Resources	+RM 1,500	150.0%
Engineering	+RM 1,340	139.9%

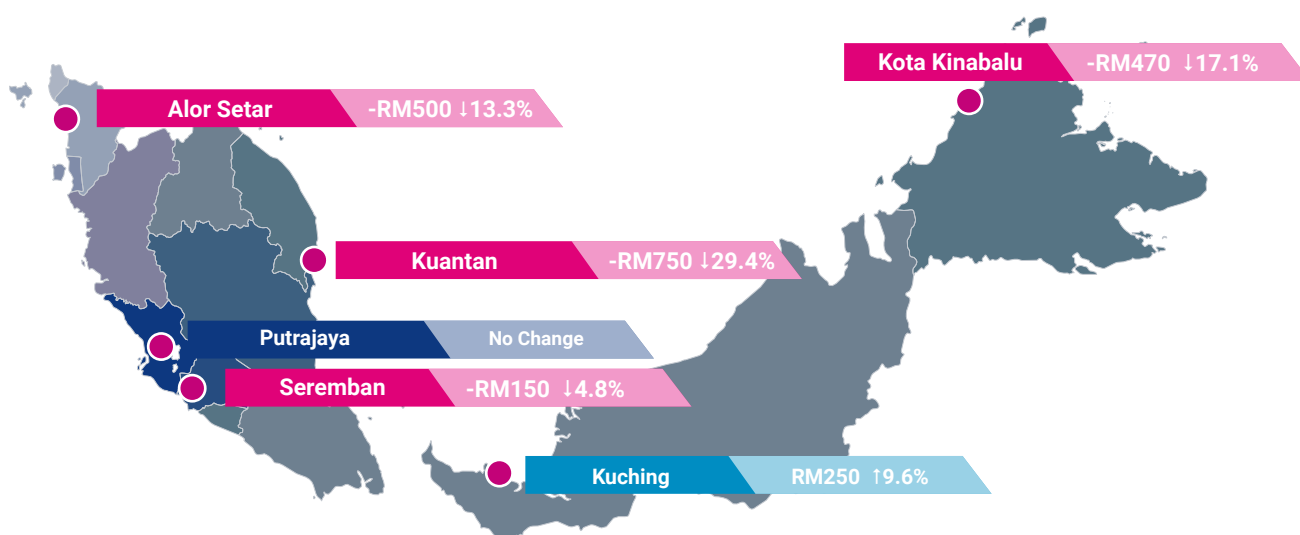
Ipoh -RM850 ↓28.3%		
Industry	Change (RM)	Percentage
Transportation	+RM 3,000	1100.0%
Banking & Finance	+RM 2,250	160.0%
Computer & IT	+RM 1,950	176.5%
Specialisation		
Services	+RM 4,000	1133.3%
Computer & IT	+RM 1,600	135.6%
Admin & Human Resources	+RM 1,450	156.9%

Johor Bahru -RM150 ↓4.8%		
Industry	Change (RM)	Percentage
Property & Real Estate	+RM 4,000	1114.3%
Science & Technology	+RM 3,400	168.0%
Media	+RM 1,500	150.0%
Specialisation		
Sciences	+RM 2,200	1100.0%
Engineering	+RM 1,600	147.1%
Accounting & Finance	+RM 1,450	144.6%

George Town -RM250 ↓6.7%		
Industry	Change (RM)	Percentage
Telecommunications	+RM 2,700	181.8%
Healthcare	+RM 2,250	175.0%
Computer & IT	+RM 2,100	166.7%
Specialisation		
Computer & IT	+RM 2,500	155.6%
Healthcare	+RM 2,400	180.0%
Manufacturing	+RM 1,650	152.4%

Melaka -RM250 ↓7.7%		
Industry	Change (RM)	Percentage
Industrial Machinery	+RM 1,750	150.0%
Property & Real Estate	+RM 1,500	146.2%
Manufacturing	+RM 1,200	140.0%
Specialisation		
Engineering	+RM 1,650	145.8%
Services	+RM 1,500	150.0%
Admin & Human Resources	+RM 1,450	152.7%

SALARY CHANGE IN MAJOR CITIES



Top industries and specialisations with salary changes

Seremban -RM150 ↓4.8%		
Industry	Change (RM)	Percentage Change
Construction & Building	+RM 4,200	1110.5%
Electrical & Electronics	+RM 3,750	183.3%
Manufacturing	+RM 3,500	153.9%
Specialisation		
Building & Construction	+RM 2,500	183.3%
Engineering	+RM 2,500	1106.3%
Manufacturing	+RM 2,200	141.7%

Alor Setar -RM500 ↓13.3%		
Industry	Change (RM)	Percentage Change
Electrical & Electronics	+RM 5,000	1142.9%
Banking & Finance	+RM 2,250	160.0%
Retail & Trade	+RM 1,050	160.0%
Specialisation		
Accounting & Finance	+RM 2,250	160.0%
Admin & Human Resources	+RM 1,250	141.7%
Manufacturing	+RM 750	121.4%

Kuching +RM250 ↑9.6%		
Industry	Change (RM)	Percentage Change
Insurance	+RM 3,300	178.6%
Banking & Finance	+RM 3,000	192.3%
Manufacturing	+RM 1,500	183.3%
Specialisation		
Sciences	+RM 3,900	1125.8%
Engineering	+RM 1,550	147.7%
Accounting & Finance	+RM 1,500	185.7%

Kota Kinabalu -RM470 ↓17.1%		
Industry	Change (RM)	Percentage Change
Property & Real Estate	+RM 1,250	138.5%
Manufacturing	+RM 1,250	145.5%
Construction & Building	+RM 1,150	138.3%
Specialisation		
Manufacturing	+RM 1,250	145.5%
Building & Construction	+RM 1,150	138.3%
Sales & Marketing	+RM 750	125.0%

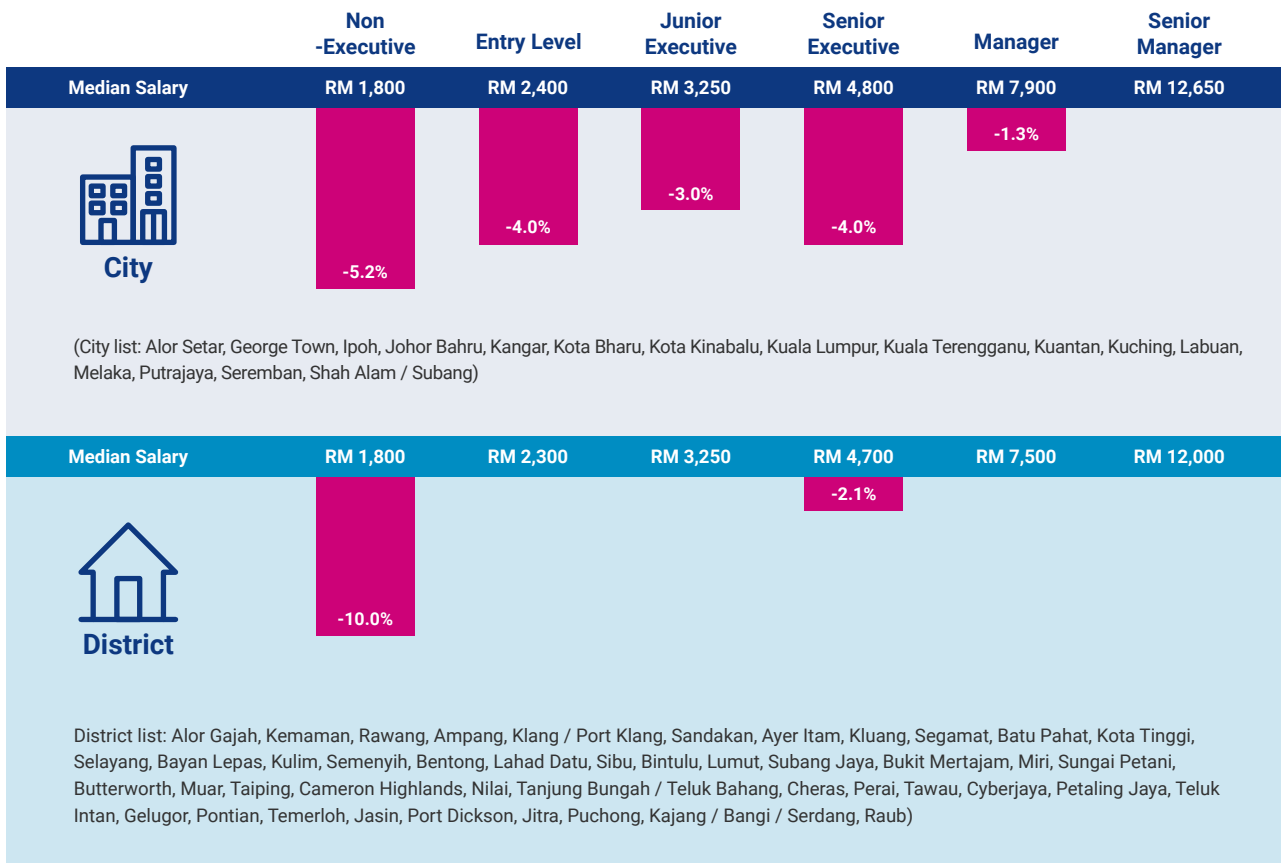
Kuantan -RM750 ↓29.4%		
Industry	Change (RM)	Percentage Change
Construction & Building	+RM 3,000	166.7%
Manufacturing	+RM 2,675	180.5%
Hospitality	+RM 1,650	144.0%
Specialisation		
Accounting & Finance	+RM 3,050	188.4%
Building & Construction	+RM 3,000	166.7%
Manufacturing	+RM 2,875	191.3%

Putrajaya No Change		
Industry	Change (RM)	Percentage Change
Retail & Trade	+RM 2,250	1115.4%
Property & Real Estate	+RM 875	118.9%
Food & Beverage	+RM 200	112.5%
Specialisation		
Sales & Marketing	+RM 2,250	1115.4%
Accounting & Finance	+RM 875	118.9%
Hotel & Restaurant	+RM 200	112.5%

SALARIES BY CITIES AND DISTRICTS

Overall, jobs in the cities experienced greater salary fluctuations compared to districts. And among all position levels, junior roles experienced the highest salary decline.

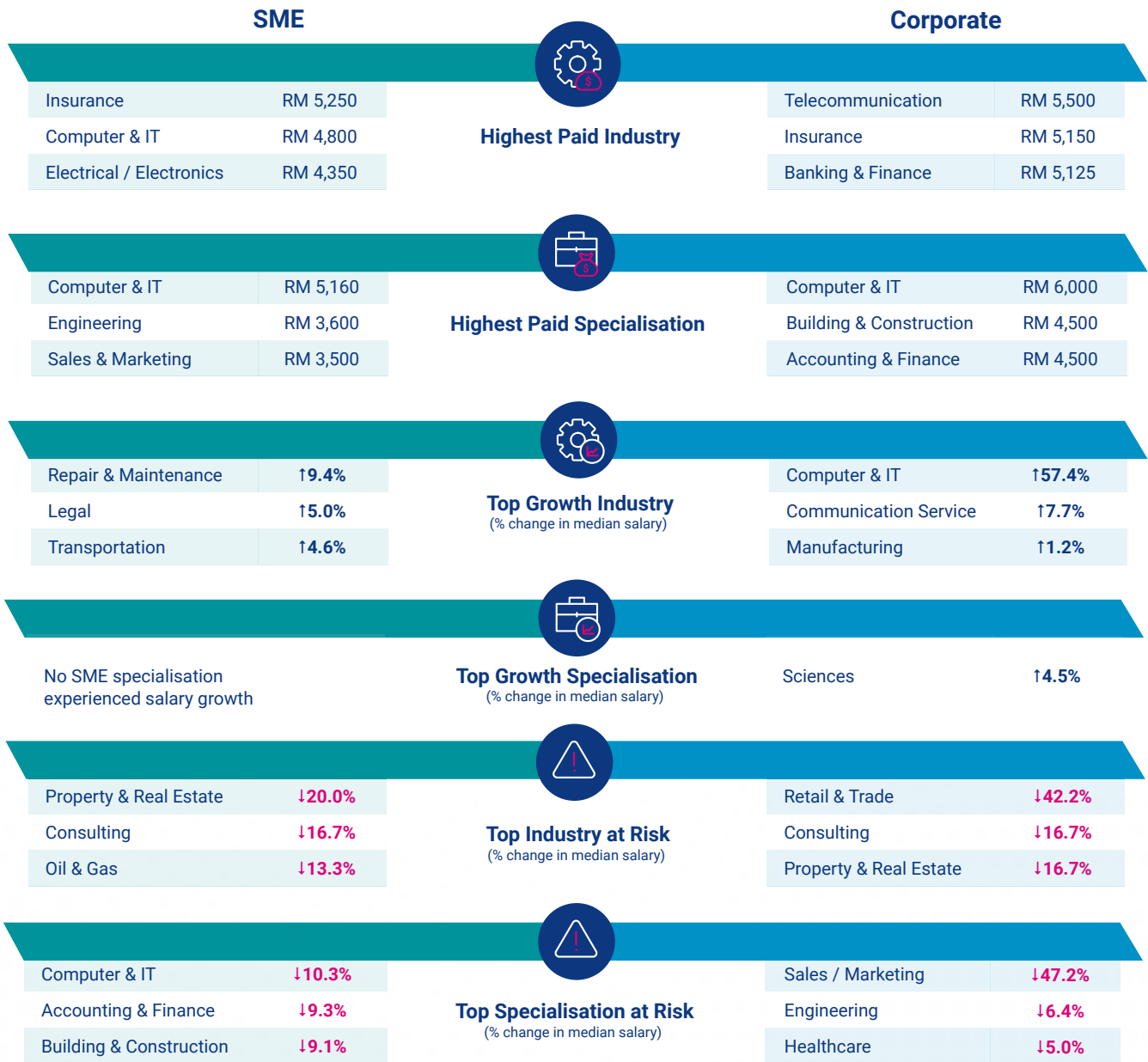
Salaries declined at city level across most positions, except for Senior Managers, which is comparable to its district equivalent.



SALARY OVERVIEW: SME **VS** CORPORATE



SALARY INSIGHTS



Although the corporate **Computer/IT** industry experienced a high **57.4% salary growth**, SME professionals in the **Computer/IT** specialisation experienced a **10.3% salary decrease**.

All specialisations experienced **stagnant salary growth**, except for **Sciences** in the corporate sector, which grew at **4.5%**.

Property & Real Estate is the **top industry at risk**, with salaries declining across both the SME and corporate sector. Salaries for the **Retail & Trade** industry declined the most at **42.2%**.

SALARIES BY INDUSTRY

	Non-Executive		Entry Level		Junior Executive		Senior Executive		Manager		Senior Manager	
Agriculture		1.75K		2.4K	3.15K	3.15K	5K	4.5K	8.25K	7.5K	16.5K	13.5K
Apparel & Textiles		1.8K		2.16K	3.15K	3K	3.9K	4K		6K		
Banking & Finance	2.25K	2K	3.15K	2.75K	3.33K	3.2K	5.25K	4.5K	8.4K	8.25K	12.65K	12.65K
Computer & IT	2.6K	2.6K	2.85K	3K	4K	3.75K	7K	7K	8.25K	8.25K	16.5K	12K
Consulting	2.25K	2.25K	3.25K	3K	3.6K	3.55K	5.25K	5.25K	8K	7.98K	13K	12K
Electrical & Electronics	2.16K	2.16K	3.25K	3K	3.75K	3.6K	6K	6K	9K	10K	16.8K	16.8K
Food & Beverage	1.6K	1.75K	1.6K	1.8K	2.75K	3K	3K	3.65K	4.5K	4K		7.75K
Healthcare	1.75K	2.03K	2.3K	2.18K	3K	3.15K	4.7K	4.7K	7K	7K		11.5K
Hospitality	1.75K	1.9K	1.83K	2.05K	2.75K	2.85K	4.6K	3.75K	5K	5K		8.5K
Industrial Machinery & Equipment	2.1K	2.15K	2.75K	2.6K	3.4K	3.4K	4.5K	4.5K	7.2K	7.2K		
Others	1.95K	1.85K	2.35K	2.25K	3.15K	3.1K	4.75K	4.5K	7.75K	7.4K	14.45K	13.5K
Retail & Trade	1.6K	1.68K	2.15K	2.15K	3.05K	3.05K	4.25K	4.25K	6.25K	6K	11K	11K
Science & Technology		1.65K		2.75K	3.5K	3.5K	6.75K	4.8K	8.4K	7.5K		
Telecommunications		1.8K	6K	3K	4.75K	3.6K	6K	5.5K	9K	8.25K	15.5K	
Transportation	1.9K	2.1K	2.55K	2.45K	3.15K	3.24K	4.5K	4.56K	7.2K	7.25K	12K	12K

● Corporate ● SME

SALARIES BY SPECIALISATION

	Non-Executive		Entry Level		Junior Executive		Senior Executive		Manager		Senior Manager	
Accounting / Finance	2.3K	2.25K	2.76K	2.65K	3.25K	3.2K	5K	4.7K	8.25K	8K	12.66K	12.66K
Admin / Human Resources	2K	2K	2.25K	2.15K	3K	3K	4.5K	4.5K	7.5K	7.2K	14.5K	13.5K
Arts / Media / Communications		2.4K	2.7K	2.75K	3.15K	3.15K	4.25K	4.25K	7K	6.25K		6K
Building / Construction	2.88K	2.88K	3.75K	2.88K	3.4K	3.35K	4.75K	4.5K	7.75K	8K	12.25K	12.25K
Computer / IT	2.4K	4.8K	3.4K	3.4K	4.25K	4.25K	7K	7.05K	9.5K	9.5K	14K	14K
Education / Training	2.2K	2.2K	2.4K	2.4K	3.25K	3.25K	4.25K	4.25K	6K	6K		9.25K
Engineering	2.3K	2.28K	3K	2.8K	3.6K	3.5K	5.92K	5.25K	8.5K	9K	14.5K	16K
Healthcare	1.75K	2.03K	2.15K	2.18K	3K	3K	5.25K	5.25K	7K	7K		11K
Hotel / Restaurant	1.75K	1.8K	1.8K	1.8K	2.4K	2.55K	3K	3K	4.5K	4K		7.75K
Manufacturing	2.1K	2.05K	1.6K	2.25K	3.15K	3.1K	4.75K	4.25K	8K	7.5K	13.13K	12.75K
Others	1.9K	1.35K	2.3K	2K	3K	3K	4.5K	4.5K	7.65K	7.5K		
Sales / Marketing	1.6K	1.6K	3K	2.95K	3.5K	3.4K	4.5K	4.5K	7.2K	7.5K	12K	
Sciences	2K	2.15K	2.85K	2.75K	3.25K	3.15K	5.3K	4.5K	8.25K	8K	10K	4.8K
Services	1.9K	2.25K	2.75K	2.75K	3.15K	3.15K	4.5K	4.5K	8K	7.25K	11.6K	11.5K

● Corporate ● SME

SALARY BREAKDOWN BY INDUSTRY



BANKING & FINANCE

SPECIALISATION

	Overall	Accounting / Finance	Admin / Human Resources	Computer / IT	Sales / Marketing	Services
Non-Executive	2,000	2,250	2,000		2,000 ↓13%	3,100
Entry Level	2,750	2,750	2,600	4,200	3,750	3,250 ↑11.6%
Junior Executive	3,200	3,200	3,000	4,550	3,400	3,250
Senior Executive	4,750	4,500 ↓12.2%	4,750	7,250	4,500	4,800 ↑16.7%
Manager	8,250	8,400	8,000	9,500	7,250 ↓5.2%	8,900
Senior Manager	12,650	12,650	14,800	14,000	12,000	11,600

- In the Banking & Finance industry, Senior Executives in the Accounting / Finance specialisation had the highest drop in salary at RM 625 (↓13%).
- In Services specialisation, Senior Executive salaries had the highest increase by RM 300 (↑16.7%).

● Increase ● No change ● Decrease

COMMUNICATION SERVICES

SPECIALISATION

	Overall	Accounting / Finance	Admin / Human Resources	Computer / IT	Sales / Marketing	Services
Non-Executive	3,000					3,000 ↓8%
Entry Level	3,250	3,250	2,650 ↑12.8%	4,150	2,950	3,250 ↑18.2%
Junior Executive	3,600	3,500	3,650	4,800	3,650	3,600
Senior Executive	5,250	5,750 ↑12.7%	5,250	7,000	4,750	5,000
Manager	9,000	8,250	10,000	10,000	7,500	7,500
Senior Manager	14,500		14,500			

- In the Communication Services industry, Non-Executives in the Services specialisation had a salary drop of RM 250 (↓8%). However, the Entry Level Services increased by RM 500 (↑18.2%).
- Entry Level salary increased RM 300 (↑12.8%) for Admin & Services specialisation, while Senior Executive Accounting also increased RM 650 (↑12.7%).

● Increase ● No change ● Decrease

Salary Breakdown by Industry

COMPUTER/IT

SPECIALISATION

	Overall	Accounting / Finance	Admin / Human Resources	Arts / Media / Communications	Computer / IT
Non-Executive	2,850	3,250	2,550		4,880
Entry Level	3,000	2,750	2,200	2,750	3,600 ↑16%
Junior Executive	3,800	3,400 ↓3%	3,150	3,400	4,250
Senior Executive	7,000	5,250	5,000	5,000	7,500 ↑5.6%
Manager	8,250	8,400	8,250	7,000 ↓121.7%	10,750 ↑119.4%
Senior Manager	14,000	17,500	22,500	8,450	17,000

	Education / Training	Engineering	Manufacturing	Sales / Marketing	Sciences	Services
Non-Executive		3,000	3,000 ↓2%	2,600		2,750 ↑22.2%
Entry Level	2,150 ↓170.4%	2,500	2,250	2,400	3,600 ↑44%	2,750
Junior Executive	3,550 ↓8%	3,600	3,800	3,700	3,600	3,500 ↑11%
Senior Executive	5,400	6,000 ↑19%	5,550 ↑11%	5,250	3,600	5,350
Manager		6,500	8,000	7,500 ↑4%	6,000	7,250 ↓9.4%
Senior Manager				16,500	4,800	

- Managers in the Computer/IT specialisation for the Computer/IT industry had the largest change in salary - RM 1,750 by 19.4%.
- Managers in the Services specialisation under Computer/IT industry had the highest drop of salary - RM 750 (↓9.4%) across all industries within the same position level.

● Increase ● No change ● Decrease

CONSTRUCTION/BUILDING

	SPECIALISATION						
	Overall	Accounting / Finance	Admin / Human Resources	Building / Construction	Engineering	Manufacturing	Sales / Marketing
Non-Executive	2,280	2,350	2,000	2,880	2,280	2,250	2,750
Entry Level	2,650	2,400	2,100	2,750	2,750	2,250	3,000
Junior Executive	3,250	3,150	2,850	3,350	3,300 ↑1.5%	3,000	3,750
Senior Executive	4,500	4,500	4,150	4,500	4,800	4,000	4,650
Manager	8,000	7,500	7,000	8,000	7,750	7,500	7,000
Senior Manager	12,000	12,000	10,500	12,000	11,000		9,600

- Junior Executives in Engineering specialisation had the largest change in salary with a RM 50 (1.5%) increase in the Construction & Building industry.

● Increase ● No change ● Decrease

Salary Breakdown by Industry

CONSULTING

	SPECIALISATION							
	Overall	Accounting / Finance	Admin / Human Resources	Building / Construction	Computer / IT	Engineering	Sales / Marketing	Services
Non-Executive	2,250	2,250 ↓6%	2,150 ↑4%	2,950	3,550 ↓51.9%	2,250	2,600	
Entry Level	3,000	2,600 ↓13.3%	2,750	3,000	3,250	2,900	3,400	3,300
Junior Executive	3,550	3,150 ↓6%	3,000 ↓8%	3,500	4,500	3,600	3,750	3,600 ↑13%
Senior Executive	5,250	4,750	4,750	5,400	7,500	5,000 ↓9.1%	5,250	4,250 ↓11%
Manager	8,000	8,000	8,000	7,750	10,000	8,250	7,200	8,500
Senior Manager	13,000	13,000	15,000 ↑15.4%	12,000	15,500		9,600	

- Senior Managers in Admin/Human Resources had the largest change in salary with an increase of RM 2,000 (↑15.4%) while Non-Executive level had the highest drop in salary at RM3,550 (↓51.9%) in Computer/IT specialisation.

● Increase ● No change ● Decrease

CONSUMER GOODS

	SPECIALISATION						
	Overall	Accounting / Finance	Admin / Human Resources	Computer / IT	Manufacturing	Sales / Marketing	Services
Non-Executive	2,150	2,350	2,150		2,000	2,400	2,150
Entry Level	2,250	2,400	2,400		2,400	1,900	3,000
Junior Executive	3,350	3,500	3,000	4,200	3,250	3,350	3,250
Senior Executive	4,800	5,400	5,000	6,000	4,800	4,750	5,500
Manager	7,500	9,000	7,800	9,250	7,750	7,250	9,000
Senior Manager	11,000	16,000				11,000	

- Senior Managers in Accounting/Finance had the highest salary at RM 16,000.

EDUCATION

	SPECIALISATION				
	Overall	Accounting / Finance	Admin / Human Resources	Education / Training	Sales / Marketing
Non-Executive	2,200		1,950	2,200	
Entry Level	2,400	2,650 ↑10.4%	2,250	2,400	2,850
Junior Executive	3,150	3,150 ↓1.6%	3,000	3,250	3,250
Senior Executive	4,250	4,400	4,000	4,250	4,250
Manager	6,250	8,000	7,000	6,000	6,500 ↑14.0%
Senior Manager	9,250			9,250	

- Entry Levels in Accounting/Finance had the highest increase in salary at RM 250 (↑10.4%) while Junior Executives in the same specialisation had the highest drop in salary by RM 50 (↓1.6%).

● Increase ● No change ● Decrease

ELECTRICAL/ELECTRONICS

SPECIALISATION

	Overall	Accounting / Finance	Admin / Human Resources	Computer / IT	Engineering	Manufacturing	Sales / Marketing	Services
Non-Executive	2,160		1,900 ↓5%	2,250	2,550	2,150	2,400 ↑16.7%	2,000
Entry Level	3,150	3,400	2,250	3,750 ↑6.7%	3,250	2,900	3,150	3,000
Junior Executive	3,600	3,400 ↓6.8%	3,000	4,500	4,350	3,750	3,600	3,350
Senior Executive	6,000	6,000	4,800 ↓17.2%	7,500	7,050	5,550	5,500	6,000
Manager	9,500	9,000	9,000	11,113	10,950	10,000	8,160	10,588
Senior Manager	16,800	16,000	15,000		16,800	17,350	12,500	16,500

- Senior Executives in Admin/Human Resources had the highest drop in salary RM 1,000 (↓17.2%).
- Non-Executives in Sales/Marketing had the highest increase in salary by RM 150 (↑16.7%).

● Increase ● No change ● Decrease

FOOD & BEVERAGES

SPECIALISATION

	Overall	Accounting / Finance	Admin / Human Resources	Hotel / Restaurant	Manufacturing	Sales / Marketing
Non-Executive	1,750	2,160	2,150	1,800	1,900	1,550
Entry Level	1,600	2,300	2,300	1,800	1,600	2,400
Junior Executive	2,900	3,000	2,900	2,550	3,000	3,050
Senior Executive	3,250	4,250	4,000	3,000	3,750	4,000
Manager	4,000	7,000	6,750	3,500	7,000	6,500
Senior Manager	7,750			7,750		

- Both Accounting/Finance and Manufacturing specialisation are the highest paid - RM 7,000 at Manager level.

● Increase ● No change ● Decrease

Salary Breakdown by Industry

HEALTHCARE

SPECIALISATION

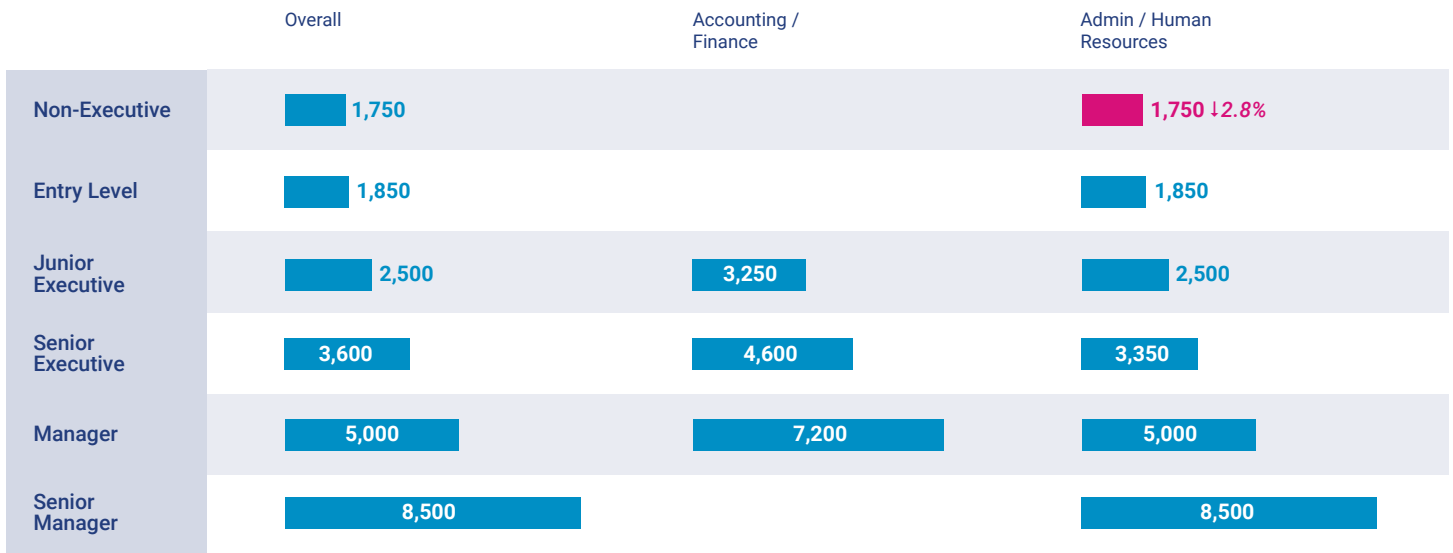
	Overall	Accounting / Finance	Admin / Human Resources	Healthcare	Manufacturing	Sales / Marketing	Sciences	Services
Non-Executive	2,025	2,100 ↑2.4%	2,050 ↑0.5%	2,000 ↓1.2%	2,150 ↓14%	2,000		2,100
Entry Level	2,175	2,760	2,200	2,175	2,100	3,000	3,000	2,400
Junior Executive	3,000	3,250	3,000	3,000	3,000 ↓4.8%	3,500	3,150	3,000
Senior Executive	4,500	5,500	4,500	5,250	4,750 ↓10%	4,500	4,200	4,000
Manager	7,000	8,000	7,500	7,000	7,750	7,000	8,000	7,500
Senior Manager	11,500	12,000	12,500	11,000		9,500		

- Senior Executives had the highest drop in salary at RM 500 (↓10%).

● Increase ● No change ● Decrease

HOSPITALITY

SPECIALISATION



- Non-Executives in Hotel/Restaurant specialisation had the highest drop in salary at RM 50 (↓2.8%).

● Increase ● No change ● Decrease

INDUSTRIAL MACHINERY & EQUIPMENT

SPECIALISATION

	Overall	Accounting / Finance	Admin / Human Resources	Engineering	Manufacturing	Sales / Marketing
Non-Executive	2,150		2,050	2,750 ↑9.5%	2,100	2,650
Entry Level	2,600	2,400	2,300 ↑2.2%	2,750	2,250	3,000
Junior Executive	3,400	3,150	3,000	3,400 ↓2.9%	3,000	3,600
Senior Executive	4,500	4,800	4,200	4,500	4,500	4,500
Manager	7,200	8,500	8,500	7,000	6,750	7,200
Senior Manager						

- Non-Executives in Engineering had the highest increase of salary RM250 (↑9.5%) while Junior Executive level had the highest drop in salary at RM 100 (↓2.9%).

● Increase ● No change ● Decrease

INSURANCE

SPECIALISATION

	Overall	Accounting / Finance	Admin / Human Resources	Computer / IT	Sales / Marketing
Non-Executive	1,975		1,975		3,750
Entry Level	3,750	3,500	2,700	3,500	4,250
Junior Executive	3,750	3,600	3,000	4,150	4,000
Senior Executive	5,400	5,400	5,150	6,000	5,250
Manager	8,400	8,400	8,000	9,250	7,700 ↓9.4%
Senior Manager	13,800	13,800		15,500	13,500

- Managers in Sales/Marketing specialisation had the highest drop in salary at RM 800 (↓9.4%).

Salary Breakdown by Industry

MANUFACTURING

SPECIALISATION

	Overall	Accounting / Finance	Admin / Human Resources	Computer / IT	Engineering	Manufacturing	Sales / Marketing	Sciences	Services
Non-Executive	2,100	2,300	2,000	2,400	2,250	2,100	2,400	1,850	2,100
Entry Level	2,250	2,640	2,100 ↓2.3%	3,250	2,950	2,250	3,000	2,750	2,600
Junior Executive	3,250	3,150	3,000	3,800	3,400	3,100 ↓1.6%	3,500	3,050	3,050 ↑1.7%
Senior Executive	4,550	4,700	4,500	5,750	5,000	4,250	4,500	4,250	4,500
Manager	7,750	8,000	7,200	8,500	8,500	7,500	7,000	8,250	8,000
Senior Manager	12,500	12,500	12,500 ↓7.4%	15,000	13,000	12,750	11,000		12,000

- Senior Managers in Admin/Human Resources had the highest decrease in salary at RM 1,000 (↓7.4%).

● Increase ● No change ● Decrease

MARKETING & ADVERTISING

SPECIALISATION

	Overall	Accounting / Finance	Admin / Human Resources	Arts / Media / Communications	Computer / IT	Sales / Marketing	Services
Non-Executive	2,380		2,000	2,750		2,380	
Entry Level	3,000	2,650	2,700	2,650		3,400	3,000
Junior Executive	3,250	3,250	3,050	3,150	4,500	3,500 ↓3%	3,000
Senior Executive	4,500	4,500 ↓4.3%	4,500	4,350	7,250	4,500	
Manager	6,480	8,000 ↑16.7%	7,000 ↑16.1%	6,000 ↓14.3%	9,500	6,480	
Senior Manager	9,600			8,000		9,600	

- Accounting/Finance Managers had the highest increase in salary at RM 500 (↑16.7%). On the other hand, Arts/Media/Communications Manager had the highest drop in salary RM1,000 (↓14.3%).

● Increase ● No change ● Decrease

OIL & GAS

SPECIALISATION

	Overall	Accounting / Finance	Engineering	Sales / Marketing
Non-Executive	3,000	2,400	3,000 ↓25%	
Entry Level	3,600		3,600	
Junior Executive	3,500	3,350	3,600	3,500
Senior Executive	5,750	5,000	6,000	4,500
Manager	8,500	8,400	9,000	7,200
Senior Manager				

- Engineering Non-Executives had the highest drop in salary RM1,000 (↓25%).

● Increase ● No change ● Decrease

PROPERTY & REAL ESTATE

SPECIALISATION

	Overall	Accounting/ Finance	Admin / Human Resources	Building & Construction	Manufacturing	Sales / Marketing	Services
Non-Executive	2,250	4,750	2,250	3,750	2,250		2,000
Entry Level	3,750	2,900	2,400 ↓2%	7,500		3,750	2,500
Junior Executive	3,400	3,250	3,000	3,500	3,000	3,500	3,150
Senior Executive	4,750	4,800	4,500	4,750	4,750 ↑5.6%	4,600	
Manager	7,500	8,500 ^{+RM500} ↑7%	7,000 ↓6.7%	7,500	8,650 ↑33.1%	7,500	8,400
Senior Manager	13,500	15,150	12,000 ↓17%	13,500		12,000	5,500

- Managers in Manufacturing had the highest salary increase at RM 2,150 (↑33.1%) while Senior Managers of Admin/Human Resources had the highest decrease in salary at RM 2,500 (↓17%).

● Increase ● No change ● Decrease

RETAIL & TRADE

SPECIALISATION

	Overall	Accounting/ Finance	Admin / Human Resources	Arts / Media / Communications	Building & Construction
Non-Executive	1,600	2,160	1,900	2,750	
Entry Level	2,150	2,350	2,150	2,750	
Junior Executive	3,050	3,000 ↓1.6%	2,850	3,000	3,150
Senior Executive	4,250	4,400	4,250	4,250	4,500
Manager	6,000	7,250	7,000	6,000 ↓4%	7,500 ↑8.7%
Senior Manager	11,000	11,000	12,500 ↑8.7%		

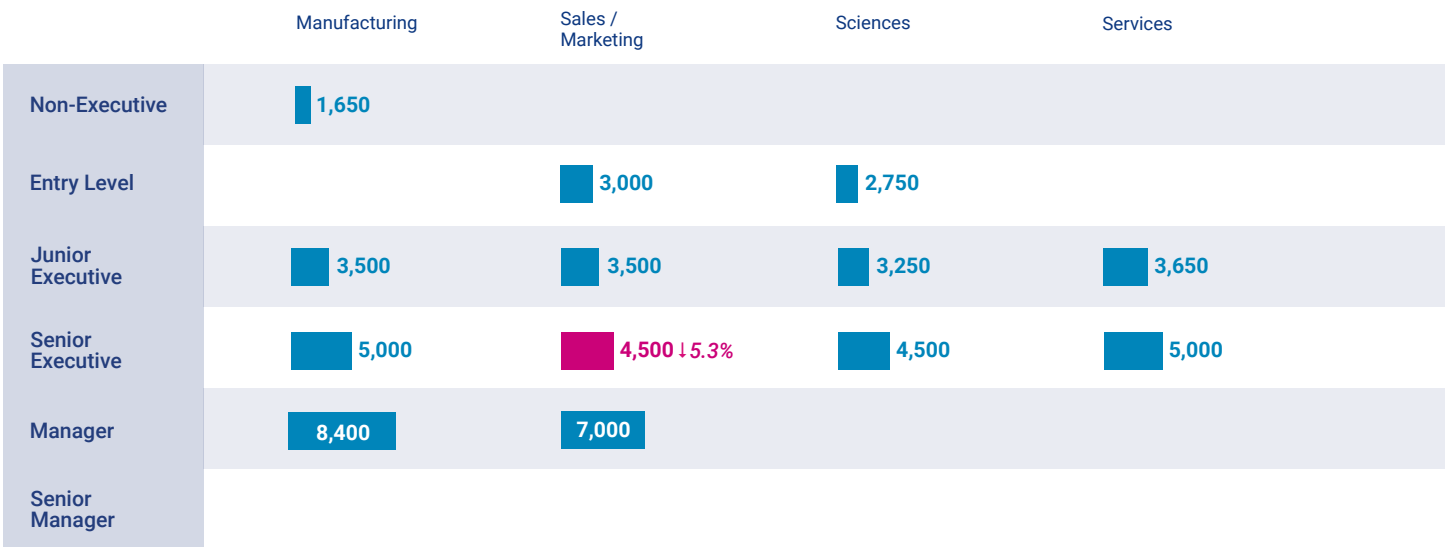
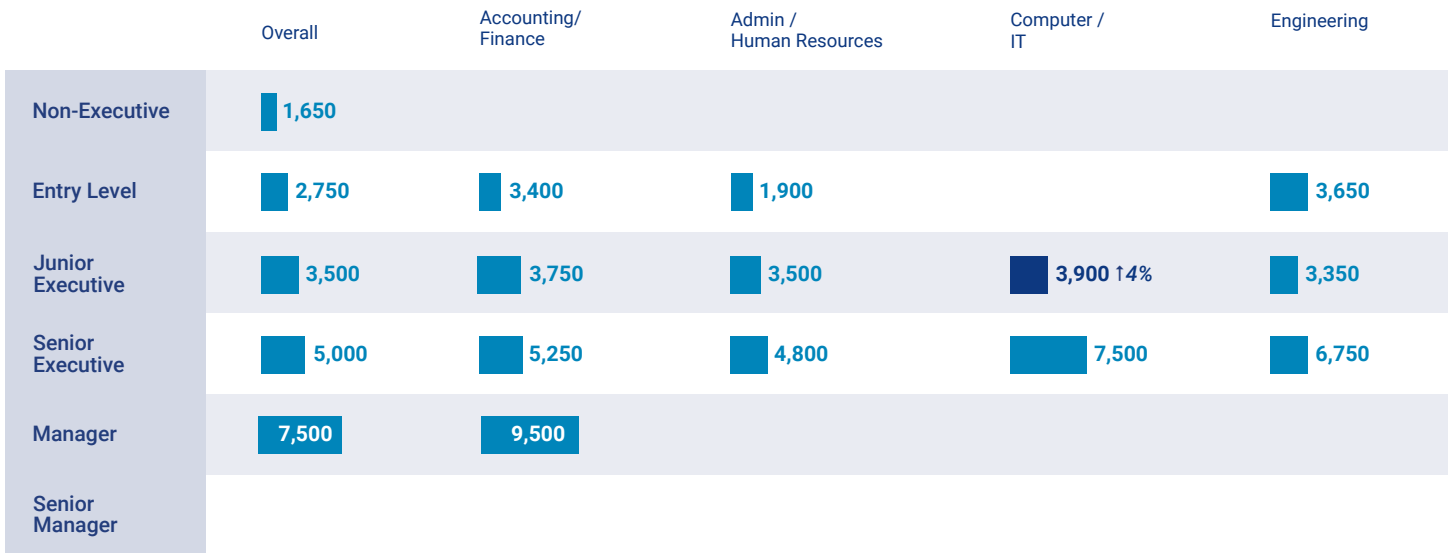
	Computer / IT	Engineering	Manufacturing	Sales / Marketing	Services
Non-Executive		2,250	1,750 ↓7.8%	1,600	1,750 ↓2.8%
Entry Level	2,950 ↑3.5%	2,650	2,150	2,000	2,200 ↓2.2%
Junior Executive	4,000 ↑11.1%	3,200	3,000	3,250	3,000
Senior Executive	6,000	4,500	4,000	4,250	4,250
Manager	7,500		6,500	6,000	6,750
Senior Manager				10,500 ↓4.6%	11,000

- Senior Managers in Admin/Human Resources had the highest salary increase at RM 1,000 (↑8.7%) while Senior Manager of Sales/Marketing had the highest decrease in salary at RM 500 (↓4.6%).

● Increase ● No change ● Decrease

SCIENCE & TECHNOLOGY

SPECIALISATION



- Senior Executives in Sales/Marketing had the highest salary drop at RM 250 (↓5.3%).
- Junior Executives of Computer/IT had the highest increase in salary at RM 150 (↑4.0%).

● Increase ● No change ● Decrease

TELECOMMUNICATION

SPECIALISATION

	Overall	Accounting/ Finance	Computer /IT	Engineering	Sales/ Marketing
Non-Executive					
Entry Level	3,750		3,250	3,000	3,750
Junior Executive	4,000	3,100 ↓17.3%	5,500 ↑29.4%	4,750	3,650
Senior Executive	6,000	4,750	6,500 ↓18.8%	7,000	5,500 ↓8.3%
Manager	8,500	8,000 ↓11.1%	11,000	8,250	9,000
Senior Manager	15,500	22,500	17,500	14,500	15,000

- Senior Executive level salary across all specialisations dropped (RM 500 - RM 1,500) except for Accounting/Finance.
- Salary of Junior Executive in Computer/IT increased by 29.4% (RM 1,250).

● Increase ● No change ● Decrease

TRANSPORTATION

SPECIALISATION

	Overall	Accounting/ Finance	Admin / Human Resources	Computer / IT	Engineering
Non-Executive	2,150	2,250	1,900		2,300
Entry Level	2,400	2,450	2,100	3,100	2,350
Junior Executive	3,150	3,250	2,900	5,160 ↑34%	3,000
Senior Executive	4,560	4,500	4,500	8,760 ↑52.4%	4,700
Manager	7,250	7,920	7,200	9,600 ↑12.9%	7,000
Senior Manager	12,000	12,000	12,500	13,500	12,000

	Manufacturing	Sales / Marketing	Services
Non-Executive	1,950	2,250	2,150
Entry Level	2,050	3,000	2,550
Junior Executive	3,150	3,400	3,000
Senior Executive	4,250	4,560	4,250
Manager	7,250	7,200	7,250
Senior Manager		11,000	11,500

- Salary of Junior Executives, Senior Executives and Managers in Computer/IT increased by 34% (RM 1,310), 52.4% (RM 3,010) and 12.9% (RM 1,100) respectively.

● Increase ● No change ● Decrease

Salary Breakdown by Industry

OTHER INDUSTRIES

INDUSTRY

	Agriculture	Apparel / Textiles	Arts& Crafts	Beauty, Health & Fitness	Chemicals	Entertainment	Environment
Non-Executive	2,050	1,800		2,400	2,150	1,900	
Entry Level	2,400	2,160 ↑8%	2,750	2,750	3,000	2,950 ↑18%	
Junior Executive	3,150 ↑5%	3,000	3,000	3,400	3,500 ↓2.8%	3,300	3,000
Senior Executive	4,750 ↑5.6%	4,000 ↑2.6%	4,000	4,250	5,000	4,500	4,500
Manager	7,500	6,000		6,500 ↑4%	8,500	7,200 ↑2.9%	
Senior Manager	13,500						

	Gems & Jewellery	Legal	Media	Repair & Maintenance	Security	Social Services	Sports	Travel & Tourism
Non-Executive		2,150	2,000	2,150	1,920 ↓14.7%	2,400		1,800
Entry Level	2,400	2,250 ↑12.5%	2,550	2,100		2,000		3,400
Junior Executive	3,250	3,250	3,000	2,900	2,550	3,050	3,200 ↑6.7%	3,000
Senior Executive	3,750	4,450	4,000	3,600		4,150		4,250 ↓10.5%
Manager	6,000	7,000					6,000	5,750 ↓11.5%
Senior Manager								

- The Travel & Tourism industry salary had the highest drop at RM 750 (↓12%) for Managers.
- The Entertainment industry salary had the highest increase at RM 450 (↑17%) for Entry Levels.

● Increase ● No change ● Decrease

HIRING **ADVICE**



SUMMARY

- 1 Median salary in Malaysia has remained relatively stable, with most sectors reporting no substantial changes. This stability in median salaries highlights a consistent job market landscape for employers and professionals in the country
- 2 Despite a decline in job ads within the Computer / IT industry this year, the median salary continues to exhibit a year-on-year increase, signaling positive growth in compensation for professionals in the sector. This trend highlights the strong demand for entry level IT professionals, which is driving up salaries despite a potentially challenging job market.
- 3 While the Food & Beverage and Hospitality industry experience an increasing need for workers, there has been a discernible decline in salaries across various job levels within these sectors. This pattern emphasizes a growing disparity between demand and compensation, suggesting potential difficulties in attracting and retaining talent. To entice skilled professionals, whether they are returning or new to the industry, companies should carefully evaluate and adjust their salary structures, compensation packages, and benefits offerings.



ACTION PLAN #1 – 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%

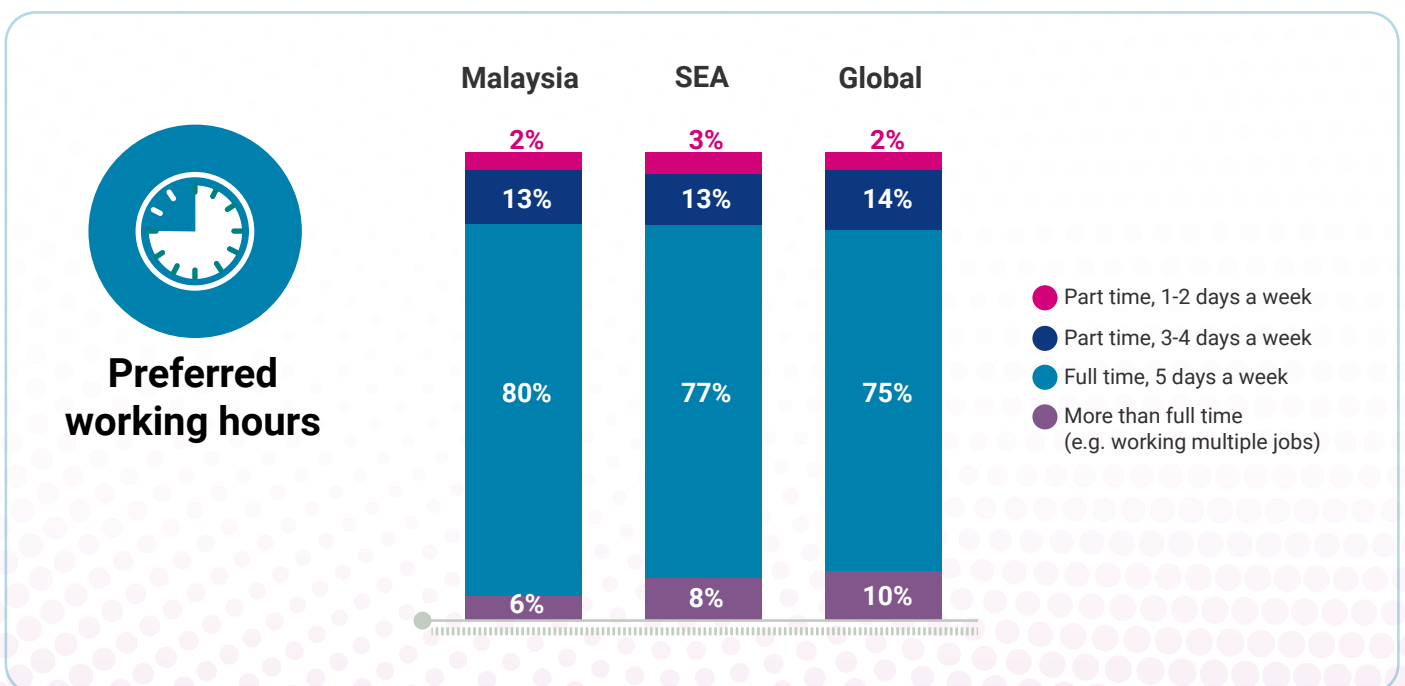
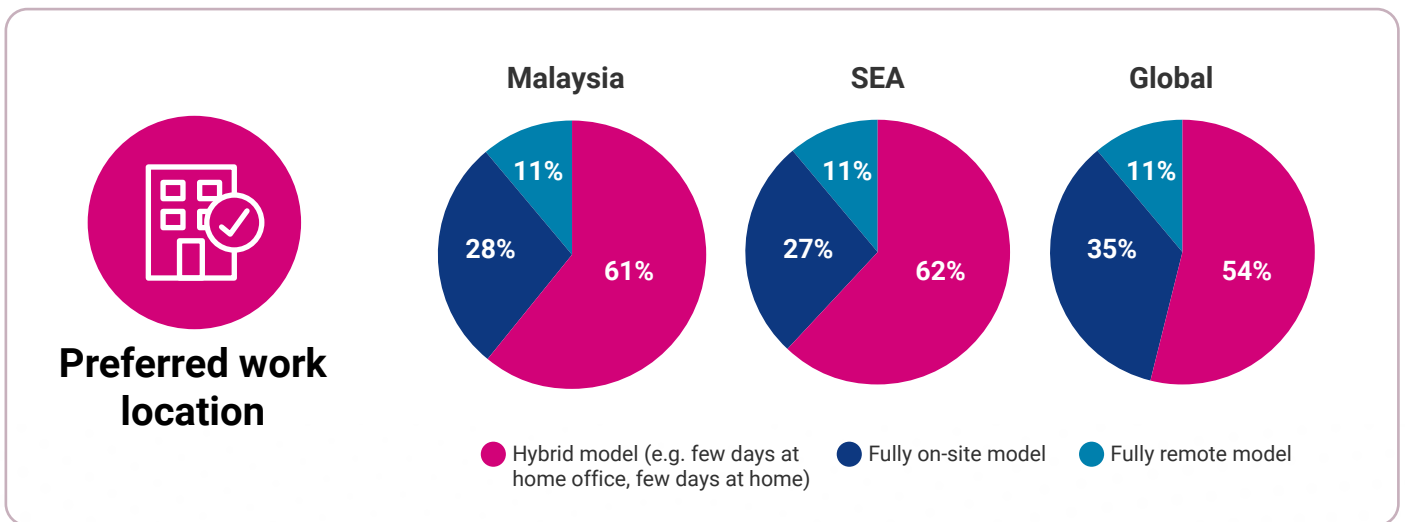


ACTION PLAN #2 – IDENTIFY WORKING MODELS

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](#).



ACTION PLAN #3 – SHIFT THE HIRING PARADIGM



Reach Out to Talent Proactively

With increasing competition to hire the best talent, reach out to them before your competitors do. Contact talents with the right skillsets directly in our talent database with **Talent Search**.



Focus on Employer Branding

Most candidates wish to know more about the company before they apply. Use Branded and **Premium Ad** to showcase your company culture, values and work environment to attract the right talent.



Get Help for Hard-to-fill Roles

Filling popular roles can be a strain in terms of time and money. **Guaranteed Hire** provides recruitment expertise at relatively competitive rates to deliver candidates of the right qualifications and aptitude. You'll only pay when you hire successfully.



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](#).



CONTINUE YOUR JOURNEY WITH A RELIABLE PARTNER

Our **continuing research** is part of our commitment in providing **actionable insights** for **employers** to navigate the supply and demand of the Malaysian job market.

As the region's **No. 1 Career Partner**, we have the right tools to connect candidates to jobs **4x faster and easier**. As of Q1 2023, JobStreet has:

A talent pool of **5.4 million talent** in Malaysia

#1 top of mind, usage and placement among talent.

1st choice among jobseekers in Malaysia

More than **400k job ads and 300k hirers**

Over **161.3 million** page views

13 minutes – average time spent per unique visitor on website

* Source: SEEK Asia Job Advertisement Metrics



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Indonesia

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*Reports for other countries might not be ready at the time of publishing,
please refer to your account manager.