

JOBSTORE.COM

MALAYSIA

**GENERAL ELECTION 14
SALARY SURVEY REPORT**

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WELCOME TO THE JOBSTORE.COM GE14 SALARY SURVEY REPORT

This report provides insight into hiring and salary expectation in Malaysia after the **General Election 14**. We compiled this salary report based on the data of the 1.2 million job seekers presented on **JOBSTORE.COM** as well as HR Managers, Recruiters and Company owners in Malaysia.

Although Malaysians' salary expectation differs before and after GE14th as economic expectation varies from time to time, there is no doubt that the result of GE14 has affected the salary expectation of job seekers in Malaysia. This survey report is only provided as the reference to employers for their future hiring and job seekers for their next job hunting.

All that is left to say is that I wish all job seekers and businesses much success in the year ahead, and we look forward to providing you with continuous support after the GE14.



Carmen Chong
Country Manager, Malaysia
Jobstore.com



ABOUT **JOBSTORE.COM**

First launched in the New York, Jobstore serves more than 60,000 clients across 10 different countries. As the Asia's **No. 1** Online Job Distribution platform, Jobstore.com distributes jobs to more than 50 job sites across the region.

Jobstore is the simplest way for employers & recruiters to post jobs up to 50 job sites, classified ads, social network sites and search engines with **ONE** submission, fulfilling the need to get the qualified talents while minimizing the cost.

With **100** over professionals working at Jobstore.com, we aim to be the biggest job distribution platform worldwide with partners from 100+ job sites and social networks.

We are changing the human resources industry standards with our all-in-one solution for recruitment and talent acquisition. With a single submission, recruiters and employers can advertise jobs on multiple job sites and manage the entire recruiting process using cloud-based application.

SUMMARY OF THE REPORT

TOP 3 STAND-OUT TRENDS IN MALAYISA'S JOB LANDSCAPE

It is clear that job landscapes in Malaysia are changing after the **General Election 14**. With all the changes taking place, the recruitment and HR market is reinventing itself. With all the significant trends emerging every quarters or even every month, we identified these 3 stand-out trends that have tremendous effect on the job landscapes.

Technology is Here to Stay

As government continue to invest in new technologies, we estimate the Technology Jobs and Skills will continue be in Top Growth, with demand coming from Tech and Non-Tech Companies alike.

Customer is King

For HR-related businesses, those roles that involve Understanding and Working with Potential and Current Customers are critical for business success.

Change, Change, Change

There are Constant Changes in Technology, the Way We Work and the Way We Manage Organisations.

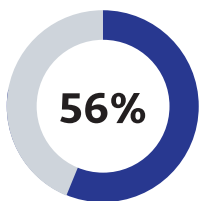
GE14 SALARY SURVEY REPORT

EMPLOYER'S EXPECTATION

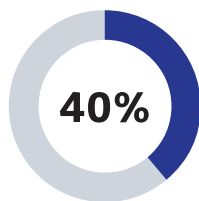
EMPLOYER'S OPTIMISTIC OUTLOOK ON HIRING

63%

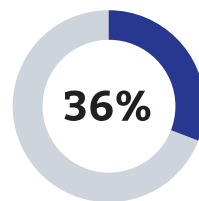
EMPLOYEE'S SALARY INCREMENT EXPECTATION



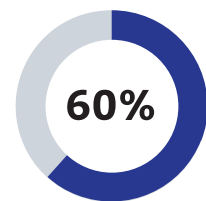
Administrative / Clerical



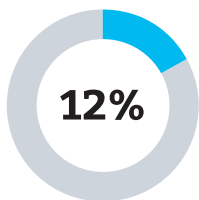
Accounting / Auditing / Finance
Banking / Insurance



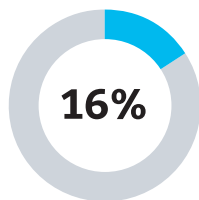
Art / Design / Entertainment



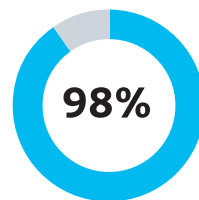
Education / Training / Human Resource



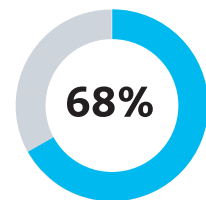
Engineering / Construction / Property / Manufacturing / Production



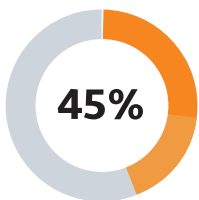
Science / R&D / Research



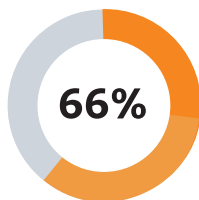
Information Technology



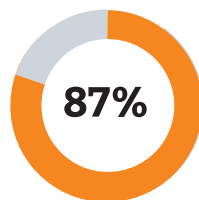
Business / Customer Service / PR / Media / Communications / Sales / Marketing



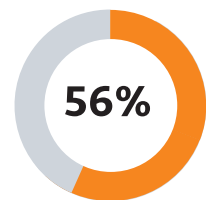
F&B / Tourism / Hospitality



Health / Beauty / Fitness



Legal / Public / Security



Purchasing / Procurement / Inventory / Production / Transportation / Logistics

TOP 6 JOB CATEGORIES IN HIGH DEMAND

Here are the 6 most in-demand job categories of 2017-2018. These job categories are high skilled, strategic and in demand in Malaysia, which correlates to the list published by TalentCorp for The Critical Occupation List 2017/2018 recently.

Reference: [TalentCorp's Critical Occupation List 2017/2018](#)

Sales & Marketing

- Revenue-generating roles are very crucial in this fast-paced competitive business environment.
- Increased focus in Branding and Digital Effort to continuously engage with customers or potential customers - Marketing Manager, Product Manager.

F&B / Tourism / Hospitality

- **Steady annual growth** of F&B, Tourism and Hospitality Establishments in Malaysia since 2010.
- **Growth in International Arrivals** - Malaysia is still an attractive destination for tourists.

Information Technology

- Continued high demand for Software Engineers and Data Scientist.
- Emerging Technologies (Blockchain) and Maturing Technologies (Artificial Intelligence (AI), Big Data) requires niche skills.

Engineering

- Civil, Industrial, Production, Mechanical, Chemical, Mining, Electrical, Electronic, Telecommunication Engineers are in high demands
- More opportunities in thriving cities like Penang and Kulim acting as **hubs for semiconductors and E&E manufacturing**.

Customer Service

- Expanding shared or outsourcing services in the region and increased focus on **customer experience**
- The rise of "**Empathy Economy**" from the Sharing Economy and Job loss from automation makes CS the new star.

Finance & Accounting

- Increasing demand for credit risk and regulatory reporting skill due to tighter and ever-changing financial regulations.
- Growing demands for technical-savvy analyst roles who can decipher data and make informed financial decisions.

GE14

SALARY SURVEY REPORT

JOB CATEGORIES

ADMINISTRATIVE / CLERICAL

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Manager	Personal Assistant to CEO	5-10	5,000	12,000	10%
Manager	Administration/Office Manager Safety Manager	5-8	6,000	10,000	10%
Senior / Junior Executive	Personal Assistant Secretary	3-10	4,500	10,000	2%
Senior / Junior Executive	Administrator Document Controller	2-10	2,500	6,000	2%
Senior / Junior Executive	Receptionist	3-10	1,800	3,500	0.5%
Fresh / Entry Level	Admin Clerk Administrative Assistant / Executive	0-1	1,800	2,500	1%

JOB CATEGORIES

ACCOUNTING / AUDITING / FINANCE BANKING / INSURANCE

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Director / C-Level	Chief Financial Officer	15 & Above	20,000	53,000	8.5%
Director / C-Level	Chief Risk Officer Director of Compliance Finance Director	10-20	12,000	28,000	6.2%
Senior Manager	Corporate Finance Manager Finance Head Financial Controller Risk Manager Senior Finance Manager Strategic Planning & Analysis Manager Tax Manager Treasury Manager	5-10	7,500	25,000	5%
Senior Manager	Personal Financial Consultant	5-12	6,000	20,000	5.8%
Manager	Audit Manager Branch Manager Corporate Finance Manager	6-10	8,000	15,000	10%

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Manager	Credit Controller Manager Finance and Administrative Manager Tax & Statutory Accounting Specialist (Team Lead)	3-5	7,000	11,000	3%
Senior Executive	Assistant Finance Manager Credit Controller Senior Accountant Senior Audit Senior Financial	4-7	4,500	9,000	7%
Senior Executive	Corporate Planning	3-5	3,500	8,000	4%
Senior Executive	Pricing Analyst	2-5	3,500	6,000	2%
Senior / Junior Executive	Finance Consultant (Mortgage) Finance Software Consultant Unit Trust Consultant	1-10	3,000	20,000	1%
Senior / Junior Executive	Accountant Audit & Compliance Officer Internal Audit Executive	3-5	5,000	10,000	5%
Senior / Junior Executive	Financial Analyst	3-5	5,000	8,000	6%
Junior Executive	Account Executive Bank Teller / Officer Finance Executive	1-4	2,500	4,500	8%
Fresh / Entry Level	Audit Assistant Finance Executive Finance Officer Finance / Account Assistant	0-1	2,000	3,000	10%

JOB CATEGORIES

ART / DESIGN / ENTERTAINMENT

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Senior Manager, Manager	Design Manager Design Planning & Development Senior Animator Senior Art Director Senior Design Manager	6-12	6,000	15,000	4%
Senior Executive	2D & 3D Motion Graphics Senior interior Designer UX Designer / Animator	3-6	2,500	6,500	6%
Junior Executive	Draughtsman Interior Designer Web/ Graphic Designer	1-3	1,800	4,000	2%
Fresh / Entry Level	Designer	0	1,500	2,500	10%

JOB CATEGORIES

EDUCATION / TRAINING / HUMAN RESOURCE

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Director / C-Level	Chief HR Officer Chief People Officer HR Director	15 & Above	15,000	50,000	-3%
Director / C-Level, Senior Manager	Head (Recruitment, Talent Management, Change Management, Learning & Development, Performance Management, Organizational Development) Regional HR Manager Vice President	10-15	10,000	25,000	-2%
Senior Manager	Compensation and Benefits Manager Senior HR Manager Senior Recruitment Manager Training & Development Manager	7-12	7,000	15,000	1%
Manager	Senior Lecturer	7-10	6,000	10,000	2%
Manager	HR Manager Payroll Manager Recruitment Manager	5-10	5,000	12,500	-1%
Senior / Junior Executive	In-house Recruiter	5-8	5,000	10,000	7%
Senior / Junior Executive	Compensation and Benefits Specialist HR Generalist Lecturer Recruitment Specialist	1-5	3,000	6,000	2%
Junior Executive	Payroll Executive	1-3	2,000	3,600	1%
Fresh / Entry Level	HR Assistant HR Generalist	0	1,800	3,000	8%

JOB CATEGORIES

ENGINEERING/ CONSTRUCTION / PROPERTY / MANUFACTURING / PRODUCTION

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Director / C-Level, Senior Manager	General Manager HSE Director Operations Director Quality Director	10 & Above	20,000	32,000	-3%
Senior Manager, Manager	Engineering Manager General Manager Utilities Manager	8-10	12,000	23,500	-1%

JOB CATEGORIES

SCIENCE / R&D / RESEARCH

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Senior Manager, Manager	Construction Manager	8-15	9,000	18,000	-5%
Senior Manager, Manager	Operations Manager Project Manager Plant Manager Product Manager R&D Manager Site Manager	6-10	7,000	16,000	-5%
Senior Manager, Manager	HSE Manager MEP Manager QA/QC Manager	5-10	8,000	15,500	-6%
Manager	Manufacturing Manager Production Manager QA Manager (Manufacturing)	5-10	6,500	10,000	-3%
Manager	Piping Supervisor	5-10	5,000	8,500	-7%
Senior / Junior Executive	Civil & Structural Engineer	5-10	7,000	14,000	-3%
Senior / Junior Executive	Mechanical Engineer Production Supervisor Product Engineer Project Engineer Resident Engineer Site Supervisor	4-6	5,000	10,000	-2%
Senior / Junior Executive	Assembly Engineer Associate Engineer Chemist / Chemical Engineer R&D Engineer / Scientist	1-4	4,000	8,000	-3%
Senior / Junior Executive	Environment Health & Safety Engineer HSE Engineer MEP Engineer	3-8	3,500	7,500	-1%
Senior / Junior Executive	Equipment Engineer Industrial Engineer	2-5	3,000	5,500	2%

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Senior / Junior Executive	Drafter Electrical / Electronics Design Engineer Electrical & instrumentation Engineer Field Applications Engineer QA Engineer R&D Engineer Sales Engineer Service Engineer Technician / Technical Specialist	2-5	2,600	4,500	3%
Senior / Junior Executive	Quantity Surveyor	1-8	3,000	11,000	0%
Fresh / Entry Level	Associate Engineer R&D Executive	0	2,500	3,500	6%
Fresh / Entry Level	Production Technician Operation Technician	0-3	1,300	1,800	8%

JOB CATEGORIES

INFORMATION TECHNOLOGY

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Director / C-Level, Senior Manager	Chief Technology Officer IT Director / VP of IT	15-25	15,000	50,000	10%
Director / C-Level, Senior Manager	Project Director	15-25	14,000	27,000	11%
Senior Manager	Senior Project Manager Senior Program Manager	8-15	10,000	22,000	12%
Senior Executive	Chief Data Scientist Solution Architect Consultant (ERP)	8-15	9,000	30,000	15%
Manager	Development Manager Infrastructure Manager Service Delivery Manager	8-15	8,000	20,000	18%
Manager	Application Project Manager IT Security Manager IT Manager / Test Manager	6-12	8,000	15,000	8%
Senior Executive	Business Analyst Senior Cyber Security Engineer Senior Network Engineer Senior Software Engineer	3-10	6,000	15,000	10%
Senior Executive	Database Administrator Server Administrator System Analyst	5-8	4,500	11,000	8%
Senior Executive	Network Administrator Network Support Engineer	4-6	3,500	7,500	6%
Junior Executive	Cyber Security Engineer Mobile Developer Server Administrator	1-3	3,500	6,500	10%
Fresh Graduate	Software Engineer Test Engineer	0	2,500	3,800	20%
Junior Executive / Fresh Graduate	IT Assistant IT Executive	0-4	1,800	3,500	6%

JOB CATEGORIES

BUSINESS / CUSTOMER SERVICE/ PR / MEDIA / COMMUNICATIONS / SALES / MARKETING

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Director / C-Level, Senior Manager	Business Development Director Chief Operation Officer Head of Sales Managing Director Sales Director (Regional) Vice President (Sales & Marketing, Strategic & Planning)	10 & Above	15,000	50,000	6%
Senior Manager	Business Development Manager Country Manager General Manager Head of Sales / Sales Director Senior Marketing Manager Senior Project Manager	8 & Above	12,000	40,000	8%
Manager	Key Account Manager Sales Manager	5-10	6,000	30,000	2%
Manager	Brand Manager PR Manager Product Manager Project Manager	4-10	5,000	12,000	3%
Manager	Digital Marketing Manager Investor Relation Manager Marketing Communications Manager Marketing Manager	4+	5,000	10,000	6%
Manager	Category Manager Channel Manager Customer Service Manager Customer Success Manager Merchandising Manager Retail Operations Manager	5+	5,000	7,000	5%
Manager	Event Manager Retail Supervisor Store Manager	5+	2,800	5,500	6%
Senior Executive / Junior Executive	Sales Executive Senior Sales Executive	1-7	2,800	18,000	6%

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Senior Executive / Junior Executive	Marketing Executive / Specialist Brand / Product Executive	0-4	2,800	6,000	8%
Senior Executive / Junior Executive	Event Executive Market Research Merchandiser/Buyer	1-4	2,500	4,500	1%
Junior Executive	Merchandising Assistant	2+	3,000	4,000	-2%
Junior Executive	Retail Coordinator	1+	2,500	3,000	10%
Junior Executive	Call Centre Officer Customer Service Executive Inside Sales Support Representative Sales Coordinator Telemarketer	0-2	2,000	3,500	-1%
Fresh / Entry Level	Promoter / Retail Assistant	0-1	1,500	2,000	8%
Fresh / Entry Level	Customer Service Executive Receptionist	0-1	1,200	3,000	6%

JOB CATEGORIES

F&B / TOURISM / HOSPITALITY

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Director / C-Level, Senior Manager	F&B Director	4-10	7,000	12,000	-2%
Senior Manager, Manager	Hotel Manager Operation Manager Sushi Chef	4-10	5,000	10,000	6%
Manager	F&B Manager	5+	5,000	6,500	-1%
Manager	Facilities Maintenance Manager	5+	4,500	7,000	-5%
Manager	Business Centre Manager	5+	4,000	6,000	2%
Manager, Senior Executive	Assistant Manager Banquet Operations Manager Front Office / Desk Manager Restaurant Chef Restaurant Manager	5+	3,600	5,500	3%
Manager, Senior Executive	Lounge Manager	5+	3,000	4,000	2%
Senior Executive	Captain	2+	2,300	2,800	8%
Junior Executive , Fresh Graduate	Assistant Chef F& B Server Kitchen Assistant Kitchen Crew Waiter/ Waitress	0-5	1,200	2,800	-1%
Junior Executive , Fresh Graduate	Hostess	0-2	1,200	2,000	2%
Junior Executive , Fresh Graduate	Steward	0-2	2,000	1,500	2%

JOB CATEGORIES

HEALTH / BEAUTY / FITNESS

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Director / C-Level	Medical Director	10+	20,000	30,000	12%
Director / C-Level, Senior Manager, Manager	Clinical Research Manager Director of Nursing General Manager Market Access Manager	10+	10,000	18,000	8%
Senior Manager, Manager	Regulatory Affairs Manager (Regional)	5+	10,000	15,000	6%
Manager, Senior Executive	Aesthetic Doctor Specialist Doctor (Pediatrician, Gynaecologist,etc.)	5-20	12,000	100,000	8%
Senior Manager, Manager	Clinical Research Manager Medical Affairs Manager Medical Scientific Liaison Spa Director Spa Manager	3-15	5,000	9,000	6%
Senior, Junior Executive	Clinical Research Associate	2+	3,000	5,000	3%
Senior, Junior Executive	Beauty Trainer Nutritionist Senior Beauty Consultant Senior Nurse	3-10	3,500	5,000	8%
Junior Executive	Regulator Affairs Executive	2+	2,200	3,500	2%
Junior Executive , Fresh Graduate	Junior Beauty Consultant Staff Nurse	0-5	1,800	4,000	2%
Junior Executive , Fresh Graduate	Beauty Advisor Make-up Artist	0-5	1,800	3,000	2%

JOB CATEGORIES

LEGAL / PUBLIC / SECURITY

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Director / C-Level, Senior Manager	Head of Compliance Head of Legal Head of Regulatory Legal & Compliance General Manager (Legal) Group Legal & Compliance Regional Legal Head Section Head Vice President Legal	Above 8	10,000	25,000	12%
Manager, Senior Executive	Group Company Secretary Legal & Corporate Secretarial Legal & Regulatory Legal Manager/ VP Legal Manager Senior Legal Manager	5-10	7,500	15,000	8%
Senior Executive	Legal Counsel Senior Secretarial Executive	2-6	3,000	6,000	10%
Junior Executive	Biomedical Engineer	2+	3,000	4,000	7%
Junior Executive	Assistant Company Secretary Legal Assistant Legal Executive	0-4	2,800	4,000	9%

JOB CATEGORIES

PURCHASING / PROCUREMENT / INVENTORY/ PRODUCTION / TRANSPORTATION / LOGISTICS

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Director / C-Level	Airfreight/Seafreight Director Operations Director Procurement Director Supply Chain Director	Above 10	20,000	40,000	-5%
Senior Manager	General Manager Senior Logistics/ Transportation Manager Regional Procurement Manager Senior Supply Chain Manager	8-12	10,000	25,000	-3%
Manager	Strategic Sourcing Manager	8-12	13,000	19,200	6%
Manager	Procurement Manager Production/Material Planning Manager	7-10	8,000	15,000	-3%
Manager	Category Procurement Manager Contract Manager Logistics Manager Supply Chain Manager	5-8	6,000	12,000	-3%
Manager, Senior Executive	Senior Buyer	7-10	7,000	12,800	3%
Manager	Airfreight/ Seafreight Manager Distribution Manager Transportation Manager	5-8	7,000	10,000	2%
Manager, Senior Executive	Demand/ Supply Planner Shipping Supervisor Warehouse Manager	3-5	4,500	8,500	2%

LEVEL	POSITION	EXPERIENCE	MINIMUM SALARY	MAXIMUM SALARY	EXPECTED SALARY ADJUSTMENT
		(In Years)	(Monthly Salary in MYR) May include Bonus+Allowance		
Manager, Senior Executive	Demand/ Supply Planner Shipping Supervisor Warehouse Manager	3-5	4,500	8,500	2%
Senior, Junior Executive	Procurement Specialist	3-5	4,000	6,500	2%
Senior, Junior Executive	Logistics Supervisor Shipping Executive Supply Chain Executive	2-4	2,800	4,500	1%
Junior Executive , Fresh Graduate	Buyer Operations Executive Stock Controller Warehouse Executive Warehouse Supervisor	2-5	2,200	5,300	1%
Junior Executive	Shipping Coordinator / Assistant	0-3	2,500	3,500	1%
Junior Executive	Logistics / Warehouse Assistant	0-3	1,800	3,500	1%

THE END

THANK YOU

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