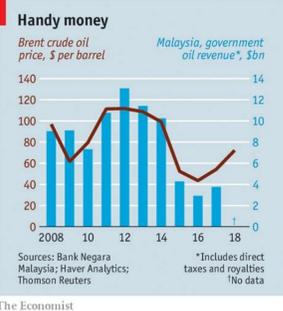


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Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Brent crude oil price, \$ per barrel	100	70	90	110	115	105	100	60	40	45	70
Malaysia, government oil revenue, \$bn	8	10	12	13	12	10	6	4	4	7	10

Procurement	SME*	MW*		
From	To	From	To	
Procurement Director	150	100	150	150
Procurement Manager	75	45	75	75
Category Manager	30	45	30	45
Category Specialist	15	30	15	30
Buyer / Procurement Specialist / Purchasing Officer	10	20	10	20
Assistant Buyer	10	15	10	15

Company	Industry	2018	2019	2020	2021	2022	2023
EONG BANK BHD	Financial Services	12.02	11	39.45	2,638.08	11.0	50
PERTIES GROUP	Property	11.98	12	8.81	808.14	4.4	89
X BHD	Industrial Products & Services	11.06	13	3.86	294.03	16.0	33
EONG FINANCIAL BHD	Financial Services	11.05	14	20.66	2,894.53	10.8	52
IN BANKING BHD	Financial Services	10.11	15	105.67	7,796.87	10.4	54
ROUP HOLDINGS	Financial Services	9.89	16	60.34	4,607.97	9.3	58
WERATIONAL BHD	Utilities	9.57	17	8.40	718.39	5.5	84
.LUMPUR KEPONG	Plantation	8.98	18	26.64	804.10	6.5	77



The Economist



Hays malaysia salary guide 2021.

Most employers in Malaysia expect business activity levels to increase in the next 12 months, based on findings of the Hays Asia Salary Guide 2022. Hays, a specialist recruitment company, noted that 74% of employers in the country believe business activity would increase in 2022, which is the highest in the region. It said fewer hiring freezes were also reported for the year, with 75% of employers saying none have been planned. Last year, nearly half of the employers surveyed said they had initiated a hiring freeze at their organisations. You might also be interested to read these: [Please fill up the Form below and I will WhatsApp you and provide you with sound advise on how to choose the best private university or college in Malaysia to study at.](#) If you do not give your mobile number or full name as in IC, your query will not be answered. Our knowledgeable & experienced counsellor will send you a message on WhatsApp & provide assistance from there. Employer optimism rises EduSpiral gave me useful information & evidence on why I should choose the best university. Philip Sim, Information Technology (IT) graduate from Asia Pacific University (APU) Now in its 15th edition, the guide compiles and presents salary and sector overviews based on real data and a survey of skilled professionals across China, Hong Kong, Japan, Malaysia and Singapore. Over 9,500 responses were collected between October and November 2021. Tom Osborne, managing director of Hays Malaysia, said in a statement: "The pandemic has severely impacted business activity across various sectors over the last two years. "Fortunately, the Malaysian economy is now on the road to recovery and despite ongoing challenges, we see a growing optimism among employers." Accordingly, half of the employers surveyed planned to increase their permanent headcount in the next 12 months and are putting in place candidate attraction tactics, such as increasing compensation. Along with China, employers in Malaysia are planning for larger salary increments at an average of between 3% and 6%. Average increments for all other regions are expected to peak at 3%. Osborne added: "While job seekers are prioritising compensation after two years of suppressed wages, employers should be aware of the fact that there are other factors that would come into play. "Seeking new challenges, better healthcare insurance and allowance, as well as career progression were all top motivators for Malaysians looking to change jobs." For jobseekers, he emphasised the importance of skills development. "Employer responses tell us that they value technical, analytical and management skills highly, alongside soft skills like communications skills, problem solving skills and teamwork. Candidates who focus on developing such skills will certainly see an advantage in securing a role," Osborne noted. EduSpiral advised me to study Finance because it had high job demand & salary. Darren, Finance & Investment Graduate About EduSpiral Consultant Services The aim of education is to secure a job in the future that has demand and a high salary. This will ensure that you will have job security and stable income to be able to sustain your lifestyle and more importantly to take care of your family. When choosing the right course to study in Malaysia, one important criteria that students should look at is the job demand. Choosing to study a course that has future potential high job demand and salary would ensure that you have a higher chance of a successful career that would support your lifestyle goals. If you don't plan carefully, you may end up studying a course that has no job demand after you graduate. This would be an incredible waste of your time and money. EduSpiral Consultant Services is an appointed representative or agent for top private universities in Malaysia to offer counselling services on their courses and assist with their applications. Therefore, at EduSpiral Consultant Services, we do our research on the job demand for the careers in Malaysia and Salary Reports in order to best advise our students on what to study based on facts and evidence. I have researched articles such so that I can advise students properly and they can have a higher chance of getting a job that's in demand with high salary in Malaysia and globally. For a copy of the Hays Malaysia Salary Guide 2022, please fill up the Enquiry Form and make a request. Professionals in a wide range of industries in Malaysia are likely to receive salary increments that are above the Asia-wide average in 2019. This is one of the key findings in the Hays Asia Salary Guide 2019, a report that highlights salary and recruiting trends based on responses from Hays Asia operating markets Mainland China, Hong Kong, Japan, Malaysia, and Singapore. The report has revealed that close to half (48 per cent) of employees in Malaysia, which is ten per cent more than the average across Asia, could receive a salary increase from above three per cent but less than or equal to six per cent. On the other hand, compared to the country's historical norms, employers are expecting to give fewer employees a raise this year (three per cent in 2018 vs 13 per cent in 2019). Salary the Key Salaries remain the primary consideration for employees in Malaysia. Although 55 per cent of employees claim to be 'satisfied' with pay levels, only four per cent claim to be 'very' satisfied. According to Hays experts, employers looking to retain their best talent should review their salary increment plans, particularly because close to seven in ten employees (68 per cent) cite compensation packages as the key reason for seeking out new roles, and it is the top most reason for staying with a current employer. Malaysia candidates have also raised concerns over the transparency of pay level setting. Although 53 per cent of employees feel that transparency is highly important, only 15 per cent strongly agree and 22 per cent slightly agree that their organisation is transparent in this area. "With the economy growing, business activity increasing and hiring levels rising, employees may begin to wonder why this improvement is not being passed on to them in terms of compensation packages, perhaps leading them to rival organisations that could meet their salary expectations. Employers looking to keep employee satisfaction levels on salary matters should, therefore, be more upfront about how the management reviews and distributes employees' pay rises," comments Tom Osborne, Managing Director at Hays Malaysia. Bonuses and Benefits The Hays Salary Guide 2019 reveals that slightly fewer staff are guaranteed bonuses as compared to previous years. While three in five (63 per cent) employers are awarding bonuses to all staff in 2019, this number is down from 66 per cent in 2017. On top of offering bonuses, a clear majority of companies (87 per cent) offer additional benefits to financial packages. Health and medical benefits remain the primary offering. Malaysia leads the way in Asia in offering a car or car allowances to employees as an added benefit. While the rest of Asia lags in adopting such practice, with only one in five (23 per cent) companies providing it, half (51 per cent) of Malaysia employers offer this benefit. Raises "For employees who do not feel that their compensation package matches up to their worth, we advise them to reach out to employers and request salary increases," adds Tom. "More Malaysia employees are asking for raises with more than half (55 per cent) of those who do proving successful, the highest number in Asia." "However, those requesting raises should consider the possibility of rejection and thus keep an open mind to potential responses from employers. Instead of salary increments, employees might be offered non-monetary benefits, improved work-life balance or a salary review at a fixed date in the near future. Failing that, employees could stand to benefit in becoming more active in the recruitment market, as the improving economy and optimistic business outlook are leading to greater hiring activity in Malaysia." Compared with Asia The 2019 Hays Asia Salary Guide reveals that salaries across the region rose less than they did in the previous year, with 15 per cent of employers saying that salaries remained unchanged as opposed to nine per cent in 2018. Japanese companies witnessed the greatest levels of stagnation, with 20 per cent seeing no change. In addition, 45 per cent of organisations in Hong Kong, 34 per cent in Singapore and 45 per cent in Malaysia grew salaries by three to six per cent, though these numbers are also down from 2018 levels. However, ten per cent of companies in Mainland China increased salaries by more than ten per cent. Over the coming 12 months, organisations in Malaysia (48 per cent), Hong Kong (45 per cent) and Mainland China (44 per cent) expect salaries to increase by three to six per cent, while those in Japan (52 per cent) and Singapore (40 per cent) predict increases of up to three per cent. Employees have similar expectations, with those in Japan (42 per cent) and Singapore (29 per cent) believing that they can look forward to increases of up to three per cent, while employees in Hong Kong (35 per cent) and Malaysia (31 per cent) are more optimistic, hoping for three to six per cent increments. Employees in Mainland China are the most bullish, with 44 per cent believing that their salaries will rise by more than 10 per cent in 2019. Employees in four of the five regions polled cited 'salary and benefits' as the most common response as to why they are looking for a new employer, with 68 per cent of employees at Malaysian companies being the highest proportion with salary on their mind, followed by Hong Kong, Singapore and China (66, 60 and 57 per cent, respectively). Only individuals in Japan favoured 'new challenges', though remuneration was their second choice at 52 per cent. At 58 per cent, companies in Japan are most likely to award their employees bonuses of at least 50 per cent in 2019, while 14 per cent of companies in Singapore expect to pay out no bonuses at all. Employers in Singapore (85 per cent), Mainland China (88 per cent), Japan (83 per cent) and in Malaysia (85 per cent) cite 'individual performance' as the primary reason for awarding bonuses, while in Hong Kong they were related to 'company performance' (84 per cent). More employees in Asia are being awarded raises in 2019, with research showing that 22 per cent had raises requests accepted. Employees in Hong Kong are most likely to see pay rises granted, where 30 percent have been successful. By contrast, 19 per cent of Malaysian employees saw pay rise petitions denied, while 68 per cent of employees from Mainland China are not likely to make an appeal for salary increments. Get your copy of the 2019 Hays Asia Salary Guide by visiting [Hays Malaysia](#) or by contacting your local Hays office. Last updated on March 19th, 2019

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