

71% of respondents

expect local economy

to improve in 2020.



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According to Randstad's Workmonitor 2019 Q4 results, 71% of Malaysia-based respondents expect the economic situation to improve in 2020. More than 4 in 5 respondents (82%) also expect their employers to perform better financially in 2020, than in 2019.

Ms. Jaya Dass, Managing Director of Randstad Singapore and Malaysia, said, "Many local businesses are hoping to see the diversion from the global trade war and increase in consumer confidence to continue through to 2020. In addition, many government initiatives to improve infrastructure and develop cities around Kuala Lumpur are also expected to be set in motion this year. These factors boost the confidence of the local workers, who are hoping to see more new, challenging and rewarding jobs in the market. However, local businesses will still keep a watchful eye on the economic impact of a weakening global trade growth and the COVID-19 outbreak."

pay raise and bonuses still expected for work done in 2019

There is a high expectation for pay raise and bonus in Malaysia. More than 8 in 10 respondents expect a pay raise (81%) or a one-time bonus (84%) at the end of their employer's fiscal year.

Ms. Dass explains, "Aligned with the results from our other surveys, Malaysian workers have always ranked salary and financial rewards as important factors that would determine their loyalty towards their employers. As the quality of life in Malaysia improves, local employees will aspire to earn a higher income not just to pay for necessities, but also live a more comfortable life."

work mobility and job satisfaction in malaysia

33% of respondents have changed employers in the past 6 months. 37% of respondents have expressed that they are looking for a new job.

"Many people tend to start searching for a new job after they have received their year-end bonus, especially if they have no opportunity to be promoted or receive a pay raise in 2020. Talent mobility is always the highest during the start of the year, but it also presents a good opportunity for employers to review their skills gaps and talent needs to optimise workforce productivity," Ms. Dass concludes

The Randstad Workmonitor 2019 Q4 survey was conducted from 22 October until 6 November 2019.

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I expect the economic situation in my market to improve in 2020. [%]

	Asia Pacific	Southeast Asia	Mainland China	Malaysia	Hong Kong SAR	Singapore
all	63	58	89	71	47	57
men	60	57	92	73	43	54
women	66	60	87	69	50	60
18 - 34	70	62	91	70	50	66
35 - 54	62	58	87	74	46	58
55 - 67	45	45	75	64	36	41

I expect the economic situation in my market to deteriorate in 2020. [%]

	Asia Pacific	Southeast Asia	Mainland China	Malaysia	Hong Kong SAR	Singapore
all	57	58	34	45	69	60
men	56	58	35	45	70	59
women	57	58	34	45	68	61
18 - 34	57	57	35	49	65	61
35 - 54	57	58	33	41	70	58
55 - 67	55	61	40	42	78	63

I expect my employer to perform better financially in 2020 than in 2019. [%]

	Asia Pacific	Southeast Asia	Mainland China	Malaysia	Hong Kong SAR	Singapore
all	72	63	90	82	48	60
men	69	61	90	84	41	58
women	74	66	89	80	55	62
18 - 34	77	68	93	81	50	71
35 - 54	70	62	87	82	47	60
55 - 67	62	53	80	86	44	41



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I expect to receive a pay raise at the end of our fiscal year. [%]

	Asia Pacific	Southeast Asia	Mainland China	Malaysia	Hong Kong SAR	Singapore
all	69	69	84	81	63	63
men	67	66	86	82	57	59
women	72	72	83	80	68	66
18 - 34	78	77	87	83	70	74
35 - 54	68	66	81	78	58	63
55 - 67	48	54	80	81	56	41

I expect to receive a one-time financial reward/bonus at the end of our fiscal year. [%]

	Asia Pacific	Southeast Asia	Mainland China	Malaysia	Hong Kong SAR	Singapore
all	64	71	86	84	61	69
men	62	69	89	85	56	67
women	67	73	84	82	65	72
18 - 34	75	77	92	85	67	77
35 - 54	62	68	81	80	57	69
55 - 67	40	63	70	89	53	56