

# MALAYSIA SALARY BENCHMARK SALARY BENCHMARK MARK 2019

INSIGHTS & SALARY BENCHMARK	
Financial Services	6
Healthcare & Pharmaceutical	11
Manufacturing & Industrial	16
Services	24
Technology & Telecommunications	31

Financial Services	6
Healthcare & Pharmaceutical	11
Manufacturing & Industrial	16
Services	24
Technology & Telecommunications	31

# ABOUT SALARY BENCHMARK

The Michael Page Salary Benchmark is our annual salary report developed to provide hiring managers and candidates with a reference on salary ranges across various industries, including Financial Services, Healthcare & Pharmaceutical, Technology & Telecommunications, and more.

It provides an overview of market and employment trends, with observations such as job seekers' sentiments. Additionally, it highlights hiring trends and roles in demand within each industry.

The report is available in 13 markets across the Asia Pacific region; Australia, China, Hong Kong, India, Indonesia, Japan, Malaysia, New Zealand, Philippines, Singapore, Taiwan, Thailand and Vietnam.

## Report methodology

Data for the Michael Page Salary Benchmark is derived from our proprietary database capturing job advertisements and placements from August 2017 to July 2018, and incorporates salary increase projections for 2019. It is supplemented with data and insights from other PageGroup studies, such as the Job Applicant Confidence Index, and validated against insights from our leaders' and consultants' interactions with clients and candidates.

# OPTIMISM ABOUND FOR A MARKET EMBRACING ITS EXPANSION POTENTIAL



### Economic outlook

Malaysia's general election in 2018 saw its first ever change of government post-independence, and has seen increased optimism across the business community. Within six months, the new government launched its Malaysia 4.0 draft policy framework. The business community has bought in to the new leadership. This and an overall stabilisation, together with the year-on-year increase in oil prices, are positive for Malaysia.

### Key events

One of the challenging areas for business recently has been the push back on some China investments: including the high-speed rail plans. This had a knock-on effect for construction in particular. The key variables for Malaysia in 2019 relate to the oil price, and US-China trade tensions.

### Opportunity areas

Digital and Technology are a key focus for Michael Page. Roles in big data analytics, data science, consumer insights and data warehousing are highly

sought after, as are a wide range of mobile and software developers. Cybersecurity is a hot topic, but with a limited talent pool. Among the exciting prospects is the development of ecommerce. Grab is a Malaysian market leader; Alibaba's investment in Malaysia is now US\$100 million; while the CEO of local startup Fave, Joel Neoh, just won ASEAN CEO of the year.

Malaysia is also moving rapidly towards a cashless digital society. The WeChat mobile wallet is now live – the platform's first expansion outside of China and Hong Kong. Together with Alipay and Samsung Pay, these players will disrupt the payments space.

One of the keys to Malaysia 4.0 lies in specialist manufacturing – particularly including halal food production, medical devices, and the shared services market. There should be a continued expansion of shared services centres, in particular the opportunity to build offerings into more middle management and senior roles.

Key to Malaysia 4.0 is the ability to attract further investment in the Manufacturing sector where automation and AI is expected to increase productivity and the overall competitiveness.

Paul Cooper  
Managing Director, Michael Page Malaysia

## BY THE NUMBERS



**3** JOB SEEKERS

interviewed before a role is filled



**10** WEEKS TAKEN

for a hiring manager to fill a job



**2** INTERVIEW ROUNDS

job seekers attend before securing the role

# KEY TRENDS

# 12-18%

average salary increase when job switching within similar industries for the same function



Hiring activity in Technology is seeing an increase by 30%



Applications for SSC roles is on the rise by 22% on average



Job openings have  
grown by 36%



## 63% of job seekers are optimistic of the market's economic situation

# 83%

of job seekers are positive of their professional skills development

# 75%

of job seekers are concerned with the lack of promotion opportunities



46% of job seekers would switch jobs to **develop new skills**

Other reasons for job switching include to attain **better work-life balance** and for **better remuneration**















# HEALTHCARE & PHARMACEUTICAL

## TOP THREE HIRING TRENDS

- There is strong demand for hybrid sales experience across both distributor models and direct selling.
- The majority of organisations continue to hire talent from similar industries in the first instance with the exception for engineering roles, where skills are more transferable across industries.
- Finance professionals with proven data analytics skills coupled with strong business acumen and influencing skills remain in high demand.

## TAKEAWAY FOR 2019

Companies that focus on an individual's capability rather than industry experience are able to significantly reduce their average time to hire. Attracting talent from other industries is essential given the severe shortage of existing talent.

### TOP FUNCTIONS



Finance



Procurement & Supply Chain



Sales



Engineering & Manufacturing



Human Resources

18%

increase in the number of jobs posted in the last 12 months

18-23%

average salary increase when switching jobs of similar industries.

### ROLES IN DEMAND

- Procurement Manager
- Sales Representative
- Financial Planning & Analysis Manager
- Financial Controller
- HR Manager

### TRENDING SKILLS

- Therapeutic sales
- Financial planning & analysis
- Data analytics





HEALTHCARE & PHARMACEUTICAL

Salary Tables

Human Resources

Compensation & Benefits

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Compensation & Benefits Specialist	60	120	90
Head of Compensation & Benefits	180	320	250

General

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
HR Executive	36	84	60
HR Business Partner (Mid)	72	144	108
HR Business Partner (Senior)	144	240	192
HRIS Specialist	60	120	90
Industrial Relations Specialist	60	108	84
Mobility Specialist	40	96	68
Organisational Development	48	84	66
Head of Organisational Development	180	300	240
Payroll Specialist	36	96	66
Recruitment Specialist	36	108	72
Recruitment Head / Talent Acquisition Head	120	240	180
Head of Talent Management	180	300	240
CHRO / HR Director	240	400	320

Learning & Development

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Learning & Development Specialist	48	120	84
Head of Learning & Development	120	240	180



# HEALTHCARE & PHARMACEUTICAL

## Salary Tables

### Sales

Job Title	Base salary range for 12 months (MYR'000)		
	Min	Max	Avg
Sales Executive	41	57	49
Sales Representative	48	55	51
Sales Manager	108	148	128
Senior Sales Manager / Regional Sales Manager	120	180	150
National Sales Manager	144	216	180
Sales Director	300	420	360
Country Head	280	400	340

# MANUFACTURING & INDUSTRIAL

## TOP THREE HIRING TRENDS

- There is high demand for management level talent with strong people leadership skills, however demand outweighs the supply of qualified professionals available in the market.
- Companies are looking to attract candidates with prior experience in Continuous Improvement and Automation, in an effort to drive operational efficiencies and reduce operating costs.
- Job locations remain a challenge when trying to attract talent as many manufacturing and industrial jobs are often located far from major cities.

## TAKEAWAY FOR 2019

With a significant demand for middle management professionals, companies should increase the investment in developing and retaining their existing employees whilst providing them with the opportunity to grow and develop internally or else risk losing them to competitors.

## TOP FUNCTIONS



Sales



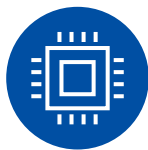
Engineering & Manufacturing



Finance



Marketing



Technology

15%

increase in the number of jobs posted in the last 12 months

10-15%

average salary increase when switching jobs of similar functions.

## ROLES IN DEMAND

- Sales Manager
- Procurement Manager
- Production Manager
- Accountant
- Finance Manager

## TRENDING SKILLS

- Electrical and instrumentation
- Business partnering
- Financial planning & analysis





# MANUFACTURING & INDUSTRIAL

## Salary Tables

### Engineering & Manufacturing

#### General

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Design Engineer	75	90	83
Electrical Engineer	70	90	80
Field Service Engineer	63	72	68
Senior Engineer	84	96	90
Engineering Manager	120	150	135
Senior Engineering Manager	180	208	194
Director of Engineering	250	300	275
Senior R&D Engineer	78	90	84
Head of R&D	150	200	175
Mechanical Design Engineer	80	100	90
Process Engineer	60	72	66
Process Engineering Manager	150	180	165
Project Engineer	72	84	78
Senior Project Manager	180	240	210
Product Stewardship Manager	108	156	132







# MANUFACTURING & INDUSTRIAL

## Salary Tables

### IT

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Business Intelligence Analyst	84	120	102
Data Analyst	60	78	69
Data Governance Manager	108	132	120
IT Business Engagement Manager	144	180	162
IT Enterprise Architect	144	192	168
IT Infrastructure Service Desk Manager	96	114	105
IT Operations Lead	116	145	131
Senior IT Program Manager	156	210	183
Senior SAP FICO Consultant	150	180	165
Senior Software Developer	108	132	120
Systems Analyst	48	75	62
Senior Systems Consultant	60	84	72
Systems Specialist	102	132	117

### Marketing

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Marketing Manager	108	120	114
Marketing Director	180	216	198
Product Manager	120	125	123
Senior Product Manager	240	300	270



# MANUFACTURING & INDUSTRIAL

## Salary Tables

### Sales

#### Account Management

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Corporate Account Manager	102	120	111
Key Account Executive	48	54	51
Key Account Manager	72	93	83
Service Manager	108	132	120

### General

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Business Development Manager	99	130	114
Sales Executive	69	81	75
Senior Sales Executive	72	92	82
Sales Manager	133	172	153
Senior Sales Manager	150	180	165
Sales Director	260	308	284
Country Sales Manager	186	210	198
General Sales Manager	180	228	204
Country Manager	300	360	330
Head of International Markets	300	360	330
General Manager	420	420	420

### Others

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Sales Engineer	58	70	64
Technical Sales Consultant	58	70	64
Technical Sales Engineer	58	70	64
Market Development Manager	120	144	132
Senior Business Manager	144	180	162





# SERVICES

## Salary Tables

### Engineering & Manufacturing

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Continuous Improvement Director	144	180	162
Engineering Manager	162	210	186
Factory Manager	150	200	175
Production Executive	60	72	66
Production Manager	120	144	132
Assistant Quality Manager	60	84	72
Quality Manager	126	189	158
Utilities Engineer	60	72	66
General Manager	139	195	167
Managing Director	480	600	540

## Finance

	Base salary range for 12 months (MYR'000)		
Job Title	Min	Max	Avg
Accountant	58	72	65
Accounts Manager	72	96	84
Accounts Payable Associate	50	62	56
Accounts Receivable Executive	43	56	49
Accounts Receivable Manager	72	90	81
Head of Accounting	264	288	276
Branch Operations Manager	60	84	72
Financial Analyst	42	51	46
Assistant Finance Manager	72	88	80
Finance Manager	96	108	102
Senior Finance Manager	108	144	126
Financial Controller	184	232	208
General Ledger	120	144	132
Treasury Manager	96	120	108
Head of Treasury	239	240	240
Chief Financial Officer	480	600	540

## Finance - Shared Services

	Base salary range for 12 months (MYR'000)		
Job Title	Min	Max	Avg
Accountant	60	84	72
Accounts Payable Associate	50	62	56
Accounts Receivable Executive	50	62	56
Accounts Receivable Manager	72	90	81
Financial Analyst	78	102	90
FP&A Manager	180	210	195
General Ledger Associate	60	78	69
General Ledger Team Lead	96	144	120
OTC Team Lead	96	120	108
OTC Manager	120	168	144
PTP Team Lead	96	120	108
PTP Manager	120	168	144
RTR Manager	136	180	158
Head of SSC	300	420	360

# SERVICES

## Salary Tables

### Human Resources

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Career Integration & Development Specialist	60	72	66
HR Manager	132	164	148
HR Business Partner	150	168	159
HR Director	258	318	288
Chief HR Officer	360	480	420
Payroll Manager	144	180	162
Recruitment Consultant	60	81	71
Talent Acquisition Manager	90	144	117
Talent Management Manager	120	132	126
General Manager	192	264	228

### IT

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Senior Data Analyst	96	132	114
Data Engineer	120	138	129
Data Warehouse Architect	180	240	210
ERP Manager	156	180	168
Head of Customer Service Centre	215	269	242
IT Enterprise Architect	78	108	93
IT Support Analyst	72	96	84
Senior IT System Analyst	96	114	105
Service Desk Analyst	101	117	109

### Life Sciences

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Product Development Chemist	50	60	55



## Procurement &amp; Supply Chain

Job Title	Base salary range for 12 months (MYR'000)		
	Min	Max	Avg
BU Director	360	420	390
Call Centre Manager	120	144	132
Channel Inventory Planner	66	96	81
Customer Operations Manager	120	140	130
Senior Customer Service Representative	65	81	73
Customer Service Manager	93	114	104
Senior Customer Service Associate	72	96	84
Inventory Control Manager	120	144	132
Logistics Manager	120	144	132
O2C Manager	120	144	132
Procurement Executive	54	66	60
Senior Procurement Executive	66	78	72
Procurement Specialist	72	90	81
Procurement Manager	108	132	120
Procurement Analyst	120	144	132
Strategic Buyer	180	244	212
Supply and Operations Planner	120	144	132
Supply Chain Executive	48	60	54
Supply Chain Manager	129	144	136
Supply Planning Manager	120	144	132

# SERVICES

## Salary Tables

### Sales

Job Title	Base salary range for 12 months (MYR'000)		
	Min	Max	Avg
Business Development Analyst	48	84	66
Business Development Manager	72	96	84
Channel Manager	96	120	108
Inside Sales Manager	60	90	75
Key Account Manager	60	120	90
Pre-sales Manager	96	120	108
Sales Representative	30	60	45
Sales Executive	36	60	48
Sales & Marketing Manager	84	144	114
National Sales Director	180	240	210
Head of Sales & Marketing	216	240	228
Technical Sales Engineer	60	84	72
Sales Capability Manager	84	144	114
Head of Ecommerce	200	300	250
Country Sales Manager	180	240	210
General Manager	240	300	270

- There is war for talent when hiring Java Developers given the high volume of jobs available coupled with the small number of candidates available in the domestic market.
- There is a continuous demand for digital professionals with a strong focus on digital transformation skills.
- Project management skills are highly sought after with many organisations focused on new product development.



# 38%

# 10-22%



- Software Developer
- Systems Analyst
- Application Consultant
- Data Warehouse Architect
- Chief Technology Officer

- Java scripting
- Mobile application development
- Cloud-based application development



## Human Resources

32 Michael Page Malaysia Salary Benchmark 2019



# TECHNOLOGY & TELECOMMUNICATIONS

## Salary Tables

### Marketing

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Product Manager	96	120	108
Marketing Manager	120	132	126

### Procurement & Supply Chain

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Call Center Manager	120	144	132
Customer Service Manager	84	120	102
Logistics Manager	120	180	150
Procurement Manager	84	120	102
Senior Procurement Director	240	300	270
Supply Chain Manager	120	144	132
Warehouse Manager	120	180	150

W

### Sales

Base salary range for 12 months (MYR'000)			
Job Title	Min	Max	Avg
Commercial Manager	215	269	242
Inside Sales Executive	36	54	45
Sales Manager	150	300	225
Sales Director	180	480	330
Key Account Manager	48	156	102
Project Sales Manager	156	168	162
Sales Engineer	48	60	54
Regional BD Director	200	480	340
Chief Sales Officer	360	720	540

34 Michael Page Malaysia Salary Benchmark 2019

# INTERMARK 2019 2019 MALAYSIA MALAYSIA SALARY SALARY BENCHMARK MALAYSIA SALARY

## MALAYSIA

Level 27  
Integra Tower, The Intermark, 348 Jalan Tun Razak  
50400 Kuala Lumpur, Federal Territory  
Malaysia  
T +60 3 2302 4000 | F +60 3 2302 4001  
[enquiries@michaelpage.com.my](mailto:enquiries@michaelpage.com.my)

Get Connected. Stay Ahead.



PageExecutive

MichaelPage

PagePersonnel

PageResourcing

Part of  
PageGroup