

JobStreet.com
No. 1 Job Site in Malaysia

2018 **SALARY REPORT**



About JobStreet.com

Our vision is to connect business with talent and improve lives through better careers.

We are one of Asia's leading online employment market place. Helping facilitate the matching and communication of job opportunities between jobseekers and employers in Malaysia, Philippines, Singapore, Indonesia and Vietnam.

With our understanding and insights on each market, as well our passion for technology, we provide jobseekers the best opportunities and deliver exceptional value to employers.

In November 2014, we became part of the Australian Stock Exchange-listed SEEK limited-the world's largest online employment marketplace by market capitalisation.

About JobStreet.com Salary Guide

JobStreet.com has undertaken to provide this comprehensive salary guide for candidates employment reference.

This guide is designed to give an indication of what is the average salaries offered by companies to help candidates understand the job market better. The actual salaries for various positions of course varies based on many factors such as market demand and supply, the academic grades and acquired skills of the candidates and the compensation and benefit policies of the hiring company, etc.

Salary Guide Methodology

The Salary Guide Methodology is based on jobs advertisement that is advertised in JobStreet.com Malaysia in 2017. All jobs are unique jobs advertisement by concatenate of company ID + position title. Minimum salary of RM1000 and maximum salary of RM100,000 will only be counted. Regions are divided as per below:

- **Northern Region**
Perlis, Kedah, Penang, Perak
- **Central Region**
Selangor, Kuala Lumpur, Putrajaya
- **Southern Region**
Melaka, Johor, Negeri Sembilan
- **East Coast**
Kelantan, Pahang, Terengganu
- **East Malaysia**
Sabah, Sarawak

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SENIOR MANAGER



Accounting / Finance

Admin / HR

Arts / Media / Comm

Building / Construction

Computer / IT

Education / Training

Engineering

Healthcare

Hotel / Restaurant

Manufacturing

Others

Sales / Marketing

Sciences



Accounting / Finance



Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	9637	14621
Construction	12443	22134
Hospitality	8667	13000
Human Resources / RF	12364	17600
ICT	12257	16871
Manufacturing - Production	8800	14008
Manufacturing - SemiCon	23000	42143
Others	11500	16000



Central Region

	Avg Min Salary	Avg Max Salary
Accounting	9551	14226
Advertising	12719	17188
Agriculture / Aquaculture	13853	21959
Banking & Financial Sv	11209	16247
Biotech / Healthcare	12842	17877
Call Center / BPO	11063	15875
Construction	13090	19037
Consulting	13505	19524
Education	10464	14957
Engineering / Industrial Services	11717	17773
Entertainment / Event	11042	16333
FMCG	14063	17813
Government	12609	20429
Hospitality	8625	12047
Human Resources / RF	15788	22526
ICT	14909	20404
Logistic	11423	16215
Manufacturing - E&E	12000	17875
Manufacturing - Production	12832	20807
Manufacturing - SemiCon	18000	33200

Central Region

	Avg Min Salary	Avg Max Salary
NGO	9900	12980
Oil & Gas	13618	18594
Others	15503	21259
Printing / Arts	12929	23643
Professional Services	9800	15000
Wholesale and Retail	10532	15286

Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	11071	17786
Construction	11902	19915
FMCG	21500	26750
Hospitality	9955	12791
Human Resources / RF	14273	19109
Manufacturing - Production	10163	16120
Manufacturing - SemiCon	10000	16500
Manufacturing - Textile/Wood/Plastic	9000	13225
Others	12375	16125

East Coast

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	13500	21000
Biotech / Healthcare	6000	10000
Construction	14000	26500
Manufacturing - Production	7250	13250

East Malaysia

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	11542	17500
Construction	17000	32250
Manufacturing - Production	10000	14000

Admin / HR

Northern Region

Human Resources / RF

Avg Min Salary

10000

Avg Max Salary

14378

Central Region

	Avg Min Salary	Avg Max Salary
Advertising	10750	13300
Agriculture / Aquaculture	11667	18333
Banking & Financial Svcs	11636	15981
Biotech / Healthcare	9563	13994
Call Center / BPO	10667	15667
Construction	10825	15225
Consulting	11842	16632
Education	9200	13020
Engineering / Industrial Services	11643	15143
Entertainment / Event	10182	16545
FMCG	14400	18650
Hospitality	7444	10289
Human Resources / RF	12059	17441
ICT	12472	16656
Logistic	19399	24200
Manufacturing - Production	11613	16766
NGO	6600	7800
Oil & Gas	12500	17300
Others	9688	11932
Wholesale and Retail	13125	19125

South Region

	Avg Min Salary	Avg Max Salary
Construction	9333	17333
Consulting	8333	12333
Hospitality	6800	10600
Human Resources / RF	9100	12680
Manufacturing - Production	10667	16333
Others	8833	12867

East Coast

	Avg Min Salary	Avg Max Salary
Hospitality	6167	9333
Human Resources / RF	10000	15600

East Malaysia

	Avg Min Salary	Avg Max Salary
Human Resources / RF	10000	14160

Arts / Media / Comm



Northern Region

ICT

Avg Min Salary

Avg Max Salary

50000

100000



Central Region

Advertising

Avg Min Salary

Avg Max Salary

10904

14117

Banking & Financial Svs

9200

13577

Biotech / Healthcare

9667

14333

Construction

11182

15809

Consulting

9200

11700

Education

9488

13229

Entertainment / Event

10367

13367

Human Resources / RF

16000

24375

ICT

30429

54286

NGO

6250

8750

Others

9086

13000

Printing / Arts

9625

15494

Wholesale and Retail

8688

12869



Southern Region

Construction

Avg Min Salary

Avg Max Salary

9333

18667

Human Resources / RF

25000

50000

ICT

50000

100000

Wholesale and Retail

8000

12000



East Coast

ICT

Avg Min Salary

Avg Max Salary

50000

100000

Building / Construction

Northern Region

	Avg Min Salary	Avg Max Salary
Construction	13050	21798

Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	9667	17000
Construction	11663	18425
Consulting	9200	13780
Education	10000	14000
Engineering / Industrial Services	16500	32100
Human Resources / RF	13667	17667
Others	21600	26733
Wholesale and Retail	8875	12000

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	13889	22569

East Coast

	Avg Min Salary	Avg Max Salary
Construction	13214	21971

East Malaysia

	Avg Min Salary	Avg Max Salary
Construction	14280	23960

Computer / IT

Northern Region

	Avg Min Salary	Avg Max Salary
Call Center / BPO	10000	18333
Consulting	10333	19778
Human Resources / RF	20000	26000
Manufacturing - Production	12931	17163
Manufacturing - SemiCon	7714	12286

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	8571	16429
Advertising	12125	15875
Banking & Financial Sv	10979	16594
Biotech / Healthcare	11500	16333
Call Center / BPO	12818	18855
Construction	12700	17900
Consulting	14000	20560
Engineering / Industrial Services	6967	11067
Entertainment / Event	10100	18000
FMCG	18167	21833
Human Resources / RF	14855	19834
ICT	12944	18185
Logistic	11667	20667
Manufacturing - Production	13465	18238
Manufacturing - SemiCon	7667	12000
Others	13262	18838
Wholesale and Retail	9714	14143

South Region

Avg Min Salary Avg Max Salary

Consulting	10429	19429
Human Resources / RF	16667	22000
Manufacturing - SemiCon	7222	11556

East Coast

Avg Min Salary Avg Max Salary

Consulting	10000	20000
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East Malaysia

Avg Min Salary Avg Max Salary

Consulting	10000	20000
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Education / Training

Northern Region

Education

Avg Min Salary

5729

Avg Max Salary

9000

Central Region

Banking & Financial Svcs

Avg Min Salary

13836

Consulting

Avg Min Salary

19333

Education

Avg Min Salary

14782

Wholesale and Retail

Avg Min Salary

12000

Southern Region

Education

Avg Min Salary

9111

Avg Max Salary

15067

Engineering

Northern Region

	Avg Min Salary	Avg Max Salary
Construction	18480	28111
Consulting	12630	17889
Human Resources / RF	15750	20000
Manufacturing - E&E	14088	19746
Manufacturing - Production	11270	18343
Manufacturing - SemiCon	14133	22933
Others	6200	11000

Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	14833	27333
Biotech / Healthcare	9667	14667
Construction	13032	19110
Consulting	11750	17758
Engineering / Industrial Services	12009	17377
Hospitality	5833	9000
Human Resources / RF	13267	17960
ICT	10472	14694
Logistic	13682	19845
Manufacturing - E&E	12895	19312
Manufacturing - Production	11925	17258
Manufacturing - SemiCon	10000	15600
Oil & Gas	12523	18568
Others	18024	25238
Printing / Arts	8200	12400

 **Southern Region**

	Avg Min Salary	Avg Max Salary
Construction	14195	21302
Consulting	12033	17111
Education	8000	10975
Engineering / Industrial Services	8000	13325
Human Resources / RF	11100	14840
Manufacturing - Production	10273	16591
Manufacturing - SemiCon	8250	14500
Others	15500	21500

 **East Coast**

	Avg Min Salary	Avg Max Salary
Construction	24220	34190
Consulting	13200	19000
Human Resources / RF	15000	20000
Manufacturing - Production	9714	13286

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Construction	25362	35204
Consulting	14571	21286
Manufacturing - Production	9375	12500

Healthcare

Northern Region

Biotech / Healthcare

Avg Min Salary

7111

Avg Max Salary

10222

Central Region

Biotech / Healthcare

Avg Min Salary

9402

Avg Max Salary

14251

Southern Region

Biotech / Healthcare

Avg Min Salary

9286

Avg Max Salary

14286

Hotel / Restaurant

Northern Region

	Avg Min Salary	Avg Max Salary
Hospitality	9400	13700

Central Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	8000	13000
Construction	9875	15763
Hospitality	8108	11252
Human Resources / RF	14750	19375
Others	8125	11750

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	7271	11414
Hospitality	10833	15552

East Coast

	Avg Min Salary	Avg Max Salary
Hospitality	10400	13400

East Malaysia

	Avg Min Salary	Avg Max Salary
Hospitality	7250	10000

Manufacturing

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	4333	5667
Construction	15000	25000
Consulting	12545	22091
Human Resources / RF	12714	18214
Manufacturing - E&E	12139	15950
Manufacturing - Production	12484	21467
Manufacturing - SemiCon	11778	21000
Manufacturing - Textile/Wood/Plastic	9200	14600

Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	17500	34000
Banking & Financial Sv	8333	10267
Biotech / Healthcare	12284	18605
Construction	13467	17333
Consulting	12400	20000
Engineering / Industrial Services	13625	18750
Human Resources / RF	12916	17881
ICT	8038	12574
Logistic	14750	21150
Manufacturing - Production	12154	18912
Manufacturing - SemiCon	13500	22000
Manufacturing - Textile/Wood/Plastic	18000	26200
Oil & Gas	11778	19222
Others	18909	23273

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	15000	25000
Consulting	14143	24714
Human Resources / RF	12667	17900
Manufacturing - Production	11188	18011
Manufacturing - SemiCon	12750	23000

East Coast

	Avg Min Salary	Avg Max Salary
Construction	15000	25000
Consulting	14000	25000
Manufacturing - Production	12474	18358

East Malaysia

	Avg Min Salary	Avg Max Salary
Construction	15000	25000
Consulting	14000	25000
Manufacturing - Production	10467	16267

Others

◆ Central Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	8333	11667
Engineering / Industrial Services	11500	15000
Human Resources / RF	12750	19625
ICT	15125	23250
Others	8667	11400

Sales / Marketing

Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	8309	12045
Biotech / Healthcare	5000	7000
Construction	8643	12857
Consulting	16588	25529
Human Resources / RF	9778	13222
Logistic	10000	14500
Manufacturing - E&E	10522	18000
Manufacturing - Production	9800	15633
Others	7313	11750
Wholesale and Retail	7143	9857

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	7425	11475
Advertising	10666	15041
Agriculture / Aquaculture	11000	17250
Banking & Financial Sv	9940	14634
Biotech / Healthcare	9333	13514
Construction	11504	16020
Consulting	11551	17391
Education	9161	13279
Engineering / Industrial Services	11353	16574
Entertainment / Event	8333	12273
FMCG	10500	14194
Government	11000	16633
Hospitality	8147	11184
Human Resources / RF	13401	18467
ICT	11487	16478
Logistic	9020	12290
Manufacturing - E&E	11823	17485
Manufacturing - Production	10903	16070

Central Region

	Avg Min Salary	Avg Max Salary
Manufacturing - Textile/Wood/Plastic	11563	17250
Oil & Gas	20111	29178
Others	11346	17594
Professional Services	8750	14500
Wholesale and Retail	8984	13785

South Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	7520	11400
Biotech / Healthcare	6200	9600
Construction	9883	14992
Consulting	17400	27840
Education	7000	11667
Hospitality	6000	9650
Human Resources / RF	11846	17654
Logistic	8500	12875
Manufacturing - Production	9643	15022
Others	8286	14857
Wholesale and Retail	10722	14667

East Coast

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	8800	11500
Construction	9000	13000
Consulting	18667	30000
Hospitality	8222	11289
ICT	11000	13000
Logistic	10000	14500
Manufacturing - Production	8300	13000
Others	6000	10000
Wholesale and Retail	6875	9000

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	5000	7000
Consulting	18000	30000
FMCG	10000	11750
ICT	11000	14500
Logistic	10000	14500
Manufacturing - Production	8700	13400
Others	9429	13571

Sciences

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	10667	20222
Consulting	14000	20000
ICT	12700	15300
Manufacturing - E&E	13747	20745
Manufacturing - Production	10400	14800
Manufacturing - SemiCon	10000	14800

Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	13500	20039
Banking & Financial Svs	12722	20040
Consulting	9000	13800
Engineering / Industrial Services	12792	17283
Advertising	12625	16750
Banking & Financial Svs	10805	16078
Call Center / BPO	13551	17923
Construction	11167	16150
Consulting	10433	16247
Engineering / Industrial Services	11600	19200
Entertainment / Event	9000	12850
FMCG	9840	12780
Government	12067	19900
Hospitality	10286	14571
Human Resources / RF	14303	20895
ICT	12213	19205
Logistic	12138	16714
Manufacturing - E&E	18325	28321
Manufacturing - Production	12842	17305
Manufacturing - SemiCon	10000	15000
Oil & Gas	14000	18042

Central Region

	Avg Min Salary	Avg Max Salary
Others	9643	14186
Printing / Arts	10000	15600
Professional Services	8750	13100
Wholesale and Retail	8563	13438

South Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	9571	18857
Construction	7333	10800
Consulting	8000	11200
Construction	14100	21700
Consulting	14500	21000
Logistic	9273	13064
Manufacturing - E&E	15663	21660
Manufacturing - SemiCon	10000	15000

East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	9289	18000
Consulting	15000	22000
Professional Services	9600	14400

East Malaysia

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	11143	20000
Consulting	15000	22000

MANAGER



Accounting / Finance

Admin / HR

Arts / Media / Comm

Building / Construction

Computer / IT

Education / Training

Engineering

Healthcare

Hotel / Restaurant

Manufacturing

Others

Sales / Marketing

Sciences

Services



Accounting / Finance

Northern Region

	Avg Min Salary	Avg Max Salary
Accounting	6917	11000
Agriculture / Aquaculture	7200	12000
Banking & Financial Sv	5253	8309
Biotech / Healthcare	6833	11333
Call Center / BPO	7250	10500
Construction	6441	8812
Consulting	5000	7388
Hospitality	4786	6271
Human Resources / RF	7220	10067
ICT	5929	9400
Logistic	6278	8800
Manufacturing - E&E	7389	10722
Manufacturing - Production	6361	10071
Manufacturing - SemiCon	6373	10855
Manufacturing - Textile/Wood/Plastic	5417	7758
Others	6500	11400
Wholesale and Retail	5342	7883

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	6521	9683
Advertising	6306	8713
Agriculture / Aquaculture	7077	11015
Banking & Financial Sv	6115	9231
Biotech / Healthcare	7211	10344
Call Center / BPO	7578	11266
Construction	6484	9177
Consulting	6757	10229
Education	5672	8333
Engineering / Industrial Services	7380	11364

 **Central Region**

	Avg Min Salary	Avg Max Salary
Entertainment / Event	7189	10079
FMCG	7225	9889
Government	7583	12781
Hospitality	5768	7688
Human Resources / RF	8392	12138
ICT	6889	9548
Logistic	6671	9108
Manufacturing - E&E	6257	8847
Manufacturing - Production	6525	9597
Manufacturing - Textile/Wood/Plastic	6466	9429
NGO	5357	7171
Oil & Gas	7152	10420
Others	7903	10735
Printing / Arts	6833	10485
Professional Services	4970	6830
Sports	5714	7129
Wholesale and Retail	6103	8319

 **Southern Region**

	Avg Min Salary	Avg Max Salary
Accounting	6917	10500
Agriculture / Aquaculture	6750	11500
Banking & Financial Sv	4876	7856
Biotech / Healthcare	5625	8575
Call Center / BPO	7000	10000
Construction	6829	10144
Consulting	5267	8267
Education	5250	7400
Engineering / Industrial Services	4000	7000
Entertainment / Event	7125	10150
FMCG	4750	8683
Hospitality	5215	7223
Human Resources / RF	6615	9515
ICT	5750	8060

Southern Region

	Avg Min Salary	Avg Max Salary
Logistic	6302	9409
Manufacturing - Production	6384	10271
Manufacturing - Textile/Wood/Plastic	5938	8656
Others	6867	10133
Wholesale and Retail	5175	7450

East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	7000	12000
Banking & Financial Svs	4712	7921
Call Center / BPO	7000	10000
Construction	8000	10900
Consulting	4250	7250
Hospitality	7385	9500
Human Resources / RF	7667	10833
Manufacturing - Production	7340	11924

East Malaysia

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	8667	11133
Banking & Financial Svs	5098	8284
Call Center / BPO	7000	10000
Construction	5460	8340
Consulting	4188	7188
Human Resources / RF	8000	12250
Manufacturing - Production	7462	10769

Admin / HR

Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	5000	8667
Biotech / Healthcare	5071	8071
Consulting	5857	8229
Education	4625	7500
Engineering / Industrial Services	9075	16250
Hospitality	4133	5333
Human Resources / RF	6617	9363
Logistic	4000	6333
Manufacturing - E&E	6838	10015
Manufacturing - Production	5397	8592
Manufacturing - SemiCon	6714	9457
Manufacturing - Textile/Wood/Plastic	5340	6500
NGO	3233	4567
Oil & Gas	6500	8500
Others	6167	9500
Wholesale and Retail	3500	4700

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	5776	7933
Advertising	6167	8333
Agriculture / Aquaculture	5905	8881
Banking & Financial Sv	6766	9826
Biotech / Healthcare	5659	8208
Call Center / BPO	6529	9653
Construction	5643	8127
Consulting	5999	8713
Education	5328	7731
Engineering / Industrial Services	6567	9183
Entertainment / Event	6500	8964

Central Region

	Avg Min Salary	Avg Max Salary
FMCG	7515	10407
Government	7300	11220
Hospitality	5088	7123
Human Resources / RF	7337	10495
ICT	7012	9450
Logistic	6022	8296
Manufacturing - E&E	6208	8838
Manufacturing - Production	6195	9278
Manufacturing - Textile/Wood/Plastic	6583	8783
NGO	4929	6843
Oil & Gas	6344	8550
Others	7073	9086
Printing / Arts	7091	9755
Professional Services	5167	6883
Sports	5167	6533
Wholesale and Retail	5667	7681

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	6893	9264
Call Center / BPO	5250	9625
Construction	5909	8905
Consulting	6500	10767
Education	5833	8885
Engineering / Industrial Services	7408	10754
FMCG	6055	8727
Hospitality	4706	7206
Human Resources / RF	6017	9076
Logistic	4375	6000
Manufacturing - E&E	3500	5000
Manufacturing - Production	5690	9114
Manufacturing - Textile/Wood/Plastic	6400	8600
Oil & Gas	7200	9380
Others	5730	8410

 **East Coast**

	Avg Min Salary	Avg Max Salary
Hospitality	5750	6350
Human Resources / RF	8100	10600
Manufacturing - Production	5000	8667
Oil & Gas	6500	8500
Professional Services	4000	6250

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	4500	7167
Human Resources / RF	10000	13000
Others	5125	8000
Professional Services	4000	6000

Arts / Media / Comm



Northern Region

	Avg Min Salary	Avg Max Salary
Construction	5963	8188
Entertainment / Event	3400	5200
Hospitality	10000	13000
Printing / Arts	8250	16500



Central Region

	Avg Min Salary	Avg Max Salary
Advertising	6038	8460
Agriculture / Aquaculture	6417	11733
Banking & Financial Svs	6823	9474
Biotech / Healthcare	5525	7820
Construction	6658	9456
Consulting	5920	8222
Education	5749	8129
Engineering / Industrial Services	6733	9178
Entertainment / Event	4986	7445
FMCG	6853	9293
Government	6741	11420
Hospitality	5671	7929
Human Resources / RF	7725	11193
ICT	6162	8844
Manufacturing - E&E	5667	8167
Manufacturing - Production	5091	7491
Manufacturing - Textile/Wood/Plastic	5875	8000
NGO	5607	7271
Others	8351	11636
Printing / Arts	5938	8382
Sports	5750	7250
Wholesale and Retail	5148	7090

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	6234	9734
Entertainment / Event	3500	5500
Others	5500	7333
Wholesale and Retail	4500	6500

East Coast

	Avg Min Salary	Avg Max Salary
Construction	6333	8533
Entertainment / Event	3000	4000
Hospitality	7231	9700

Building / Construction

Northern Region

	Avg Min Salary	Avg Max Salary
Construction	6215	9487
Consulting	4000	5680
Wholesale and Retail	3235	6353

Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	6100	9100
Construction	6507	9580
Consulting	6371	8588
Education	8167	12333
Hospitality	6182	9382
Human Resources / RF	6963	10167
ICT	6000	8400
Logistic	6667	10000
Manufacturing - Production	6792	10333
Others	10137	13568
Wholesale and Retail	4711	7387

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	6632	10477
Human Resources / RF	6300	9800
Manufacturing - Production	7857	12000
Wholesale and Retail	3308	6462

 **East Coast**

	Avg Min Salary	Avg Max Salary
Construction	6676	11335
Wholesale and Retail	3000	6000

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Construction	5488	8438
Wholesale and Retail	3636	6727

Computer / IT

Northern Region

	Avg Min Salary	Avg Max Salary
Consulting	7300	13400
Education	4125	7250
Hospitality	4250	5750
Human Resources / RF	7731	11315
ICT	6110	9619
Manufacturing - E&E	7759	10863
Manufacturing - Production	6193	8693
Manufacturing - SemiCon	7487	10833

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	7542	12092
Advertising	9000	12406
Agriculture / Aquaculture	8333	11333
Banking & Financial Svs	6388	9503
Biotech / Healthcare	7783	12086
Call Center / BPO	7642	11822
Construction	6872	9752
Consulting	7244	10886
Education	6767	9860
Engineering / Industrial Services	9225	12724
Entertainment / Event	7509	13502
FMCG	9518	12939
Government	7750	11200
Hospitality	5714	8237
Human Resources / RF	8902	12808
ICT	8151	11925
Logistic	6050	8570
Manufacturing - E&E	6983	9517
Manufacturing - Production	6812	9501

Central Region

	Avg Min Salary	Avg Max Salary
Manufacturing - SemiCon	6750	9000
NGO	5050	8000
Oil & Gas	10329	13814
Others	8921	12207
Printing / Arts	6271	9914
Professional Services	7375	9875
Sports	4667	6000
Wholesale and Retail	6721	9836

Southern Region

	Avg Min Salary	Avg Max Salary
Consulting	6636	13045
Human Resources / RF	7500	9800
ICT	4600	7990
Manufacturing - Production	5722	8419
Manufacturing - SemiCon	6622	9508

East Coast

	Avg Min Salary	Avg Max Salary
Consulting	7143	14286
Hospitality	6500	7500
Human Resources / RF	9000	11000
ICT	5120	8600
Manufacturing - Production	5667	9333

East Malaysia

	Avg Min Salary	Avg Max Salary
Human Resources / RF	9000	11000
ICT	6037	11263

Education / Training

Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	5824	11235
Consulting	5750	9750
Education	4654	6523
Manufacturing - Production	5863	8375

Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	5651	9267
Biotech / Healthcare	5688	7500
Call Center / BPO	7188	10850
Construction	5333	6833
Consulting	6000	8927
Education	5204	7793
Engineering / Industrial Services	6114	8743
FMCG	6313	8313
Hospitality	4892	6646
Human Resources / RF	6933	10140
ICT	5500	8063
Manufacturing - E&E	5333	7833
Manufacturing - Production	6000	8500
NGO	5504	7125
Others	4583	6333
Printing / Arts	5433	8000
Wholesale and Retail	5682	8827

 **Southern Region**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	5733	11133
Construction	5000	10000
Consulting	4800	7720
Education	5408	8123

 **East Coast**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	5667	11333
Consulting	5000	10000
Hospitality	4450	5520

Engineering

◆ Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	6500	11300
Construction	6720	10133
Consulting	5975	9210
Engineering / Industrial Services	6860	9790
FMCG	8250	12100
Human Resources / RF	7553	10755
ICT	7633	10273
Manufacturing - E&E	6775	10370
Manufacturing - Production	6779	10882
Manufacturing - SemiCon	7268	12371
Manufacturing - Textile/Wood/Plastic	6025	7750
Oil & Gas	5875	8875
Others	7000	10000
Wholesale and Retail	4714	7386

◆ Central Region

	Avg Min Salary	Avg Max Salary
Accounting	6983	9567
Agriculture / Aquaculture	11667	21161
Banking & Financial Svcs	7591	13369
Biotech / Healthcare	7618	11107
Construction	7002	10467
Consulting	6854	10265
Education	6829	9729
Engineering / Industrial Services	7026	10168
Entertainment / Event	5746	9285
FMCG	8288	11271
Hospitality	6375	8963
Human Resources / RF	7252	10494
ICT	7050	11006
Logistic	8239	12133

Central Region

	Avg Min Salary	Avg Max Salary
Manufacturing - E&E	6522	9324
Manufacturing - Production	6290	9400
Manufacturing - SemiCon	6571	11109
NGO	8000	10067
Oil & Gas	9860	14099
Others	10528	14679
Printing / Arts	6574	9579
Sports	7333	9467
Wholesale and Retail	5979	8734

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	7167	10000
Construction	7412	11496
Consulting	6577	10058
Engineering / Industrial Services	7387	10604
Hospitality	6167	7500
Human Resources / RF	7950	11663
ICT	3500	6100
Manufacturing - E&E	5181	8264
Manufacturing - Production	6558	9923
Manufacturing - SemiCon	6662	11480
Manufacturing - Textile/Wood/Plastic	6563	9625
Oil & Gas	8808	13069
Others	10853	14265
Wholesale and Retail	5200	7970

East Coast

	Avg Min Salary	Avg Max Salary
Construction	6898	10127
Consulting	6556	9444
Hospitality	6311	8783
Human Resources / RF	7500	11333
Manufacturing - Production	6893	10000
Oil & Gas	4833	8167

East Malaysia

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	5058	8783
Construction	6634	9566
Consulting	6088	9500
Engineering / Industrial Services	5833	6833
Human Resources / RF	8500	12000
Manufacturing - Production	7386	10357
Oil & Gas	8417	13000

Healthcare

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	7609	11470
Manufacturing - Production	8000	9000

Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	6000	9500
Biotech / Healthcare	6442	9524
Consulting	7423	10062
Education	5563	8813
FMCG	5644	8189
Hospitality	9600	12300
Human Resources / RF	6125	8625
Manufacturing - Production	7875	9375
Others	5779	8579
Wholesale and Retail	5643	7986

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	7411	10957
Human Resources / RF	6167	11400
Manufacturing - Production	8000	9000

East Coast

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	9500	13000
Hospitality	8357	10214
Manufacturing - Production	8000	9000

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	11200	14600
Manufacturing - Production	8000	9000

Hotel / Restaurant

Northern Region

	Avg Min Salary	Avg Max Salary
FMCG	3500	6000
Hospitality	4041	5670
Manufacturing - Production	5231	8823

Central Region

	Avg Min Salary	Avg Max Salary
Advertising	4000	5525
Biotech / Healthcare	5001	6999
Construction	5222	7344
Consulting	4100	5711
Education	4900	7340
Entertainment / Event	5000	6958
FMCG	6807	9632
Hospitality	4413	6187
Human Resources / RF	4950	6830
Manufacturing - Production	5048	7870
Others	5472	8483
Wholesale and Retail	4300	7050

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	4750	6633
Entertainment / Event	5833	7667
FMCG	5900	8798
Hospitality	4328	6238
Manufacturing - Production	5346	8538
Others	5500	9167
Wholesale and Retail	3125	5125

 **East Coast**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	5500	7700
Hospitality	4777	6190
Manufacturing - Production	5167	8667

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Hospitality	4417	6117
Manufacturing - Production	5000	8667

Manufacturing

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	7094	10919
Construction	6667	9000
Consulting	5886	9544
Education	4333	5200
Engineering / Industrial Services	4480	6480
FMCG	5167	7778
Hospitality	4538	7038
Human Resources / RF	6771	9716
Manufacturing - E&E	7719	12803
Manufacturing - Production	6221	9556
Manufacturing - SemiCon	7094	11030
Manufacturing - Textile/Wood/Plastic	4750	7015
Others	5667	8333

Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	7350	11750
Banking & Financial Svs	6334	9464
Biotech / Healthcare	6219	9254
Call Center / BPO	5881	8844
Construction	6117	8704
Consulting	6052	9492
Education	5429	7671
Engineering / Industrial Services	6708	9466
Entertainment / Event	7438	12188
FMCG	6878	9611
Hospitality	5136	7215
Human Resources / RF	6934	9891
ICT	7448	10369

Central Region

	Avg Min Salary	Avg Max Salary
Logistic	6076	8458
Manufacturing - E&E	5957	7714
Manufacturing - Production	6021	8831
Manufacturing - SemiCon	7157	11500
Manufacturing - Textile/Wood/Plastic	5870	8552
Oil & Gas	8167	11438
Others	7860	10524
Printing / Arts	5167	8280
Wholesale and Retail	5168	7452

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	5968	8518
Construction	6708	9454
Consulting	6061	9816
FMCG	6478	8874
Hospitality	4917	7163
Human Resources / RF	6718	10021
Logistic	5600	7600
Manufacturing - E&E	5333	8187
Manufacturing - Production	6106	9283
Manufacturing - SemiCon	6530	10326
Manufacturing - Textile/Wood/Plastic	5734	7992
Oil & Gas	8500	12000
Others	9727	12609
Printing / Arts	3920	7000
Wholesale and Retail	4500	6500

 **East Coast**

	Avg Min Salary	Avg Max Salary
Construction	5000	7000
Consulting	6019	10192
Hospitality	4971	6506
Human Resources / RF	6000	7000
Manufacturing - Production	6622	9361
Manufacturing - SemiCon	8374	12125
Manufacturing - Textile/Wood/Plastic	4500	7500

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	4500	8250
Consulting	5932	10500
Human Resources / RF	7000	8960
Manufacturing - Production	6985	10000
Manufacturing - SemiCon	9199	13800

Others

Northern Region

	Avg Min Salary	Avg Max Salary
Hospitality	6000	8167
Manufacturing - Production	4375	8250

Central Region

	Avg Min Salary	Avg Max Salary
Advertising	5150	7200
Banking & Financial Svs	5567	8467
Biotech / Healthcare	7286	10943
Call Center / BPO	11060	16060
Construction	6117	9083
Consulting	6847	9732
Engineering / Industrial Services	5150	7325
Entertainment / Event	5731	7838
FMCG	7933	9000
Hospitality	6625	10625
Human Resources / RF	6283	8767
ICT	8400	13150
Manufacturing - Production	4875	8344
NGO	6300	8080
Others	7205	9822
Printing / Arts	5375	8338
Professional Services	6667	8000
Wholesale and Retail	5700	9340

Southern Region

	Avg Min Salary	Avg Max Salary
Manufacturing - Production	5250	9900

Sales / Marketing

Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	5014	7890
Biotech / Healthcare	5397	8413
Construction	5641	8173
Consulting	6594	11651
Education	4000	5000
Engineering / Industrial Services	6786	9743
Entertainment / Event	4667	7000
FMCG	5622	8512
Hospitality	4118	5700
Human Resources / RF	5449	7923
ICT	5738	8513
Logistic	5553	8382
Manufacturing - E&E	5475	7863
Manufacturing - Production	5500	8348
Manufacturing - SemiCon	7182	11227
Manufacturing - Textile/Wood/Plastic	5716	9342
Others	5200	7210
Wholesale and Retail	3921	6170

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	5387	7962
Advertising	5683	8662
Agriculture / Aquaculture	6134	9279
Banking & Financial Sv	5459	8136
Biotech / Healthcare	6120	8879
Call Center / BPO	6064	8763
Construction	6197	8747
Consulting	6051	8776

 **Central Region**

	Avg Min Salary	Avg Max Salary
Education	5235	7526
Engineering / Industrial Services	6758	9682
Entertainment / Event	5585	7909
FMCG	6207	8744
Government	7267	12400
Hospitality	4922	6934
Human Resources / RF	6497	9068
ICT	6206	9094
Logistic	5809	8885
Manufacturing - E&E	6559	9312
Manufacturing - Production	5614	8371
Manufacturing - SemiCon	7071	9679
Manufacturing - Textile/Wood/Plastic	5060	7405
NGO	5714	7729
Oil & Gas	8615	12099
Others	6536	9062
Printing / Arts	5399	7783
Professional Services	5600	7370
Sports	4100	5547
Wholesale and Retail	4738	6977

 **Southern Region**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	4906	7602
Biotech / Healthcare	5566	8643
Call Center / BPO	4667	6767
Construction	5871	8827
Consulting	6728	11463
Education	5500	7858
Engineering / Industrial Services	6143	8643
Entertainment / Event	6333	7833
FMCG	5159	7424
Hospitality	4097	5841

 **Southern Region**

		Avg Min Salary	Avg Max Salary
Human Resources / RF		5319	7797
ICT		4515	7013
Logistic		5056	8025
Manufacturing - E&E		4464	8229
Manufacturing - Production		5145	8276
Manufacturing - SemiCon		8000	12000
Manufacturing - Textile/Wood/Plastic		5600	8638
Oil & Gas		5531	8813
Others		5731	8269
Printing / Arts		4750	6750
Professional Services		4500	5660
Sports		3500	5167
Wholesale and Retail		4343	6578

 **East Coast**

		Avg Min Salary	Avg Max Salary
Banking & Financial Svcs		5342	8365
Biotech / Healthcare		5000	8444
Construction		5144	7022
Consulting		7080	12220
FMCG		5069	7700
Hospitality		5909	8182
Human Resources / RF		4914	8143
ICT		4810	7795
Manufacturing - Production		5367	8348
Manufacturing - Textile/Wood/Plastic		6429	10929
Oil & Gas		7200	13200
Wholesale and Retail		3831	6234

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	4763	8018
Biotech / Healthcare	4917	7254
Construction	5890	7930
Consulting	6974	12495
FMCG	6173	8227
Human Resources / RF	5357	8029
ICT	4791	7926
Manufacturing - E&E	7311	10044
Manufacturing - Production	4754	6546
Manufacturing - Textile/Wood/Plastic	5538	8923
Oil & Gas	5667	9500
Others	7778	12278
Wholesale and Retail	3700	6231

Sciences

◆ Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	6300	10340
Biotech / Healthcare	5000	8333
Entertainment / Event	6000	12000
Manufacturing - Production	5650	8900
Others	7667	15333

◆ Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	6379	9809
Banking & Financial Svs	7628	11414
Biotech / Healthcare	7370	10237
Construction	5400	8067
Consulting	7950	11050
Education	6000	12000
Engineering / Industrial Services	8234	11838
Entertainment / Event	6800	11680
FMCG	5250	8475
Hospitality	4875	7000
Human Resources / RF	9857	15214
ICT	7594	10469
Manufacturing - Production	5858	9375
Manufacturing - Textile/Wood/Plastic	8167	13333
Others	7632	12626

Southern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	6353	9459
Biotech / Healthcare	7583	11117
Entertainment / Event	6000	12000
Manufacturing - Production	5900	9800
Others	7917	14417

East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	5077	7946
Entertainment / Event	6000	12000
NGO	4833	6067
Others	10000	20000

East Malaysia

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	5614	8248
Entertainment / Event	6000	12000
Manufacturing - Production	5600	10000
Others	10000	20000

Services

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	7143	11829
Construction	5900	7900
Consulting	10500	20000
Entertainment / Event	5000	10000
FMCG	4000	7000
Human Resources / RF	7214	10571
ICT	6667	9333
Logistic	5841	8932
Manufacturing - E&E	8632	11963
Manufacturing - Production	6156	9513
Manufacturing - SemiCon	6150	10630
Professional Services	4500	6200
Wholesale and Retail	3750	6500

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	5500	8429
Advertising	6142	8283
Agriculture / Aquaculture	6500	9050
Banking & Financial Svs	6315	9222
Biotech / Healthcare	5861	8363
Call Center / BPO	6524	9125
Construction	6822	9697
Consulting	6909	10400
Education	4792	7100
Engineering / Industrial Services	6862	9650
Entertainment / Event	5667	9627
FMCG	7082	9994
Government	5010	8350
Hospitality	5655	7718

 **Central Region**

	Avg Min Salary	Avg Max Salary
Human Resources / RF	7121	10066
ICT	6388	9290
Logistic	5705	8415
Manufacturing - E&E	6154	8531
Manufacturing - Production	6149	8722
Manufacturing - SemiCon	6500	10667
Manufacturing - Textile/Wood/Plastic	6250	9375
NGO	5100	7588
Oil & Gas	7367	11247
Others	6246	8571
Printing / Arts	6886	10614
Professional Services	5086	7045
Sports	4333	6833
Wholesale and Retail	5428	7807

 **Southern Region**

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	4813	6938
Call Center / BPO	4864	6955
Construction	8000	10875
Consulting	9063	16563
Entertainment / Event	5000	10000
FMCG	5727	7527
Hospitality	5300	7500
Human Resources / RF	5725	8233
Logistic	5477	8118
Manufacturing - E&E	5647	8970
Manufacturing - Production	6359	9352
Manufacturing - SemiCon	5740	10297
Others	5500	7850
Professional Services	4875	6900
Wholesale and Retail	3667	5333

 **East Coast**

	Avg Min Salary	Avg Max Salary
Consulting	10500	20000
Hospitality	6125	7850
Logistic	5429	8286
Manufacturing - Production	6050	9800

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	6000	7000
Consulting	9438	16900
FMCG	4625	7250
Hospitality	3900	5780
Logistic	5625	8375
Manufacturing - Production	5300	8000
Professional Services	5200	7600

SENIOR EXECUTIVE



Accounting / Finance

Admin / HR

Arts / Media / Comm

Building / Construction

Computer / IT

Education / Training

Engineering

Healthcare

Hotel / Restaurant

Manufacturing

Others

Sales / Marketing

Sciences

Services

Accounting / Finance

Northern Region

	Avg Min Salary	Avg Max Salary
Accounting	3340	5053
Agriculture / Aquaculture	2750	4425
Banking & Financial Sv	3665	6135
Biotech / Healthcare	3377	5800
Call Center / BPO	4500	5750
Construction	3848	5303
Consulting	3694	5473
Education	3150	4330
Engineering / Industrial Services	3158	5750
FMCG	3714	5321
Hospitality	3022	4356
Human Resources / RF	4490	7098
ICT	4938	6791
Logistic	3008	4175
Manufacturing - E&E	4191	5975
Manufacturing - Production	3591	5479
Manufacturing - SemiCon	3813	6321
Manufacturing - Textile/Wood/Plastic	2974	4353
Oil & Gas	4060	6880
Others	3913	5775
Printing / Arts	3067	4550
Wholesale and Retail	3100	4476

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	3509	5197
Advertising	4068	5770
Agriculture / Aquaculture	3937	5650
Banking & Financial Sv	3877	6025
Biotech / Healthcare	4388	6313
Call Center / BPO	4207	6209

Central Region

	Avg Min Salary	Avg Max Salary
Construction	3696	5377
Consulting	3987	5870
Education	3519	4965
Engineering / Industrial Services	4370	6486
Entertainment / Event	3732	5343
FMCG	4265	6020
Government	4567	7540
Hospitality	3701	5113
Human Resources / RF	4666	6481
ICT	4136	5869
Logistic	3975	5694
Manufacturing - E&E	3869	5391
Manufacturing - Production	3940	5663
Manufacturing - SemiCon	3256	5796
Manufacturing - Textile/Wood/Plastic	3877	5600
NGO	4190	5464
Oil & Gas	4344	6372
Others	4045	5612
Printing / Arts	3747	5454
Professional Services	3465	4888
Sports	3477	4754
Wholesale and Retail	3527	5109

Southern Region

	Avg Min Salary	Avg Max Salary
Accounting	3845	6010
Banking & Financial Svs	3392	5808
Biotech / Healthcare	4118	6082
Call Center / BPO	3800	5600
Construction	3870	5741
Consulting	3791	5694
Education	2625	4625
Engineering / Industrial Services	3000	5833
FMCG	3500	4660

Southern Region

	Avg Min Salary	Avg Max Salary
Hospitality	3033	4893
Human Resources / RF	4016	6143
ICT	2433	3400
Logistic	3837	5963
Manufacturing - E&E	3338	4734
Manufacturing - Production	3988	6081
Manufacturing - SemiCon	3332	5732
Manufacturing - Textile/Wood/Plastic	3158	4783
Oil & Gas	4193	6629
Others	3787	5900
Printing / Arts	2900	4400
Wholesale and Retail	3665	5025

East Coast

	Avg Min Salary	Avg Max Salary
Accounting	4250	5875
Banking & Financial Sv	3441	5229
Biotech / Healthcare	2667	4333
Call Center / BPO	4000	6000
Construction	6250	7750
Engineering / Industrial Services	3000	5750
Hospitality	3200	4333
Human Resources / RF	4375	5925
Manufacturing - Production	3463	5637
Wholesale and Retail	4571	6829

East Malaysia

	Avg Min Salary	Avg Max Salary
Accounting	2733	4633
Agriculture / Aquaculture	3557	5486
Banking & Financial Sv	3335	5836
Biotech / Healthcare	3333	5000
Call Center / BPO	4000	6000
Construction	4123	5917
Human Resources / RF	3500	6150
Manufacturing - Production	3365	4830

Admin / HR

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2733	3967
Banking & Financial Sv	2700	4113
Biotech / Healthcare	3183	5656
Construction	3014	4221
Consulting	3167	5278
Education	2500	4075
FMCG	2767	3667
Hospitality	2860	4220
Human Resources / RF	3819	5566
ICT	3206	4474
Logistic	3400	5714
Manufacturing - E&E	3468	5300
Manufacturing - Production	3206	4856
Manufacturing - SemiCon	3600	5427
Others	3000	4500
Wholesale and Retail	3150	4386

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	3493	5200
Advertising	3579	5079
Agriculture / Aquaculture	3462	4795
Banking & Financial Sv	3966	5640
Biotech / Healthcare	3716	5250
Call Center / BPO	4053	5524
Construction	3614	5154
Consulting	3612	5267
Education	3414	4975
Engineering / Industrial Services	4000	5872
Entertainment / Event	3570	5150

Central Region

	Avg Min Salary	Avg Max Salary
FMCG	4212	5895
Government	3263	5363
Hospitality	3411	4692
Human Resources / RF	3868	5498
ICT	3770	5374
Logistic	3861	5399
Manufacturing - E&E	3595	5233
Manufacturing - Production	3409	5006
Manufacturing - SemiCon	2820	4480
Manufacturing - Textile/Wood/Plastic	3500	4680
NGO	3677	5190
Oil & Gas	4036	5815
Others	3763	5286
Printing / Arts	3490	4857
Professional Services	3605	5190
Sports	3438	4725
Wholesale and Retail	3403	5043

Southern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2767	4400
Banking & Financial Svs	2788	4550
Biotech / Healthcare	3900	4933
Call Center / BPO	2875	4500
Construction	3833	5746
Consulting	2630	4440
Education	3250	4133
Hospitality	3188	4594
Human Resources / RF	3715	5533
ICT	2838	3600
Logistic	3250	6500
Manufacturing - E&E	3406	4638
Manufacturing - Production	3257	4983

Southern Region

	Avg Min Salary	Avg Max Salary
Manufacturing - SemiCon	3633	6267
Oil & Gas	4042	6325
Others	3029	4533
Printing / Arts	3200	4125
Wholesale and Retail	2575	3750

East Coast

	Avg Min Salary	Avg Max Salary
Construction	4200	4950
Consulting	2500	5000
Hospitality	3536	4171
Human Resources / RF	4338	5923
ICT	2821	3544
Manufacturing - Production	2969	4448

East Malaysia

	Avg Min Salary	Avg Max Salary
Construction	3500	5167
Consulting	2500	5000
ICT	2908	3731
Manufacturing - Production	3218	4456

Arts / Media / Comm

Northern Region

	Avg Min Salary	Avg Max Salary
Advertising	3000	4400
Construction	3741	5641
Consulting	4000	5567
Education	2750	3850
Entertainment / Event	2333	3833
ICT	3315	6169
Manufacturing - E&E	6464	8718
Manufacturing - Production	2883	4700
Manufacturing - Textile/Wood/Plastic	2567	3500
Others	4043	5857
Printing / Arts	3700	6181
Wholesale and Retail	2700	4000

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	4800	6910
Advertising	3479	5113
Banking & Financial Svcs	4113	6185
Biotech / Healthcare	3260	4704
Call Center / BPO	3896	5532
Construction	4009	5888
Consulting	3838	5726
Education	3718	5827
Engineering / Industrial Services	4312	6558
Entertainment / Event	3226	4955
FMCG	3762	5160
Hospitality	3381	4698
Human Resources / RF	4196	6023
ICT	3921	6129
Manufacturing - E&E	3729	5669
Manufacturing - Production	3053	4455

Central Region

	Avg Min Salary	Avg Max Salary
Manufacturing - Textile/Wood/Plastic	2873	4547
NGO	3583	4846
Oil & Gas	5075	7663
Others	3942	5617
Printing / Arts	3783	5735
Sports	3157	3943
Wholesale and Retail	3184	4523

Southern Region

	Avg Min Salary	Avg Max Salary
Advertising	2500	3667
Construction	4448	7383
Education	3000	5000
Entertainment / Event	2333	4000
Hospitality	3500	4729
ICT	4350	8520
Manufacturing - Production	3115	4910
Others	3167	5533
Printing / Arts	4208	7708
Wholesale and Retail	2491	4180

East Coast

	Avg Min Salary	Avg Max Salary
Construction	3755	5582
Hospitality	3550	4990
Printing / Arts	6367	10750
Wholesale and Retail	2600	4167

East Malaysia

	Avg Min Salary	Avg Max Salary
Construction	3942	5742
Printing / Arts	8000	15000

Building / Construction

Northern Region

	Avg Min Salary	Avg Max Salary
Construction	3870	6067

Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	4386	7400
Biotech / Healthcare	4000	5733
Construction	4158	6298
Consulting	4105	6130
Engineering / Industrial Services	3797	5611
Hospitality	3823	4731
Human Resources / RF	4063	6725
ICT	5011	6956
Manufacturing - Production	3431	5392
Oil & Gas	5000	9667
Others	7074	9752
Printing / Arts	3824	5980
Wholesale and Retail	3693	5551

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	4375	6827
Human Resources / RF	4000	6375
Oil & Gas	6750	11500
Wholesale and Retail	3060	4500

 East Coast

Construction

Avg Min Salary

Avg Max Salary

3803

5908

Hospitality

3500

5500

 East Malaysia

Construction

Avg Min Salary

Avg Max Salary

3844

6048

Computer / IT

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2600	4167
Banking & Financial Sv	4071	6571
Biotech / Healthcare	4017	5923
Call Center / BPO	3350	4440
Construction	3333	5167
Consulting	4603	7327
Education	3875	6125
Entertainment / Event	5000	9750
FMCG	3192	6125
Human Resources / RF	5050	7817
ICT	4311	7004
Logistic	3827	7250
Manufacturing - E&E	4896	7358
Manufacturing - Production	4253	6348
Manufacturing - SemiCon	4819	7860
Others	4488	7419
Wholesale and Retail	3500	5733

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	4664	7936
Advertising	5274	7870
Agriculture / Aquaculture	5068	7568
Banking & Financial Sv	4744	7340
Biotech / Healthcare	4731	7309
Call Center / BPO	4903	7193
Construction	4477	6674
Consulting	5570	8346
Education	4190	6351
Engineering / Industrial Services	4951	7449

◆ Central Region

	Avg Min Salary	Avg Max Salary
Entertainment / Event	4557	7356
FMCG	4742	7039
Government	4675	7081
Hospitality	4288	6396
Human Resources / RF	6130	8940
ICT	5372	8235
Logistic	4292	6973
Manufacturing - E&E	5063	7422
Manufacturing - Production	4349	6819
Manufacturing - SemiCon	4673	7838
Manufacturing - Textile/Wood/Plastic	4000	6167
NGO	3875	5838
Oil & Gas	5264	7864
Others	5626	8119
Printing / Arts	3874	5995
Wholesale and Retail	4103	6056

◆ Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	4273	7182
Call Center / BPO	3038	4862
Construction	3879	6350
Consulting	4156	7137
Entertainment / Event	4800	9000
FMCG	3167	6250
Human Resources / RF	3392	5192
ICT	3802	6360
Logistic	4038	7456
Manufacturing - E&E	4733	6863
Manufacturing - Production	3815	5982
Manufacturing - SemiCon	4229	7098
Others	4917	6933
Wholesale and Retail	3083	4200

East Coast

	Avg Min Salary	Avg Max Salary
Consulting	4374	7311
Entertainment / Event	5250	10250
Hospitality	3100	4700
ICT	4406	7485
Manufacturing - E&E	6200	8840
Manufacturing - Production	3600	5432

East Malaysia

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	5000	7333
Call Center / BPO	2750	3400
Consulting	4260	6873
Entertainment / Event	4800	9200
ICT	4391	7588
Manufacturing - E&E	6500	9329
Manufacturing - Production	3725	5465

Education / Training

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	4667	6533
Education	2975	5213
Hospitality	2933	4967
ICT	5000	7267
Manufacturing - Production	3625	5225

Central Region

	Avg Min Salary	Avg Max Salary
Advertising	3567	4833
Banking & Financial Sv	4053	6173
Biotech / Healthcare	4072	5867
Call Center / BPO	4675	7179
Construction	5182	7373
Consulting	4653	7268
Education	3505	5377
Engineering / Industrial Services	3550	5333
Entertainment / Event	4000	5367
FMCG	5208	7075
Hospitality	3147	4612
Human Resources / RF	4429	6214
ICT	4262	7167
Logistic	3214	4500
Manufacturing - E&E	3909	5727
Manufacturing - Production	3817	5113
NGO	3692	5119
Oil & Gas	5750	7875
Others	3888	5390
Wholesale and Retail	3681	4989

Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	4333	6067
Education	3208	5103
Engineering / Industrial Services	2800	4067
Manufacturing - Production	5000	7500

East Coast

	Avg Min Salary	Avg Max Salary
Education	2880	5160

East Malaysia

	Avg Min Salary	Avg Max Salary
Education	2850	4925

Engineering

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	4236	6369
Construction	3863	6087
Consulting	4244	6452
Engineering / Industrial Services	4152	6921
FMCG	3480	5200
Human Resources / RF	4823	7062
ICT	5659	8698
Logistic	3600	6700
Manufacturing - E&E	4802	7246
Manufacturing - Production	3978	6356
Manufacturing - SemiCon	4434	7243
Manufacturing - Textile/Wood/Plastic	3652	6348
Oil & Gas	5063	7450
Others	4337	6263
Wholesale and Retail	4047	5629

Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	7417	13500
Banking & Financial Svs	3869	6206
Biotech / Healthcare	3925	5937
Construction	4145	6279
Consulting	4522	6997
Education	3667	5389
Engineering / Industrial Services	4071	5875
Entertainment / Event	3273	4767
FMCG	4361	6041
Government	4000	5867
Hospitality	3125	4500
Human Resources / RF	4950	7227

Central Region

	Avg Min Salary	Avg Max Salary
ICT	4950	7939
Logistic	5391	7785
Manufacturing - E&E	3827	5852
Manufacturing - Production	3882	5832
Manufacturing - SemiCon	4227	7038
Manufacturing - Textile/Wood/Plastic	3942	6692
Oil & Gas	6022	8977
Others	5186	7749
Printing / Arts	3996	5751
Professional Services	3500	5317
Wholesale and Retail	4422	6129

Southern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	3625	5525
Biotech / Healthcare	3350	5580
Construction	4545	7314
Consulting	4523	6953
Engineering / Industrial Services	3347	5167
FMCG	3732	5500
Hospitality	5333	8000
Human Resources / RF	4533	6739
ICT	3621	6247
Logistic	3250	6375
Manufacturing - E&E	3462	5472
Manufacturing - Production	3896	5910
Manufacturing - SemiCon	3986	6473
Manufacturing - Textile/Wood/Plastic	3917	6675
Oil & Gas	5108	8582
Others	5759	8050
Wholesale and Retail	3633	4950

 **East Coast**

	Avg Min Salary	Avg Max Salary
Construction	4053	6179
Consulting	3875	6188
Engineering / Industrial Services	3400	6050
FMCG	3267	4667
Hospitality	3829	5971
Human Resources / RF	4283	6533
Logistic	3500	7000
Manufacturing - E&E	3688	6288
Manufacturing - Production	3956	6340
Manufacturing - SemiCon	3304	5536
Manufacturing - Textile/Wood/Plastic	5000	9500
Oil & Gas	4000	5583
Others	4417	6367
Wholesale and Retail	3833	5167

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	3664	6155
Construction	3972	5772
Consulting	6837	9583
Engineering / Industrial Services	4400	5800
Human Resources / RF	4429	7096
ICT	3500	6333
Logistic	3500	7000
Manufacturing - E&E	3714	5886
Manufacturing - Production	4050	6301
Manufacturing - SemiCon	3631	5681
Manufacturing - Textile/Wood/Plastic	4100	7833
Oil & Gas	5458	8783
Others	4200	6320

Healthcare

◆ Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	4247	6047
Human Resources / RF	4000	6067
Wholesale and Retail	4643	8214

◆ Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	4000	7100
Banking & Financial Sv	2625	4888
Biotech / Healthcare	4422	6589
Construction	3000	5000
Consulting	3509	5573
Education	3154	4700
FMCG	3727	5500
Hospitality	4923	7077
Human Resources / RF	8000	10756
NGO	4114	5438
Others	3500	5083
Wholesale and Retail	4676	6259

◆ Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	4372	6452
FMCG	3000	4875
Human Resources / RF	4150	7375

 **East Coast**

Biotech / Healthcare

Avg Min Salary

Avg Max Salary

6222

9189

Construction

3000

5000

FMCG

2875

4750

 **East Malaysia**

Biotech / Healthcare

Avg Min Salary

Avg Max Salary

5125

7900

Hotel / Restaurant

◆ Northern Region

	Avg Min Salary	Avg Max Salary
Consulting	3333	4500
Hospitality	2567	3902
Manufacturing - Production	3258	4967

◆ Central Region

	Avg Min Salary	Avg Max Salary
Advertising	3460	4460
Banking & Financial Svs	4625	6575
Biotech / Healthcare	3115	4950
Construction	3120	4220
Consulting	2933	4567
Education	4383	6333
Entertainment / Event	3000	4578
FMCG	5022	7302
Hospitality	3009	4241
Human Resources / RF	4046	5854
Manufacturing - Production	3632	5622
NGO	2500	3267
Others	3325	5208
Wholesale and Retail	2892	4177

◆ Southern Region

	Avg Min Salary	Avg Max Salary
FMCG	5667	8861
Hospitality	2820	4003
Human Resources / RF	3333	4900
Manufacturing - Production	3665	6006
Others	3933	5633
Wholesale and Retail	2900	4000

◇ East Coast

	Avg Min Salary	Avg Max Salary
Hospitality	3792	5123
Manufacturing - Production	3186	4900

◇ East Malaysia

	Avg Min Salary	Avg Max Salary
Hospitality	2500	4571
Manufacturing - Production	3333	5133

Manufacturing

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	3323	5265
Construction	2740	4750
Consulting	3295	5825
Engineering / Industrial Services	3300	4950
FMCG	3429	5857
Hospitality	2936	4800
Human Resources / RF	4100	5967
ICT	4486	6179
Logistic	3160	5200
Manufacturing - E&E	3731	5704
Manufacturing - Production	3653	5708
Manufacturing - SemiCon	4146	6558
Manufacturing - Textile/Wood/Plastic	3528	5196
Oil & Gas	3250	4167
Others	3731	5238
Printing / Arts	3667	5133
Wholesale and Retail	3417	5104

Central Region

	Avg Min Salary	Avg Max Salary
Advertising	3556	4911
Agriculture / Aquaculture	4287	6533
Banking & Financial Svs	3700	5533
Biotech / Healthcare	3826	5552
Call Center / BPO	4106	5652
Construction	3770	5296
Consulting	3619	5512
Education	3550	4914
Engineering / Industrial Services	4026	5434
Entertainment / Event	3597	4967
FMCG	4208	5806

Central Region

	Avg Min Salary	Avg Max Salary
Hospitality	3306	4696
Human Resources / RF	3855	5495
ICT	3475	5189
Logistic	3259	4777
Manufacturing - E&E	4103	5624
Manufacturing - Production	3445	5318
Manufacturing - SemiCon	4375	6813
Manufacturing - Textile/Wood/Plastic	3580	5322
NGO	2916	4014
Oil & Gas	5053	7537
Others	4797	6465
Printing / Arts	3373	4772
Wholesale and Retail	3406	4993

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	3559	5297
Construction	4007	5869
Consulting	3296	5536
Engineering / Industrial Services	2717	3764
FMCG	3793	5767
Hospitality	3418	5082
Human Resources / RF	3486	5318
Logistic	3143	5714
Manufacturing - E&E	3734	5356
Manufacturing - Production	3340	5383
Manufacturing - SemiCon	4569	6902
Manufacturing - Textile/Wood/Plastic	3548	5185
Oil & Gas	4109	7364
Others	4120	6072
Printing / Arts	2900	5150
Wholesale and Retail	3733	5989

 **East Coast**

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	3833	5833
Construction	3200	5000
Consulting	3300	6520
FMCG	3500	6000
Hospitality	2909	4727
Logistic	5333	8000
Manufacturing - E&E	3250	5000
Manufacturing - Production	3346	5619
Manufacturing - Textile/Wood/Plastic	3967	6076
Wholesale and Retail	2500	3643

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	3375	5175
Consulting	3333	6667
FMCG	3500	5250
Manufacturing - E&E	3000	5000
Manufacturing - Production	3524	5636
Manufacturing - Textile/Wood/Plastic	4000	6000

Others

◆ Northern Region

	Avg Min Salary	Avg Max Salary
Education	3000	4167
Human Resources / RF	3000	5333
Manufacturing - Production	4038	5500

◆ Central Region

	Avg Min Salary	Avg Max Salary
Accounting	3500	5229
Advertising	4115	6446
Banking & Financial Svgs	4165	6321
Biotech / Healthcare	4400	6400
Call Center / BPO	3806	5738
Construction	3700	5362
Consulting	4430	6435
Education	3583	4833
Engineering / Industrial Services	4013	5661
Entertainment / Event	4465	5900
FMCG	3400	4480
Hospitality	4333	7167
Human Resources / RF	3912	5647
ICT	4338	6359
Manufacturing - Production	3571	5029
NGO	3290	4753
Oil & Gas	4750	7050
Others	3758	5147
Printing / Arts	3305	4673
Professional Services	4000	5600
Sports	3500	4700
Wholesale and Retail	3521	5436

Southern Region

Construction

Avg Min Salary

3833

Avg Max Salary

6167

East Coast

Hospitality

Avg Min Salary

4300

Avg Max Salary

5500

Sales / Marketing

Northern Region

	Avg Min Salary	Avg Max Salary
Advertising	3050	5300
Agriculture / Aquaculture	2240	3880
Banking & Financial Sv	3626	5780
Biotech / Healthcare	3262	5074
Call Center / BPO	3214	4614
Construction	3747	5933
Consulting	4348	6852
Education	2632	4477
Engineering / Industrial Services	3163	4784
Entertainment / Event	3026	5379
FMCG	3421	5512
Hospitality	2600	4100
Human Resources / RF	3561	5220
ICT	2938	4967
Logistic	3561	5457
Manufacturing - E&E	3718	5901
Manufacturing - Production	3566	5597
Manufacturing - SemiCon	4063	7688
Manufacturing - Textile/Wood/Plastic	3235	4788
Oil & Gas	2758	4845
Others	3303	5121
Printing / Arts	3000	4525
Wholesale and Retail	2928	4604

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	3327	4647
Advertising	3331	5113
Agriculture / Aquaculture	3065	4842
Banking & Financial Sv	3675	5913

◆ Central Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	3506	5287
Call Center / BPO	4072	5752
Construction	3754	5439
Consulting	3881	5810
Education	3330	5106
Engineering / Industrial Services	3677	5384
Entertainment / Event	3495	5573
FMCG	3710	5359
Hospitality	3289	4634
Human Resources / RF	3820	5715
ICT	3900	5950
Logistic	3615	5565
Manufacturing - E&E	3762	5814
Manufacturing - Production	3642	5433
Manufacturing - SemiCon	4275	6525
Manufacturing - Textile/Wood/Plastic	3496	5010
NGO	3892	5212
Oil & Gas	4276	6732
Others	3878	5754
Printing / Arts	3439	5126
Professional Services	3783	5789
Sports	3025	4550
Wholesale and Retail	3221	4888

◆ Southern Region

	Avg Min Salary	Avg Max Salary
Advertising	2875	5042
Agriculture / Aquaculture	2125	4250
Banking & Financial Svs	3923	6146
Biotech / Healthcare	3232	5243
Call Center / BPO	2773	4373
Construction	3213	5042
Consulting	4089	6325

Southern Region

	Avg Min Salary	Avg Max Salary
Education	2847	4193
Engineering / Industrial Services	2792	4263
Entertainment / Event	3115	5115
FMCG	3406	5081
Hospitality	3069	4594
Human Resources / RF	3649	5442
ICT	2867	4874
Logistic	3450	5355
Manufacturing - E&E	3388	5388
Manufacturing - Production	3347	5304
Manufacturing - SemiCon	4750	8750
Manufacturing - Textile/Wood/Plastic	3378	5039
Oil & Gas	3185	5227
Others	3638	6428
Printing / Arts	3250	4617
Wholesale and Retail	3026	4829

East Coast

	Avg Min Salary	Avg Max Salary
Advertising	2000	3625
Agriculture / Aquaculture	2000	4000
Banking & Financial Svcs	3829	6024
Biotech / Healthcare	3275	4871
Call Center / BPO	3000	4000
Construction	4800	6520
Consulting	4625	7417
Engineering / Industrial Services	2500	4000
Entertainment / Event	2750	5100
FMCG	3306	5000
Hospitality	4200	5567
Human Resources / RF	3345	4677
ICT	2553	4570

 **East Coast**

	Avg Min Salary	Avg Max Salary
Manufacturing - E&E	3000	5000
Manufacturing - Production	3188	4979
Manufacturing - Textile/Wood/Plastic	2750	4625
Oil & Gas	3031	5219
Others	3250	5150
Wholesale and Retail	2782	4638

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	3709	5834
Biotech / Healthcare	3332	5184
Call Center / BPO	3000	4000
Construction	4556	6444
Consulting	4156	6625
Education	3000	4733
Engineering / Industrial Services	2429	4000
FMCG	3121	4738
Human Resources / RF	3500	4993
ICT	3058	5188
Manufacturing - E&E	3627	5455
Manufacturing - Production	3438	5375
Oil & Gas	2863	4735
Wholesale and Retail	3200	5245

Sciences

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	3371	4993
Biotech / Healthcare	3200	4800
Call Center / BPO	4000	8000
Consulting	4667	6400
Engineering / Industrial Services	5400	9833
Human Resources / RF	3100	5700
Manufacturing - Production	3258	5133
Manufacturing - SemiCon	4833	9500

Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	3562	5973
Banking & Financial Svs	4461	6761
Biotech / Healthcare	3345	4800
Call Center / BPO	3575	6250
Construction	4193	6887
Consulting	4800	7020
Education	3917	5217
Engineering / Industrial Services	4366	6146
FMCG	4040	6150
Human Resources / RF	7688	11794
ICT	5522	7984
Manufacturing - Production	4033	5845
NGO	2900	4800
Others	4750	6607
Wholesale and Retail	3583	5200

Southern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	3936	5782
Biotech / Healthcare	3326	4678
Call Center / BPO	4000	8000
Manufacturing - Production	3886	5607

East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	3430	4980
Biotech / Healthcare	2300	3200
Call Center / BPO	4000	8000
Hospitality	4143	6143
Manufacturing - Production	3000	5500

East Malaysia

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	3239	4839
Call Center / BPO	4000	8000
Construction	4333	8000
Manufacturing - Production	3000	5200
NGO	3833	4267

Services

Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	7667	14500
Biotech / Healthcare	2875	4625
Call Center / BPO	4500	5000
Construction	3233	4300
Consulting	4150	6080
FMCG	3433	4683
Human Resources / RF	4136	5176
ICT	5545	8163
Logistic	3477	4840
Manufacturing - E&E	4582	7022
Manufacturing - Production	3734	5416
Manufacturing - SemiCon	4045	7182
Others	4143	6029
Professional Services	2833	5000
Wholesale and Retail	2929	4236

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	3633	5400
Advertising	3197	4426
Agriculture / Aquaculture	3500	6267
Banking & Financial Sv	3704	5617
Biotech / Healthcare	3630	5330
Call Center / BPO	3431	4754
Construction	3749	5489
Consulting	3937	5789
Education	3471	5371
Engineering / Industrial Services	4295	6010
Entertainment / Event	3768	5891

Central Region

	Avg Min Salary	Avg Max Salary
FMCG	4014	5573
Government	4969	9133
Hospitality	3441	4763
Human Resources / RF	4080	5569
ICT	3929	5888
Logistic	3624	5185
Manufacturing - E&E	5117	7461
Manufacturing - Production	3715	5382
Manufacturing - Textile/Wood/Plastic	3771	4957
NGO	3566	4700
Oil & Gas	4678	6676
Others	3682	5479
Printing / Arts	3400	4667
Professional Services	3634	5533
Sports	3000	4200
Wholesale and Retail	3170	4517

Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	6583	11933
Biotech / Healthcare	2943	4129
Call Center / BPO	3350	4267
Construction	3025	4525
Consulting	3917	5750
Education	3333	4400
Entertainment / Event	3333	5667
FMCG	6150	7550
Human Resources / RF	4080	5200
Logistic	3324	5076
Manufacturing - E&E	3500	4825
Manufacturing - Production	3878	5539
Manufacturing - SemiCon	4533	6667
Manufacturing - Textile/Wood/Plastic	3643	4714
Others	5953	7650

 **East Coast**

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	6667	12933
Biotech / Healthcare	4167	7000
Call Center / BPO	4500	5000
Consulting	4750	7250
Hospitality	3167	4589
Human Resources / RF	4500	5000
Logistic	2875	5188
Manufacturing - Production	4063	5619
Professional Services	2500	4625

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	3875	7750
Call Center / BPO	4500	5000
Consulting	4643	7357
Human Resources / RF	3580	4400
Manufacturing - Production	3220	4240
Oil & Gas	3667	5900
Professional Services	2000	3500

JUNIOR EXECUTIVE



Accounting / Finance

Admin / HR

Arts / Media / Comm

Building / Construction

Computer / IT

Education / Training

Engineering

Healthcare

Hotel / Restaurant

Manufacturing

Others

Sales / Marketing

Sciences

Services



Accounting / Finance

Northern Region

	Avg Min Salary	Avg Max Salary
Accounting	2294	3554
Agriculture / Aquaculture	2040	2880
Banking & Financial Sv	2409	3851
Biotech / Healthcare	1811	2700
Call Center / BPO	2233	2878
Construction	2396	3186
Consulting	2505	3936
Education	1956	3189
Entertainment / Event	2883	5550
FMCG	3527	6791
Hospitality	2071	2707
Human Resources / RF	2780	4282
ICT	3125	4409
Logistic	2054	3108
Manufacturing - E&E	2879	4312
Manufacturing - Production	2325	3703
Manufacturing - SemiCon	2705	4342
Manufacturing - Textile/Wood/Plastic	1875	2967
Oil & Gas	2920	4720
Others	3260	4487
Printing / Arts	1833	2933
Wholesale and Retail	2156	3096

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2513	3687
Advertising	2649	3887
Agriculture / Aquaculture	2573	4025
Banking & Financial Sv	2622	4017
Biotech / Healthcare	2749	3872

Central Region

	Avg Min Salary	Avg Max Salary
Call Center / BPO	2992	4279
Construction	2605	3730
Consulting	2607	3770
Education	2683	3797
Engineering / Industrial Services	3053	4127
Entertainment / Event	2628	3824
FMCG	2926	4064
Government	2443	3771
Hospitality	2486	3433
Human Resources / RF	3236	4639
ICT	2742	3937
Logistic	2571	3612
Manufacturing - E&E	2578	3662
Manufacturing - Production	2591	3774
Manufacturing - SemiCon	2761	4629
Manufacturing - Textile/Wood/Plastic	2471	3357
NGO	2636	3620
Oil & Gas	2747	3988
Others	3457	4606
Printing / Arts	2423	3371
Professional Services	2436	3447
Sports	2363	3200
Wholesale and Retail	2514	3540

Southern Region

	Avg Min Salary	Avg Max Salary
Accounting	2121	3077
Agriculture / Aquaculture	2345	3455
Banking & Financial Svs	2455	3922
Biotech / Healthcare	2310	3620
Call Center / BPO	1800	2300
Construction	2551	3871
Consulting	2541	4011

Southern Region

	Avg Min Salary	Avg Max Salary
Education	2325	3138
Engineering / Industrial Services	2150	3050
Entertainment / Event	3500	7000
FMCG	3264	5721
Hospitality	2262	3403
Human Resources / RF	2835	4610
ICT	2643	3571
Logistic	2458	3825
Manufacturing - E&E	2147	3266
Manufacturing - Production	2450	3935
Manufacturing - SemiCon	2790	4900
Manufacturing - Textile/Wood/Plastic	2175	3050
Oil & Gas	2815	4173
Others	2526	3453
Printing / Arts	2050	3300
Wholesale and Retail	2007	3041

East Coast

	Avg Min Salary	Avg Max Salary
Accounting	2500	3717
Agriculture / Aquaculture	2367	3900
Banking & Financial Svcs	2447	4046
Construction	2500	3000
Consulting	2786	4457
Entertainment / Event	3500	7000
FMCG	4000	8000
Hospitality	2189	3021
Human Resources / RF	2829	4536
Manufacturing - Production	2348	4476
Oil & Gas	3000	5000
Wholesale and Retail	1900	3000

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2317	3700
Banking & Financial SvS	2204	3678
Call Center / BPO	1800	2300
Construction	2157	3107
Consulting	2864	4927
Entertainment / Event	3500	7000
FMCG	4000	8000
Human Resources / RF	2900	4680
Manufacturing - Production	2211	3479
Oil & Gas	2625	4375

Admin / HR

Northern Region

	Avg Min Salary	Avg Max Salary
Accounting	2000	2800
Agriculture / Aquaculture	2090	2940
Banking & Financial Svcs	2300	3125
Biotech / Healthcare	2035	3065
Construction	2224	3457
Consulting	2452	3974
Education	2071	3186
Engineering / Industrial Services	2622	4044
Entertainment / Event	2540	4900
FMCG	2138	2938
Hospitality	2250	3213
Human Resources / RF	2363	3563
ICT	2365	3285
Logistic	2170	3080
Manufacturing - E&E	2706	4135
Manufacturing - Production	2173	3363
Manufacturing - SemiCon	2418	3471
Manufacturing - Textile/Wood/Plastic	2006	2831
Others	2147	3044
Printing / Arts	1950	2500
Professional Services	1500	3000
Sports	2000	2417
Wholesale and Retail	2230	3148

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2373	3344
Advertising	2349	3182
Agriculture / Aquaculture	2312	3336



Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	2437	3477
Biotech / Healthcare	2376	3331
Call Center / BPO	2718	3729
Construction	2364	3367
Consulting	2352	3392
Education	2408	3452
Engineering / Industrial Services	2633	3760
Entertainment / Event	2272	3328
FMCG	2482	3462
Government	2725	4060
Hospitality	2372	3248
Human Resources / RF	2639	3704
ICT	2588	3746
Logistic	2464	3383
Manufacturing - E&E	2430	3348
Manufacturing - Production	2374	3408
Manufacturing - SemiCon	2700	4400
Manufacturing - Textile/Wood/Plastic	2554	3502
NGO	2396	3375
Oil & Gas	2553	3623
Others	2749	3647
Printing / Arts	2355	3313
Professional Services	2141	2951
Sports	2036	2827
Wholesale and Retail	2311	3230



Southern Region

	Avg Min Salary	Avg Max Salary
Accounting	1943	2743
Agriculture / Aquaculture	2000	3050
Banking & Financial Sv	2525	3538
Biotech / Healthcare	2073	2995
Call Center / BPO	2600	3660

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	2680	4036
Consulting	2327	4094
Education	2253	3447
Entertainment / Event	2750	5500
FMCG	2373	3336
Hospitality	2064	2814
Human Resources / RF	2413	3859
ICT	2088	2800
Logistic	2158	3192
Manufacturing - E&E	2158	3219
Manufacturing - Production	2342	3565
Manufacturing - SemiCon	2529	3686
Manufacturing - Textile/Wood/Plastic	2150	3119
Oil & Gas	2435	4332
Others	2288	3348
Printing / Arts	2200	3480
Professional Services	1500	3000
Wholesale and Retail	2193	3086

East Coast

	Avg Min Salary	Avg Max Salary
Construction	2908	3792
Consulting	2453	4558
Entertainment / Event	2750	5500
Hospitality	2578	3567
Human Resources / RF	2409	4136
Manufacturing - Production	2177	4157
Professional Services	1500	3000

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	3000	5000
Construction	1583	2467
Consulting	2556	4733
Entertainment / Event	2750	5500
Human Resources / RF	2313	4063
Manufacturing - Production	2420	4110
Oil & Gas	2460	3800
Wholesale and Retail	1800	2475

Arts / Media / Comm

Northern Region

	Avg Min Salary	Avg Max Salary
Advertising	2357	3529
Construction	2614	3879
Education	2600	4667
Entertainment / Event	2175	3850
FMCG	2175	3175
ICT	2346	3508
Manufacturing - Production	2344	3189
Manufacturing - Textile/Wood/Plastic	2083	2792
Others	3100	4450
Printing / Arts	2332	3965
Wholesale and Retail	2363	3500

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2678	3678
Advertising	2541	3603
Agriculture / Aquaculture	3700	5840
Banking & Financial Svs	2754	4103
Biotech / Healthcare	2465	3546
Call Center / BPO	3079	4118
Construction	2635	3856
Consulting	2487	3621
Education	2554	3643
Engineering / Industrial Services	2483	3461
Entertainment / Event	2524	3647
FMCG	2804	3955
Government	2990	4400
Hospitality	2544	3558
Human Resources / RF	2920	4152

Central Region

	Avg Min Salary	Avg Max Salary
ICT	2618	3943
Logistic	2500	3525
Manufacturing - E&E	2227	3218
Manufacturing - Production	2329	3365
Manufacturing - Textile/Wood/Plastic	2285	3298
NGO	2575	3533
Oil & Gas	2650	4250
Others	2852	3947
Printing / Arts	2532	3778
Sports	2480	3450
Wholesale and Retail	2386	3365

Southern Region

	Avg Min Salary	Avg Max Salary
Advertising	2008	2975
Biotech / Healthcare	2400	3400
Construction	2733	4191
Education	2200	3600
Entertainment / Event	2278	3911
FMCG	2333	3267
ICT	2383	4350
Manufacturing - Production	2065	3139
Manufacturing - Textile/Wood/Plastic	2167	3367
Printing / Arts	2321	3521
Wholesale and Retail	2196	3583

East Coast

	Avg Min Salary	Avg Max Salary
Construction	2960	5500
Entertainment / Event	2300	4360
Hospitality	2300	3200

East Malaysia

	Avg Min Salary	Avg Max Salary
Construction	2343	3943
Entertainment / Event	2143	3957
ICT	2100	3800

Building / Construction

◆ Northern Region

	Avg Min Salary	Avg Max Salary
Construction	2966	4573
Consulting	4171	5914
Human Resources / RF	2500	4000
Wholesale and Retail	2200	3500

◆ Central Region

	Avg Min Salary	Avg Max Salary
Advertising	2650	3500
Banking & Financial Svgs	3153	4973
Biotech / Healthcare	2000	2900
Construction	3033	4706
Consulting	2939	4314
Education	2575	3625
Engineering / Industrial Services	2455	4009
Hospitality	2685	3500
Human Resources / RF	3509	4545
ICT	2817	3692
Manufacturing - E&E	2443	3829
Manufacturing - Production	2600	3807
Oil & Gas	2483	4000
Others	4936	6796
Printing / Arts	2971	4398
Wholesale and Retail	2587	3657

Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	3200	5475
Construction	3178	5105
Consulting	2675	3750
Human Resources / RF	2600	4200
Manufacturing - Production	2700	3900
Others	3043	4257
Printing / Arts	3000	3800
Wholesale and Retail	2180	3550

East Coast

	Avg Min Salary	Avg Max Salary
Construction	2519	3870
Hospitality	2750	3500
Wholesale and Retail	2200	3500

East Malaysia

	Avg Min Salary	Avg Max Salary
Construction	2595	4132
Human Resources / RF	2500	4000
Wholesale and Retail	2200	3500

Computer / IT

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2567	4017
Banking & Financial Sv	2700	4378
Biotech / Healthcare	2205	3655
Consulting	2989	4678
Engineering / Industrial Services	2775	4575
FMCG	2825	3500
Human Resources / RF	3123	4503
ICT	2836	4515
Logistic	2833	4611
Manufacturing - E&E	3119	4859
Manufacturing - Production	2755	4171
Manufacturing - SemiCon	3027	4724
Manufacturing - Textile/Wood/Plastic	2875	4263
Others	4568	6647
Printing / Arts	2914	4200
Wholesale and Retail	2092	3033

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2962	4352
Advertising	3133	4707
Agriculture / Aquaculture	2431	4163
Banking & Financial Sv	3064	4610
Biotech / Healthcare	3222	4628
Call Center / BPO	2974	4152
Construction	2823	4107
Consulting	3299	5106
Education	2802	3983
Engineering / Industrial Services	2877	4137
Entertainment / Event	3118	5049
FMCG	2945	4227



Central Region

	Avg Min Salary	Avg Max Salary
Government	3506	5281
Hospitality	3036	4236
Human Resources / RF	3693	5530
ICT	3249	5045
Logistic	2891	4133
Manufacturing - E&E	2866	4292
Manufacturing - Production	2971	4595
Manufacturing - SemiCon	3392	5523
Manufacturing - Textile/Wood/Plastic	3229	4850
NGO	2500	3483
Oil & Gas	3058	4609
Others	4462	6299
Printing / Arts	3210	5046
Professional Services	2367	3467
Sports	2767	3333
Wholesale and Retail	2828	3901



Southern Region

	Avg Min Salary	Avg Max Salary
Accounting	2367	3167
Agriculture / Aquaculture	2200	3133
Banking & Financial Svs	2700	4520
Biotech / Healthcare	2411	3856
Call Center / BPO	2350	3525
Construction	2900	4418
Consulting	3246	5139
Education	2575	3375
FMCG	2433	3333
Hospitality	2000	2767
Human Resources / RF	3346	4975
ICT	2642	4217
Manufacturing - E&E	2505	4000
Manufacturing - Production	2834	4322

Southern Region

	Avg Min Salary	Avg Max Salary
Manufacturing - SemiCon	2857	4220
Manufacturing - Textile/Wood/Plastic	2250	3167
Oil & Gas	3125	5000
Others	2950	3917
Wholesale and Retail	2233	3300

East Coast

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	2500	4250
Consulting	3600	6132
Human Resources / RF	3429	5600
ICT	2850	4615
Logistic	3000	6000
Manufacturing - Production	4167	6000
Others	2800	3500

East Malaysia

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2500	3500
Banking & Financial Svcs	2500	4250
Consulting	3721	6321
ICT	2348	4052
Manufacturing - Production	2933	4683
Others	2800	3500

Education / Training

◆ Northern Region

	Avg Min Salary	Avg Max Salary
Consulting	2620	3700
Education	2163	3398
Manufacturing - E&E	2667	3833
Manufacturing - Production	2427	3755

◆ Central Region

	Avg Min Salary	Avg Max Salary
Accounting	1667	3056
Banking & Financial Sv	2922	4828
Biotech / Healthcare	2659	3659
Call Center / BPO	4111	5783
Construction	2225	3325
Consulting	2478	3581
Education	2404	3565
Engineering / Industrial Services	2586	4071
Entertainment / Event	3156	4389
FMCG	2750	3833
Government	2800	4700
Hospitality	2525	3458
Human Resources / RF	2650	3800
ICT	3630	5413
Logistic	2900	4067
Manufacturing - E&E	2475	3750
Manufacturing - Production	2709	3689
NGO	2013	2880
Oil & Gas	2600	3700
Others	2631	3654
Professional Services	2667	3667
Wholesale and Retail	2586	3628

Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	3167	6167
Call Center / BPO	2575	3500
Construction	2913	4813
Education	2151	3273
Manufacturing - E&E	1500	2500
Manufacturing - Production	2227	3200

East Coast

	Avg Min Salary	Avg Max Salary
Education	2375	3375

East Malaysia

	Avg Min Salary	Avg Max Salary
Education	2277	3404

Engineering

Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	2400	4360
Biotech / Healthcare	2721	3904
Construction	2547	3895
Consulting	2762	4641
Education	2300	4000
Engineering / Industrial Services	2471	4270
Human Resources / RF	3136	5062
ICT	3138	4543
Logistic	2400	3167
Manufacturing - E&E	2839	4330
Manufacturing - Production	2701	4165
Manufacturing - SemiCon	2736	4280
Manufacturing - Textile/Wood/Plastic	2806	3750
Oil & Gas	2733	3733
Others	2836	4031
Printing / Arts	2167	3500
Wholesale and Retail	2637	3985

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2020	2860
Advertising	2300	3100
Agriculture / Aquaculture	2750	4346
Banking & Financial Sv	2509	4289
Biotech / Healthcare	2595	3923
Call Center / BPO	2673	4018
Construction	2675	4057
Consulting	2718	4087
Education	2475	3592
Engineering / Industrial Services	2664	3942

 **Central Region**

	Avg Min Salary	Avg Max Salary
Entertainment / Event	2765	4105
FMCG	3212	4111
Hospitality	2518	3464
Human Resources / RF	2994	4685
ICT	3070	4907
Logistic	2947	4174
Manufacturing - E&E	2612	3773
Manufacturing - Production	2621	3871
Manufacturing - SemiCon	2811	4442
Manufacturing - Textile/Wood/Plastic	2936	4364
NGO	1825	2900
Oil & Gas	2838	4096
Others	3525	5306
Printing / Arts	2381	3545
Wholesale and Retail	2451	3555

 **Southern Region**

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2576	4412
Banking & Financial Svs	2333	3933
Biotech / Healthcare	2765	4174
Construction	2869	4399
Consulting	2477	3840
Engineering / Industrial Services	2460	4082
FMCG	3600	4720
Human Resources / RF	3196	5306
ICT	2604	3723
Manufacturing - E&E	2431	3614
Manufacturing - Production	2683	4158
Manufacturing - SemiCon	3086	5125
Manufacturing - Textile/Wood/Plastic	2796	3988
Oil & Gas	3243	4604
Others	3259	4674
Printing / Arts	2620	3700

Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	3167	6167
Call Center / BPO	2575	3500
Construction	2913	4813
Education	2151	3273
Manufacturing - E&E	1500	2500
Manufacturing - Production	2227	3200

East Coast

	Avg Min Salary	Avg Max Salary
Education	2375	3375

East Malaysia

	Avg Min Salary	Avg Max Salary
Education	2277	3404

Healthcare

❖ Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	2657	4589
Engineering / Industrial Services	1500	2300
Human Resources / RF	2433	3400
Wholesale and Retail	4013	4927

❖ Central Region

	Avg Min Salary	Avg Max Salary
Accounting	3267	4167
Banking & Financial Svcs	2460	4313
Biotech / Healthcare	2561	3977
Call Center / BPO	2383	3200
Consulting	2484	3832
Education	2225	3238
Engineering / Industrial Services	3294	4806
FMCG	2456	3300
Hospitality	2100	3488
Human Resources / RF	2721	4068
NGO	2210	2970
Others	2206	3578
Sports	1900	3150
Wholesale and Retail	3054	4154

❖ Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	2689	4264
Education	2744	3933
Human Resources / RF	2800	4000
Others	3833	6300
Wholesale and Retail	3625	4617

 **East Coast**

Biotech / Healthcare

Avg Min Salary

2708

Avg Max Salary

4400

 **East Malaysia**

Biotech / Healthcare

Avg Min Salary

2678

Avg Max Salary

4344

Wholesale and Retail

4525

5550

Hotel / Restaurant

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	2200	3625
FMCG	2100	3133
Hospitality	1786	2584
Manufacturing - Production	2192	3300
Others	2267	3900
Wholesale and Retail	1983	3333

Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2280	3000
Biotech / Healthcare	2490	3356
Call Center / BPO	2550	3550
Construction	2125	2875
Consulting	2494	3553
Education	2050	2725
Engineering / Industrial Services	2922	4022
Entertainment / Event	2043	2514
FMCG	2731	3888
Hospitality	2111	2964
Human Resources / RF	2279	3171
Manufacturing - Production	2458	3516
Others	2183	3304
Wholesale and Retail	2554	3828

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	2160	3620
Construction	1891	2727
FMCG	2550	3680
Hospitality	1969	2874
Manufacturing - Production	2383	3667
Others	2500	4500
Wholesale and Retail	1964	3364

East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2133	3000
Hospitality	2155	3025
Manufacturing - Production	2500	3500
Wholesale and Retail	1500	3000

East Malaysia

	Avg Min Salary	Avg Max Salary
Wholesale and Retail	1750	2650

Manufacturing

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1980	2780
Biotech / Healthcare	2255	3505
Construction	2227	3540
Consulting	2903	5436
Education	2300	3200
Engineering / Industrial Services	1878	3044
Entertainment / Event	2500	5000
FMCG	2731	3854
Hospitality	2175	2900
Human Resources / RF	2953	4296
ICT	2830	3570
Logistic	2033	3033
Manufacturing - E&E	2487	4139
Manufacturing - Production	2479	3772
Manufacturing - SemiCon	2820	4697
Manufacturing - Textile/Wood/Plastic	2448	3529
Others	2518	3727
Printing / Arts	2189	3274
Wholesale and Retail	2210	3090

Central Region

	Avg Min Salary	Avg Max Salary
Advertising	2573	3587
Agriculture / Aquaculture	2806	3950
Banking & Financial Svs	2235	3669
Biotech / Healthcare	2662	3711
Call Center / BPO	2728	3624
Construction	2406	3551
Consulting	2487	3954
Education	2374	3411

Central Region

	Avg Min Salary	Avg Max Salary
Engineering / Industrial Services	2576	3693
Entertainment / Event	2696	4032
FMCG	2594	3543
Hospitality	2335	3226
Human Resources / RF	2902	4151
ICT	2713	4007
Logistic	2174	3093
Manufacturing - E&E	2439	3542
Manufacturing - Production	2475	3641
Manufacturing - SemiCon	2883	4313
Manufacturing - Textile/Wood/Plastic	2632	3743
NGO	2375	3925
Oil & Gas	2659	3749
Others	2916	3984
Printing / Arts	2340	3255
Sports	2100	2800
Wholesale and Retail	2390	3341

Southern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2057	3457
Biotech / Healthcare	2400	3621
Call Center / BPO	2520	3320
Construction	2582	3816
Consulting	2874	5305
Engineering / Industrial Services	1920	2717
FMCG	2329	3271
Hospitality	2419	3369
Human Resources / RF	2848	4338
ICT	2021	3143
Logistic	2310	3090
Manufacturing - E&E	2128	3246
Manufacturing - Production	2463	3874
Manufacturing - SemiCon	2612	4217

Southern Region

	Avg Min Salary	Avg Max Salary
Manufacturing - Textile/Wood/Plastic	2427	3566
Oil & Gas	2900	3819
Others	2329	3500
Printing / Arts	2017	3267
Wholesale and Retail	2027	2964

East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2167	3067
Construction	2540	4120
Consulting	2902	5693
Hospitality	2790	3700
Human Resources / RF	2838	4000
Manufacturing - E&E	3000	5000
Manufacturing - Production	2440	4096
Manufacturing - Textile/Wood/Plastic	4000	5600

East Malaysia

	Avg Min Salary	Avg Max Salary
Construction	1875	2525
Consulting	2876	5626
Human Resources / RF	2538	4438
Manufacturing - E&E	3000	5000
Manufacturing - Production	2485	4076
Manufacturing - Textile/Wood/Plastic	3220	4760
Others	2700	3267

Others

◆ Northern Region

	Avg Min Salary	Avg Max Salary
Construction	1883	3100
Consulting	3170	3740
Human Resources / RF	2550	4700
Manufacturing - E&E	2600	3540
Manufacturing - Production	2600	3733
Others	2167	3100
Wholesale and Retail	2267	3233

◆ Central Region

	Avg Min Salary	Avg Max Salary
Advertising	2991	4168
Banking & Financial Svs	2978	4596
Biotech / Healthcare	2231	3263
Call Center / BPO	2813	3850
Construction	2158	3144
Consulting	2519	3328
Education	2534	3416
Engineering / Industrial Services	2861	3978
Entertainment / Event	2616	3811
FMCG	2607	3707
Hospitality	2710	3805
Human Resources / RF	2731	4324
ICT	2828	4148
Logistic	2167	3500
Manufacturing - E&E	2340	2840
Manufacturing - Production	2171	3125
NGO	2491	3427
Others	2498	3381
Printing / Arts	2366	3245
Professional Services	2657	3786
Wholesale and Retail	2442	3392

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	2336	3464
Human Resources / RF	2542	5000
Manufacturing - Production	2400	3263
Printing / Arts	1720	3080

East Coast

	Avg Min Salary	Avg Max Salary
Construction	1833	2667
Hospitality	2167	2833

Sales / Marketing



Northern Region

	Avg Min Salary	Avg Max Salary
Advertising	2533	4173
Agriculture / Aquaculture	2322	3791
Banking & Financial Svs	2484	4126
Biotech / Healthcare	2465	3803
Construction	2451	3574
Consulting	2627	4244
Education	2456	3666
Engineering / Industrial Services	2677	3987
Entertainment / Event	2254	3823
FMCG	2630	3649
Hospitality	2265	3282
Human Resources / RF	2812	4185
ICT	2589	4431
Logistic	2398	3525
Manufacturing - E&E	2891	4373
Manufacturing - Production	2474	3783
Manufacturing - SemiCon	3317	5383
Manufacturing - Textile/Wood/Plastic	2362	3683
Oil & Gas	2464	4379
Others	2427	3926
Printing / Arts	2245	3548
Sports	2571	4357
Wholesale and Retail	2265	3595



Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2697	4239
Advertising	2608	4012
Agriculture / Aquaculture	2516	3972
Banking & Financial Svs	2558	4292
Biotech / Healthcare	2630	4001

◆ Central Region

	Avg Min Salary	Avg Max Salary
Call Center / BPO	2725	4085
Construction	2721	4066
Consulting	2675	4039
Education	2454	3728
Engineering / Industrial Services	2725	3901
Entertainment / Event	2715	4296
FMCG	2659	3851
Government	2644	4178
Hospitality	2549	3665
Human Resources / RF	2822	4222
ICT	2750	4300
Logistic	2573	3806
Manufacturing - E&E	2808	4283
Manufacturing - Production	2605	3962
Manufacturing - SemiCon	2750	3694
Manufacturing - Textile/Wood/Plastic	2512	3817
NGO	2680	3500
Oil & Gas	2577	4042
Others	2651	3989
Printing / Arts	2512	3690
Professional Services	2759	3847
Sports	2300	3300
Wholesale and Retail	2439	3693

◆ Southern Region

	Avg Min Salary	Avg Max Salary
Accounting	3071	5243
Advertising	2492	4246
Agriculture / Aquaculture	2460	3940
Banking & Financial Sv	2621	4218
Biotech / Healthcare	2601	3962
Call Center / BPO	2088	3513
Construction	2625	4016
Consulting	2616	4487



Southern Region

	Avg Min Salary	Avg Max Salary
Education	2569	4086
Engineering / Industrial Services	2509	3791
Entertainment / Event	2500	4059
FMCG	2672	3743
Hospitality	2649	3759
Human Resources / RF	2738	4363
ICT	2606	4336
Logistic	2586	4368
Manufacturing - E&E	2856	4538
Manufacturing - Production	2442	3869
Manufacturing - Textile/Wood/Plastic	2422	3747
Oil & Gas	2232	3888
Others	2430	3974
Printing / Arts	2518	4041
Sports	2780	4520
Wholesale and Retail	2344	3758



East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2105	3011
Banking & Financial Svcs	2259	3886
Biotech / Healthcare	2576	3979
Construction	2213	2375
Consulting	2506	4519
FMCG	2920	3894
Hospitality	2604	3508
Human Resources / RF	3176	4604
ICT	2434	4267
Logistic	2200	3000
Manufacturing - E&E	2942	4042
Manufacturing - Production	2351	3795
Manufacturing - Textile/Wood/Plastic	1942	3283
Oil & Gas	2270	3990

East Coast

	Avg Min Salary	Avg Max Salary
Others	2800	4370
Printing / Arts	2425	3725
Sports	3000	5000
Wholesale and Retail	2269	3940

East Malaysia

	Avg Min Salary	Avg Max Salary
Accounting	3167	6100
Agriculture / Aquaculture	2850	5500
Banking & Financial Svs	2895	4776
Biotech / Healthcare	2652	4067
Construction	2857	3786
Consulting	2288	4025
Education	2065	3180
Engineering / Industrial Services	2500	3467
FMCG	2715	3749
Human Resources / RF	2972	4505
ICT	2737	4912
Logistic	1800	2200
Manufacturing - E&E	2053	3272
Manufacturing - Production	2299	3668
Manufacturing - Textile/Wood/Plastic	1771	2971
Oil & Gas	3100	4900
Others	2320	3960
Wholesale and Retail	1945	3040

Sciences

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2444	3656
Biotech / Healthcare	2189	3408
Engineering / Industrial Services	2600	3575
Entertainment / Event	4000	8000
FMCG	2567	3133
Human Resources / RF	2700	4300
Manufacturing - E&E	2167	3333
Manufacturing - Production	2170	3150
Others	4560	7840

Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2500	3806
Banking & Financial Sv	2785	4256
Biotech / Healthcare	2622	3759
Call Center / BPO	3133	4411
Construction	2173	3464
Consulting	2796	3648
Education	2809	3968
Engineering / Industrial Services	2784	3747
Entertainment / Event	3683	6583
FMCG	2948	3900
ICT	3471	5013
Logistic	4333	6067
Manufacturing - Production	2495	3529
Oil & Gas	2633	3633
Others	3491	5809
Printing / Arts	3000	4167
Wholesale and Retail	2333	3400

Southern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2318	3388
Biotech / Healthcare	2310	3729
Construction	2714	4571
Entertainment / Event	4000	8000
Manufacturing - Production	2256	3224
Others	4640	7800

East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2326	3226
Biotech / Healthcare	2200	3233
Engineering / Industrial Services	2800	3933
Entertainment / Event	4000	8000
Hospitality	2000	2500
Logistic	2700	3200
Manufacturing - Production	1500	2000
Oil & Gas	2060	3080
Others	5000	9000

East Malaysia

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2333	3292
Entertainment / Event	4000	8000
NGO	2800	3167
Others	5000	9000

Services

Northern Region

	Avg Min Salary	Avg Max Salary
Accounting	1667	2867
Banking & Financial Svs	2179	3359
Biotech / Healthcare	2215	3354
Call Center / BPO	2813	3919
Consulting	2691	4307
Entertainment / Event	2400	4750
FMCG	2308	3462
Hospitality	1900	3011
Human Resources / RF	2686	3655
ICT	2152	3434
Logistic	2379	3519
Manufacturing - E&E	2644	3905
Manufacturing - Production	2399	3477
Manufacturing - SemiCon	3094	5253
Manufacturing - Textile/Wood/Plastic	2138	2925
Others	2247	3058
Printing / Arts	1982	3073
Professional Services	2344	3319
Wholesale and Retail	2107	3218

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2741	3924
Advertising	2368	3353
Agriculture / Aquaculture	2418	3735
Banking & Financial Svs	2402	3424
Biotech / Healthcare	2396	3500
Call Center / BPO	2736	3743
Construction	2373	3322
Consulting	2588	3775

Central Region

	Avg Min Salary	Avg Max Salary
Education	2605	3645
Engineering / Industrial Services	2660	3711
Entertainment / Event	2374	3667
FMCG	2548	3599
Government	2750	4175
Hospitality	2399	3346
Human Resources / RF	2774	3801
ICT	2499	3691
Logistic	2299	3319
Manufacturing - E&E	2382	3271
Manufacturing - Production	2316	3410
Manufacturing - SemiCon	3250	4675
Manufacturing - Textile/Wood/Plastic	2494	3522
NGO	2771	3585
Oil & Gas	2750	4260
Others	2476	3435
Printing / Arts	2434	3468
Professional Services	2418	3484
Sports	2125	2800
Wholesale and Retail	2332	3321

Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	2124	3469
Biotech / Healthcare	2383	3708
Call Center / BPO	2514	3672
Construction	2417	3425
Consulting	2711	4441
Education	1500	3000
Engineering / Industrial Services	2330	3497
Entertainment / Event	2400	4500
FMCG	2769	4344
Hospitality	1918	3100
Human Resources / RF	2802	4018

Southern Region

	Avg Min Salary	Avg Max Salary
ICT	2034	3107
Logistic	2286	3429
Manufacturing - E&E	2160	3156
Manufacturing - Production	2328	3653
Manufacturing - SemiCon	3600	5872
Manufacturing - Textile/Wood/Plastic	2364	3420
Others	2169	3123
Printing / Arts	2050	3450
Professional Services	2721	4400
Wholesale and Retail	2200	3348

East Coast

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	2089	3389
Call Center / BPO	3088	4075
Consulting	2940	5260
FMCG	2400	3360
Hospitality	2313	3425
Human Resources / RF	3900	4900
ICT	1800	2760
Logistic	2464	3955
Manufacturing - Production	2559	3712
Wholesale and Retail	2343	3514

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	2320	3520
Biotech / Healthcare	3367	4500
Call Center / BPO	3221	4000
Construction	1900	2750
Consulting	2750	5164
Entertainment / Event	2300	4500
FMCG	2386	3229
Hospitality	1933	3700
Human Resources / RF	3338	4385
ICT	1875	2875
Logistic	2400	3860
Manufacturing - Production	2716	3616
Wholesale and Retail	2375	3250

ENTRY LEVEL



Accounting / Finance

Admin / HR

Arts / Media / Comm

Building / Construction

Computer / IT

Education / Training

Engineering

Healthcare

Hotel / Restaurant

Manufacturing

Others

Sales / Marketing

Sciences

Services



Accounting / Finance

Northern Region

	Avg Min Salary	Avg Max Salary
Accounting	1783	2622
Banking & Financial Svs	2286	3330
Biotech / Healthcare	2420	3800
Construction	2280	2853
Consulting	2245	3305
Entertainment / Event	2380	4560
Hospitality	1760	2100
Human Resources / RF	2511	3370
ICT	2217	2700
Manufacturing - E&E	2515	3367
Manufacturing - Production	1923	2794
Manufacturing - SemiCon	2091	2836
Others	2169	3454
Wholesale and Retail	1761	2322

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2012	2751
Advertising	2278	3167
Agriculture / Aquaculture	1980	2980
Banking & Financial Svs	2310	3292
Biotech / Healthcare	2237	3353
Call Center / BPO	2498	3123
Construction	2036	2923
Consulting	2141	3213
Education	2111	2810
Engineering / Industrial Services	1650	2600
Entertainment / Event	2060	2933
FMCG	2014	2647
Hospitality	1967	2660
Human Resources / RF	2465	3194

 **Central Region**

	Avg Min Salary	Avg Max Salary
ICT	2057	2814
Logistic	1999	2595
Manufacturing - E&E	2027	2829
Manufacturing - Production	2003	2807
Manufacturing - SemiCon	2042	3159
Manufacturing - Textile/Wood/Plastic	2388	2925
NGO	1667	2667
Oil & Gas	2048	2739
Others	2331	3297
Printing / Arts	1875	2450
Professional Services	1675	2525
Wholesale and Retail	1922	2699

 **Southern Region**

	Avg Min Salary	Avg Max Salary
Accounting	2000	2631
Agriculture / Aquaculture	1550	2175
Banking & Financial Svcs	2217	3380
Biotech / Healthcare	1550	2300
Construction	2438	3044
Consulting	2592	4167
Entertainment / Event	2600	5200
Human Resources / RF	2400	3500
ICT	1733	2667
Logistic	1467	2633
Manufacturing - E&E	2150	2983
Manufacturing - Production	1877	2434
Manufacturing - SemiCon	1875	2400
Manufacturing - Textile/Wood/Plastic	1433	2333
Others	2320	3754
Wholesale and Retail	1890	2540

 **East Coast**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	2204	2702
Construction	3000	3500
Consulting	2763	4250
Entertainment / Event	2600	5200
Manufacturing - Production	1500	1800
Others	2800	4720
Wholesale and Retail	2500	3000

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Accounting	1467	2267
Agriculture / Aquaculture	1500	2000
Banking & Financial Svgs	2429	3359
Construction	3000	3500
Consulting	2522	3722
Entertainment / Event	2600	5200
Human Resources / RF	3000	5000
Manufacturing - Production	1575	1975
Others	3000	6000

Admin / HR

Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svls	1669	2813
Biotech / Healthcare	1781	2788
Call Center / BPO	1733	2400
Construction	1558	2400
Consulting	2146	3344
Entertainment / Event	2000	4000
FMCG	1900	2575
Hospitality	1440	1920
Human Resources / RF	1829	2730
ICT	1775	2163
Logistic	1868	3245
Manufacturing - E&E	1778	2506
Manufacturing - Production	1660	2488
Manufacturing - SemiCon	1860	2740
Others	2509	3800
Printing / Arts	1414	2029
Wholesale and Retail	1450	2225

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	1764	2418
Advertising	1972	2617
Agriculture / Aquaculture	1718	2500
Banking & Financial Svls	1738	2424
Biotech / Healthcare	1876	2791
Call Center / BPO	1950	2666
Construction	1746	2440
Consulting	1929	2724
Education	1754	2496
Engineering / Industrial Services	1457	2064
Entertainment / Event	1865	2578

◆ Central Region

	Avg Min Salary	Avg Max Salary
FMCG	1699	2449
Government	2550	3600
Hospitality	1784	2497
Human Resources / RF	1941	2616
ICT	1804	2486
Logistic	1709	2471
Manufacturing - E&E	1751	2509
Manufacturing - Production	1717	2435
Manufacturing - SemiCon	1617	2083
Manufacturing - Textile/Wood/Plastic	1586	2179
NGO	2160	3133
Oil & Gas	1990	2672
Others	1909	2724
Printing / Arts	1650	2367
Professional Services	1508	2253
Sports	1625	2375
Wholesale and Retail	1784	2500

◆ Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	1579	2648
Biotech / Healthcare	1907	2643
Call Center / BPO	1000	1275
Construction	1671	2354
Consulting	2265	3306
Entertainment / Event	1713	2950
FMCG	1580	2120
Hospitality	1640	2520
Human Resources / RF	1994	3000
Logistic	1741	2865
Manufacturing - E&E	1833	2383
Manufacturing - Production	1676	2362
Manufacturing - SemiCon	1795	2460
Manufacturing - Textile/Wood/Plastic	1438	2350

Southern Region

	Avg Min Salary	Avg Max Salary
Oil & Gas	1400	2000
Others	2617	4200
Professional Services	1333	2167
Wholesale and Retail	1592	2273

East Coast

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	2800	4500
Consulting	2782	4000
Entertainment / Event	2000	4000
Manufacturing - Production	2000	4000
Others	3800	6000

East Malaysia

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	2800	4500
Consulting	2782	4000
Human Resources / RF	1500	2550
Logistic	1500	2633
Manufacturing - Production	1400	1767
Others	3800	6000

Arts / Media / Comm

Northern Region

	Avg Min Salary	Avg Max Salary
Call Center / BPO	2417	3417
Hospitality	1500	2267
ICT	1800	2567
Manufacturing - E&E	1875	2450
Manufacturing - Production	2500	3500
Printing / Arts	1833	2600

Central Region

	Avg Min Salary	Avg Max Salary
Advertising	2132	2979
Banking & Financial Svs	2600	3700
Biotech / Healthcare	2138	2838
Call Center / BPO	2442	3442
Construction	2221	3228
Consulting	1963	2722
Education	1915	2585
Entertainment / Event	2119	2917
FMCG	1690	2100
Government	1000	1500
Hospitality	1864	2640
Human Resources / RF	2378	3078
ICT	1876	2743
Manufacturing - Production	1806	2597
Manufacturing - Textile/Wood/Plastic	1927	2700
Others	2625	3405
Printing / Arts	2015	2893
Sports	1567	2100
Wholesale and Retail	1940	2760

Southern Region

	Avg Min Salary	Avg Max Salary
Advertising	2000	3000
Biotech / Healthcare	2600	2800
Call Center / BPO	2425	3425
Construction	2243	3357
Consulting	1944	3167
Education	2067	2967
Hospitality	1600	2367
ICT	1867	2733

East Coast

	Avg Min Salary	Avg Max Salary
Call Center / BPO	2429	3429

East Malaysia

	Avg Min Salary	Avg Max Salary
Call Center / BPO	2417	3417
Hospitality	1650	2400

Building / Construction

◆ Northern Region

Construction

Avg Min Salary

3966

Avg Max Salary

6934

◆ Central Region

Construction

Avg Min Salary

3917

Avg Max Salary

6860

Consulting

2320

3700

ICT

2200

3100

Others

2250

3038

Wholesale and Retail

2400

3314

◆ Southern Region

Construction

Avg Min Salary

3975

Avg Max Salary

7226

◆ East Coast

Construction

Avg Min Salary

5455

Avg Max Salary

9227

Computer / IT

Northern Region

	Avg Min Salary	Avg Max Salary
Call Center / BPO	2753	3912
Consulting	2134	3292
Human Resources / RF	2567	3483
ICT	2113	2820
Logistic	3167	6000
Manufacturing - E&E	2583	3444
Manufacturing - Production	1873	2905
Manufacturing - SemiCon	1000	1500
Wholesale and Retail	1900	2667

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2060	3160
Advertising	2400	3300
Banking & Financial Svs	3067	4421
Biotech / Healthcare	2244	3269
Call Center / BPO	2577	3403
Construction	1532	2005
Consulting	2468	3776
Education	1983	3178
Engineering / Industrial Services	2312	3282
Entertainment / Event	2320	3680
FMCG	2267	3267
Hospitality	2596	3117
Human Resources / RF	2693	3834
ICT	2423	3564
Logistic	1900	3175
Manufacturing - E&E	2350	2894
Manufacturing - Production	1881	2653
Oil & Gas	2431	3031

◆ Central Region

Avg Min Salary **Avg Max Salary**

Others	2444	3574
Printing / Arts	1580	2140
Wholesale and Retail	1971	2913

◆ Southern Region

Avg Min Salary **Avg Max Salary**

Call Center / BPO	2770	3941
Consulting	2133	3200
ICT	1729	2400
Manufacturing - E&E	1200	1600
Manufacturing - Production	1952	2920
Manufacturing - SemiCon	2267	3167

◆ East Coast

Avg Min Salary **Avg Max Salary**

Call Center / BPO	2800	4000
Consulting	2000	2800
Hospitality	2363	4125

◆ East Malaysia

Avg Min Salary **Avg Max Salary**

Call Center / BPO	2800	4000
Consulting	2333	3200
ICT	1600	2425
Wholesale and Retail	1500	2300

Education / Training

◆ Northern Region

	Avg Min Salary	Avg Max Salary
Consulting	1733	2267
Education	1477	2130

◆ Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	2450	3420
Biotech / Healthcare	2143	2686
Construction	1410	2290
Consulting	2311	3785
Education	1746	2578
Engineering / Industrial Services	1800	3300
Hospitality	1880	2350
NGO	1367	2383
Others	1660	2590
Printing / Arts	1533	2200
Sports	1600	2033
Wholesale and Retail	2625	4000

◆ Southern Region

	Avg Min Salary	Avg Max Salary
Construction	2625	4500
Education	1879	2907
Manufacturing - E&E	1175	1313
Sports	1533	2000

◆ East Malaysia

	Avg Min Salary	Avg Max Salary
Education	1475	2575

Engineering

Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	1528	2300
Biotech / Healthcare	2200	2900
Construction	2422	3554
Consulting	1863	3189
Education	1200	1800
Engineering / Industrial Services	2367	3888
Human Resources / RF	2400	3001
ICT	1654	2267
Manufacturing - E&E	2333	3260
Manufacturing - Production	2007	2947
Manufacturing - SemiCon	2052	3111
Manufacturing - Textile/Wood/Plastic	2132	2816
Others	1850	3575
Wholesale and Retail	1807	2879

Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Sv	1731	2300
Biotech / Healthcare	2083	3300
Call Center / BPO	2467	3833
Construction	2197	3225
Consulting	2017	2899
Education	1773	2413
Engineering / Industrial Services	2200	3031
Entertainment / Event	2429	3643
FMCG	1525	2075
Government	1344	1833
Hospitality	1680	2220
Human Resources / RF	2305	2920
ICT	1978	2928

Central Region

	Avg Min Salary	Avg Max Salary
Manufacturing - E&E	1998	2791
Manufacturing - Production	1975	2747
Manufacturing - SemiCon	2386	3043
Manufacturing - Textile/Wood/Plastic	2660	3480
Oil & Gas	2380	3495
Others	1803	2745
Printing / Arts	2133	3000
Wholesale and Retail	1661	2742

Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	1200	2300
Biotech / Healthcare	2183	3267
Construction	2561	3590
Consulting	1846	3177
Education	1920	2520
Engineering / Industrial Services	1580	2490
Human Resources / RF	2100	2920
ICT	1615	2269
Manufacturing - E&E	1438	1984
Manufacturing - Production	2016	2952
Manufacturing - SemiCon	2071	2957
Others	1760	3100
Wholesale and Retail	1852	3276

East Coast

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	1200	2300
Construction	2469	3621
Consulting	1650	3250
Hospitality	2880	3980
ICT	1633	2333

 **East Coast**

	Avg Min Salary	Avg Max Salary
Manufacturing - Production	1721	2771
Wholesale and Retail	1200	2100

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	2800	3458
Banking & Financial Svcs	1200	2300
Construction	2432	3305
Consulting	1783	3367
Engineering / Industrial Services	2033	2767
Manufacturing - Production	1426	2243
Wholesale and Retail	1500	3000

Healthcare

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1647	2696
Consulting	2000	2500
ICT	3500	4000
Wholesale and Retail	2478	4011

Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	1750	2400
Biotech / Healthcare	1860	2850
Call Center / BPO	3500	4333
Consulting	2306	3348
Education	1100	1275
Hospitality	1578	2133
Human Resources / RF	1890	2580
ICT	3500	4000
NGO	1318	2409
Sports	1750	2650
Wholesale and Retail	2342	3447

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1713	2617
Consulting	2125	2575
ICT	3500	4000
Wholesale and Retail	2655	4427

 **East Coast**

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1817	2992
ICT	3500	4000
Wholesale and Retail	2200	3575

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1800	2900
Consulting	2000	2500
ICT	3500	4000
Wholesale and Retail	3222	4833

Hotel / Restaurant

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	2000	3142
Call Center / BPO	2500	3567
Consulting	2328	3611
Hospitality	1597	2228
Manufacturing - Production	1883	2517
Others	1371	1857
Wholesale and Retail	1867	2633

Central Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1994	3150
Call Center / BPO	3012	4168
Consulting	2078	3039
Engineering / Industrial Services	1742	2567
FMCG	1667	2267
Hospitality	1680	2382
Human Resources / RF	1700	2491
Manufacturing - Production	1614	2383
Others	1550	2388
Professional Services	2333	2433
Wholesale and Retail	1575	2168

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1850	2575
Call Center / BPO	2500	3550
Consulting	2400	3736
Hospitality	1703	2359
Manufacturing - Production	1440	2340
Others	1400	2000

 **East Coast**

	Avg Min Salary	Avg Max Salary
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Biotech / Healthcare	2000	2000
Consulting	2417	2417
Hospitality	1438	1438
Others	1200	1200

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
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Biotech / Healthcare	2000	2900
Consulting	2417	3750
Hospitality	2240	2980

Manufacturing

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1800	2667
Consulting	2200	2820
Human Resources / RF	1522	1867
Manufacturing - E&E	2210	3246
Manufacturing - Production	1743	2639
Manufacturing - SemiCon	1900	2760
Manufacturing - Textile/Wood/Plastic	1621	2143
Wholesale and Retail	1400	2153

Central Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1869	2495
Call Center / BPO	2300	3060
Construction	2044	2800
Consulting	1690	2327
Education	1550	2192
Engineering / Industrial Services	1643	2329
Entertainment / Event	2667	3567
FMCG	1821	2600
Hospitality	1818	2575
Human Resources / RF	1833	2427
ICT	1805	2690
Manufacturing - E&E	1506	2324
Manufacturing - Production	1862	2645
Manufacturing - SemiCon	2500	3300
Manufacturing - Textile/Wood/Plastic	1513	2413
Oil & Gas	1575	2050
Others	2015	2618
Printing / Arts	1670	2400
Sports	1800	2300
Wholesale and Retail	1676	2365

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1386	2114
Construction	1800	3000
Consulting	1614	2386
Human Resources / RF	1450	1850
Manufacturing - E&E	1454	1987
Manufacturing - Production	1802	2729
Manufacturing - SemiCon	2133	3000
Manufacturing - Textile/Wood/Plastic	1800	2415
Others	1275	2088
Wholesale and Retail	1544	2244

East Coast

	Avg Min Salary	Avg Max Salary
Human Resources / RF	1100	1300
Manufacturing - Production	2012	3235
Wholesale and Retail	2020	2520

East Malaysia

	Avg Min Salary	Avg Max Salary
Human Resources / RF	1100	1300
Manufacturing - Production	2040	3180

Others

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1000	1300
Biotech / Healthcare	2157	4000
Call Center / BPO	1700	2500
Consulting	1700	2320
Human Resources / RF	2200	3200
Others	1789	3089

Central Region

	Avg Min Salary	Avg Max Salary
Advertising	2064	2927
Agriculture / Aquaculture	1250	1730
Banking & Financial Svcs	2211	3033
Biotech / Healthcare	1673	3050
Call Center / BPO	2250	3070
Construction	1745	2408
Consulting	1789	2563
Education	1452	1950
Engineering / Industrial Services	1689	2111
Entertainment / Event	1970	2674
FMCG	2315	3100
Hospitality	1583	2220
Human Resources / RF	2213	3044
ICT	2324	3086
Manufacturing - E&E	1880	2610
Manufacturing - Production	1612	2194
Manufacturing - Textile/Wood/Plastic	1675	2100
NGO	1288	1550
Others	1487	2225
Printing / Arts	1754	2592
Professional Services	2033	2533
Wholesale and Retail	1508	2242

Southern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1000	1313
Banking & Financial Sv	1500	2200
Call Center / BPO	1900	2625
Construction	1733	2611
Consulting	1967	2417
Hospitality	1200	1833
Manufacturing - Production	1100	1567
Others	1473	2636

East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1000	1250
Consulting	1500	2000
Hospitality	1100	1300
ICT	1500	1750

East Malaysia

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1000	1250
ICT	1500	1750

Sales / Marketing

Northern Region

	Avg Min Salary	Avg Max Salary
Advertising	1450	2350
Banking & Financial Svs	2380	3863
Biotech / Healthcare	2416	4099
Call Center / BPO	2357	3357
Construction	2690	3910
Consulting	2205	3613
Education	1727	3167
Entertainment / Event	2500	5000
FMCG	1988	3088
Hospitality	2005	2316
Human Resources / RF	2200	3140
ICT	1619	2539
Logistic	2005	3245
Manufacturing - E&E	1662	2603
Manufacturing - Production	2160	3343
Manufacturing - Textile/Wood/Plastic	2120	2980
NGO	1900	2200
Others	2348	3393
Printing / Arts	1340	2100
Wholesale and Retail	1953	3119

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	1933	3417
Advertising	2354	3750
Agriculture / Aquaculture	2173	3809
Banking & Financial Svs	2378	3695
Biotech / Healthcare	2225	3541
Call Center / BPO	1994	3141
Construction	2703	4009
Consulting	2133	3263



Central Region

	Avg Min Salary	Avg Max Salary
Education	1832	3083
Engineering / Industrial Services	2100	3263
Entertainment / Event	2170	3401
FMCG	2131	2964
Hospitality	1921	2666
Human Resources / RF	2117	3011
ICT	2032	3142
Logistic	2158	3150
Manufacturing - E&E	1875	2879
Manufacturing - Production	2091	3224
Manufacturing - Textile/Wood/Plastic	2021	3126
NGO	1731	2462
Oil & Gas	2080	2927
Others	2145	3139
Printing / Arts	1861	2745
Professional Services	2588	3900
Sports	1664	2271
Wholesale and Retail	1952	2955



Southern Region

	Avg Min Salary	Avg Max Salary
Advertising	2471	3800
Banking & Financial Svcs	2412	3715
Biotech / Healthcare	2474	4123
Call Center / BPO	2217	3162
Construction	2760	3824
Consulting	2138	3610
Education	1555	2973
Engineering / Industrial Services	2000	3300
FMCG	2108	3004
Hospitality	1699	2088
Human Resources / RF	2060	3150
ICT	1664	2577

Southern Region

	Avg Min Salary	Avg Max Salary
Logistic	2171	3586
Manufacturing - E&E	1623	2621
Manufacturing - Production	2204	3467
Manufacturing - Textile/Wood/Plastic	1692	2500
Others	2026	2984
Printing / Arts	1727	2773
Sports	1738	2425
Wholesale and Retail	1915	3027

East Coast

	Avg Min Salary	Avg Max Salary
Advertising	1500	2500
Banking & Financial Svcs	2534	4128
Biotech / Healthcare	2576	4480
Call Center / BPO	2300	3278
Construction	2753	3813
Consulting	1933	3583
Education	1533	3067
Hospitality	2341	2991
Human Resources / RF	1586	2686
ICT	1526	2366
Manufacturing - E&E	1391	2214
Manufacturing - Production	1776	2676
Manufacturing - Textile/Wood/Plastic	1931	2800
Others	2088	2825
Printing / Arts	1667	2533
Wholesale and Retail	1938	3062

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Advertising	1500	2500
Agriculture / Aquaculture	2222	3140
Banking & Financial Svcs	2404	3493
Biotech / Healthcare	2536	4107
Call Center / BPO	2336	3318
Construction	2750	3667
Consulting	1738	3100
Education	1525	3050
FMCG	2100	3250
Hospitality	2168	2482
Human Resources / RF	1500	3000
ICT	1655	2577
Manufacturing - E&E	1370	2241
Manufacturing - Production	2289	3914
Oil & Gas	2550	4050
Wholesale and Retail	2194	3351

Sciences

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1433	1767
Biotech / Healthcare	1640	2380
Consulting	2000	2500
Engineering / Industrial Services	1429	2429
Manufacturing - Production	2350	3267

Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1889	2444
Banking & Financial Svcs	2131	2985
Biotech / Healthcare	1914	2855
Construction	1825	2300
Consulting	2288	2850
Engineering / Industrial Services	1440	2270
Entertainment / Event	2500	3500
FMCG	1433	2000
Government	1000	2000
ICT	1500	1919
Manufacturing - Production	1865	2506
Manufacturing - Textile/Wood/Plastic	1675	2500
Others	1300	1843
Professional Services	3000	4200

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1791	2545
Consulting	1929	2500
Engineering / Industrial Services	1000	2000
Manufacturing - Production	1812	2818

 **East Coast**

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1800	2600
Hospitality	2750	3450

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1800	2590
Consulting	2000	2500

Services

Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svs	2200	2521
Biotech / Healthcare	1613	2263
Call Center / BPO	2277	3385
Consulting	2213	3302
Education	2122	2500
Engineering / Industrial Services	1964	2709
Human Resources / RF	2917	3943
ICT	1874	2915
Logistic	1838	2586
Manufacturing - E&E	1754	2492
Manufacturing - Production	1903	2849
Manufacturing - SemiCon	1850	2390
Others	1946	2523
Printing / Arts	2350	3875
Professional Services	2100	3150
Wholesale and Retail	2238	3215

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2300	2900
Advertising	1998	3148
Agriculture / Aquaculture	2525	3250
Banking & Financial Svs	2327	3179
Biotech / Healthcare	2116	2801
Call Center / BPO	2378	3265
Construction	1734	2418
Consulting	2193	3159
Education	1971	2686
Engineering / Industrial Services	1838	2547
Entertainment / Event	2000	2660

Central Region

	Avg Min Salary	Avg Max Salary
FMCG	1954	2717
Hospitality	2490	3246
Human Resources / RF	2649	3551
ICT	2100	2951
Logistic	1802	2563
Manufacturing - E&E	2005	2932
Manufacturing - Production	1718	2472
Manufacturing - Textile/Wood/Plastic	2213	2925
Oil & Gas	1922	2356
Others	1981	2796
Printing / Arts	1846	2608
Professional Services	2082	3039
Sports	1667	2367
Wholesale and Retail	1933	2723

Southern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	2240	2240
Biotech / Healthcare	2160	2160
Call Center / BPO	2128	2128
Construction	1790	1790
Consulting	2291	2291
Engineering / Industrial Services	1488	1488
Hospitality	1750	1750
Human Resources / RF	2831	2831
ICT	1948	1948
Logistic	1781	1781
Manufacturing - Production	1815	1815
Others	1663	1663
Professional Services	1750	1750

 **East Coast**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	2300	2500
Call Center / BPO	2248	3334
Consulting	2276	3495
Hospitality	2600	3800
Human Resources / RF	3577	4585
ICT	2032	3238
Others	1975	2350
Wholesale and Retail	3000	4500

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	2300	2500
Call Center / BPO	2282	3245
Consulting	2194	3300
Human Resources / RF	3633	4640
ICT	2294	3394
Logistic	1600	2100
Manufacturing - Production	1000	1400
Others	2000	2300

NON EXECUTIVE



Accounting / Finance

Admin / HR

Arts / Media / Comm

Building / Construction

Computer / IT

Education / Training

Engineering

Healthcare

Hotel / Restaurant

Manufacturing

Others

Sales / Marketing

Sciences

Services



Accounting / Finance

Northern Region

	Avg Min Salary	Avg Max Salary
Accounting	1771	2329
Banking & Financial Sv	2080	2760
Construction	1638	2163
Consulting	1420	1880
Manufacturing - E&E	1475	2200
Manufacturing - Production	1537	2310
Others	1783	2500
Wholesale and Retail	1814	2471

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	1908	2522
Advertising	1740	2420
Agriculture / Aquaculture	1775	2483
Banking & Financial Sv	2203	3555
Biotech / Healthcare	1706	2381
Construction	1830	2512
Consulting	1900	2651
Education	1620	2333
Engineering / Industrial Services	1752	2461
Entertainment / Event	1838	2450
FMCG	1883	2633
Hospitality	1696	2230
Human Resources / RF	4110	5723
ICT	2202	3057
Logistic	1638	2231
Manufacturing - E&E	1550	2167
Manufacturing - Production	1682	2442
Manufacturing - Textile/Wood/Plastic	2020	2760
Oil & Gas	2027	2747
Others	3436	4442
Printing / Arts	1836	2686
Professional Services	2040	2860

Southern Region

	Avg Min Salary	Avg Max Salary
Accounting	1800	2333
Agriculture / Aquaculture	1900	2560
Banking & Financial Svcs	4440	8560
Construction	2029	2714
FMCG	1475	1975
Logistic	1767	2583
Manufacturing - Production	1802	2613
Manufacturing - Textile/Wood/Plastic	1471	2600
Others	2333	3333
Wholesale and Retail	1867	3133

East Malaysia

	Avg Min Salary	Avg Max Salary
Manufacturing - Production	1625	2388

Admin / HR

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1429	2229
Banking & Financial Svs	1817	2267
Biotech / Healthcare	1183	1750
Construction	1428	2022
Engineering / Industrial Services	1743	2871
Hospitality	1400	2033
Human Resources / RF	1433	1933
ICT	1300	1760
Logistic	1271	1600
Manufacturing - E&E	1414	2086
Manufacturing - Production	1467	2102
Others	1820	2340
Wholesale and Retail	1464	1964

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	1639	2343
Advertising	1882	2571
Agriculture / Aquaculture	1768	2309
Banking & Financial Svs	1536	2076
Biotech / Healthcare	1739	2472
Call Center / BPO	1443	2229
Construction	1640	2279
Consulting	1753	2540
Education	1590	2263
Engineering / Industrial Services	1820	2556
Entertainment / Event	1622	2211
FMCG	1754	2371
Government	1857	2714
Hospitality	1577	2053

 **Central Region**

	Avg Min Salary	Avg Max Salary
Human Resources / RF	1941	2608
ICT	1627	2224
Logistic	1622	2109
Manufacturing - E&E	1548	2148
Manufacturing - Production	1556	2191
Manufacturing - Textile/Wood/Plastic	1646	2154
NGO	1759	2264
Oil & Gas	1720	2363
Others	1813	2419
Printing / Arts	1662	2238
Professional Services	1785	2472
Sports	3292	4258
Wholesale and Retail	1577	2154

 **Southern Region**

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	1400	1567
Construction	1528	2333
FMCG	1450	2117
Hospitality	1917	2583
Human Resources / RF	1200	1783
ICT	1480	2200
Logistic	1225	1606
Manufacturing - E&E	1200	1526
Manufacturing - Production	1451	2089
Manufacturing - Textile/Wood/Plastic	1186	1757
Oil & Gas	1900	2550
Others	1317	1767
Wholesale and Retail	1370	1800

 **East Coast**

	Avg Min Salary	Avg Max Salary
Hospitality	1633	2700
Logistic	1100	1250
Wholesale and Retail	1367	1967

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Logistic	1100	1250
Manufacturing - Production	1340	1820

Arts / Media / Comm

Northern Region

	Avg Min Salary	Avg Max Salary
Manufacturing - Production	1533	2133
Manufacturing - SemiCon	1000	1300
Printing / Arts	1833	2650

Central Region

	Avg Min Salary	Avg Max Salary
Advertising	2506	3604
Construction	2464	3729
Consulting	2388	3600
Education	1800	2667
Engineering / Industrial Services	1880	2700
Entertainment / Event	2225	3238
Hospitality	2417	3375
Human Resources / RF	5250	7500
ICT	1980	2680
Manufacturing - Production	1830	2685
NGO	1571	2743
Others	6507	8207
Printing / Arts	2196	3080
Wholesale and Retail	1863	2669

Building / Construction

Northern Region

Construction

Avg Min Salary

3244

Avg Max Salary

4722

Central Region

Construction

Avg Min Salary

3813

Avg Max Salary

6424

Engineering / Industrial Services

1601

2550

Others

7167

8333

Southern Region

Construction

Avg Min Salary

2883

Avg Max Salary

4450

Computer / IT

Northern Region

	Avg Min Salary	Avg Max Salary
Consulting	3275	5450
ICT	1646	2285
Manufacturing - E&E	2460	3760
Manufacturing - Production	1650	2450
Manufacturing - SemiCon	1000	1414

Central Region

	Avg Min Salary	Avg Max Salary
Call Center / BPO	3778	5300
Construction	1760	2200
Consulting	3304	5259
Engineering / Industrial Services	2328	3200
Entertainment / Event	3200	4800
Government	2667	4133
Hospitality	1594	2200
Human Resources / RF	4117	6496
ICT	3023	4609
Logistic	1650	2213
Manufacturing - Production	1800	2527
NGO	2160	3040
Oil & Gas	1660	2340
Others	6690	10040
Wholesale and Retail	2107	3100

Southern Region

	Avg Min Salary	Avg Max Salary
ICT	1413	1788

East Coast

	Avg Min Salary	Avg Max Salary
Hospitality	1100	1800

Education / Training

Northern Region

	Avg Min Salary	Avg Max Salary
Education	1575	2085
Manufacturing - Production	1525	2450
NGO	2000	2100

Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svgs	1000	1200
Consulting	2117	3625
Education	2165	3163
Government	1500	1750
Manufacturing - Production	1457	2043
NGO	1500	2200

Southern Region

	Avg Min Salary	Avg Max Salary
Education	1870	2641

East Coast

	Avg Min Salary	Avg Max Salary
Education	2567	3300

Engineering

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1400	2500
Biotech / Healthcare	1531	2690
Construction	2008	2982
Consulting	2080	3065
Engineering / Industrial Services	1647	2867
FMCG	1333	2600
Human Resources / RF	1644	2978
ICT	1585	2362
Manufacturing - E&E	1865	2875
Manufacturing - Production	1645	2620
Manufacturing - SemiCon	1781	2933
Manufacturing - Textile/Wood/Plastic	1300	2000
Oil & Gas	4105	6189
Others	1850	2450

Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svs	1867	2533
Biotech / Healthcare	1933	2600
Construction	2187	3287
Consulting	2369	3473
Education	1798	3011
Engineering / Industrial Services	1820	2690
FMCG	1650	2650
Hospitality	1933	2640
Human Resources / RF	2813	4263
ICT	1661	2393
Logistic	1407	2073
Manufacturing - E&E	1808	2519
Manufacturing - Production	1618	2440
Oil & Gas	2369	3542
Others	2972	4040

Southern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1360	2533
Biotech / Healthcare	1567	2267
Construction	2476	3811
Consulting	2163	3167
Education	1520	2400
Engineering / Industrial Services	1866	2623
FMCG	1533	2644
ICT	1500	2000
Manufacturing - E&E	1793	2579
Manufacturing - Production	1643	2499
Manufacturing - SemiCon	1578	2289
Others	1720	2800

East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1575	2925
Biotech / Healthcare	2175	3650
Construction	2175	3033
Engineering / Industrial Services	1490	2120
Hospitality	1763	2163
ICT	1500	2000
Manufacturing - Production	1422	2422

East Malaysia

	Avg Min Salary	Avg Max Salary
Construction	1988	2913
Engineering / Industrial Services	2175	2950
ICT	1600	2160
Manufacturing - Production	1500	2400
Manufacturing - SemiCon	1500	2300
Oil & Gas	2108	2917

Healthcare

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	3011	4500
FMCG	1767	2533
Hospitality	2000	2500
Wholesale and Retail	1917	2650

Central Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1867	2909
Consulting	4133	6083
Education	1750	2525
FMCG	1420	2360
NGO	2250	2600
Wholesale and Retail	2019	3222

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1626	2678
Wholesale and Retail	2125	3200

Hotel / Restaurant

Northern Region

	Avg Min Salary	Avg Max Salary
Consulting	1333	2333
Hospitality	1360	2050
Others	1460	2100

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	1667	2400
Biotech / Healthcare	1680	2480
Construction	1713	2400
Consulting	1673	2667
Education	1571	2100
Engineering / Industrial Services	2119	3125
Entertainment / Event	1500	2233
Hospitality	1597	2232
Human Resources / RF	2044	3011
Manufacturing - Production	1354	1915
NGO	1400	1732
Others	1506	2106
Wholesale and Retail	1556	2262

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	2025	2950
Consulting	1400	2267
Hospitality	1669	2417
Others	1925	2488

◆ East Coast

Hospitality

Avg Min Salary

1529

Avg Max Salary

2110

◆ East Malaysia

Hospitality

Avg Min Salary

1485

Avg Max Salary

2170

Manufacturing

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1964	2822
Construction	1638	2469
Consulting	1963	3000
Engineering / Industrial Services	1781	2688
Human Resources / RF	1931	3415
Manufacturing - E&E	1568	2694
Manufacturing - Production	1620	2449
Manufacturing - SemiCon	1600	2311
Manufacturing - Textile/Wood/Plastic	1791	2736
Oil & Gas	1200	2200
Others	1571	2144
Printing / Arts	2233	3000
Wholesale and Retail	1450	1950

Central Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svcs	2113	3575
Biotech / Healthcare	1629	2409
Call Center / BPO	2133	3100
Construction	1819	2684
Consulting	1701	2510
Education	1727	2517
Engineering / Industrial Services	1836	2567
Entertainment / Event	1867	2733
FMCG	1616	2355
Hospitality	1661	2332
Human Resources / RF	1783	2483
ICT	1454	2125
Logistic	1563	2163
Manufacturing - E&E	1614	2365

Central Region

	Avg Min Salary	Avg Max Salary
Manufacturing - Production	1634	2426
Manufacturing - Textile/Wood/Plastic	1550	2200
Oil & Gas	1686	2346
Others	1987	2874
Printing / Arts	1450	2625
Wholesale and Retail	1776	2507

Southern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1395	2200
Construction	1913	2829
Consulting	1529	2214
Engineering / Industrial Services	1536	2229
FMCG	1646	2471
Hospitality	1600	1975
Human Resources / RF	2217	3100
ICT	1500	2067
Manufacturing - E&E	1433	2167
Manufacturing - Production	1654	2517
Manufacturing - SemiCon	1574	2945
Manufacturing - Textile/Wood/Plastic	1764	2445
Oil & Gas	2547	3696
Others	1600	2275
Wholesale and Retail	1420	2030

East Coast

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1650	2700
Consulting	1800	2500
Hospitality	1284	1854
Human Resources / RF	1950	3000
Manufacturing - Production	1400	2067
Oil & Gas	1200	2200

 East Malaysia

	Avg Min Salary	Avg Max Salary
Consulting	1800	2500
Human Resources / RF	1920	3000
Manufacturing - Production	1880	2720

Others

Northern Region

	Avg Min Salary	Avg Max Salary
Banking & Financial Svs	1306	1663
Biotech / Healthcare	1400	1533
Construction	1400	2360
Hospitality	1314	1686
Logistic	1338	1588
Manufacturing - E&E	1433	2400
Manufacturing - Production	1550	2000
Others	1450	2150
Wholesale and Retail	1525	2013

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2100	3225
Advertising	1782	2636
Agriculture / Aquaculture	1538	2225
Banking & Financial Svs	1480	1975
Biotech / Healthcare	1484	2251
Call Center / BPO	1420	1980
Construction	1755	2426
Consulting	1694	2415
Education	1567	2289
Engineering / Industrial Services	1686	2456
Entertainment / Event	1856	2556
FMCG	1750	2233
Hospitality	1651	2189
Human Resources / RF	1521	2184
ICT	2033	2985
Logistic	1480	2219
Manufacturing - E&E	1710	2290
Manufacturing - Production	1506	2126

Central Region

	Avg Min Salary	Avg Max Salary
Manufacturing - Textile/Wood/Plastic	1721	2200
NGO	1836	2770
Oil & Gas	1534	2214
Others	1609	2153
Printing / Arts	1620	2315
Professional Services	1800	2125
Sports	1400	1933
Wholesale and Retail	1614	2236

Southern Region

	Avg Min Salary	Avg Max Salary
Construction	1709	2415
Education	1833	2500
ICT	3167	4000
Manufacturing - Production	1472	2125
Manufacturing - Textile/Wood/Plastic	1400	1800
Oil & Gas	1900	2900
Others	1740	2580
Wholesale and Retail	1613	2088

East Coast

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1250	2350
Construction	1600	2700
Hospitality	1346	1969
Wholesale and Retail	1600	2000

East Malaysia

	Avg Min Salary	Avg Max Salary
Wholesale and Retail	1600	2000

Sales / Marketing

Northern Region

	Avg Min Salary	Avg Max Salary
Accounting	2400	4333
Agriculture / Aquaculture	1629	2300
Banking & Financial Svcs	1833	3667
Biotech / Healthcare	1971	3114
Construction	1750	2575
Entertainment / Event	1300	1800
FMCG	1711	2493
Hospitality	1275	1725
Human Resources / RF	1867	3133
ICT	1483	2138
Manufacturing - E&E	1689	2933
Manufacturing - Production	1775	2512
Manufacturing - Textile/Wood/Plastic	1129	1700
Others	1775	3100
Printing / Arts	2525	3375
Wholesale and Retail	1694	2657

Central Region

	Avg Min Salary	Avg Max Salary
Accounting	2425	4000
Advertising	1575	2392
Agriculture / Aquaculture	1800	2500
Banking & Financial Svcs	2117	3223
Biotech / Healthcare	1987	2907
Call Center / BPO	2331	3147
Construction	1731	2606
Consulting	1752	2610
Education	1444	2075
Engineering / Industrial Services	2068	2874
Entertainment / Event	1607	2304

Central Region

	Avg Min Salary	Avg Max Salary
FMCG	1849	2608
Hospitality	1735	2364
Human Resources / RF	2906	4054
ICT	1900	2775
Logistic	1891	2663
Manufacturing - E&E	1872	3498
Manufacturing - Production	1848	2895
Manufacturing - Textile/Wood/Plastic	1506	2615
NGO	1786	2457
Oil & Gas	1886	2971
Others	2071	3300
Printing / Arts	1911	2806
Sports	1950	2500
Wholesale and Retail	1655	2574

Southern Region

	Avg Min Salary	Avg Max Salary
Advertising	1567	2433
Agriculture / Aquaculture	1500	2167
Biotech / Healthcare	2147	3659
Construction	1836	2836
Consulting	2000	2933
Entertainment / Event	1322	1822
FMCG	1776	2445
Human Resources / RF	1808	3038
ICT	1567	2233
Manufacturing - E&E	1788	3463
Manufacturing - Production	1808	2351
Manufacturing - Textile/Wood/Plastic	1169	1731
Others	1517	2300
Printing / Arts	1900	2767
Wholesale and Retail	1691	2654

 **East Coast**

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1650	2350
Biotech / Healthcare	1540	2700
Entertainment / Event	1300	1800
FMCG	2000	2871
Hospitality	1420	1760
Human Resources / RF	1675	2775
Manufacturing - E&E	2500	5000
Manufacturing - Production	1711	2371
Manufacturing - Textile/Wood/Plastic	1400	2200
Wholesale and Retail	1789	2900

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1964	2891
Manufacturing - Production	1286	1948
Manufacturing - Textile/Wood/Plastic	1050	1400
Wholesale and Retail	2405	4127

Sciences

Northern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1165	1782
Biotech / Healthcare	1800	2550

Central Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1560	2340
Biotech / Healthcare	1638	2325
Consulting	1333	2067
Education	1580	2300
Engineering / Industrial Services	1990	3063
Manufacturing - Production	1368	1957
Others	1875	3025

Southern Region

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1292	1873
Manufacturing - Production	1583	2367
Oil & Gas	2100	3500

East Coast

	Avg Min Salary	Avg Max Salary
Agriculture / Aquaculture	1333	1967

Services

Northern Region

	Avg Min Salary	Avg Max Salary
Biotech / Healthcare	1767	2267
Call Center / BPO	3860	4720
Construction	1367	1900
Engineering / Industrial Services	2233	3717
FMCG	1367	1967
Hospitality	1386	1857
ICT	1280	1820
Logistic	1561	2211
Manufacturing - Production	1539	2227
Others	1500	2120
Printing / Arts	1650	2300
Professional Services	1450	2275
Wholesale and Retail	1286	1743

Central Region

	Avg Min Salary	Avg Max Salary
Advertising	1980	2680
Banking & Financial Svs	1469	2122
Biotech / Healthcare	1877	2730
Call Center / BPO	2589	3438
Construction	1485	2180
Consulting	2111	3016
Education	1593	2283
Engineering / Industrial Services	2137	3203
Entertainment / Event	1406	2178
FMCG	1744	2516
Hospitality	1648	2222
Human Resources / RF	2097	2946
ICT	1908	2826

Central Region

	Avg Min Salary	Avg Max Salary
Logistic	1523	2055
Manufacturing - E&E	1967	2700
Manufacturing - Production	1558	2304
Manufacturing - Textile/Wood/Plastic	1800	2300
NGO	2234	2753
Oil & Gas	1663	2375
Others	1720	2316
Printing / Arts	1412	2000
Professional Services	1845	2655
Wholesale and Retail	1520	2154

Southern Region

	Avg Min Salary	Avg Max Salary
Accounting	1600	2600
Biotech / Healthcare	1975	2750
Call Center / BPO	3713	4575
Construction	1612	2325
Engineering / Industrial Services	1533	2267
Hospitality	1500	1833
Human Resources / RF	1760	2560
ICT	1736	2382
Logistic	1580	2267
Manufacturing - Production	1580	2392
Manufacturing - SemiCon	1300	2375
Manufacturing - Textile/Wood/Plastic	1567	1833
Others	1283	1800
Wholesale and Retail	1225	1625

 **East Coast**

	Avg Min Salary	Avg Max Salary
Call Center / BPO	3860	4720
Hospitality	1275	1975
Others	1500	1950

 **East Malaysia**

	Avg Min Salary	Avg Max Salary
Call Center / BPO	3860	4720
Logistic	1233	2033



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