

87% of respondents
willing to be re-trained
to avoid unemployment.

randstad malaysia
workmonitor 2020: january – june



dire need to sharpen digital literacy skills.



Randstad's latest Workmonitor survey revealed that 87% of respondents in Malaysia are willing to be re-trained to ensure their employability. This sentiment is highest among more Generation-X workers, with 92% of respondents aged from 35 to 44 years old feeling so.

Ms. Jaya Dass, Managing Director, Malaysia and Singapore at Randstad said, "More companies are investing in technology as a strategy to recover faster and emerge stronger from the pandemic. However, this may risk further widening the gap between what employers expect of their workforce and the skills that the employees are realistically equipped with. To remain competitive, organisations need to meet the heightened expectations that their workforce in equipping them with the skills that will adequately prepare them for the future and to avoid unemployment."

create a learning environment to attract and retain young employees.

Many employers hire younger workers due to their natural affinity in embracing and working with digital tools, as well as their potential to drive technological change. 75% of all local respondents believe younger workers are more attractive to employers due to the "tech-savvy" skills they possess. This sentiment is higher among Generation-Z respondents, with 83% of them echoing the same.

Dass said, "Even though younger talent are seen to be more desirable for their digital knowledge, employers should not expect or rely on them to drive the organisation's digital agenda. Such high expectations of our younger talent do not really set them up for success, as they have yet to learn the know-how of working in a corporate environment, such as budgeting and project managing. Instead, companies should create a collaborative environment where employees from all different generations can experience growth together."

57% said that current training programmes do not adequately prepare them for the skills they need in the future

Though 79% of respondents believe their employers are committed to helping them grow professionally, 57% felt that the training and re-skilling programmes provided by their employers do not adequately prepare them for the skills they need in the future.

Dass shared, "Employees and candidates are already feeling the immense pressure to develop new capabilities. There has never been a more urgent need to equip the workforce with digital skills in an effort to close the widening gap. Companies need to provide more dynamic and robust training programmes that can help their workforce gain new skills that will allow them to be more agile, creative and productive."

The 2020 Randstad Workmonitor Q1 survey was conducted from March 13 to 30, 2020 with a minimum sample size of 400 per market.

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I am considering leaving my current job and starting my own business. [%]

	mainland china	malaysia	hong kong sar	singapore
all	50	49	37	41
men	51	45	32	45
women	50	52	42	36
18 - 24	59	49	49	50
25 - 34	55	56	39	51
35 - 44	47	54	36	41
45 - 54	35	37	27	35
55 - 67	50	28	18	20

I believe my employer is committed to helping me grow professionally. [%]

	mainland china	malaysia	hong kong sar	singapore
all	90	79	64	68
men	90	79	60	63
women	91	78	68	72
18 - 24	95	79	64	75
25 - 34	92	80	68	72
35 - 44	88	84	63	62
45 - 54	85	67	51	66
55 - 67	95	78	45	66

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I feel my employer's training or reskilling programmes won't adequately prepare me for the skills I'll need in the future. [%]

	mainland china	malaysia	hong kong sar	singapore
all	73	57	59	64
men	69	54	59	63
women	77	60	59	65
18 - 24	80	56	58	67
25 - 34	78	58	63	62
35 - 44	69	62	59	64
45 - 54	59	53	59	66
55 - 67	75	53	47	61

I would be willing to be re-trained in order to avoid unemployment. [%]

	mainland china	malaysia	hong kong sar	singapore
all	93	87	87	89
men	93	89	87	90
women	94	85	86	88
18 - 24	95	88	88	91
25 - 34	96	90	87	86
35 - 44	93	92	88	90
45 - 54	88	75	85	88
55 - 67	85	78	84	93

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I would love to be an entrepreneur, because it gives me more opportunities. [%]

	mainland china	malaysia	hong kong sar	singapore
all	70	75	55	63
men	68	73	52	58
women	73	77	57	66
18 - 24	87	82	67	66
25 - 34	75	76	60	72
35 - 44	66	81	53	65
45 - 54	51	66	44	56
55 - 67	55	68	26	46

I'd rather take the risk of starting my own business than the risk of re-training for a job in a new field. [%]

	mainland china	malaysia	hong kong sar	singapore
all	50	54	43	44
men	47	50	38	38
women	54	57	48	49
18 - 24	60	59	52	51
25 - 34	54	56	48	54
35 - 44	47	62	42	48
45 - 54	36	40	26	36
55 - 67	55	41	34	24

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If I lose my job due to economic reasons, I believe my employer would support me in finding a new position via outplacement. [%]

	mainland china	malaysia	hong kong sar	singapore
all	74	54	41	50
men	71	52	37	45
women	79	55	46	55
18 - 24	84	57	47	70
25 - 34	76	53	43	55
35 - 44	73	59	42	46
45 - 54	65	44	29	43
55 - 67	80	54	42	49

If my job becomes redundant due to automation, I believe my employer would support me in reskilling and finding another position within the company. [%]

	mainland china	malaysia	hong kong sar	singapore
all	81	60	49	56
men	78	58	45	50
women	84	62	53	61
18 - 24	84	60	49	70
25 - 34	83	60	52	60
35 - 44	78	67	48	54
45 - 54	72	50	43	45
55 - 67	90	60	42	57



questions?

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