

# Malaysia

1,500  
respondents

14%  
Gen Z

59%  
Millennials

23%  
Gen X

3%  
Baby Boomers

38%  
Female

62%  
Male

90%  
Employed full-time

6%  
Employed part-time

57%  
Have one job only

43%  
Have more than one job

29%  
Full-time in-person working

46%  
Hybrid working

25%  
Full-time remote working

## Business viability

Only **42%** believe that their organisation will be in business for more than 10 years if they remain on their current path, 9% less than the Asia Pacific average of 51%, with Gen X being the most positive generation (47%) and Gen Z being the least positive (34%).

## Climate action

**39%** think their employers have a responsibility to take action to address climate change (vs. Asia Pacific 41%).



**48%** believe their company is taking the right amount of climate action (vs. Asia Pacific 43%).

## Workforce skills

**50%** believe the skills for their job will change significantly in the next five years (vs. Asia Pacific 44%).

**62%** are confident that their employers will provide them the opportunity to apply the skills that are most important to their career in the next five years (vs. Asia Pacific 48%).



Employees rank people skills as more important than technical or core business skills, including critical thinking skills (78%), leadership skills (75%) and collaborative skills (74%).

## Employee sentiment

**57%** are very or moderately satisfied with their jobs, slightly lower than previous year (59%) (vs Asia Pacific 57%).

Employees in Malaysia are more likely to seek changes in their jobs in 2023 than they were in 2022.



	Malaysia 2022	Malaysia 2023	Asia Pacific 2023
Ask for a pay raise	32%	47%	43%
Ask for a promotion	28%	38%	38%
Change employer	16%	28%	28%

### Inclusion:

- 56% can truly be themselves at work (vs. Asia Pacific 52%)
- 51% think that their manager considers their viewpoint when making decisions (vs. Asia Pacific 47%)

## Emerging technology

Malaysian employees are relatively positive about the impact of Artificial Intelligence (AI) on their career. Compared to last year, there has been a decrease in Malaysians' fear that AI will replace their role (23% vs 31%).

- 50%** think that AI will help them increase their productivity/efficiency at work (vs. Asia Pacific 41%)
- 42%** think that AI will create opportunities for them to learn valuable new skills (vs. Asia Pacific 34%)
- 29%** think that AI will create new job opportunities for them (vs. Asia Pacific 25%)
- 28%** believe AI will require them to learn new skills that they are not confident that they have capacity to learn (vs. Asia Pacific 22%)
- 23%** think that AI will replace their role (vs. Asia Pacific 16%)
- 9%** don't think AI will impact their job (vs. Asia Pacific 16%)
- 68%** think that digital skills are important to their career (vs. Asia Pacific 59%)



### Key contacts:

**Debra Ovinis**  
Partner,  
Workforce  
[debra.ovinis@pwc.com](mailto:debra.ovinis@pwc.com)

**Kartina Abdul Latif**  
Partner,  
Workforce  
[kartina.a.latif@pwc.com](mailto:kartina.a.latif@pwc.com)

## Work environment

Malaysian employees are generally more positive about their workplace environment, culture and relationship with managers.



### Fairness

54% state that their manager treats them fairly and equitably (vs. Asia Pacific 53%).



### Workplace culture

34% agree that their manager often/usually tolerates small-scale failures (vs. Asia Pacific 31%).

35% of the employees agree that their manager often/usually encourages dissent and debate (vs. Asia Pacific 33%).



### Empowerment

54% of the employees find their job fulfilling (vs. Asia Pacific 51%).



### Feedback

58% would actively seek feedback and use it to improve their performance (vs. Asia Pacific 53%).

57% would provide constructive feedback to their coworkers to help improve the team's performance (vs. Asia Pacific 51%).

