

## Untuk Siaran Segera

### **PIKOM: Gaji Bakat Digital Stabil pada Kadar Sihat Seiring Pertumbuhan Ekonomi Digital**

**PETALING JAYA:** Bakat digital di Malaysia menikmati kenaikan gaji yang lebih tinggi selaras dengan peningkatan permintaan terhadap kemahiran seperti kecerdasan buatan (AI), sains data, pengkomputeran awan, dan keselamatan siber, didorong oleh penerapan digital yang pesat di seluruh negara.

Pertumbuhan gaji dijangka stabil pada kadar 7.19% tahun ini dan 7.12% pada 2025, menurut laporan "*Economic and Digital Job Market Outlook 2024-25*" oleh Persatuan Industri Komputer dan Multimedia Malaysia (PIKOM).

Bercakap semasa pelancaran laporan itu, Pengerusi PIKOM Ong Chin Seong berkata kadar pertumbuhan ini mencerminkan tahap yang sihat dan mampan.

"Kenaikan gaji dua digit sebanyak 13.90% yang direkodkan pada 2023 adalah penyesuaian sekali sahaja selepas stagnasi gaji semasa tempoh pandemik. Kami gembira melihat penyesuaian sihat ini kepada lebih 7%, yang mencerminkan ekonomi digital yang kukuh," kata Ong.

Beliau menambah bahawa kenaikan gaji yang mampan adalah kritikal untuk menangani penghijrahan bakat digital ke ekonomi yang menawarkan imbuhan jauh lebih tinggi.

Pengerusi Jawatankuasa Penyelidikan PIKOM, Woon Tai Hai, pula berkata ekonomi digital negara terus memberikan impak besar, menjadi tonggak utama pertumbuhan dan daya saing Malaysia untuk jangka panjang.

"Dengan sokongan kuat kerajaan, kerjasama sektor swasta yang semakin meningkat, dan kumpulan profesional digital mahir yang semakin berkembang, Malaysia berada pada landasan yang betul untuk menjadi peneraju digital serantau," kata Woon.

"Peluang yang tersedia sangat besar, dan jika kita terus menumpukan perhatian kepada membangunkan bakat, mendorong inovasi, dan merapatkan jurang gaji, kita sebagai sebuah negara dapat terus membuka potensi penuh ekonomi digital kita dan mengukuhkan kedudukan kita di peringkat global."

Namun begitu, Malaysia sedang berdepan persaingan yang semakin sengit dari negara jiran untuk bakat digital tempatan.

"Malaysia mesti terus mengutamakan penciptaan persekitaran yang kondusif untuk bakat digital berkembang, termasuk gaji yang kompetitif dan peluang peningkatan kerjaya," tambah Woon.

Menurut kajian itu, ekonomi digital Malaysia dijangka menyumbang 24.1% kepada KDNK pada 2024, menghampiri 25% menjelang 2025. Dengan industri teknologi yang bersedia untuk terus berkembang, prospek tetap cerah untuk perniagaan dan profesional dalam bidang ini.

"Gaji dalam sektor teknologi menunjukkan kadar pertumbuhan tahunan purata 10 tahun (AAGR) yang sihat sebanyak 5.3%, satu trend yang dijangka berterusan hingga 2025. Kestabilan ini mencerminkan daya tahan industri dan peningkatan nilai ke atas kepakaran digital," kata Woon.

Peningkatan gaji paling ketara dilihat dalam domain permintaan tinggi seperti pembangunan AI, pengkomputeran awan, keselamatan siber, dan sains data.



Bagi ekonomi yang lebih luas, PIKOM meramalkan KDNK Malaysia akan berkembang antara 4.8% hingga 5.3% pada 2025. Pertumbuhan ini dijangka didorong oleh penggunaan swasta yang kukuh, pemulihan eksport, dan peningkatan pembentukan modal, berdasarkan prestasi kukuh yang dijangka pada 2024.

Ringgit Malaysia juga dijangka mengukuh kepada RM4.30 berbanding USD1 pada 2025 daripada RM4.50 pada 2024. Walau bagaimanapun, inflasi dijangka meningkat daripada 3% kepada 4% pada tahun depan.

Laporan “*Economic and Digital Job Market Outlook 2024-25*”, yang diterbitkan dengan kerjasama JobStreet oleh SEEK dan Talent Corporation Malaysia Berhad (TalentCorp), menawarkan analisis menyeluruh tentang trend gaji untuk bakat digital.

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### **For Immediate Release**

#### **PIKOM: Salaries of Digital Talents Stabilising at Healthy Rates Against Growing Digital Economy**

**PETALING JAYA:** Digital talents in Malaysia are seeing higher salaries as demand surges for skills in artificial intelligence (AI), data science, cloud computing and cybersecurity, driven by the rapid digital adoption across the nation.

Salary growth is projected to stabilise at 7.19% this calendar year and 7.12% in 2025, according to the *Economic and Digital Job Market Outlook 2024-25* report by the National Tech Association of Malaysia (PIKOM).

Speaking at the unveiling of the report, **PIKOM chairman Ong Chin Seong** said that these growth rates represent a return to healthy, sustainable levels.

“The double-digit salary growth of 13.90% recorded in 2023 was a one-off adjustment following the salary stagnation during the pandemic years. We are pleased to see this healthy adjustment to above 7%, which is reflective of a robust digital economy,” said Ong.

He added that the sustainable salary increments is critical to address ongoing brain drain of digital talents to economies offering significantly higher remuneration.

**PIKOM research committee chair Woon Tai Hai**, meanwhile, said that the nation’s digital economy continues to drive significant impact, serving as a cornerstone for Malaysia’s long-term growth and competitiveness.

“With strong government support, increasing private sector collaboration, and a growing pool of skilled digital professionals, Malaysia is well on our way to becoming a regional digital leader,” said Woon.

“The opportunities are immense, and if we remain focused on nurturing talent, fostering innovation and bridging salary gaps, we as a nation can continue to unlock the full potential of our digital economy and solidify our position on the global stage.”



Malaysia, however, is facing increasing competition from regional neighbours for our local digital professionals.

“Malaysia must continue to prioritise creating a conducive environment for digital professionals to thrive, from competitive salaries to opportunities for career advancement,” added Woon.

According to the study, Malaysia's digital economy is projected to contribute 24.1% to GDP in 2024, nearing 25% by 2025. With the tech industry poised for continued expansion, the outlook remains bright for both businesses and professionals in the field.

“Tech salaries have demonstrated a healthy 10-year average annual growth rate (AAGR) of 5.3%, a trend expected to sustain through 2025. This stability reflects the industry's resilience and the increasing value placed on digital expertise,” said Woon.

Notably, salary growth has accelerated significantly in high-demand domains such as AI development, cloud computing, cybersecurity and data science.

On the broader economy, PIKOM forecasts Malaysia's GDP to grow by 4.8% to 5.3% in 2025. This growth is expected to be driven by robust private consumption, a rebound in exports and increased capital formation, building on the strong performance anticipated in 2024.

The Malaysian Ringgit is also expected to strengthen to RM4.30 to USD1 in 2025 from RM4.50 in 2024. Inflation, however, is set to climb from 3% to 4% next year.

The *Economic and Digital Job Market Outlook 2024-25* report, published in collaboration with JobStreet by SEEK and Talent Corporation Malaysia Berhad (TalentCorp), offers a comprehensive analysis of salary trends for digital talents.

**About PIKOM:** PIKOM, THE NATIONAL TECH ASSOCIATION OF MALAYSIA, is the association representing the technology industry in Malaysia. Its membership currently stands at more than 1,000 active companies involved in a whole spectrum of tech products and services, which command 80% of the total TECH business in Malaysia. For more information, visit [www.pikom.org.my](http://www.pikom.org.my)

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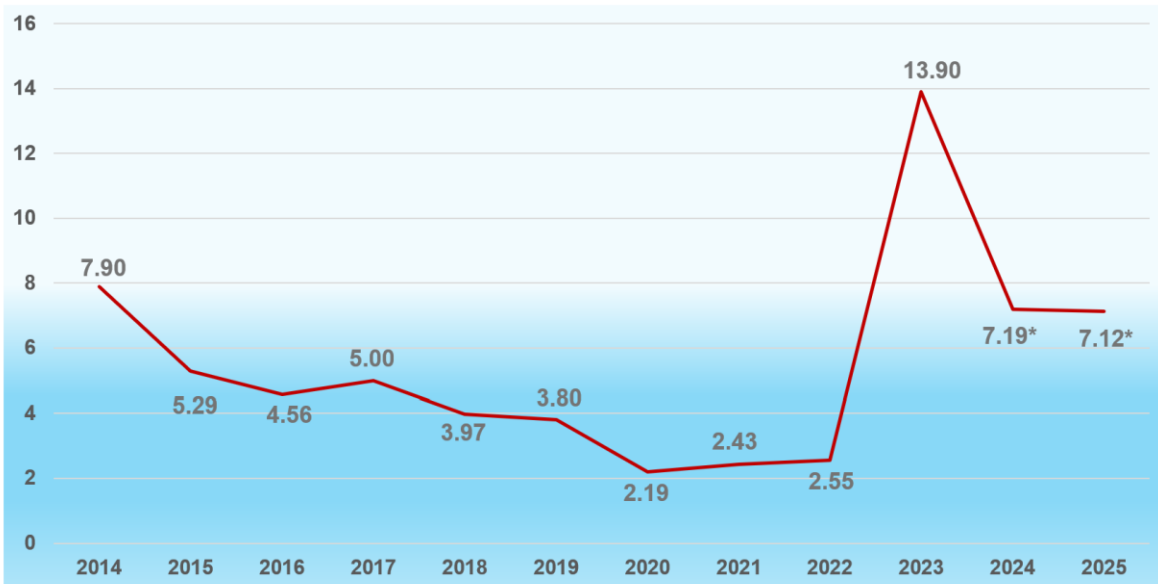
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Chart 1: Growth Rates of Overall Average Monthly Advertised Salaries of Digital Professionals (%) 2014 - 2025



\* Forecast

Sources: Jobstreet & PIKOM estimates

Infographic 1: Top Paying Industries for Digital Professionals (Overall) 2024 – Advertised Rates

	Computer / Information Technology (Software)	<b>RM14,394</b>
	Electrical & Electronics	<b>RM14,266</b>
	Contact Centre / IT-enabled Services / BPO	<b>RM13,837</b>
	Consulting (Business / Technical)	<b>RM13,358</b>
	Computer / Information Technology (Hardware)	<b>RM13,292</b>

Sources: Jobstreet & PIKOM estimates