

## GRADUATE EMPLOYMENT SURVEY

5,963 fresh graduates and 148 follow-up graduates from NTU were surveyed in November 2023 and the overall response rates obtained were 74.2% and 66.2% respectively.

### NTU: 2023 GES Employment Rate<sup>1</sup> and Salaries of Graduates by Bachelor Degree

| Degree  | Proportion of Graduates in the Labour Force who were |  | Basic Monthly Salary <sup>4</sup> |         | Gross Monthly Salary <sup>5</sup> |         |                             |                             |
|---|--|--|-----------------------------------|---------|-----------------------------------|---------|-----------------------------|-----------------------------|
|   | Employed <sup>2</sup>                                | In Full-Time Permanent Employment <sup>3</sup> | Mean                              | Median  | Mean                              | Median  | 25 <sup>th</sup> Percentile | 75 <sup>th</sup> Percentile |
| <b>College of Business (Nanyang Business School)</b>                      |  |  |                                   |         |                                   |         |                             |                             |
| Accountancy   | 96.6%  | 95.5%  | \$4,067                           | \$3,600 | \$4,119                           | \$3,600 | \$3,600                     | \$4,000                     |
| Accountancy and Business  | 97.2%  | 95.4%  | \$4,957                           | \$4,500 | \$5,030                           | \$4,650 | \$4,000                     | \$5,344                     |
| Business  | 91.8%  | 85.2%  | \$4,472                           | \$4,100 | \$4,609                           | \$4,255 | \$3,800                     | \$5,000                     |
| Double Degree in Business and Computer Engineering/Computing <sup>6</sup> | 94.7%  | 89.5%  | \$6,616                           | \$6,200 | \$6,799                           | \$6,210 | \$5,500                     | \$7,000                     |
| <b>College of Engineering</b>   |  |  |                                   |         |                                   |         |                             |                             |
| Aerospace Engineering   | 87.5%  | 83.8%  | \$4,715                           | \$4,500 | \$4,845                           | \$4,763 | \$4,150                     | \$5,700                     |
| Bioengineering  | 86.7%  | 80.0%  | \$3,945                           | \$4,000 | \$4,077                           | \$4,043 | \$3,775                     | \$4,450                     |
| Chemical and Biomolecular Engineering                                     | 92.0%  | 87.0%  | \$4,019                           | \$4,000 | \$4,299                           | \$4,200 | \$3,950                     | \$4,550                     |
| Civil Engineering   | 97.5%  | 95.0%  | \$3,905                           | \$3,850 | \$4,012                           | \$4,000 | \$3,600                     | \$4,232                     |
| Computer Engineering  | 89.3%  | 87.5%  | \$5,512                           | \$5,400 | \$5,631                           | \$5,400 | \$4,700                     | \$6,200                     |
| Computer Science  | 88.3%  | 86.5%  | \$5,334                           | \$5,200 | \$5,440                           | \$5,200 | \$4,800                     | \$6,000                     |
| Data Science and Artificial Intelligence                                  | 83.3%  | 83.3%  | \$5,319                           | \$5,250 | \$5,352                           | \$5,250 | \$4,600                     | \$6,250                     |
| Double Degree in Engineering and Economics <sup>7*</sup>                  | 100.0%   | 100.0%   | \$5,517                           | \$5,285 | \$5,812                           | \$5,405 | \$4,900                     | \$6,500                     |
| Electrical and Electronic Engineering                                     | 87.1%  | 85.6%  | \$4,713                           | \$4,650 | \$4,803                           | \$4,800 | \$4,200                     | \$5,100                     |
| Environmental Engineering   | 60.6%  | 54.5%  | \$3,967                           | \$3,850 | \$4,099                           | \$4,115 | \$3,800                     | \$4,337                     |
| Information Engineering and Media   | 75.0%  | 69.1%  | \$4,761                           | \$4,800 | \$4,857                           | \$4,800 | \$4,400                     | \$5,100                     |
| Maritime Studies  | 93.8%  | 92.3%  | \$4,223                           | \$4,200 | \$4,302                           | \$4,200 | \$4,000                     | \$4,500                     |
| Materials Engineering   | 83.1%  | 77.9%  | \$4,216                           | \$4,200 | \$4,351                           | \$4,200 | \$3,900                     | \$4,645                     |
| Mechanical Engineering  | 85.0%  | 82.5%  | \$4,379                           | \$4,250 | \$4,481                           | \$4,400 | \$4,000                     | \$4,864                     |
| <b>College of Humanities, Arts &amp; Social Sciences</b>                  |  |  |                                   |         |                                   |         |                             |                             |
| Art, Design and Media   | 80.6%  | 52.4%  | \$3,471                           | \$3,498 | \$3,515                           | \$3,498 | \$3,000                     | \$3,755                     |
| Chinese   | 83.6%  | 70.9%  | \$3,927                           | \$4,015 | \$4,007                           | \$4,090 | \$3,450                     | \$4,530                     |
| Communication Studies   | 88.7%  | 77.4%  | \$3,625                           | \$3,600 | \$3,719                           | \$3,675 | \$3,350                     | \$4,000                     |
| Economics   | 80.6%  | 70.9%  | \$4,411                           | \$4,150 | \$4,561                           | \$4,314 | \$4,000                     | \$4,975                     |
| English   | 83.3%  | 63.0%  | \$3,698                           | \$3,500 | \$3,803                           | \$3,775 | \$3,300                     | \$4,180                     |
| History   | 88.5%  | 73.1%  | \$4,105                           | \$4,200 | \$4,233                           | \$4,200 | \$3,800                     | \$4,500                     |
| Interdisciplinary Double Major <sup>8</sup>                               | 88.9%  | 85.2%  | \$4,065                           | \$4,000 | \$4,085                           | \$4,000 | \$3,500                     | \$4,300                     |
| Linguistics and Multilingual Studies                                      | 80.4%  | 56.9%  | \$3,803                           | \$3,800 | \$3,899                           | \$3,950 | \$3,500                     | \$4,238                     |
| Philosophy  | 87.9%  | 78.8%  | \$3,864                           | \$3,992 | \$4,056                           | \$4,000 | \$3,500                     | \$4,550                     |
| Psychology  | 83.2%  | 68.4%  | \$3,882                           | \$3,800 | \$3,913                           | \$4,000 | \$3,550                     | \$4,268                     |
| Public Policy and Global Affairs  | 85.1%  | 83.0%  | \$4,317                           | \$4,200 | \$4,401                           | \$4,202 | \$3,800                     | \$5,124                     |
| Sociology   | 86.4%  | 74.1%  | \$3,849                           | \$3,800 | \$3,994                           | \$4,008 | \$3,540                     | \$4,400                     |
| <b>College of Science</b>   |  |  |                                   |         |                                   |         |                             |                             |
| Biological and Biomedical Sciences <sup>9</sup>                           | 88.1%  | 83.9%  | \$3,963                           | \$3,850 | \$4,116                           | \$3,980 | \$3,575                     | \$4,300                     |
| Biomedical Sciences and Chinese Medicine <sup>10*</sup>                   | 96.3%  | 85.2%  | \$3,297                           | \$3,350 | \$3,358                           | \$3,350 | \$3,200                     | \$3,600                     |
| Chemistry and Biological Chemistry  | 80.4%  | 66.4%  | \$3,822                           | \$3,725 | \$3,941                           | \$3,800 | \$3,500                     | \$4,200                     |
| Environmental Earth Systems Science <sup>11</sup>                         | 96.3%  | 96.3%  | \$4,171                           | \$4,038 | \$4,202                           | \$4,138 | \$3,750                     | \$4,650                     |
| Mathematics and Mathematical Sciences <sup>12</sup>                       | 80.2%  | 73.3%  | \$4,545                           | \$4,200 | \$4,574                           | \$4,250 | \$3,800                     | \$4,800                     |
| Physics and Applied Physics   | 80.9%  | 72.3%  | \$3,904                           | \$4,000 | \$4,076                           | \$4,000 | \$3,905                     | \$4,400                     |

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|---|--|--|-----------------------------------|---------|-----------------------------------|---------|-----------------------------|-----------------------------|
|   | Employed <sup>2</sup>                                | In Full-Time Permanent Employment <sup>3</sup> | Mean                              | Median  | Mean                              | Median  | 25 <sup>th</sup> Percentile | 75 <sup>th</sup> Percentile |
| <b>National Institute of Education (NIE)<sup>13</sup></b> |  |  |                                   |         |                                   |         |                             |                             |
| Arts (and Education)                                      | 100.0%   | 100.0%   | \$4,023                           | \$4,000 | \$4,185                           | \$4,200 | \$3,948                     | \$4,600                     |
| Science (and Education)*                                  | 100.0%   | 100.0%   | \$3,907                           | \$4,000 | \$4,370                           | \$4,300 | \$4,000                     | \$4,651                     |
| Sports Science and Management                             | 92.5%  | 71.7%  | \$3,692                           | \$3,623 | \$3,837                           | \$3,850 | \$3,250                     | \$4,319                     |
| <b>Lee Kong Chian School of Medicine</b>                  |  |  |                                   |         |                                   |         |                             |                             |
| Medicine <sup>10**</sup>                                  | N.A.   | N.A.   | N.A.                              | N.A.    | N.A.                              | N.A.    | N.A.                        | N.A.                        |

Source: Graduate Employment Survey jointly conducted by NUS, NTU, SMU, SUTD, SIT and SUSS

#### Notes:

- Employment rates refer to the number of graduates employed as a proportion of graduates in the labour force (i.e. those who were working, or not working but actively looking and available for work) as at 1 November 2023 (i.e. approximately six months after completing their final examinations).
- Employment refers to graduates working on a full-time permanent, part-time, temporary or freelance basis.
- Full-time permanent employment refers to employment of at least 35 hours a week and where the employment is not temporary. It includes those on contracts of one year or more.
- Basic monthly salary pertains only to full-time permanently employed graduates. It comprises basic pay before deduction of the employee's CPF contributions and personal income tax. Employer's CPF contributions, bonuses, stock options, overtime payments, commissions, fixed allowances, other regular cash payments, lump sum payments, and payments-in-kind are excluded.
- Gross monthly salary pertains only to full-time permanently employed graduates. It comprises basic salary, overtime payments, commissions, fixed allowances and other regular cash payments, before deductions of the employee's CPF contributions and personal income tax. Employer's CPF contributions, bonuses, stock options, lump sum payments, and payments-in-kind are excluded.
- Double Degree in Business and Computer Engineering/Computing includes Business and Computer Engineering, Business and Computing.
- Double Degree in Engineering and Economics includes Bioengineering and Economics, Chemical & Biomolecular Engineering and Economics, Civil Engineering and Economics, Environmental Engineering and Economics, Computer Engineering and Economics, Computer Science and Economics, Materials Engineering and Economics, Aerospace Engineering and Economics, Mechanical Engineering and Economics.
- Interdisciplinary Double Major includes English Literature and Art History, Psychology and Linguistics & Multilingual Studies, Economics and Media Analytics, Economics and Psychology, Economics and Public Policy & Global Affairs, Psychology and Media Analytics.
- Biological and Biomedical Sciences includes Biological Sciences, Biological Sciences and Psychology, Biomedical Sciences, Biomedical Sciences and BioBusiness.
- Data on Biomedical Sciences and Chinese Medicine, and Medicine graduates is obtained from a follow-up survey on 2022 graduates after they have completed their practical training/housemanship/first-year residency.
- Environmental Earth Systems Science includes Environmental Earth Systems Science, Environmental Earth Systems Science and Public Policy & Global Affairs.
- Mathematical and Mathematical Sciences includes Mathematical Sciences, Mathematical Sciences and Economics, Mathematical and Computer Sciences, Mathematics & Economics.
- National Institute of Education (NIE) is an autonomous institute of NTU.

\* - Data is based on a sample size of fewer than 30 respondents.

\*\* - No data is shown due to the small number of graduates and/or low response rates.

#### Frequently Asked Questions:

##### 1. What is the difference between mean and median salaries?

The mean monthly salary is an average of the salaries of the full-time permanently employed graduates. The median monthly salary is the salary of the 'central' (i.e. 50th Percentile) graduate amongst the full-time permanently employed graduates when they are arranged by salary. It is useful to refer to these two indicators together. The median is a useful reference when the salaries are not symmetrically distributed (e.g. when the group contains graduates with exceptionally low or high salaries, especially when the number of respondents is relatively small).

For example, the median gross monthly salary for NTU Accountancy and Business graduates shows that 50% of the graduates are earning more than \$4,650, and the mean gross monthly salary is \$5,030. This indicates that there are some high earners who have raised the mean salary. In contrast, the mean gross monthly salary of Sociology graduates is relatively similar to the median gross monthly salary. This indicates that the salaries are more evenly distributed on both sides of the median for this group of graduates.

##### 2. What do the 25th and 75th percentile gross monthly salaries indicate?

If there are 100 students from that course who responded, then the 25th percentile (i.e. the lower quartile) gross monthly salary indicates that 25 graduates earn less than that salary, and the 75th percentile (i.e. the upper quartile) indicates that 75 graduates earn less than the gross monthly salary indicated.

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