

## GRADUATE EMPLOYMENT SURVEY

781 fresh graduates and 16 follow-up graduates from SUSS were surveyed in November 2023 and the overall response rate obtained were 75.2% and 56.3% respectively.

### SUSS: 2023 GES Employment Rates<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>S R Nathan School of Human Development</b>								
Bachelor of Early Childhood Education	83.9%	73.2%	\$3,270	\$3,300	\$3,328	\$3,400	\$3,097	\$3,525
Bachelor of Human Resource Management	88.6%	75.9%	\$3,530	\$3,500	\$3,650	\$3,500	\$3,310	\$3,904
Bachelor of Social Work**	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
<b>School of Business</b>								
Bachelor of Accountancy	94.1%	94.1%	\$3,560	\$3,600	\$3,601	\$3,600	\$3,500	\$3,600
Bachelor of Science in Business Analytics	83.3%	83.3%	\$4,670	\$4,500	\$4,840	\$4,800	\$4,300	\$5,200
Bachelor of Science in Finance	86.0%	81.4%	\$4,674	\$4,500	\$4,965	\$4,500	\$4,000	\$5,200
Bachelor of Science in Marketing	85.4%	67.5%	\$3,670	\$3,500	\$3,896	\$3,600	\$3,400	\$4,040
Bachelor of Science in Supply Chain Management	94.2%	91.3%	\$3,883	\$3,900	\$4,038	\$4,000	\$3,600	\$4,363
<b>School of Humanities and Behavioural Sciences</b>								
Bachelor of Public Safety and Security*	100.0%	100.0%	\$4,383	\$4,330	\$4,709	\$4,691	\$3,875	\$5,300
<b>School of Law</b>								
Bachelor of Law <sup>6**</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.
- Data on law graduates is obtained from a follow-up survey on 2022 graduates after they have completed their practical law course/pupillage.

\* - 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 Bachelor of Science in Finance offered by SUSS shows that 50% of the graduates are earning more than \$4,500, and the mean gross monthly salary is \$4,965. This indicates that there are some high earners who have raised the mean salary. In contrast, the mean gross monthly salary of Bachelor of Accountancy 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.

**Disclaimer**

**The data published in this document is provided on an “as is” basis without any warranties of any kind. To the fullest extent permitted by law, MOE does not warrant and hereby disclaims any warranty as to the accuracy, correctness, completeness, reliability or fitness for any particular purpose of such data. The reader of this document assumes all responsibility and risk for the use of such data. MOE shall not be liable for any damage or loss of any kind caused as a result (directly or indirectly) of the use of such data, including but not limited to any damage or loss suffered as a result of reliance on the data published in this document.**