

GRADUATE EMPLOYMENT SURVEY

252 fresh graduates from SUSS were surveyed in November 2019 and the overall response rate obtained was 87.3%.

SUSS: 2019 GES Employment Rates¹ and Salaries of Graduates by Bachelor Degree

Degree	Proportion of Graduates in the Labour Force who were		Basic Monthly Salary ⁴		Gross Monthly Salary ⁵			
	Employed ²	In Full-Time Permanent Employment ³	Mean	Median	Mean	Median	25 th Percentile	75 th Percentile
S R Nathan School of Human Development								
Bachelor of Human Resource Management	87.1%	74.2%	\$2,942	\$3,000	\$2,975	\$3,000	\$2,800	\$3,300
School of Business								
Bachelor of Accountancy	91.1%	83.3%	\$2,880	\$3,000	\$2,900	\$3,000	\$2,750	\$3,000
Bachelor of Science in Finance	88.6%	88.6%	\$3,708	\$3,400	\$3,722	\$3,450	\$3,085	\$3,750
Bachelor of Science in Marketing	88.3%	70.0%	\$2,993	\$3,000	\$3,169	\$3,000	\$2,800	\$3,400

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

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 2019 (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.

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 \$3,450, and the mean gross monthly salary is \$3,722. This indicates that there are some high earners who have raised the mean salary. In contrast, the mean gross monthly salary of Bachelor of Human Resource Management 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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