

## GRADUATE EMPLOYMENT SURVEY

1,779 full-time graduates and 114 follow-up graduates from SMU were surveyed in November 2017 and the overall response rates obtained were 77.6% and 75.4% respectively.

### SMU: 2017 GES Employment Rates<sup>1</sup> and Salaries of Graduates by Bachelor Degree

Degree	Overall Employment Rate <sup>2</sup>	Full-Time Permanent Employment Rate <sup>3</sup>	Basic Monthly Salary <sup>4</sup>		Gross Monthly Salary <sup>5</sup>			
			Mean	Median	Mean	Median	25 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile
<b>School of Accountancy (4-years programme)<sup>6</sup></b>								
Accountancy	98.0%	96.6%	\$3,569	\$3,000	\$3,646	\$3,000	\$2,920	\$3,600
Cum Laude and above	97.8%	97.8%	\$4,037	\$3,200	\$4,089	\$3,200	\$3,000	\$4,645
<b>School of Business (4-years programme)<sup>6</sup></b>								
Business Management	93.3%	85.7%	\$3,862	\$3,475	\$3,995	\$3,500	\$3,050	\$4,362
Cum Laude and above	95.8%	92.0%	\$4,364	\$3,880	\$4,504	\$4,000	\$3,300	\$5,000
<b>School of Economics (4-years programme)<sup>6</sup></b>								
Economics	91.3%	82.6%	\$4,013	\$3,600	\$4,143	\$3,700	\$3,300	\$4,583
Cum Laude and above	93.2%	90.5%	\$4,591	\$4,000	\$4,737	\$4,100	\$3,600	\$5,113
<b>School of Information Systems (4-years programme)<sup>6</sup></b>								
Information Systems Management	95.1%	91.3%	\$3,922	\$3,905	\$4,014	\$4,000	\$3,550	\$4,500
Cum Laude and above	96.1%	94.1%	\$4,211	\$4,334	\$4,305	\$4,334	\$4,000	\$4,750
<b>School of Social Sciences (4-years programme)<sup>6</sup></b>								
Social Sciences	91.3%	78.0%	\$3,344	\$3,250	\$3,493	\$3,300	\$3,000	\$3,750
Cum Laude and above	87.9%	81.8%	\$3,810	\$3,600	\$3,938	\$3,630	\$3,300	\$4,000
<b>School of Law (4-years programme)<sup>6</sup></b>								
Law <sup>7</sup>	97.6%	94.0%	\$4,778	\$4,500	\$4,941	\$5,000	\$4,000	\$5,840
Cum Laude and above	97.9%	97.9%	\$5,163	\$5,450	\$5,287	\$5,600	\$4,200	\$6,000

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

#### Notes:

- The 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 2017 (i.e. approximately six months after completing their final examinations).
- Overall employment includes all types of full-time, part-time, temporary and freelance employment.
- 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.
- SMU's courses are direct 4-year programmes and graduates could be awarded Cum Laude and above, Merit, High Merit or no awards. The data for SMU's courses above is displayed in two categories: (i) overall results for all graduates within the course regardless of the award they attained, and (ii) results for the graduates awarded Cum Laude and above. Should the graduates undertake more than one Degree (e.g. Dual Degree programme), they have been classified based on their first Degree.
- Data on law graduates are obtained from a follow-up survey on 2016 graduates after they have completed their practical law course/pupillage.

#### 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 the Accountancy course offered by SMU shows that 50% of the graduates are earning more than \$3,000, and the mean gross monthly salary is \$3,646. This indicates that there are some high earners who have raised the mean salary. In contrast, the mean gross monthly salary of Information Systems 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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