

Ministry of Education, Singapore

GRADUATE EMPLOYMENT SURVEY

1,886 full-time graduates and 145 follow-up graduates from SMU were surveyed in November 2018 and the overall response rates obtained were 79.7% and 77.2% respectively.

SMU: 2018 GES Employment Rates¹ and Salaries of Graduates by Bachelor Degree

Degree	Overall Employment Rate ²	Full-Time Permanent Employment Rate ³	Basic Monthly Salary ⁴		Gross Monthly Salary ⁵			
			Mean	Median	Mean	Median	25 th Percentile	75 th Percentile
School of Accountancy (4-year programme)⁶								
Accountancy	96.4%	92.3%	\$3,576	\$3,000	\$3,607	\$3,000	\$3,000	\$3,650
Cum Laude and above	96.3%	95.1%	\$4,396	\$3,450	\$4,439	\$3,550	\$3,013	\$4,773
School of Business (4-year programme)⁶								
Business Management	91.6%	86.5%	\$4,017	\$3,600	\$4,133	\$3,700	\$3,250	\$4,500
Cum Laude and above	97.4%	95.6%	\$4,433	\$4,000	\$4,544	\$4,000	\$3,500	\$4,800
School of Economics (4-year programme)⁶								
Economics	91.1%	85.6%	\$4,017	\$3,500	\$4,140	\$3,700	\$3,200	\$4,600
Cum Laude and above	93.4%	89.5%	\$4,599	\$4,000	\$4,721	\$4,000	\$3,500	\$5,200
School of Information Systems (4-year programme)⁶								
Information Systems	93.6%	89.5%	\$4,058	\$4,000	\$4,160	\$4,000	\$3,600	\$4,600
Cum Laude and above	100.0%	97.2%	\$4,584	\$4,650	\$4,659	\$4,685	\$4,200	\$5,000
School of Social Sciences (4-year programme)⁶								
Social Sciences	85.6%	74.4%	\$3,336	\$3,200	\$3,409	\$3,210	\$3,000	\$3,710
Cum Laude and above	84.2%	78.9%	\$3,818	\$3,550	\$3,880	\$3,600	\$3,200	\$4,100
School of Law (4-year programme)⁶								
Law ⁷	92.7%	90.8%	\$4,704	\$4,500	\$4,856	\$4,500	\$4,050	\$5,600
Cum Laude and above	94.4%	92.6%	\$4,986	\$4,750	\$5,256	\$5,513	\$4,500	\$6,000

Source: Graduate Employment Survey jointly conducted by NTU, NUS, SIT, SMU, SUSS 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 2018 (i.e. approximately six months after completing their final examinations).
- Overall employment rate refers to the number of graduates working on a full-time permanent, part-time, temporary or freelance basis, 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).
- 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 2017 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 \$3,607. This indicates that there are some high earners who have raised the mean salary. In contrast, the mean gross monthly salary of Information Systems 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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