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Headline: Singapore's best employers 2023

Singapore's best employers 2023

Singapore's Best Employers 2023 is a large-scale and comprehensive employer study that assesses the attractiveness of employers in Singapore based on an independent employee survey. Tens of thousands of evaluations, the opinions of thousands of employees and the scores for hundreds of companies were taken into account. The 250 highest-scoring employers were recognised.

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Rank	Employer Brand	Score	Industry
1	Google	9.13	IT, Internet, Software & Services
2	Procter & Gamble	8.92	Packaged Goods
3	Wells Fargo	8.90	Banking and Financial Services
4	Apple	8.77	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
5	Rolls-Royce	8.67	Aerospace & Defense
6	The LEGO Group	8.66	Retail and Wholesale
7	Illumina Singapore	8.66	Health Care Equipment & Services
8	Inchcape Singapore	8.61	Automotive (Automotive and Suppliers)
9	Asia Pacific Breweries (Heineken Asia Pacific)	8.60	Food, Soft Beverages, Alcohol & Tobacco
10	Orange Valley Nursing Homes	8.58	Healthcare & Social
11	Raffles Medical Group	8.48	Healthcare & Social
12	Siemens	8.42	Engineering, Manufacturing
13	Teambuild Construction	8.37	Construction
14	Motorola Solutions Singapore	8.36	Telecommunications Services, Cable Suppliers
15	Fedex Express (S) Pte Ltd	8.34	Transportation and Logistics
16	Amgen	8.25	Drugs & Biotechnology
17	Woh Hup	8.25	Construction
18	Senoko Energy	8.24	Utilities
19	Johnson & Johnson	8.23	Health Care Equipment & Services
20	Kone	8.22	Construction
21	Tanglin Trust School	8.20	Education
22	Jurong Engineering	8.20	Construction
23	Starbucks Coffee Singapore	8.18	Restaurants and Food Services
24	Kuehne + Nagel	8.17	Transportation and Logistics
25	UNIQLO	8.13	Clothing, Shoes, Sports Equipment
26	National University Health System (NUHS)	8.11	Healthcare & Social
27	Adidas Singapore	8.10	Clothing, Shoes, Sports Equipment
28	Raytheon Technologies	8.10	Aerospace & Defense
29	Roche Singapore	8.10	Drugs & Biotechnology
30	CBM	8.07	Business Support Services & Supplies
31	Singapore Polytechnic	8.06	Education
32	Changi General Hospital (CGH)	8.05	Healthcare & Social
33	DBS Bank	8.05	Banking and Financial Services
34	Barclays	8.04	Banking and Financial Services
35	Coca-Cola Singapore	8.03	Food, Soft Beverages, Alcohol & Tobacco
36	KLA	8.02	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
37	Nanyang Academy of Fine Arts	8.01	Education
38	PropNex	8.01	Real Estate
39	AIA Singapore	7.99	Insurance
40	Economic Development Board (EDB)	7.98	Government Services
41	Marina Bay Sands	7.97	Travel & Leisure
42	Domino's Pizza Singapore	7.96	Restaurants and Food Services
43	3M	7.95	Engineering, Manufacturing
44	Golden Village Multiplex	7.94	Travel & Leisure

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45	Wise	7.94	Banking and Financial Services
46	Willis Towers Watson	7.93	Banking and Financial Services
47	Boeing	7.92	Aerospace & Defense
48	Straits Construction Singapore	7.92	Construction
49	FWD Insurance	7.91	Insurance
50	Agency for Science, Technology and Research (ASTAR)	7.91	Government Services
51	Atos Information Technology	7.91	IT, Internet, Software & Services
52	Singapore Power Group	7.91	Utilities
53	Exyte Singapore	7.88	Construction
54	CTC Global	7.88	IT, Internet, Software & Services
55	Pfizer	7.88	Drugs & Biotechnology
56	NTUC LearningHub	7.87	Education
57	Amazon	7.86	Retail and Wholesale
58	Shanghai Tunnel Engineering Co (Singapore)	7.84	Construction
59	Huawei	7.84	IT, Internet, Software & Services
60	BHCC Construction	7.83	Construction
61	Hong Leong Asia	7.83	Engineering, Manufacturing
62	Alcon	7.82	Health Care Equipment & Services
63	F&N Foods	7.82	Food, Soft Beverages, Alcohol & Tobacco
64	Hitachi	7.81	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
65	Singapore Management University	7.80	Education
66	Sanofi	7.80	Drugs & Biotechnology
67	Temasek Polytechnic	7.79	Education
68	Singapore Institute of Management (SIM)	7.79	Education
69	Singapore Health Services (SingHealth)	7.79	Healthcare & Social
70	Total Oil Asia-Pacific	7.77	Oil & Gas Operations, Mining and Chemicals
71	Hafary	7.77	Retail and Wholesale
72	Chip Eng Seng Corporation	7.76	Construction
73	JP MorganChase	7.75	Banking and Financial Services
74	Gardens by the bay	7.75	Travel & Leisure
75	National Healthcare Group	7.75	Healthcare & Social
76	Medtronic	7.75	Health Care Equipment & Services
77	GlaxoSmithKline (GSK)	7.74	Drugs & Biotechnology
78	Jacobs Engineering	7.74	Construction
79	National University of Singapore	7.74	Education
80	Ikea Singapore	7.74	Retail and Wholesale
81	McDonald's	7.73	Restaurants and Food Services
82	Dell	7.73	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
86	Tricor Singapore	7.70	Professional Services
83	Yokogawa Electric Asia	7.72	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
84	Airbus	7.72	Aerospace & Defense
85	Unilever	7.71	Packaged Goods
87	Standard Chartered Bank (Singapore)	7.70	Banking and Financial Services
88	Symrise	7.69	Oil & Gas Operations, Mining and Chemicals
89	American Express	7.69	Banking and Financial Services
90	Merck Sharp & Dohme (MSD)	7.69	Drugs & Biotechnology
91	KK Women's and Children's Hospital	7.69	Healthcare & Social
92	Agilent Technologies Singapore	7.68	Drugs & Biotechnology
93	PayPal	7.68	Banking and Financial Services
94	United World College of South East Asia	7.68	Education
95	SAP	7.67	IT, Internet, Software & Services
96	Wing Tai	7.67	Real Estate
97	Bloomberg	7.67	Business Support Services & Supplies
98	Arup	7.67	Professional Services
99	Microsoft	7.65	IT, Internet, Software & Services
100	CapitaLand	7.63	Real Estate

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101	Challenger Technologies	763	Retail and Wholesale
102	DHL	763	Transportation and Logistics
103	Goldman Sachs	760	Banking and Financial Services
104	Broadway Food Centre	759	Restaurants and Food Services
105	Singapore Exchange	759	Banking and Financial Services
106	Bintai Kindenko Pvt	758	Construction
107	Meta	758	IT, Internet, Software & Services
108	Crown Worldwide	757	Transportation and Logistics
109	HindChamps PreSchool	757	Education
110	Shell	757	Oil & Gas Operations, Mining and Chemicals
111	Orange Business Services Singapore	756	IT, Internet, Software & Services
112	Beca Carter Hollings & Ferner (S.E. Asia)	755	Professional Services
113	IBH Healthcare Berhad	755	Healthcare & Social
114	Duke NUS	754	Education
115	Nanyang Technological University	753	Education
116	Bangkok Bank Singapore	750	Banking and Financial Services
117	ASL Marine	750	Engineering, Manufacturing
118	Paradise Group	749	Restaurants and Food Services
119	Adeka (Singapore)	748	Food, Soft Beverages, Alcohol & Tobacco
120	Country Foods	747	Food, Soft Beverages, Alcohol & Tobacco
121	Changi Airport Group	747	Transportation and Logistics
122	Lian Beng Group	746	Construction
123	Bosch Group	746	Engineering, Manufacturing
124	Fei Yue Community Services	745	Healthcare & Social
125	NYK Shipmanagement	745	Business Support Services & Supplies
126	L'Oréal	745	Retail and Wholesale
127	HSBC Life (Singapore)	744	Insurance
128	K. A Building Construction	744	Construction
129	Abbott	744	Drugs & Biotechnology
130	Aedas	743	Professional Services
131	Nike Singapore	742	Retail and Wholesale
132	Applied Materials	742	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
133	SIA Engineering Company	740	Aerospace & Defense
134	Breadtalk Group	740	Retail and Wholesale
135	Bachmann Japanese Restaurant	740	Restaurants and Food Services
136	Ensign InfoSecurity	739	IT, Internet, Software & Services
137	PSA International Pte Ltd	738	Transportation and Logistics
138	Healthway Medical Group	737	Healthcare & Social
139	COURTS Singapore	737	Retail and Wholesale
140	HSBC	736	Banking and Financial Services
141	Singapore Aero Engine Services	735	Aerospace & Defense
142	GovTech	735	Government Services
143	UPS	735	Transportation and Logistics
144	Aern	734	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
145	Blw Group	734	Transportation and Logistics
146	Emerson	734	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
147	The Walt Disney Company SEA	733	Travel & Leisure
148	UOL Group	733	Real Estate
149	Kingsmen Creatives	733	Media & Advertising
150	Micron Semiconductor Asia	732	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
151	FairPrice Group	732	Retail and Wholesale
152	Hewlett Packard Enterprise	732	IT, Internet, Software & Services
153	Maxi-Cash Financial Services	731	Banking and Financial Services
154	Government of Singapore Investment Corporation (GIC)	731	Banking and Financial Services
155	Boustead Singapore	731	Business Support Services & Supplies
156	Keppel Group	730	Business Support Services & Supplies
157	HP	730	IT, Internet, Software & Services
158	Ngee Ann Polytechnic	729	Education
159	International Business Machines (IBM)	729	IT, Internet, Software & Services
160	foodpanda	729	IT, Internet, Software & Services
161	Autodesk	728	IT, Internet, Software & Services
162	H&M Hennes & Mauritz	728	Clothing, Shoes, Sports Equipment
163	Accenture	726	Professional Services
164	Health Promotion Board (HPB)	726	Government Services
165	Nippon Paint	726	Retail and Wholesale
166	City Developments	725	Real Estate
167	Advanced Micro Devices (AMD)	725	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
168	Exceltec Property Management	724	Business Support Services & Supplies
169	ExxonMobil	724	Oil & Gas Operations, Mining and Chemicals
170	Mitsui High-tec Singapore	723	Engineering, Manufacturing
171	ERA Singapore	723	Real Estate
172	MCC Singapore	722	Construction
173	Toyota Motor Asia Pacific Pte Ltd	722	Automotive (Automotive and Suppliers)
174	Acma	721	Retail and Wholesale
175	Kuan Aik Hong Construction	721	Construction
176	JTC Corporation	721	Government Services
177	Asia Projects Engineering Co (APECO)	721	Construction
178	DKSH Management	720	Professional Services
179	RAJAH & TANN	720	Professional Services
180	Oracle Singapore	720	IT, Internet, Software & Services
181	Scot	720	Transportation and Logistics

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Methodology

Every company with at least 200 staff is eligible for the ranking. Global data firm Statista pre-researched an initial list of more than 1,700 employers using industry lists, employer databases and desk research. To capture other eligible businesses that are not part of the initial list, the question on the name of one's employer is an open-ended one.

Employers were grouped into one of the following 27 industries:

- Construction
- Oil & Gas Operations, Mining and Chemicals
- Utilities
- Engineering, Manufacturing
- Automotive (Automotive & Suppliers)
- Aerospace & Defence
- Drugs & Biotechnology
- Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
- Healthcare Equipment & Services
- Packaged Goods
- Food, Soft Beverages, Alcohol & Tobacco
- Transportation & Logistics
- Banking & Financial Services
- Insurance
- Telecommunications Services, Cable Suppliers
- IT, Internet, Software & Services
- Professional Services
- Media & Advertising
- Business Services & Supplies
- Real Estate
- Government Services
- Education
- Healthcare & Social
- Retail & Wholesale
- Clothing, Shoes, Sports Equipment
- Restaurants & Food Services
- Travel & Leisure

To facilitate evaluations about one's own employer and other employers within one's industry, Statista conducted the survey anonymously through online access panels. Online access panels are provided by professional survey companies and often used in consumer research to reach out to specific target groups. Participants register and are invited to take part in surveys for which they qualify according to their socio-demographic data. For the employer study, participants with diverse socio-demographic backgrounds were invited with which a representative sample of employees working part- or full-time for large companies in Singapore could be generated.

In addition to the online access panels, eligible employees were also invited via The Straits Times' website to participate during the field phase (August to end of October 2022), and thousands were directed to complete the online survey from its platform.

The final sample consisted of over 17,000 employees.

In total, more than 200,000 recommendations were evaluated. The evaluation was based on two distinct criteria:

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Direct recommendations:

Respondents were asked to rate their willingness to recommend their employer to friends and family. The responses were graded on a scale from 0 to 10, where 0 means "I wouldn't recommend my employer under any circumstances" and 10 means "I would definitely recommend my employer".

Indirect recommendations:

Employees were also asked about their willingness to recommend other employers within their industry. Respondents were shown an industry list of pre-researched employers and asked to give an opinion for those that stood out either positively or negatively (Response options: "would recommend", "would not recommend", "no opinion")

Employers received a calculated score based on the direct and indirect recommendations, with a greater weight given to direct recommendations. If available, their score from the previous year was also included with a small weighting. Finally, they were ranked by their total score.

Scores can theoretically reach a maximum of 10 and a minimum of 0. Companies' scores within the ranking lie between 9.13 and 6.97. The scores of the 250 awarded companies are above average and constitute the best 12 per cent of eligible companies in the initial list.

For the purpose of further analysis and editorial input, respondents were asked an additional 43 questions. They could rate their employer on various aspects of their job (from salary and work-life balance to potential for development), their work environment (colleagues and superiors, and equipment) as well as the reputation of their employer (image and growth). The rate of agreement/disagreement regarding the statements was measured on a five-point Likert scale.