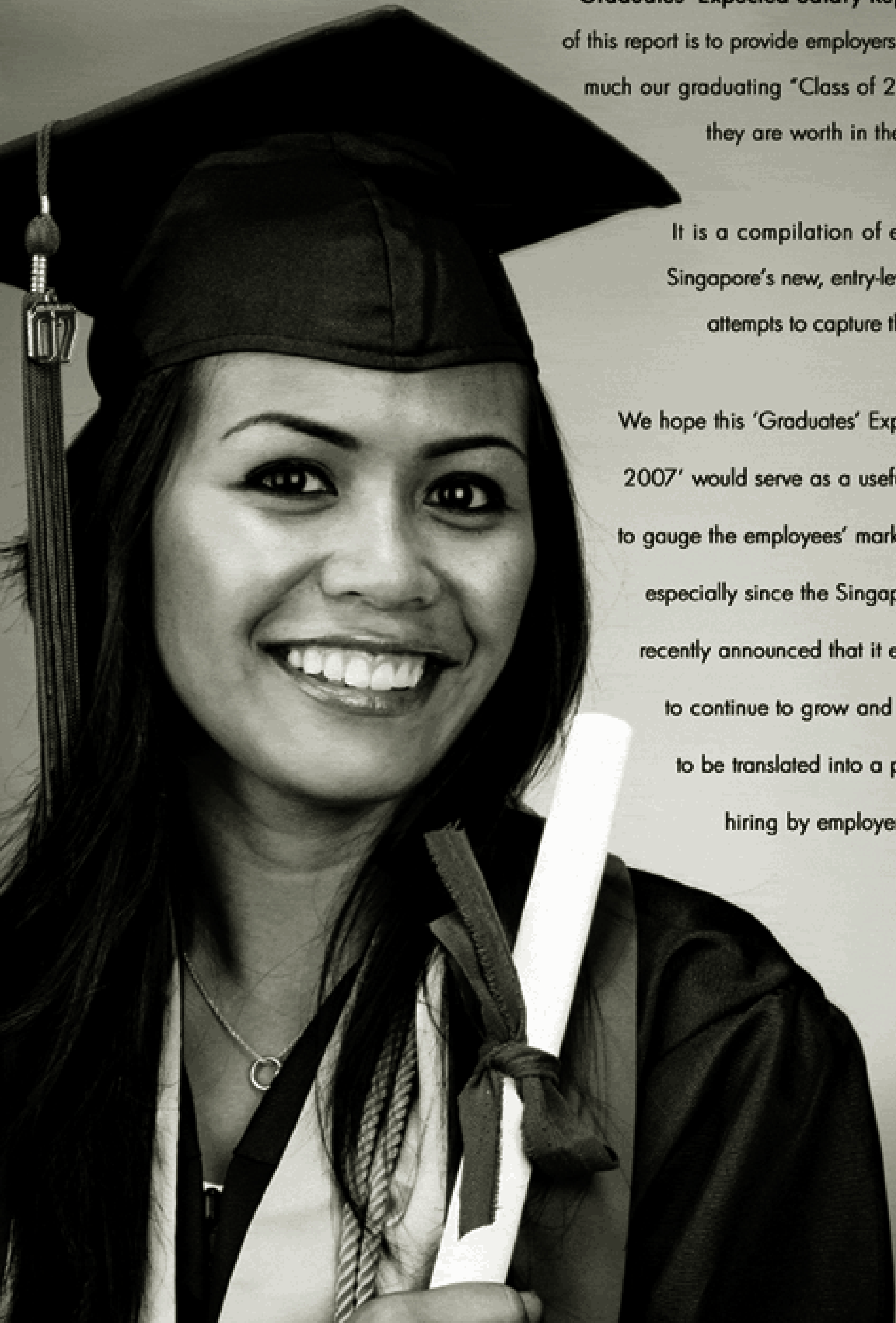
JobsDB.com

Graduates' Expected Salary Report 2007

Foreword



JobsDB.com is pleased to present its inaugural **'Graduates' Expected Salary Report 2007'**. The aim of this report is to provide employers with an idea of how much our graduating "Class of 2007" cohort reckons they are worth in the current job market.

It is a compilation of expected salaries of Singapore's new, entry-level graduates in their attempts to capture their coveted first jobs.

We hope this 'Graduates' Expected Salary Report 2007' would serve as a useful tool for employers to gauge the employees' market and its demands, especially since the Singapore government has recently announced that it expects the economy to continue to grow and that this is expected to be translated into a projected increase in hiring by employers in most industries.

Methodology

*** Survey Sample**

15,000 entry-level graduates from Nanyang Technological University (NTU) and National University of Singapore (NUS) were invited to participate in this survey. A total of 1,570 entry-level graduates completed the survey successfully.

Below is the summary profile of the respondents:

Mean age 22.6 years

Gender

Male	680 (43.3%)
Female	890 (56.7%)

Nationality

Singaporean / PR	1165 (74.2%)
Malaysian	142 (9.0%)
Chinese (PRC)	127 (8.1%)
Indonesian	37 (2.4%)
Vietnamese	36 (2.3%)
Indian	24 (1.5%)
Sri Lankan	9 (0.6%)
Filipino	5 (0.3%)
Mauritian	4 (0.3%)
Myanmar	3 (0.2%)
Pakistan	3 (0.2%)
Taiwanese	3 (0.2%)
Thai	3 (0.2%)
South Korean	2 (0.1%)
American	1 (0.06%)
Bangladeshi	1 (0.06%)
Bhutanese	1 (0.06%)
British	1 (0.06%)
Brunei	1 (0.06%)
German	1 (0.06%)

Major / Course of Study *

Arts & Social Sciences	281 (17.9%)
Business	130 (8.3%)
Computing & IT	125 (8.0%)
Engineering	448 (28.5%)
Science	549 (35%)
Others	37 (2.4%)

** Graduates from the medical and legal faculties were excluded from this survey.*

*** Survey Duration**

This survey was conducted over a period of three weeks from 16 February 2007 to 9 March 2007.

*** Method of Delivery**

This was an online survey and participants were given the URL to participate in it.

*** Survey Structure**

This online survey consisted of two sections and all questions are mandatory for successful survey completion. It also contained a personal particulars section where each respondent's profile and contact information was collected.

Questionnaire Results & Analyses

Respondents were asked to choose their top three preferred industries to work in as well as to state their expected (entry-level) gross salaries for graduates holding the listed job functions within the industries.

The first chart below shows the respondents' preferred industries.

Preferred Industries

Banking & Financial	451
Human Resource	308
Hospitality & Retail	261
Engineering	257
Marketing & Public Relations	236
Manufacturing	187
Media & Advertising	158
Accounting & Finance	150
Information Technology	132
Others	
- Business Consultancy	433
- NGO / Social Work	399
- Airlines	314
- Security / Military / Police	176
- Education & Training	149
- Government / Civil Service	148

The rationale for allowing respondents to choose three of their preferred industries here is that they may not necessarily join the industries which they have studied in university. For example, an accounting graduate may not necessarily join an accounting or audit firm but instead join a manufacturing firm as a professional accountant.

Also, prior to the conduct of this survey, there have been much favourable news coverage and reports on specific industries such as the Banking & Financial and Human Resources industries. Hence, this could play a part in these industries garnering top rankings in this survey.

Below are the various industries ranked in order of perceived mean gross salaries for graduates (ranked from highest to lowest)

(Perceived) Top Paying Industries

1. Banking & Financial $3928
2. Engineering $3022
3. Manufacturing $2965
4. Accounting & Finance $2932
5. Information Technology $2544
6. Human Resource $2520
7. Media & Advertising $2460
8. Marketing & Public Relations $2373
9. Hospitality & Retail $2236

The above shows that the Banking & Financial industry has a far higher perceived mean gross salary for graduates as compared to the other industries. This may be due to the fact that respondents may have taken into consideration commission amounts and/or incentives besides their perceived basic salaries for certain job functions in this industry.

Perceived Salary Listing (as per listed job functions)

Below are the respondents' expected mean (entry-level) gross salaries for graduates holding the listed job functions within the various industries (ranked from highest to lowest).

Accounting & Finance

Audit	$3331
Taxation	$3112
Corporate Finance	$3055
Accountancy	$2647
Financial Analysis	$2516

Banking & Financial

Corporate Banking	$3935
Fund Management	$3933
Retail Banking	$3923
Dealing & Trading	$3469
Private Banking	$2646

Engineering

Aerospace / Aviation	$3549
Marine	$3368
Civil / Structural	$3288
Telecommunications	$3137
Project Management	$3122
R&D	$3017
Energy / Oil & Gas	$2939
Automotive	$2886
Mechanical	$2885
Electrical / Electronic	$2776
Architectural	$2687
Manufacturing / Production	$2609

Hopitality & Retail

Retail	$2308
Food & Beverage	$2301
Tour / Travel Services	$2198
Hotel Services	$2137

Human Resource

Recruitment	$2578
Compensation & Benefits	$2547
General HR	$2527
Training & Development	$2426

Information Technology

Technical Writing	$3510
E-commerce / Internet	$3199
Project Management	$3036
Helpdesk / Technical Support	$2905
Programming	$2726
Software Design & Engineering	$2591
Web Design / Developer	$2536
Networking / System Support	$2434

Manufacturing

Management	$3417
Manufacturing / Production Engineering	$3174
Product Development	$2642
Project Management	$2628

Marketing & Public Relations

Copywriting	$2701
Business Development	$2484
Brand / Product Management	$2457
Marketing Communications	$2442
General Marketing	$2365
Events Management	$2361
Corporate Communications / Public Relations	$2279
Customer Service	$2237
Sales	$2212
Market Research	$2189

Media & Advertising

Strategic Planning	$2452
Account Servicing	$2342
Radio / TV	$2324
Editorial / Journalism	$2304
Creative / Design	$2146
Photography / Video	$2122
Print	$1968
Media Buying	$1835

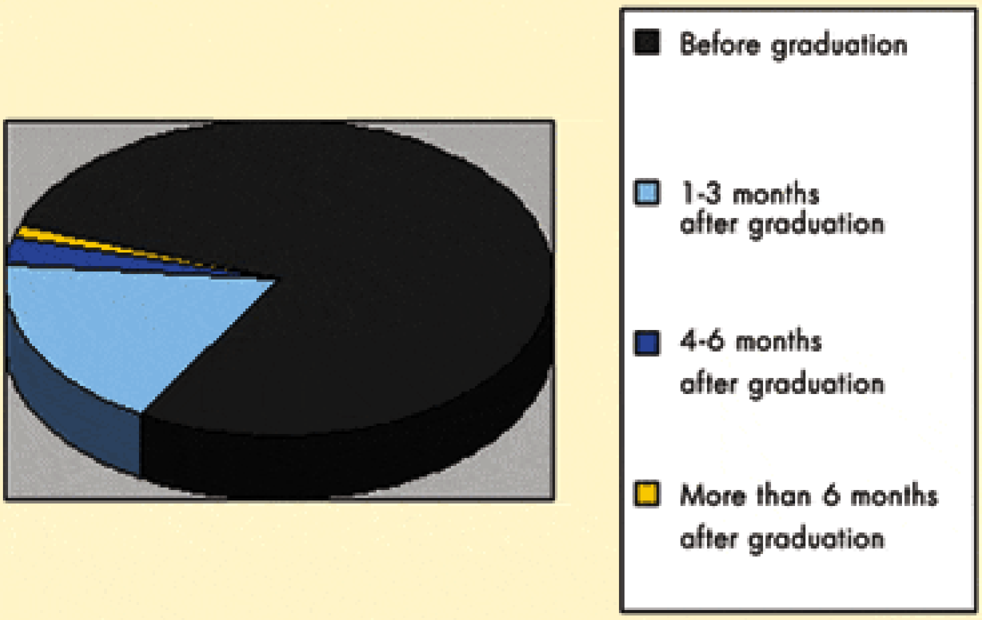
Others

Education & Training	$3202
Airlines	$2839
Security / Military / Defence	$2838
Business Consultancy	$2651
NGO / Social Work	$2633
Government / Civil Service	$2133

Other Selected Results

Job Hunt

Respondents were also asked as to when they would like to start looking for a job. Below are the results:

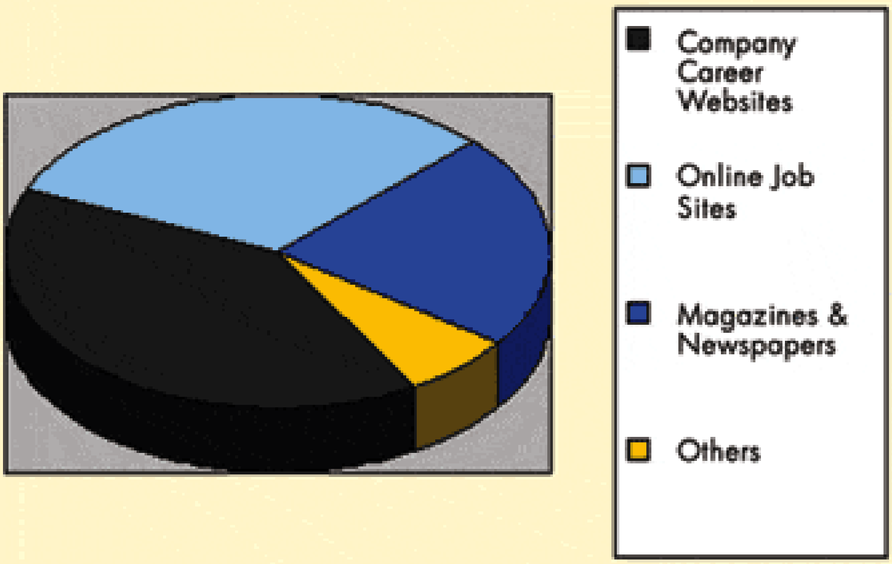


Results

- Before graduation = 1221
- 1-3 months after graduation = 284
- 4-6 months after graduation = 42
- More than 6 months after graduation = 23

If what the above result shows is true, the competition for jobs for the 'Class of 2007' is indeed stiff. By the time this report got published, a majority of the respondents would have already started to look for jobs. In fact, 77.8% of them would have begun their job search even before graduation. The remaining 22.2% would take some form of a break after graduation before starting on their job search.

Shown below are the preferred media choices for the respondents' intended job hunt:



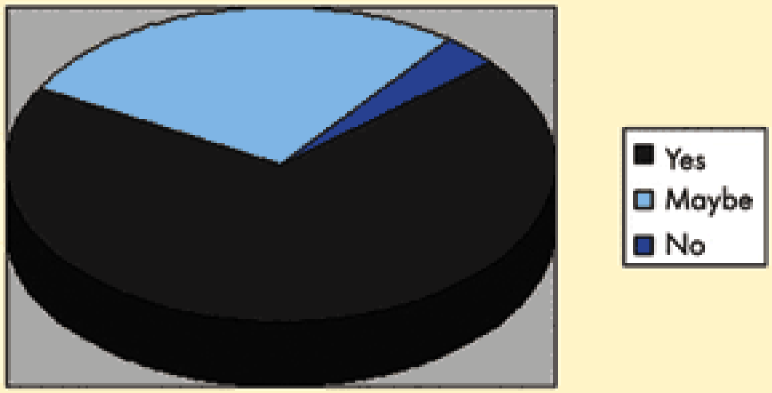
Results

- Company Career Websites = 622
- Online Job Sites = 495
- Magazines & Newspapers = 347
- Others = 104

40% of the 'Class of 2007' voted company career websites as their preferred media choice for their intended job hunt while online job sites garnered 31.5% of their votes. This goes to show that the Internet has revolutionized many aspects of business and everyday life, and it has definitely made online recruitment quicker and more efficient as compared to print advertisements and other media.

Work-life Balance

Respondents were polled as to whether they would only consider working for a company that has such a policy. Below are the compiled results:



Results

- Yes. Work-life balance is very important to me = 1085
- Maybe, but it is not a high priority for me. = 432
- No. I'm willing to work for any company. = 53

How important is work-life balance to our graduating 'Class of 2007'? Well, apparently it is very important to 69% of them! The rest of the respondents would probably prefer to secure a job first before even thinking on such a policy.

Top 10 Companies

Respondents were asked to list at least three companies which they want or wish to work for. Below is a compilation of the chosen top ten companies in Singapore:

Top 10 Companies (ranked in order)

1. Singapore Airlines
2. Ministry of Education
3. Shell
4. Agency for Science, Technology and Research (A*STAR)
5. ExxonMobil
6. Citibank
7. Credit Suisse
8. HSBC Singapore
9. MediaCorp
10. DBS Bank

JobsDB.com is today the leading online recruitment network in Asia Pacific. By harnessing the speed and global reach of the Internet, **JobsDB.com** has designed and developed a powerful recruitment medium, which brings employers and job seekers together and allows them to interact directly for fast, efficient and cost effective recruitment.

Founded in 1998, **JobsDB** launched its services in Hong Kong in September in the same year. With headquarters in Hong Kong, it quickly expanded its operations and is today the leading provider of online recruitment services in Asia Pacific with the widest network coverage, spanning Australia, China, Hong Kong, India, Indonesia, Korea, Malaysia, the Philippines, Singapore, Taiwan, Thailand and USA. Today, the JobsDB Group employs over 700 staff across the region.

JobsDB believes in regional network supported by local services. Its extensive network is backed by local service and localized content to meet the needs of individual territories. Its aim is to provide the best product and services in the region.

Over the years, **JobsDB** has built one of the largest and most comprehensive databases in Asia Pacific with over 7 million job seeker members and over 120,000 corporate clients. Job seekers can utilize **JobsDB**'s services either as a registered member or as a visitor and explore constantly updated employment opportunities at home or across the region. For employers, **JobsDB** offers an extremely convenient, efficient and cost effective platform for business recruitment through a Recruitment Management System and access to a continuously expanding job seeker database.

JobsDB is at the forefront of technology. Recognizing the growing trend of companies recruiting through its own corporate web sites, **JobsDB** has developed a solution that is highly flexible and customizable which enables companies to build its own system based on individual requirements to automate and streamline the entire hiring process online. **JobsDB** continues to strive for excellence in product and services to maintain its leading position in the region through constant enhancement and innovative product development.

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