

MSc Employment Report 2016



This MSc Employment Report 2016 is released by Rotterdam School of Management, Erasmus University (RSM). The results of this survey provide information about the first jobs of RSM students who graduated from our MSc programmes. The survey was conducted in March 2016, and we received responses from 420 graduates of the 1304 who graduated between 1 September 2014 and 10 October 2015, responded, giving a response rate of 32.2 per cent.

In some cases, the number of respondents from certain MSc specialisations or nationalities was too low to provide useful conclusions, so we have commented on the most informative and reliable features from our analyses.

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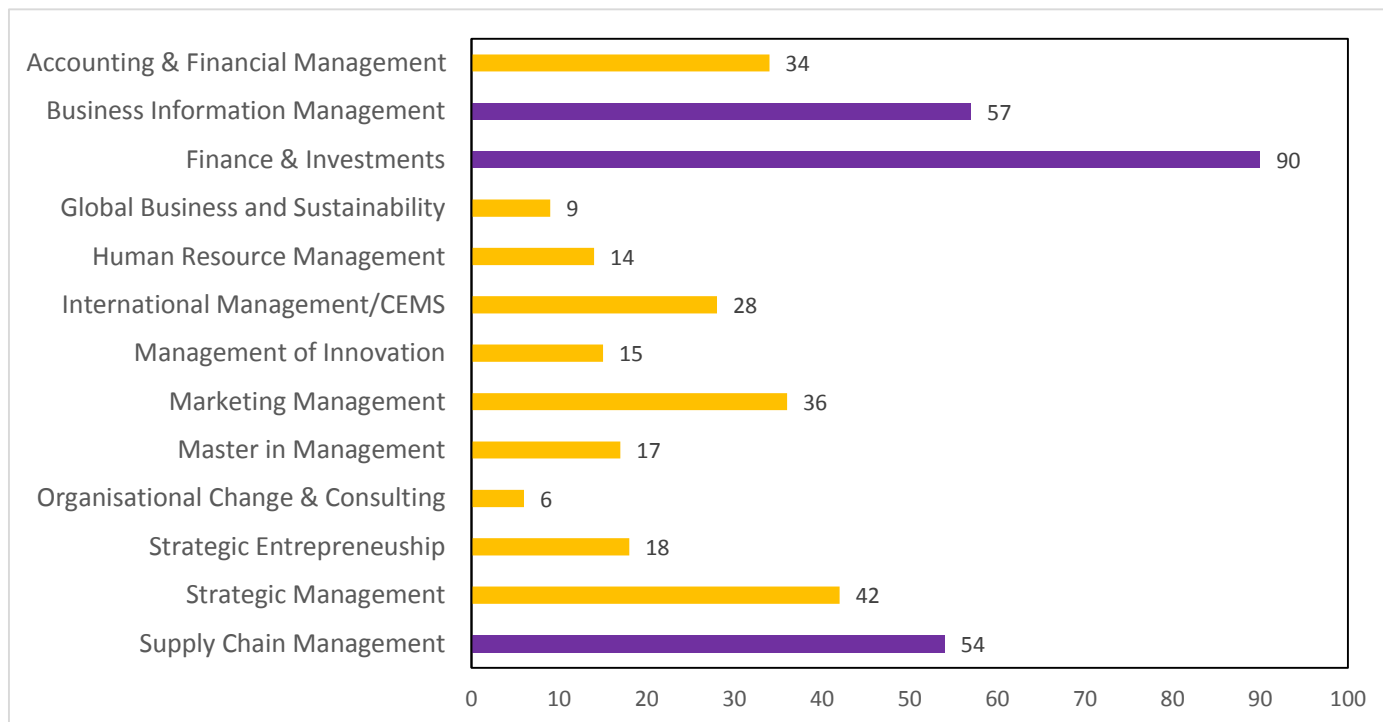
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MSc graduate profile

Background of graduates

Respondents came from all 13 of RSM's MSc programmes. The largest group of respondents is from the MSc Finance & Investments (21 per cent), MSc Business Information Management (14 per cent), and MSc Supply Chain Management (13 per cent).

Master programmes – number of respondents



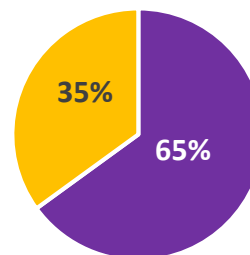
For the MSc programmes Global Business & Sustainability, Marketing Management, Organisation Change & Consulting, and Strategic Management we cannot draw programme specific conclusions, due to low response rates (below 25% of graduates responded).

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Demographics

The average age at graduation was 24, and the range was from 21 to 31 years old. Of the 420 graduates responding to the survey, 147 were female and 273 were male.

Respondents' gender

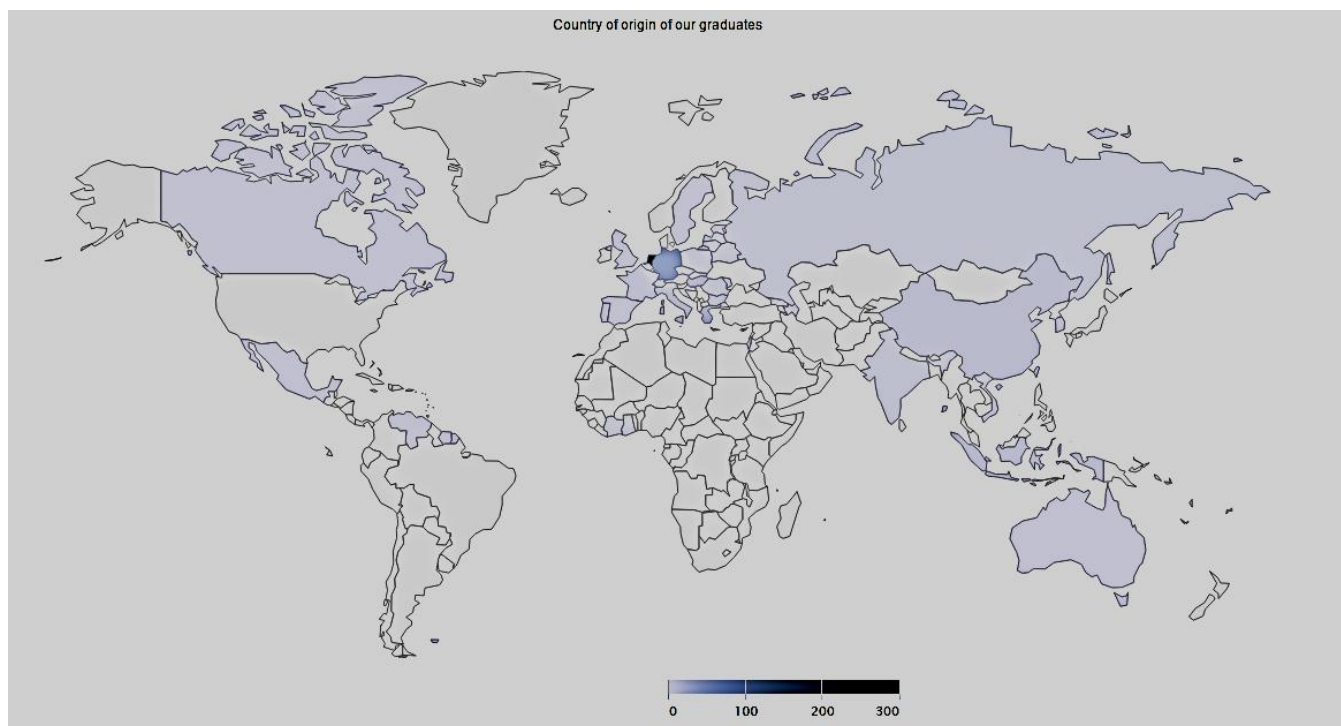


■ Male ■ Female

Where do they come from?

There were 43 nationalities among the respondents; 55.5 per cent were Dutch, 34 per cent came from the European Economic Area (EEA), and 10.5 per cent came from outside of the EEA. Most international respondents came from Germany (12.9 per cent), Greece (4.3 per cent), and Hungary (3.6 per cent). Almost 7.9 per cent of the graduates had more than one nationality – in the map these respondents are shown by the nationality they chose to mention first.

Country of origin of our MSc graduates

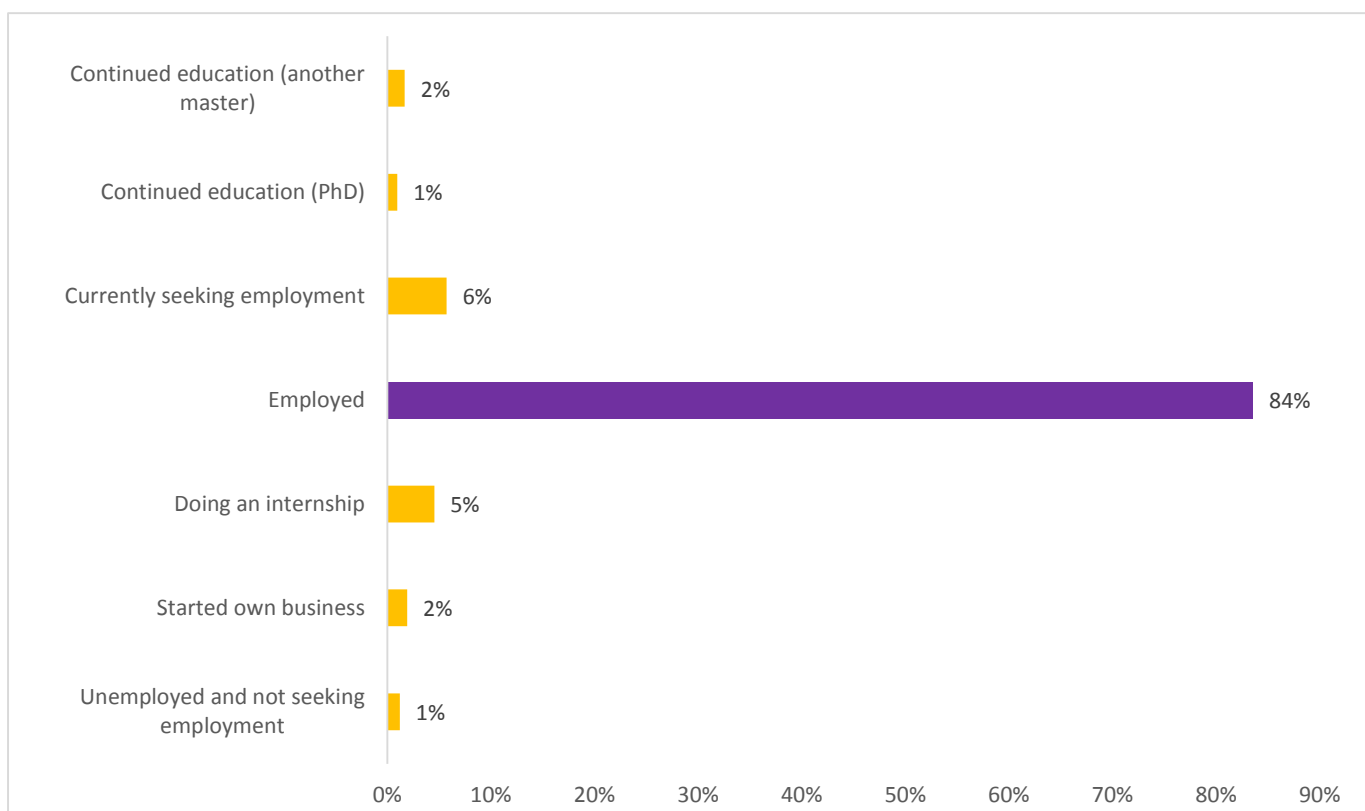


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Employment

How many MSc graduates are employed?

Of all respondents, a majority of 83.5 per cent were employed within 6 months of graduation (351 graduates out of 420). At the time of the survey, 2 per cent had started their own business, 4.5 per cent were doing an internship, less than 0.5 per cent worked as freelancers, 1 per cent continued education with a PhD, and 1.5 per cent continued education with a second master. Of the remainder, 6 per cent were still looking for employment and 1 per cent were unemployed and not seeking employment.



Employment status within six months of graduation

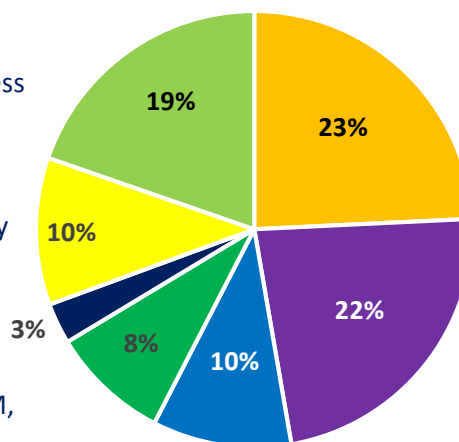
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Where do they find a job?

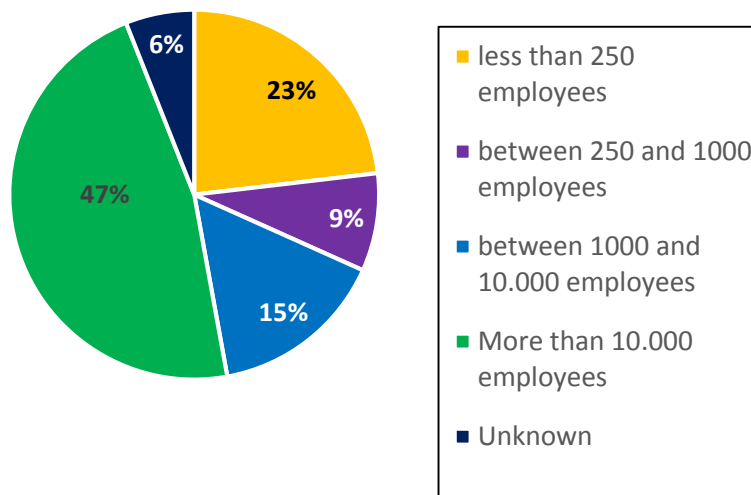
The industries that attract most RSM graduates are consultancy and business research (23 per cent) and financial services and insurance (22 per cent). The least popular choice among graduates was the real estate industry (0.5 per cent).

The top 20 employers of RSM MSc graduates are Deloitte, PwC, ING, Unilever, EY, KPMG, KPN, Google, IBM, Philips, Rabobank, Shell, ABN AMRO, the Boston Consulting Group, Calco, Capgemini, E.ON, Ormit, Tesla Motors, and Vodafone.

Industries employing RSM graduates



Size of companies employing RSM graduates



RSM graduates responding to this survey say they work for 230 different companies around the world. Large companies attract the most graduates; almost 47 per cent work for multinational companies that have more than 10,000 employees, which has increased by 20 per cent compared to last year.

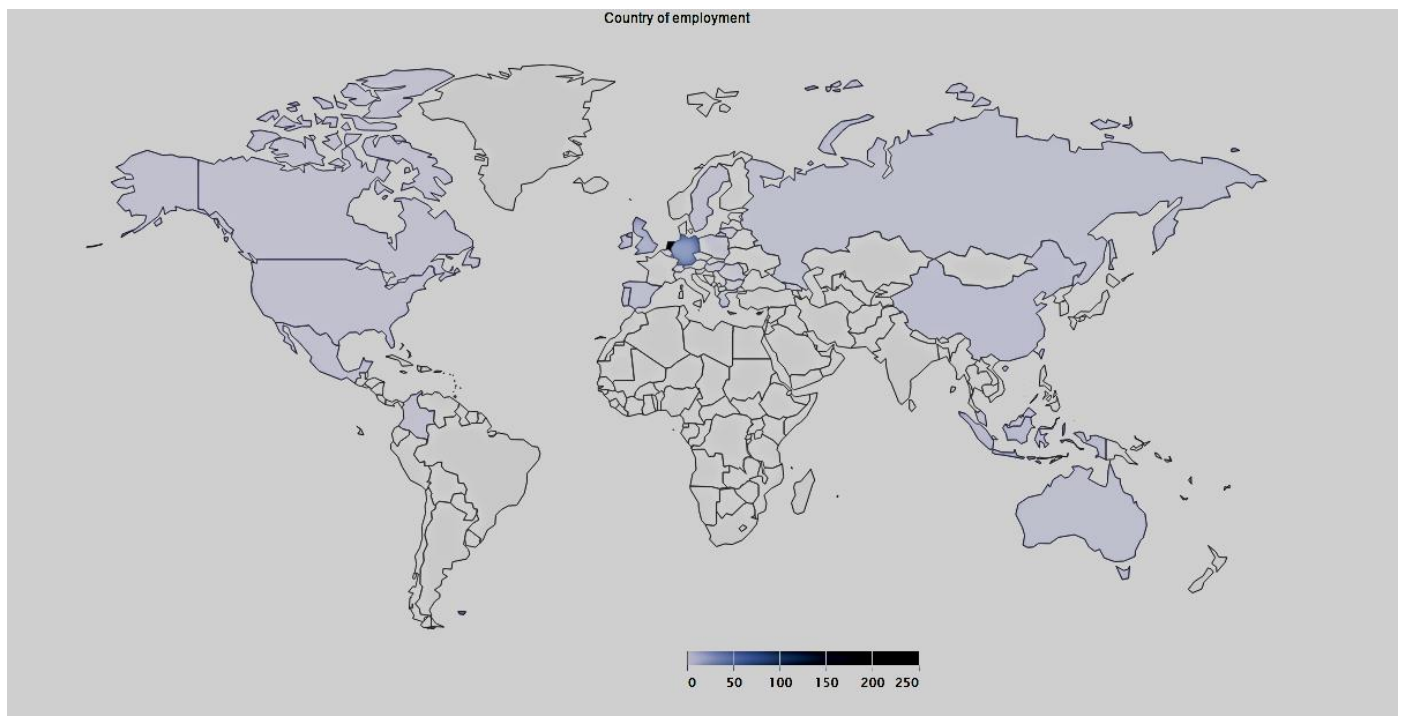
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Our MSc graduates found jobs in 30 countries. Almost two-thirds of all respondents, 57.3 per cent, say they have found a job in the Netherlands, while 31.6 per cent found a job elsewhere in Europe and 5.7 per cent went to other parts of the world.

Around one third (33 per cent) of respondents with non-EEA passports stayed in the Netherlands after graduation, which is a large decrease to last year (68 per cent). A very small number of non-EEA graduates, two in total, found jobs in other countries in Europe. 35 per cent found a job in their home country.

Only 1 per cent of graduates originating from the EEA found a job outside Europe.

World map showing where RSM graduates find their first job



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Entrepreneurs

The two per cent of respondents that founded and are working in their own businesses totals eight people. This is a too small a group to make any conclusions about the entrepreneurship of this cohort of RSM graduates, although we can profile these respondents. Their average age is 24. Seven of them are Dutch and one comes from Poland. This entrepreneurial group consists of eight men. The percentage of entrepreneurs among the graduates as well as their demographics is very similar to last year's data.

Most of the entrepreneurs studied the MSc Strategic Entrepreneurship at RSM. The timing of starting their own businesses is equally spread, five respondents already started during their studies, and four started after graduation.

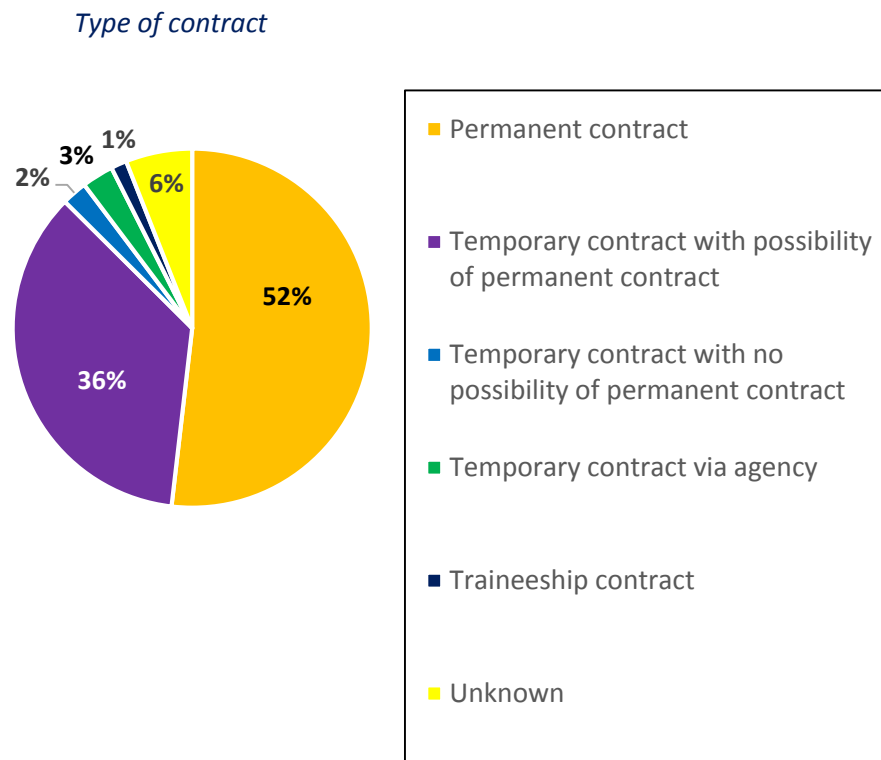
They all credit own networks for helping them to start their own companies, followed by the help of lecturers and RSM alumni.

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Contracts and salary

Types of contract

More than half of employed MSc graduates from RSM, 51.9 per cent, have a permanent contract. The second largest group, 35.6 per cent, have a temporary contract with the possibility of a permanent contract in the future.



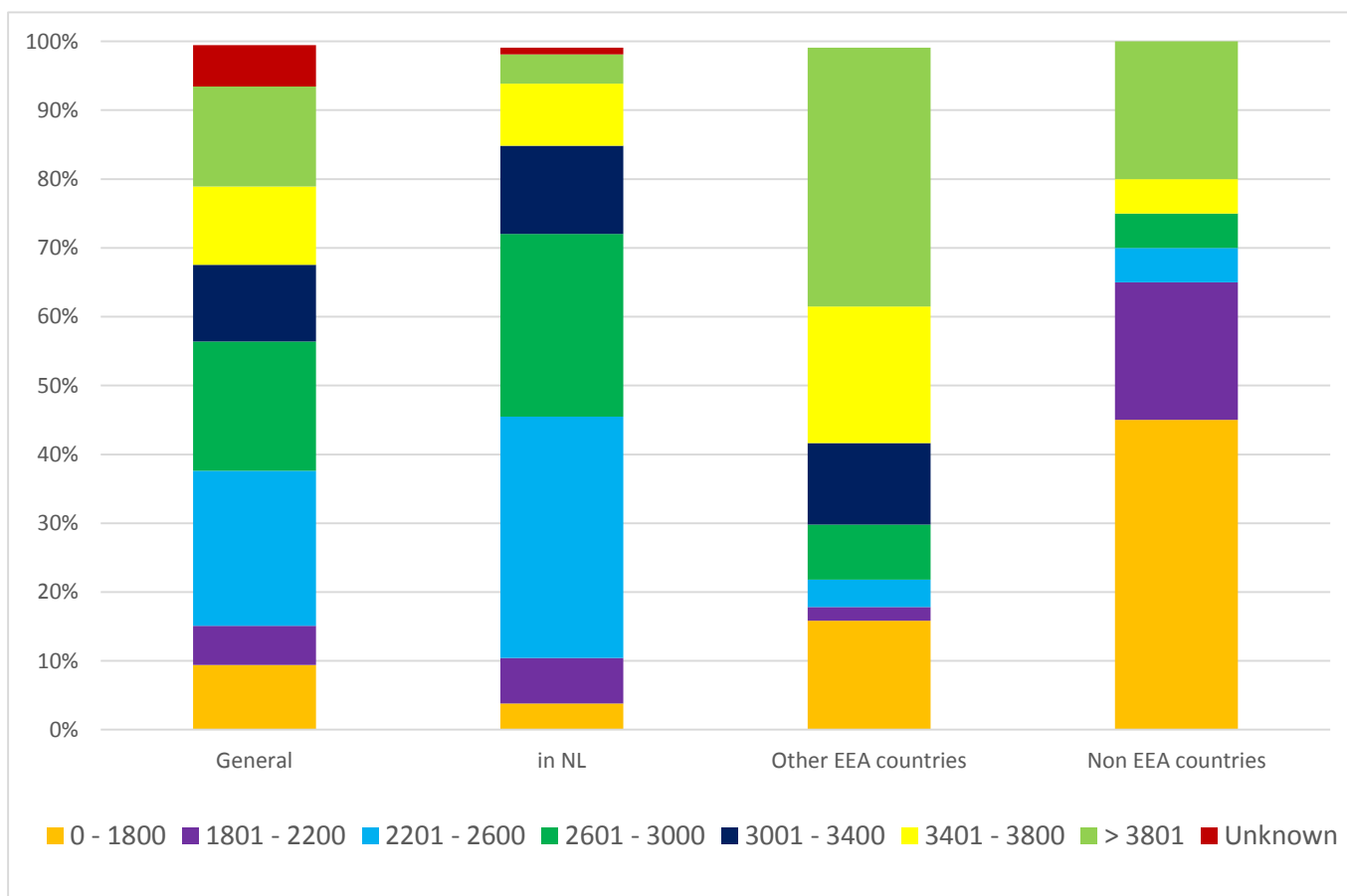
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Salary

The mean salary earned by respondents to our survey in their first year of employment – across all industry sectors and globally – is €2,969 gross per month (€35,628 per annum), which is slightly little more than last year’s survey. Salaries range from €500 to €7,200 gross per month.

However, salaries paid to those working in the Netherlands buck the global trend of our graduates’ salaries. The survey shows that, for graduates six months after graduations, the mean monthly salary paid by companies in the Netherlands is €2,797 gross.

Salary differences per region



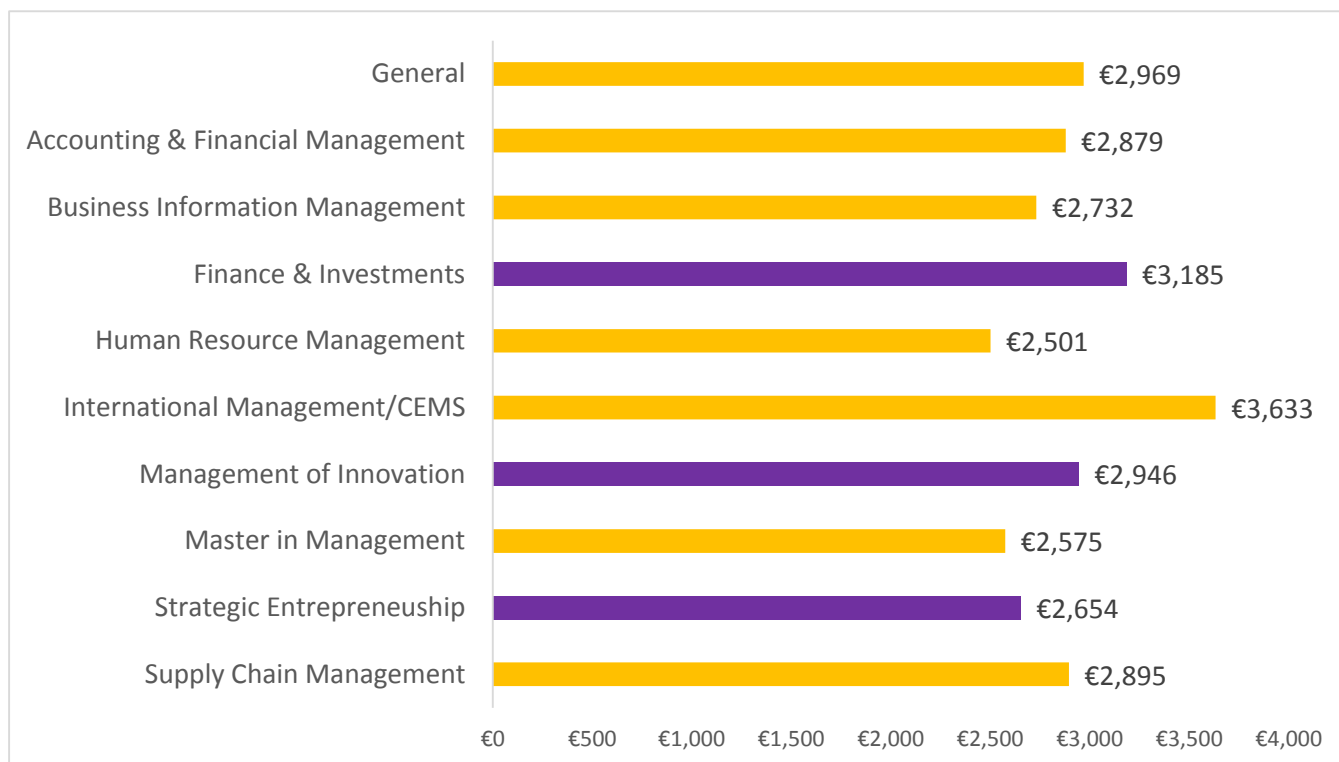
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In EEA countries other than the Netherlands, the mean monthly salary of our graduates is €3,011 and in non-EEA countries it's €2,235. In the Netherlands, salaries follow a normal distribution with many respondents earning close to the average. In the rest of the EEA, and in non-EEA regions, you see an unequal distribution, with more respondents in the lower and higher salary ranges, and a smaller proportion earning an average salary.

The lowest salary is paid in Indonesia, the highest in Switzerland.

There are differences in average salary and the percentage of people earning more than the average salary for each specialised master programme. While we cannot draw detailed conclusions for every specialised master programme, we can say that respondents from the MSc International Management/CEMS, and MSc Finance & Investments reported the highest average salaries.

Average gross salary per month per master



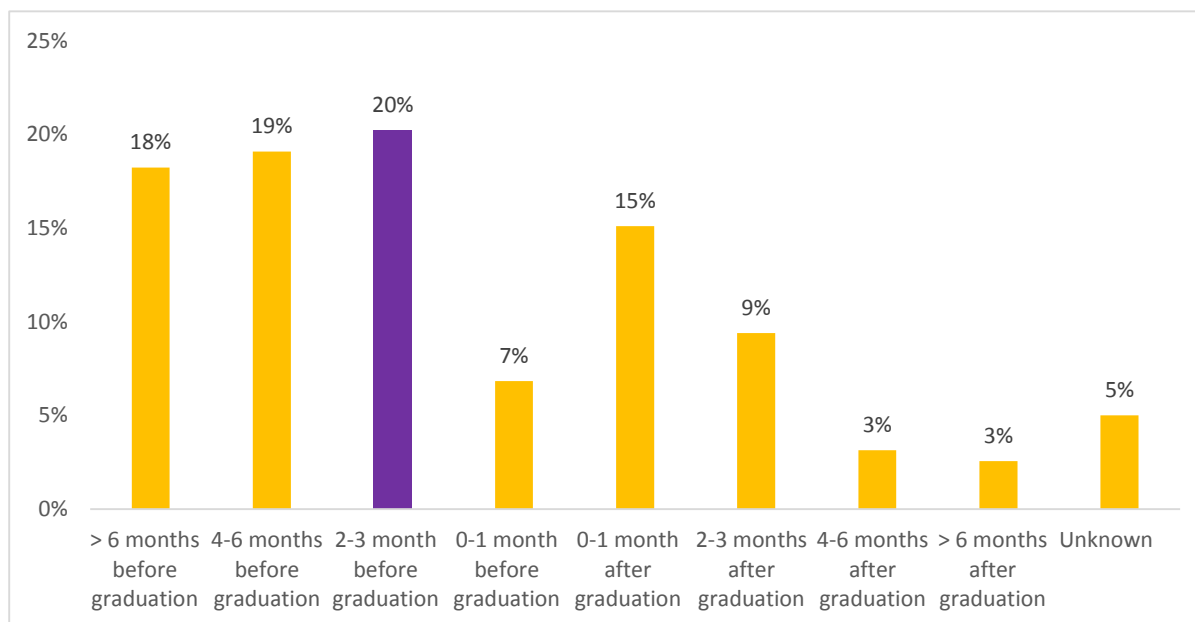
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Finding a job

When do they start their job searches?

About a fifth of MSc students (18 per cent) have already started looking for a job at least 6 months before they complete their studies. A month away from graduation, 65 per cent are actively searching for a job.

Job search start dates

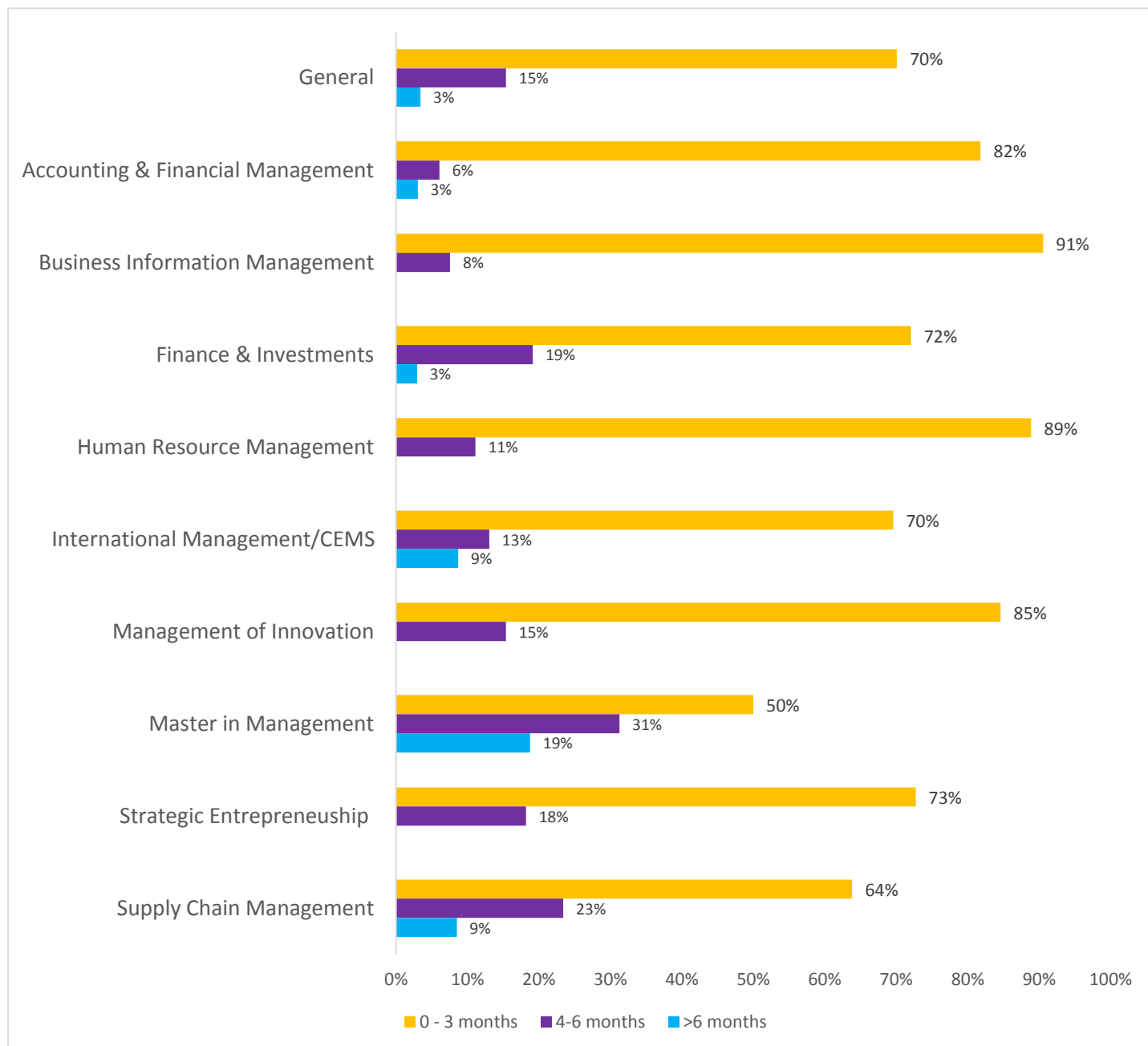


How long does it take to find a job?

The search for jobs seems to be effective, with 70 per cent of respondents saying they found a job within three months of the start of their search and more than half, 51.6 per cent, securing the first step on the career ladder before their graduation. More than 15 per cent of respondents from the MSc Master in Management needed more than 6 months to find a job. Unfortunately, the response rate from some specialised master programmes was too low for us to make conclusions about the speed of finding employment for graduates of these programmes.

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Number of months to find a job by master programme



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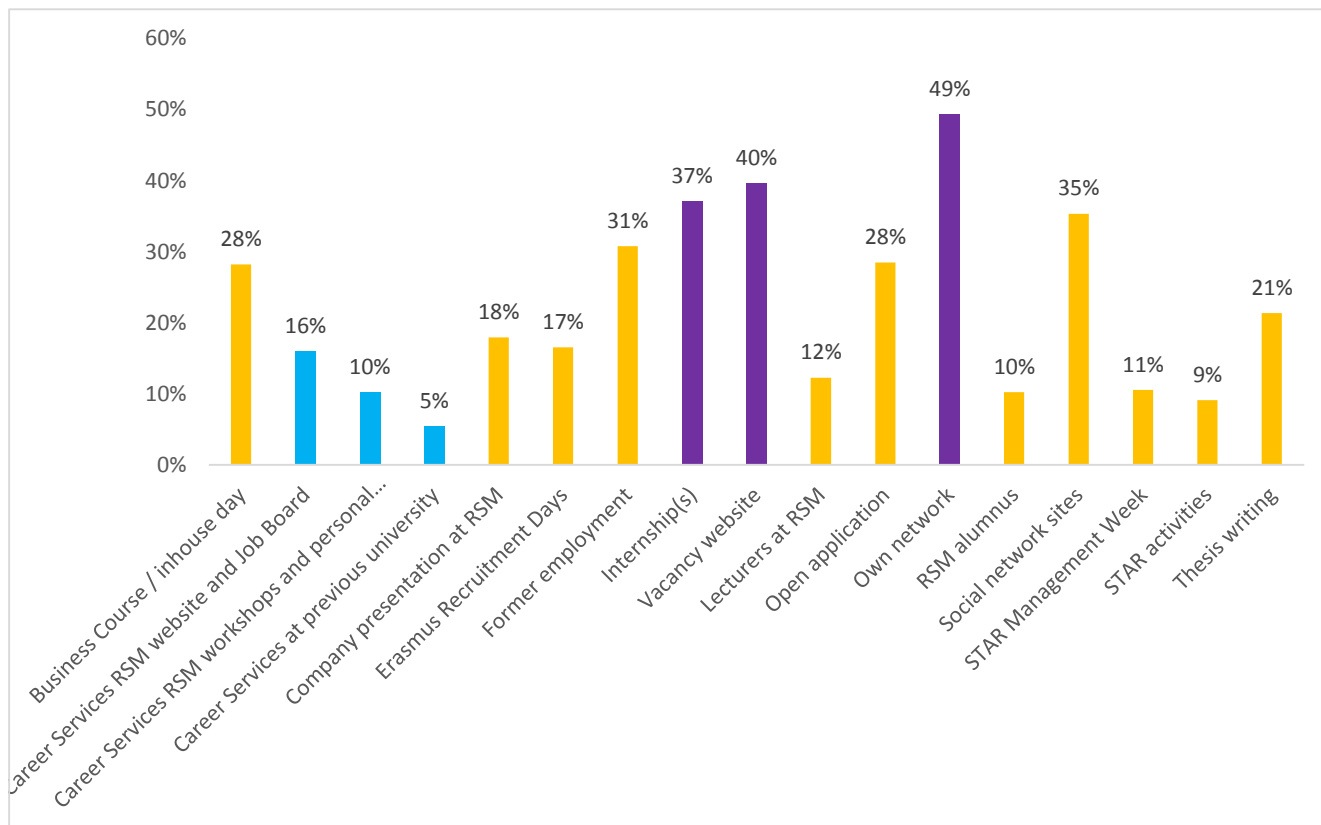
Finding a job

Using own networks (49.3 per cent) was reported as the most effective way of finding a job, followed by doing an internship (37 per cent), and via online networking such as LinkedIn (35.3 per cent). The MSc Employment Report 2015 shows the same results.

Giving students the opportunity to meet and interact with company recruiters on campus gets approval from 45 per cent of our respondents; these interactions include company presentations (18 per cent), STAR Management Week activities (10.5 per cent) and the Erasmus Recruitment Days (16.5 per cent).

The services of RSM's Career Services (coloured blue in the graph) were rated as valuable by 26.2 per cent of respondents. RSM's Job Board, on which companies advertise for applicants from within RSM, is rated as the best service with almost 16 per cent approval, compared to 10.3 who made use of workshops and personal advice offered by RSM Career Services.

Finding a job



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Extra activities

Internships

More than half (53 per cent) of master graduate respondents took part in an internship during their studies – that's 224 people. 189 respondents, 45 per cent, did an internship between or after their studies, of which 27.9 per cent also did an internship during their studies.

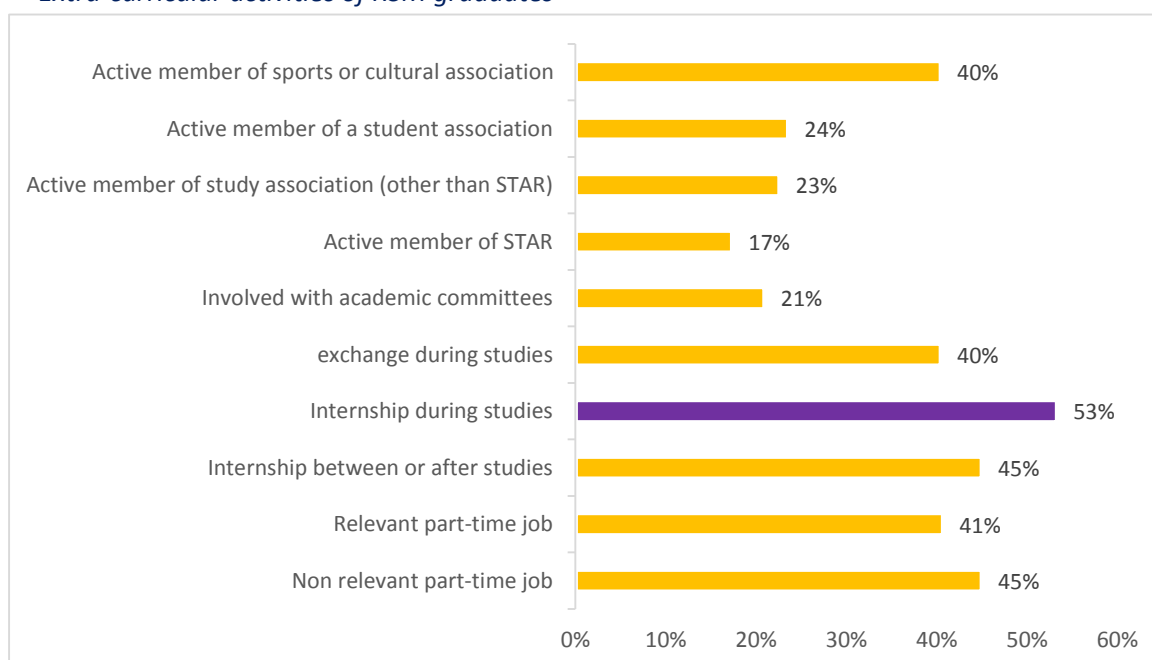
Study exchange

RSM graduates are keen to broaden their study experiences, 40.4 per cent did an exchange during or after their studies.

Extra-curricular activities

Most respondents took part in extra-curricular activities during their studies. The most frequently mentioned were non-study related part-time jobs (45 per cent), study-related part-time jobs (40.7 per cent), and memberships of sports or cultural organisations (40.5 per cent). As can be seen in the graphic, there is some cross-over, with several students taking parts in sports and cultural activities as well as having part-time work.

Extra-curricular activities of RSM graduates



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