

Job- and salary survey of the Faculty of Economics and Business Administration of Ghent University

Query 2018

INTRODUCTION

The faculty of Economics and Business Administration (FEB) strives to maintain a good contact with its alumni. We are also very interested in our alumni's career. How quickly do they find a job? In which sectors do most alumni work? This information is also useful to give future students an idea of the types of jobs they can end up in for each study program.

The job and salary survey was drawn up at the end of 2018 with the goal of gaining insight into the careers of our alumni. The survey was distributed on 11 December 2018 via e-mail to 8,380 FEB alumni and a reminder was sent on 19 December 2018. The survey was also distributed via the social media channels of our faculty from mid-December 2018. Mid-January 2019, we collected the completed surveys and processed them into this report.

The survey questions focus on the following topics:

- Study data
 - o Graduation year
 - o Obtained economic degree at Ghent University or the integrated HoGent
 - o Other obtained degrees
- Employment history
 - o Number of employers
 - o Current employment status
 - o Number of months unemployed before first job
 - o Number of total months unemployed (throughout entire career)
- Unemployment
 - o Reason of unemployment
- Current employment type
 - o Contract
 - o Full-time / part-time employment
 - o Job category
- Current employment
 - o Job title
 - o Company name
 - o Main location
 - o Total years of work experience
 - o Total years of work experience at current employer
 - o Sector
 - o Link between current employment and degree

- Wage
 - o Current gross/net monthly wage
 - o Benefits
- Personal data
 - o Gender
 - o Birth year

GENERAL DATA ON THE RESPONDENTS

1,853 respondents completed the survey. This is a response rate of 22.11% if we keep in mind the 8,380 alumni that were contacted via e-mail.

97 data entries have been removed because too little data was entered (only the education was filled in). Eleven data entries were removed because the respondents didn't complete any economic degree at Ghent University or HoGent. In total, we have 1,745 respondents whose data we can analyze.

Below we provide a brief overview of all answers given per question.

STUDY DATA

This data concerns all 1,745 respondents.

1. GRADUATION YEAR

	Graduation Year		Cumulative Percentage
	Frequency	Percentage	
2018	235	13.5	13.5
2017	254	14.6	28.0
2016	198	11.3	39.4
2015	102	5.8	45.2
2014	125	7.2	52.4
2013	56	3.2	55.6
2012	103	5.9	61.5
2011	80	4.6	66.1
2010	91	5.2	71.3
2009	66	3.8	75.1
2008	63	3.6	78.7
2007	33	1.9	80.6
2006	34	1.9	82.5
2005	31	1.8	84.3
2004	23	1.3	85.6
2003	24	1.4	87.0
> 2003	227	13.0	100.0
Total	1,745	100.0	

39.4% of the respondents graduated in the last three years (2016-2018), 13% graduated earlier than 2003. This uneven distribution in graduation year will influence the analysis of our alumni's career progress.

2. OBTAINED ECONOMIC DEGREE AT GHENT UNIVERSITY OR HOGENT

Obtained Economic Degree at Ghent University or HoGent

	Frequency	Percentage
Public Administration and Management	203	11.6
Economics	75	4.3
Business Economics	440	25.2
Business Engineering	233	13.4
Business Administration	600	34.4
General Economics	42	2.4
Subsequent master	128	7.3
Doctorate	24	1.4
Total	1,745	100.0

The data analysis shows that the majority of the respondents (95%) continues studying after obtaining a bachelor's degree and thus studies more than three years. Only two respondents obtained only a bachelor's degree and 91 respondents only obtained a graduate degree.

The different degrees are organized in eight degree categories. Each respondent is situated in only one category based on his/her highest obtained degree.

1. Public Administration and Management:
 - a. Graduate in Public Administration
 - b. Specialization Course in Management for Public Organizations/Graduated in Specialized Studies of Management for Public Organizations
 - c. Bachelor of Science in Public Administration and Management
 - d. Master of Science in Complementary Studies in Business Economics – Management of Public Organizations
 - e. Master of Science in Management of Public Organizations
 - f. Master of Science in Public Administration and Management
2. Economics:
 - a. Graduate in Economics
 - b. Bachelor of Science in Economics
 - c. Master of Science in Economics
3. Business Economics:
 - a. Graduate in Business Economics
 - b. Postgraduate Economics and Business Administration – Business Economics
 - c. Bachelor of Science in Business Economics
 - d. Master of Science in Complementary Studies in Business Economics – Business Economics
 - e. Master of Science in Complementary Studies in Business Economics – Taxation

- f. Master of Science in Business Economics – Accountancy
 - g. Master of Science in Business Economics – Finance
 - h. Master of Science in de Business Economics – Marketing
4. Business Engineering:
- a. Graduate in Business Economics – Technical Business
 - b. Specialization Course in Operations and Technology Management/Graduated in Specialized Studies of Operations and Technology Management/Master in Operations and Technology Management
 - c. Bachelor of Science in Business Engineering
 - d. Master of Science in Business Engineering – Data Analytics
 - e. Master of Science in Business Engineering – Finance
 - f. Master of Science in Business Engineering – Operations Management
5. Business Administration:
- a. Graduate in Business Administration
 - b. Bachelor of Science in Business Administration
 - c. Master of Science in Business Administration – Accountancy and Taxation
 - d. Master of Science in Business Administration – Commercial Management
 - e. Master of Science in Business Administration – Finance and Risk Management
 - f. Master of Science in Business Administration – Taxation
 - g. Master of Science in Business Administration – Management and IT
 - h. Master of Science in Business Administration – Marketing Management
 - i. Master of Science in Business Administration – HRM and Organizational Management
 - j. Master of Science in Business Administration – Strategic Management
6. General Economics:
- a. Master of Science in Economics (General Economics)
7. Subsequent Master:
- a. Additional Training in Accountancy And Auditing – Accountancy and Auditing
 - b. Additional Training in Accountancy And Auditing – European and International Accountancy and Auditing
 - c. Additional Training in Economics and Business Administration – General Economics
 - d. Specialization Course in Accounting / Graduate in Specialized Studies in Accounting
 - e. Specialization Course in Banking and Finance / Graduated in Specialized Studies of Banking and Finance
 - f. Specialization Course in Marketing (Analysis) / Graduate in Specialized Studies of Marketing (Analysis)
 - g. Graduate in Specialized Studies of Taxation / Graduate in Supplementary Studies of Taxation
 - h. Graduated in Specialized Studies of International Accounting
 - i. Graduate in Specialized Studies of Marketing Analysis and Planning
 - j. Postgraduate Program in Business Management (PUB)
 - k. Special Degree in Accountancy and Tax Law
 - l. Special Degree in Tax Law and Accounting Research
 - m. Special Degree in Accountancy
 - n. Special Degree in Marketing and Distribution
 - o. Graduated in Additional Studies in Accountancy and Auditing
 - p. Graduated in the Specialized Studies of Accountancy
 - q. Master of Science in Advanced Accounting

- r. Master of Science in Advanced Accounting –Financial Reporting
 - s. Master of Science in Advanced Accounting –Internal Auditing
 - t. Master of Science in Advanced Accounting –Management Control
 - u. Master of Science in Banking and Finance
 - v. Master of Science in Marketing Analysis
 - w. Master of Arts in Multilingual Business Communication
8. Doctorate:
- a. Doctor of Business Economics
 - b. Doctor of Economics

4. OTHER OBTAINED DEGREES

136 respondents indicated that they obtained a degree within Ghent University and HoGent but not at the faculty of Economics and Business Administration.

4.1. Other Degrees Obtained within Ghent University and HoGent

Other Degrees Obtained within Ghent University and HoGent

	Frequency	Percentage
Political and social sciences	24	17.6
Business economics	18	13.2
Engineering	13	9.6
Education	13	9.6
Business administration /Taxation	12	8.8
Humanities	12	8.8
PhD	8	5.9
Law	8	5.9
Maritime science	6	4.4
Languages	5	3.7
Science	5	3.7
History	4	2.9
Urban planning	2	1.5
Archeology	1	0.7
Business engineering	1	0.7
Medical	1	0.7
Sport	1	0.7
Real estate	1	0.7
Philosophy	1	0.7
Total	136	100.0

Within the category political and social sciences 18 respondents completed a master's degree in political sciences, eight of which studied the Master of Science in EU Studies. Seven of these eight respondents also have a master's degree in public administration and management. The other ten respondents completed a master's degree in communication sciences.

The category business economics covers all degrees in management, marketing, accounting, accountancy and HRM. The Master of Science in Health Care Management and Policy was completed by seven respondents, mostly respondents with a master's degree in business economics.

A degree in engineering science was primarily chosen by respondents with a Master of Science in Complementary Studies in Business Economics – main subject Business Economics (ten respondents).

Eight of the thirteen respondents who completed a teacher training degree have a degree in business administration.

The category business administration/taxation covers all tax courses. Within this category eight of the twelve respondents completed the Bachelor of Science in Applied Taxation at HoGent. Of these twelve respondents, five have a degree in business economics and seven a degree in business administration.

Within the category humanities six respondents have a Master of Science in Complementary Studies in Business Economics – main subject Business Economics. Five of them completed a master's degree in psychology.

The majority of respondents that completed this survey, have a degree in business economics or business administration from Ghent University or HoGent. The above figures must therefore be adopted with some caution.

4.3. Degrees Obtained outside of Ghent University and HoGent

300 respondents obtained a degree outside of Ghent University and HoGent after completing a degree at Ghent University and HoGent. Twelve of them already obtained another (non-economic) master's degree within Ghent University and HoGent. 37 of the 300 respondents completed more than one degree outside of Ghent University and HoGent.

Degrees Obtained outside of Ghent University and HoGent

	Frequency	Percentage
Business economics	152	50.7
Education	28	9.3
Business administration/ Taxation	23	7.7
Economics	22	7.3
Law	18	6.0
PhD	9	3.0
Political and social sciences	9	3.0
Public administration and management	5	1.7
Business engineering	5	1.7
Medical	4	1.3
Engineering	3	1.0
Humanities	3	1.0
Insurances	3	1.0
Sciences	3	1.0
Graphic	2	0.7
Maritime science	2	0.7
Languages	2	0.7
Transportation	2	0.7
Real estate	2	0.7
Architecture	1	0.3
Culture	1	0.3
Environment	1	0.3
Total	300	100.0

The category business economics contains all courses in management, marketing, accounting, accountancy and HRM. Thirteen respondents completed a marketing course. Another thirteen respondents completed an HRM course. Eleven respondents followed the Master in Marketing Management, ten respondents the Master in General Management and twenty the Master in Financial Management at Vlerick Business School. Here too, these were mostly respondents with a degree in business economics or business administration from Ghent University or HoGent. But because this group represents the majority of respondents who have completed this survey, we must interpret these conclusions carefully.

The category business administration/taxation covers all tax courses. Nine from the 23 respondents studied tax sciences at the Brussels Tax College. Here too, these were all respondents with a degree in business economics or business administration.

The category economics contains all financial courses. There are no clear trends in the categories economics, education or law.

The three most common universities/business schools are:

- Vlerick Business School (53 respondents)
- ESHAL Management School (25 respondents)
- KU Leuven (20 respondents)

EMPLOYMENT HISTORY

This data concerns all 1,745 respondents.

1. NUMBER OF EMPLOYERS

Number of Employers (with current employer)			
	Frequency	Percentage	Cumulative percentage
0	41	2.4	2.4
1	782	46.2	48.6
2	488	28.8	77.4
3	207	12.2	89.6
4	92	5.4	95.0
5	49	2.9	97.9
6	20	1.2	99.1
7	10	0.6	99.7
8	2	0.1	99.8
9	1	0.1	99.9
10	1	0.1	99.9
>10	1	0.1	100.0
Total	1,694	100.0	

Most respondents work for their first or second employer. Since 39% of the respondents graduated in 2016 or more recently, this is a logic ratio.

2. CURRENT EMPLOYMENT STATUS

Current Employment Status

	Frequency	Percentage
At work	1,635	95.3
(Early) Retirement	29	1.7
Sick leave	5	0.3
Sabbatical	2	0.1
Internship	3	0.1
Student	28	1.6
Top athlete	1	0.1
Unemployed but has worked already	9	0.5
Unemployed with no work experience	4	0.2
Other	1	0.1
Total	1,717	100.0

The majority of the respondents is currently at work. Only 0.7% of all 1,717 respondents that answered this question is unemployed. This is very positive and shows that the FEB alumni of Ghent University quickly find a job after graduating.

3. NUMBER OF MONTHS UNEMPLOYED BEFORE FIRST JOB

Number of Months Unemployed Before First Job (Military Service not included)

	Frequency	Percentage	Cumulative percentage
0.00	642	39.2	39.2
0.50	4	0.2	39.4
1.00	255	15.6	55.0
1.50	5	0.3	55.3
2.00	335	20.5	75.8
3.00	196	12.0	87.7
4.00	76	4.6	92.4
5.00	36	2.2	94.6
6.00	42	2.6	97.1
7.00	10	0.6	97.7
8.00	10	0.6	98.4
9.00	6	0.4	98.7
10.00	1	0.1	98.8
11.00	1	0.1	98.8
12.00	8	0.5	99.3
>12.00	11	0.9	100.0
Total	1,638	100.0	

The majority (88%) of the respondents started their first job within three months after graduating.

4. NUMBER OF TOTAL MONTHS UNEMPLOYED (THROUGHOUT ENTIRE CAREER)

Number of Total Months Unemployed (Throughout Entire Career)

	Frequency	Percentage	Cumulative percentage
0	1,137	69.1	69.1
1	94	5.7	74.8
2	130	7.9	82.7
3	86	5.2	87.9
4	58	3.5	91.4
5	29	1.8	93.2
6	42	2.6	95.7
7	14	0.9	96.6
8	15	0.9	97.5
9	9	0.5	98.1
10	6	0.4	98.4
11	4	0.2	98.7
12	7	0.4	99.1
>12	15	0.12	100.0
Total	1,646	100.0	

The number of respondents who have never been unemployed throughout his/her career is high (69%).

UNEMPLOYMENT

This data concerns the thirteen respondents who indicated to be currently unemployed (“unemployed but has worked already”, “unemployed with no work experience”).

1. REASON OF UNEMPLOYMENT

Multiple answers could be selected for this question.

Reason of Unemployment

	N
Current economic situation	2
Degree is unknown with employers	1
Deliberate choice	4
Studies	2
Not enough job vacancies	5
Too many candidates with the same degree	2
Other	5
Total	21

CURRENT EMPLOYMENT TYPE

This data concerns the 1,636 respondents that indicated to be working currently.

1. CONTRACT

Type of Contract

	Frequency	Percentage
Open-ended contract	1,266	78.1
Limited-term contract	94	5.8
Interim contract	9	0.6
Statutory contract	166	10.2
Self-employed or entrepreneur	84	5.2
Other	2	0.1
Total	1,621	100.0

The majority has an open-ended contract. This shows that our alumni have stable employment.

2. FULL-TIME / PART-TIME EMPLOYMENT

Full-time / Part-time Employment

	Frequency	Percentage	Cumulative percentage
Full-time	1,553	96.2	96.2
Part-time 90% (4.5/5)	3	0.2	96.4
Part-time 80% (4/5)	48	3.0	99.4
Part-time 75% (3.75/5)	1	0.1	99.4
Part-time 60% (3/5)	2	0.1	99.5
Part-time 50% (2.5/5)	7	0.4	99.9
Other	1	0.1	100.0
Total	1,615	100.0	

3. JOB CATEGORY

Job Category

	Frequency	Percentage
Official	247	15.3
Worker	3	0.2
Administrative and support staff	554	34.2
Middle management	451	27.9
Higher management	96	5.9
Doctoral student	21	1.3
Executives	159	9.8
Liberal professions	19	1.2
Self-employed	64	4.0
Other	4	0.2
Total	1,618	100.0

CURRENT EMPLOYMENT

This data concerns the 1,636 respondents that indicated to be working currently.

1. MAIN LOCATION

Main Location of Current Employment

	Frequency	Percentage
My work activities are mainly located in Belgium	1,402	89.0
My work activities are mainly located in Europe	144	9.1
My work activities are mainly located outside of Europe	29	1.8
Total	1,575	100.0

2. TOTAL YEARS OF WORK EXPERIENCE

Total Years of Work Experience

	Frequency	Percentage	Cumulative percentage
0-5	888	56.7	56.7
6-10	365	23.3	80.0
11-15	135	8.6	88.6
16-20	74	4.7	93.3
21-25	49	3.1	96.4
26-30	27	1.7	98.1
31-35	18	1.1	99.3
36-40	9	0.6	99.9
41-45	2	0.1	100.0
Total	1,567	100.0	

The majority of the respondents (57%) has zero to five years of work experience. This is a logical number since most respondents graduated between 2016 and 2018.

4. TOTAL YEARS OF WORK EXPERIENCE AT CURRENT EMPLOYER

Years of Work Experience at Current Employer

	Frequency	Percentage	Cumulative percentage
0-5	1,185	75.2	75.2
6-10	222	14.1	89.3
11-15	75	4.8	94.1
16-20	47	3.0	97.1
21-25	24	1.5	98.6
26-30	16	1.0	99.6
31-35	5	0.3	99.9
36-40	1	0.1	100.0
Total	1,575	100.0	

It is logical that the majority of respondents (75%) have zero to five years of work experience with their current employer since most respondents graduated between 2016 and 2018.

5. SECTOR

In which sector are you currently employed?

	Frequency	Percentage
Bank, insurances and financial services	304	19.4
Construction	45	2.9
Chemistry and petro chemistry	23	1.5
Consulting (legal,, IT, HR, ...)	306	19.5
Distribution, retail and wholesale	82	5.2
Pharmaceuticals	17	1.1
Healthcare	23	1.5
Catering	7	0.4
Wood and raw material processing industry	11	0.7
Informatics	75	4.8
International institutions and governmental organizations	15	1.0
Agriculture and horticulture, cattle breeding, fishing and mining	8	0.5
Media and entertainment	7	0.4
Metalworking industry	52	3.3
Education (and scientific research)	111	7.1
Government (local, regional and federal)	175	11.2
Food, beverage and smoking products production	88	5.6
Professional services (security, maintenance)	4	0.3
Advertising and communication	23	1.5
Socio-cultural sector	9	0.6
Telecommunications	9	0.6
Textiles, shoe and clothing industry, leather industry	17	1.1
Tourism and leisure activities	13	0.8
Transport and logistics	39	2.5
Welfare, social services	10	0.6
Other	96	6.1
Total	1,569	100.0

6. LINK BETWEEN CURRENT EMPLOYMENT AND DEGREE

Link between Current Employment and Degree

	Frequency	Percentage	Cumulative percentage
My current position is very much in line with my degree	692	44.0	44.0
My current position is reasonably in line with my degree	669	42.6	86.6
My current position is not in line with my degree	211	13.4	100.0
Total	1,572	100.0	

WAGE

This data concerns the 1,636 respondents that indicated to be working currently. This includes top athletes and trainees.

1. CURRENT GROSS MONTHLY WAGE

The respondents were able to enter their gross and / or net monthly wage. The majority entered the gross monthly wage. These gross monthly wages are classified per € 500 scale.

Current Gross Monthly Wage

	Frequency	Percentage	Cumulative percentage
<1,499	5	0.4	0.4
1,500-1,999	22	1.6	1.9
2,000-2,499	262	18.7	20.6
2,500-2,999	238	17.0	37.6
3,000-3,499	255	18.2	55.8
3,500-3,999	170	12.1	68.0
4,000-4,499	105	7.5	75.4
4,500-4,999	87	6.2	81.7
5,000-5,499	79	5.6	87.3
5,500-5,999	42	3.0	90.3
6,000-6,499	24	1.7	92.0
6,500-6,999	15	1.1	93.1
7,000-7,499	18	1.3	94.4
7,500-7,999	10	0.7	95.1
8,000-8,499	5	0.4	95.4
8,500-8,999	7	0.5	95.9
9,000-9,499	13	0.9	96.9
9,500-9,999	5	0.4	97.2
>=10,000	39	2.8	100.0
Total	1,399	100.0	

The lowest wage category contains three respondents following an internship, one respondent is a top athlete and one respondent works part-time (50%).

2. BENEFITS

Several answers could be selected for this question.

Benefits

	Answers		Percentage cases
	N	Percentage	
Public transportation subscription	431	3.6	28.3
Corporate vehicle	793	6.6	52.1
Financial bonus	731	6.1	48.1
Eco checks	737	6.1	48.5
End of year bonus	1,239	10.3	81.5
Facility services (ironing service, childcare, etc.)	109	0.9	7.2
Group insurance (pension)	1,000	8.3	65.7
Smartphone + subscription	985	8.2	64.8
Hospitalization insurance	1,182	9.8	77.7
Internet subscription	361	3.0	23.7
Reimbursement commuting	497	4.1	32.7
Laptop	1,092	9.1	71.8
Meal vouchers	967	8.0	63.6
Expenses	842	7.0	55.4
Working from home	905	7.5	59.5
Other	187	1.6	12.3
Total	12,058	100.0	792.8

a. Dichotomy group tabulated at value 1.

PERSONAL DATA

This data concerns all 1,745 respondents.

1. GENDER

Gender

	Frequency	Percentage
Male	880	54.6
Female	704	43.6
I prefer to stay anonymous	29	1.8
Total	1,613	100.0

2. BIRTH YEAR

	Birth Year		
	Frequency	Percentage	Cumulative percentage
<'50s	16	1.0	1.0
'50s	17	1.1	2.1
'60s	60	3.8	5.9
'70s	111	7.1	13.0
'80s	516	32.9	45.9
'90s	850	54.1	100.0
Total	1,570	100.0	

MOST IMPORTANT FINDINGS

EFFECT OF DEGREE CATEGORY

1. EFFECT OF DEGREE CATEGORY ON EMPLOYMENT STATUS

There is no significant difference in employment status between the different degree categories.

We do see that on average 94% of the respondents who graduated between 2016 en 2018 (N=675) are currently working. Of the respondents who graduated in the last two years (graduation year 2017 and 2018) (N=479) an average of 93% is currently at work. Of the respondents who graduated in 2018 (N=229) and who therefore graduated for half a year at the time of the survey, an average of 87% is working. Another 10% continues studying and 1.7% is still looking for a job.

2. EFFECT OF DEGREE CATEGORY ON SECTOR

Over all graduation years (N=1,581), relatively more respondents work in the banking sector (19%), consulting sector (19%) and government sector (11%). The preference for these three sectors is already apparent among the respondents who graduated in 2018 and this trend continues throughout all graduation years.

Over all graduation years, relatively more respondents with an economics degree work in the banking sector and relatively fewer respondents with a degree in public administration and management.

Relatively more respondents with a business engineering degree work in the consulting sector and there are relatively fewer respondents with a general economics degree and a doctoral degree.

Relatively more respondents with a degree in public administration and management or an economics degree work in the government sector and relatively fewer respondents with a business engineering degree.

For the education sector relatively more respondents work with a doctoral degree, which is no surprise given the degree.

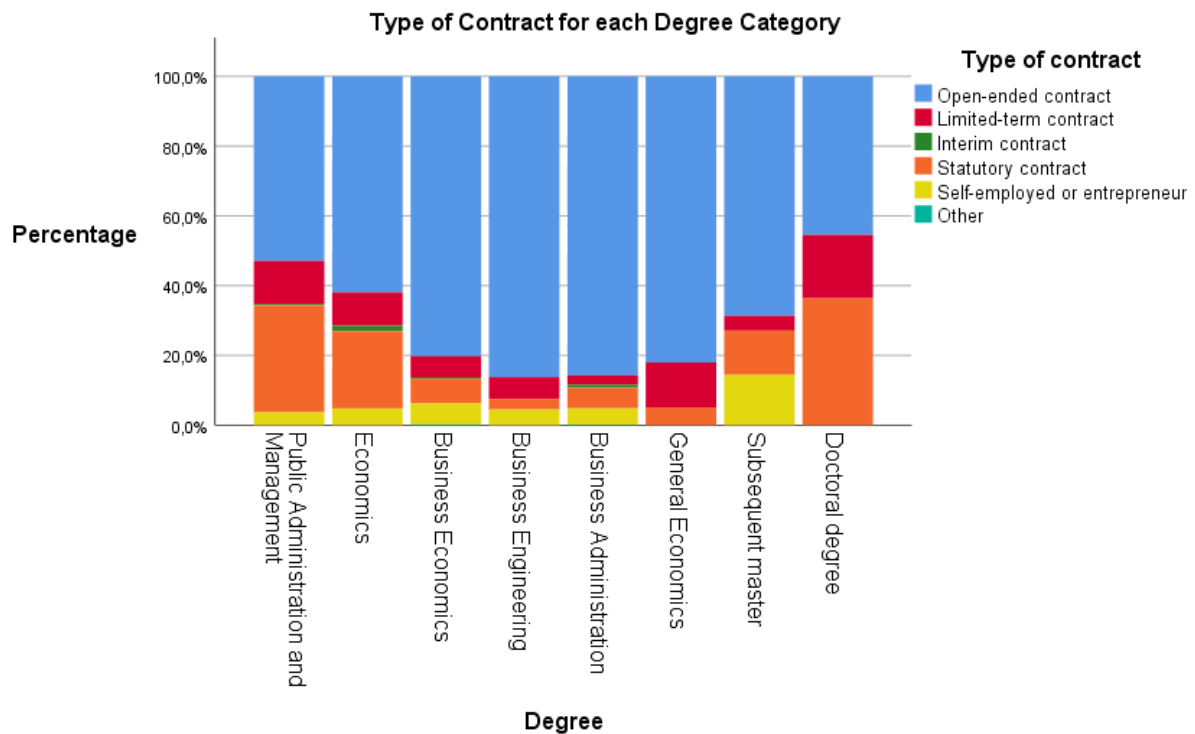
3. EFFECT OF DEGREE CATEGORY ON CONTRACT TYPE

Over all graduation years and degree categories (N=1,635) 78% of the respondents has an open-ended contract. 10% has a statutory contract, 6% has a limited-term contract and 5% is self-employed or entrepreneur.

Relatively fewer respondents with a doctoral degree have an open-ended contract.

Relatively more respondents with a doctoral degree, general economics degree or a degree in business administration and management have a limited-term contract. A statutory contract is relatively more common among respondents with a

degree in business administration and management, economics degree or a doctoral degree. We see relatively more entrepreneurs with a subsequent master degree and relatively fewer with a general economics degree or a doctoral degree.



Of the respondents who have graduated in the last five years (N=854), 85% has an open-ended contract. For this group of respondents, far fewer respondents have a statutory (3.5%) or self-employed contract (2.3%) compared to all graduation years combined.

For this group there are no significant differences in contract type between the degree categories themselves.

4. EFFECT OF DEGREE CATEGORY ON TIME TO FIRST JOB

On average, respondents who are working or who have worked (N=1,638) took 1.7 months to start their first job. For respondents with a degree in public administration and management and a general economics degree, the time to first job takes a little longer on average. This is 2.4 months on average for a public administration and management degree and 2.2 months on average for respondents with a general economics degree.

If we look at the respondents who graduated in the last five years (N=859), we see that the time to employment is 1.5 months on average. Also for this group of respondents, the time to first job takes on average slightly longer for respondents with a degree in public administration management (2.3 months) and a general economics degree (2.1 months).

5. EFFECT OF DEGREE CATEGORY ON EMPLOYMENT LOCATION

Of all the respondents who are currently working (N=1,589), 89% works in Belgium. Relatively more respondents with a business engineering degree or a doctoral degree work outside of Belgium. Relatively fewer respondents with a general economics degree work outside of Belgium.

Among the respondents who have graduated in the last five years (N=829), 90% works in Belgium. For this group, there are no significant differences in employment location between the degree categories.

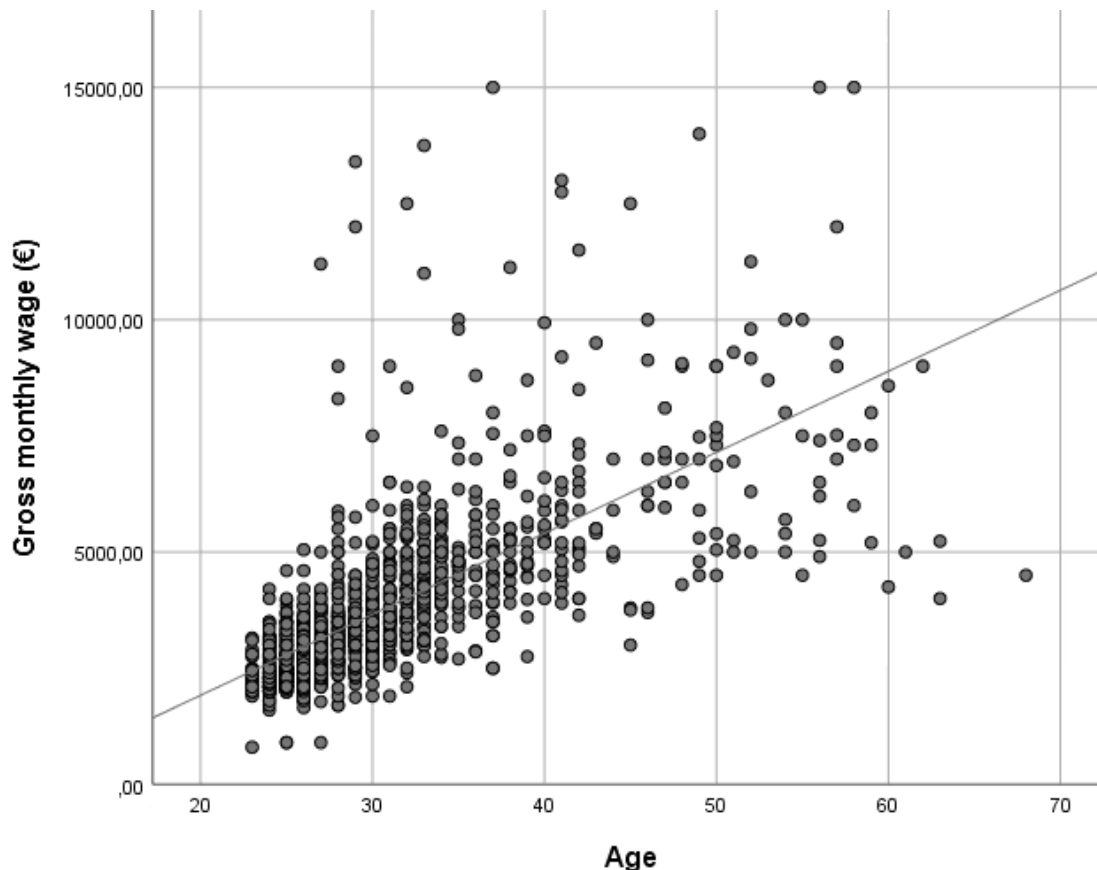
EFFECT ON GROSS MONTHLY WAGE

Analysis shows that the gross monthly wage is influenced by several factors. If we look at the gross monthly wage of all respondents who are currently working (N=1,345), we see that age, and whether or working full-time has a significant influence on the gross monthly wage. Gender has no significant effect on the gross monthly wage of this group of respondents.

1. EFFECT OF AGE ON GROSS MONTHLY WAGE

Age has a large positive influence on the gross monthly wage ($F=948.192$; $p=0.000$) for all respondents who are currently working (N=1,345). The older the respondents, the higher the gross monthly wage.

If we look at the effect of age on the gross monthly wage for all respondents who work full-time and who have entered their gross monthly wage (N=1,338), we see that 48% of the variance (R Square=0.478) in the wage is explained by age. This indicates that our alumni get a higher wage over the years and therefore evolve financially forward during their career. If we look at the job titles, we see that they increase in level as the respondents get older. We are seeing a shift from junior and low levels to senior and high levels with more responsibilities. This confirms that our alumni move forward during their career.



There are not enough respondents from all age categories within each degree to view a clear evolution of wages per degree.

2. EFFECT OF FULL TIME WORKING ON GROSS MONTHLY WAGE

With all respondents who are currently working (N=1,345) we see that the more hours a week respondents work, the more they earn on average (F=37.972; p=0.000).

3. EFFECT OF GENDER OF GROSS MONTHLY WAGE

The relation between gender and gross monthly wage is borderline significant (F=3.771; p=0.055) if we look at all respondents who are currently working (N=1,345). Male working respondents earn on average €556 gross more a month than female working respondents. But this difference is borderline significant.

There are relatively more female respondents who work part-time than male respondents. This factor could explain the average difference in gross monthly wage between female and male respondents. But if we look at the gross monthly wage of all respondents working full-time (N=1,300), then the gender and gross monthly wage relationship is still borderline significant (F=3.774; p=0.052). Male respondents who work full-time earn on average € 587 more per month than female respondents who work full-time.

We see a significant effect in gender in two specific degree categories. Among respondents who work full-time and have a general economics degree (N=344), men earn relatively more than women. We see with this degree that relatively more men than women work in the banking sector and relatively more women than men work in the education sector.

Also among respondents who work full-time and have a business administration degree (N=464), men earn relatively more than women. There are no significant differences in the distribution between men and women per sector.