

#### **DMP/SCM Salary Guide 2014**

8 Nov 2014

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#### **Introduction and Objectives**



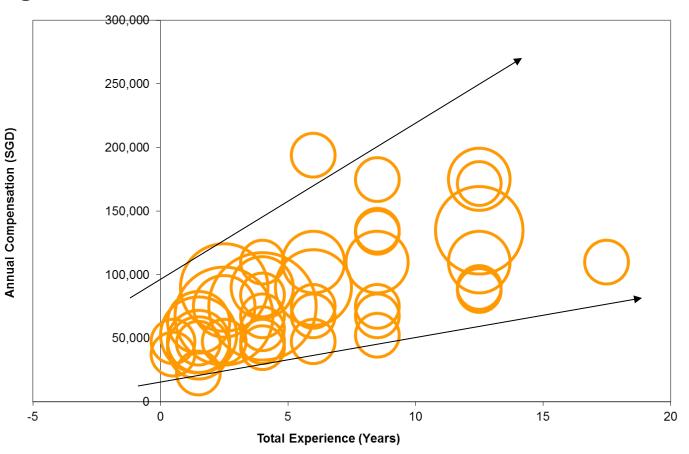
- Salary conducted in Oct 2014
- Aims are to:
  - Obtain trends in DMP/SCM graduate salaries
  - Capture yearly changes (aggregate of annual increments, promotions, job changes and variations in bonuses)
- Near identical qualifications of DMP/SCM graduates allow for meaningful comparisons across functions and industries, despite a limited sample size



### Responses in 2014



# 68 respondents out of 202 invites (34% rate of response), representing 12 batches of (C)DMP and 3 batches of SCM graduates from TLIAP-NUS



Note: Size of bubbles corresponds to number of overlapping responses

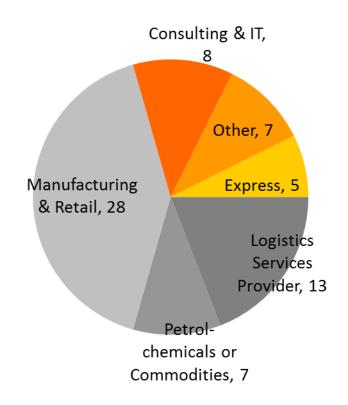


### **Responses Grouped By Industry**



#### Logistics services industry most highly represented

Group	Industry
Consulting & IT	Consulting (external)
	Software and information technology
Express	Express services provider
Logistics Services Provider	Freight forwarding or shipping
	Integrated logistics services provider
	Warehousing services provider
	Port or airport operator
Manufacturing & Retail	Manufacturing - automotive and components
	Manufacturing - high-tech/electronics
	Manufacturing - household products
	Manufacturing - fast-moving consumer goods
	Manufacturing - others
	Retail
Petrochemicals or Commodities	Oil & Gas, Petrochemicals or Commodities
Others	Government or military
	Other or non-logistics/supply chain related



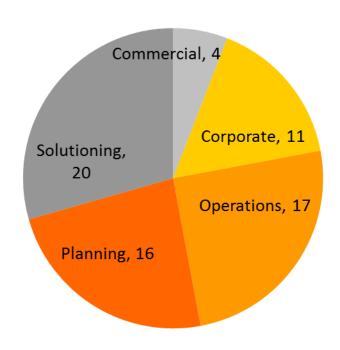


### **Responses Grouped By Function**



#### Respondents quite evenly distributed between various functions

Grouping	Functions
Commercial	Account management
	Sales, marketing or business development
	Pricing or tender management
Solutioning	Engineering or solution design
	Project management or implementation
Operations	Operations
	Process improvement or quality management
Planning	Trading, chartering or brokering
	Demand or inventory planning
	Procurement or purchasing
	Product management or development
Corporate	Finance
	Others
	Strategic/corporate planning
	In-house consulting

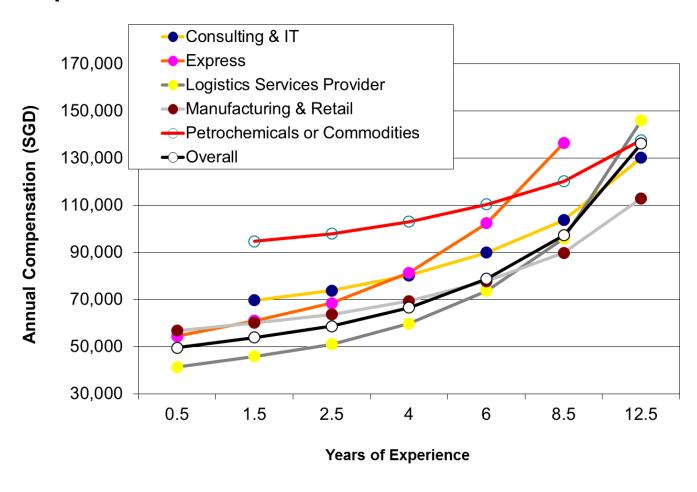




### **2014 Salaries by Industry**



# The Petrochemical, Consulting and Express industries pay the best for experienced hires

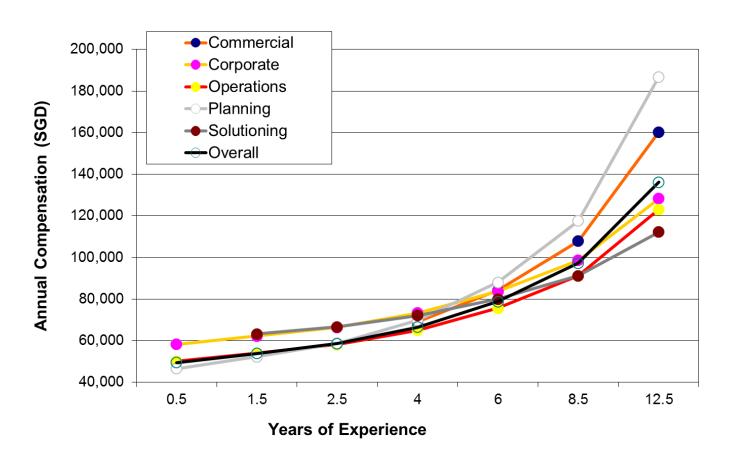




#### 2014 Salaries by Function



# Solutioning jobs are most rewarding at entry-level, while commercial work pays better at senior levels



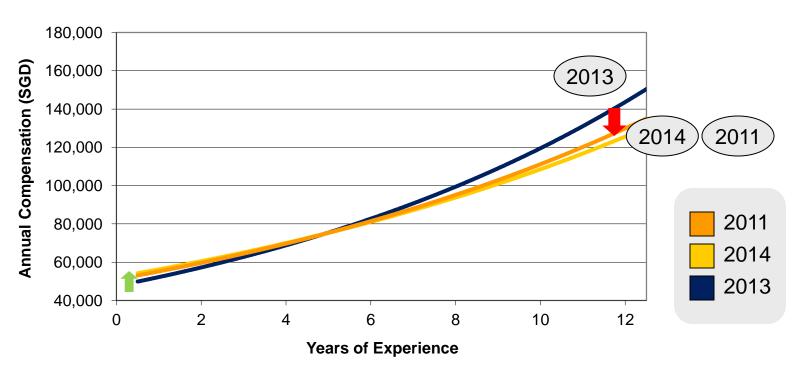


#### 4-Year Trend - Overall



# Overall salaries of 2014 at junior level is slightly higher than 2013; salaries of senior levels declines in 2014.

**Overall 4-Yr Trend** 



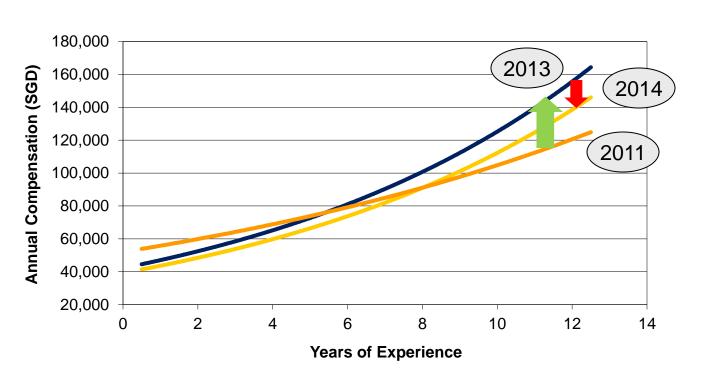


### 4-Year Trend – Logistics Services Providers



# Overall LSP senior-level salaries bounced back from 2011 in 2013, and slightly decreased in 2014.

**Logistics Services 4-Yr Trend** 





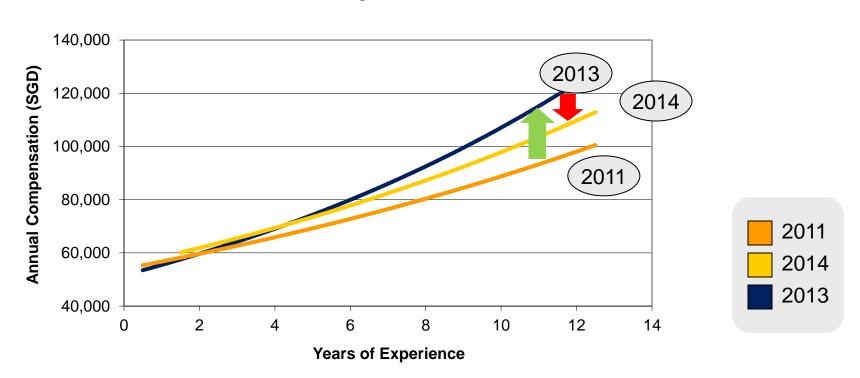


#### 4-Year Trend - Manufacturing



## Manufacturing salaries at senior levels in 2013/2014 also bounced back

#### **Manufacturing 4-Yr Trend**

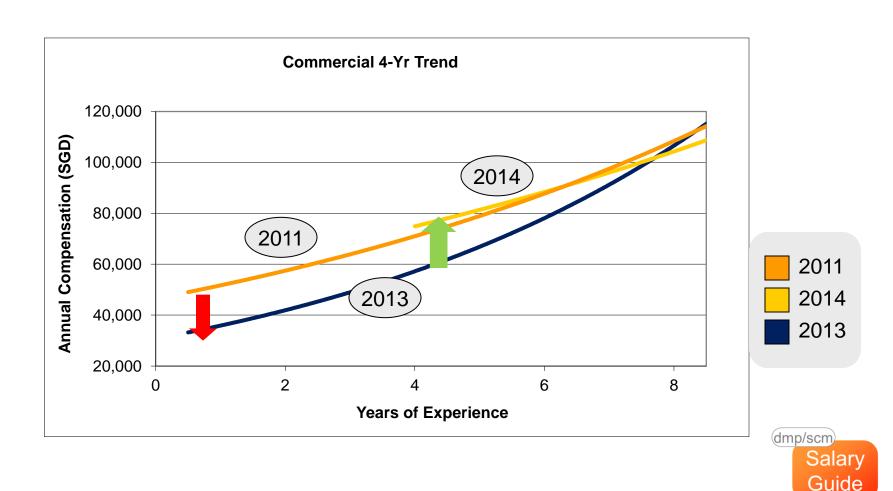




#### 4-Year Trend - Commercial



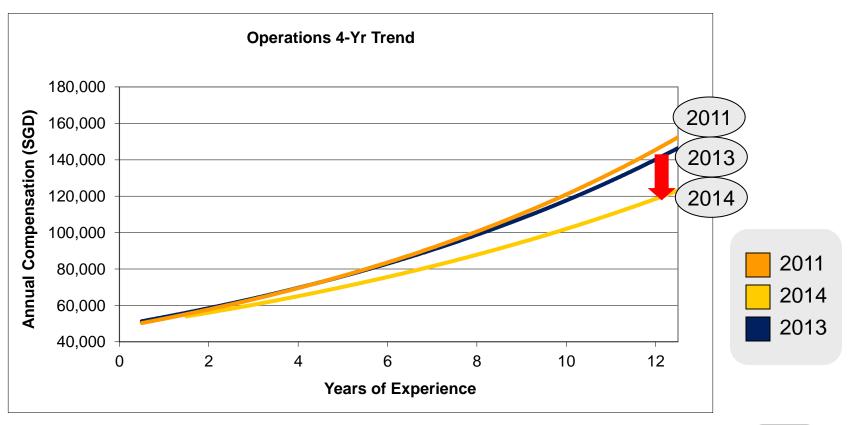
## Mid-level Commercial function salaries bounced back in 2014 from decline in 2013.



### **4-Year Trend – Operations**



#### Operations salaries are on declining trend.

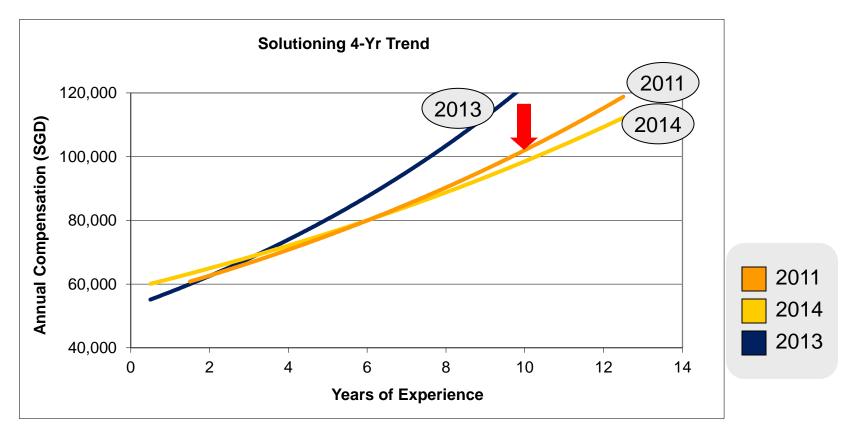




#### 4-Year Trend - Solutioning



## Solutioning salaries decreased in 2014 from significant increase in 2013.



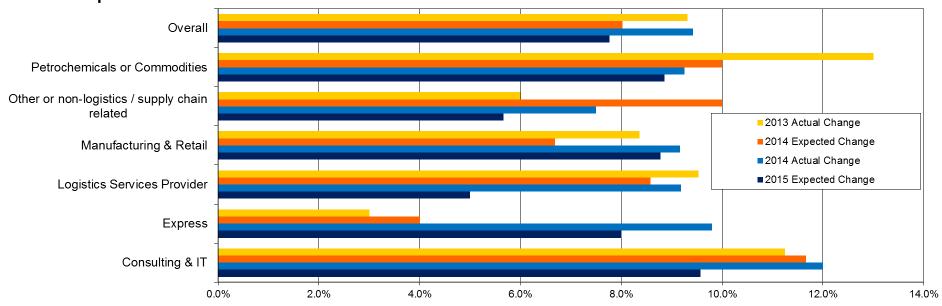


#### **Expectations for 2014**



# Respondents in 2014 reported the same level of salary increase in their compensation for the past year.

- For the next year, overall expectation of salary increase remains ~8%.
- Respondents from the consulting and petroleum industries are most optimistic.





#### **Summary and Conclusion**



- Starting salaries for DMP/SCM graduates are somewhat stable.
- Supply chain planning / commercial jobs are the highest-paying at senior level, in contrast with solutioning as the highest-paying in the past year.
- DMP/SCM graduates remains the same level of optimism about salary increases for next year, compared to a year ago.
- Results of the DMP/SCM survey 2014 broadly reflects the MoM findings, which shows that salary growth is slowing.

