



The missing link between skills and productivity in Singapore

Singapore's workforce is more skilled than ever. Yet higher skills alone are not translating into stronger motivation, commitment or productivity.

A study by the Institute for Adult Learning at the Singapore University of Social Sciences shows why. Drawing on nationally representative data and international benchmarks, the study finds that good jobs are not defined by pay alone, but by how work is designed and how skills are used.



Jobs that give workers autonomy over how they work, involve them in decisions, engage cognitive skills and provide access to learning are far more likely to drive job satisfaction, commitment, discretionary effort and long-term capability development. Where task demands rise without these enabling conditions, outcomes stagnate instead of improving.

Unpack the findings and insights [here](#).

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