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DIE NEU-ENGLANDER (2)



RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 50 pages. Original publisher: Washington, D. C. : U. S. Dept. of Labor, Bureau of Labor Statistics, Office of Employment Research and Program Development, 1995 OCLC Number: (OCoLC)705358694 Subject: Promotions -- United States. Excerpt: . . . 12 promoted are nearly 18 percentage points more likely to be promoted again. Two interpretations are suggested by this result. First, the past promotion variable may capture unobserved motivation or ambition and reflect the fact that certain people move upward through the firms internal hierarchy at a much faster rate than others. Second, this variable may also reflect characteristics of the job, and some workers are employed at firms with well-defined and numerous promotion steps, while others work for companies where promotions are more ambiguously structured and occur less frequently. It is also of interest to note that approximately twice as many workers were 10 promoted (20 percent) than trained (10 percent) in the prior year. It should be mentioned that the company training measure captures participation in formal company training programs and does not reflect the acquisition of informal training. Hence, it may be true that the promotion measure reflects increases in skills or productivity that are not captured by the company training variable. Results from the promotion probits estimated separately by gender presented in specifications (3) and (4) indicate that the black and Hispanic differentials in promotion receipt occur only among men. The negative impact of union status on promotion also appears to be strongest among men. This result may suggest that the seniority-based promotion process plays a larger role for unionized men than for unionized women. Conversely, training appears to be more important in enhancing the promotion likelihood of women,...



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