Bibliography

- Abowd, J.M. 1990. "Does Performance-Based Managerial Compensation Affect Corporate Performance?" *Industrial and Labor Relations Review* 43:52S–73S, Special Issue: Do Compensation Policies Matter?
- Aeberhardt, R., D. Fougère, J. Pouget, and R. Rathelot. in press. "Wages and Employment of French Workers with African Origin." *Journal of Population Economics* forthcoming.
- Aeberhardt, R., and J. Pouget. 2007. "National Origin Wage Differentials in France: Evidence from Matched Employer-Employee Data." IZA, Discussion Paper No. 2779, May.
- Altonji, J.G., and C.R. Pierret. 2001. "Employer Learning and Statistical Discrimination." *Quarterly Journal of Economics* 116:313–350.
- Amemiya, T. 1981. "Qualitative Response Models: A Survey." *Journal of Economic Literature* 19:1483–1536.
- Andrews, D.W.K. 2001. "Testing When a Parameter is on the Boundary of the Maintained Hypothesis." *Econometrica* 69:683–734.
- Ariga, K., Y. Ohkusa, and G. Brunello. 1999. "Fast Track: is it in the Genes? The Promotion Policy of a Large Japanese Firm." *Journal of Economic Behavior & Organization* 38:385– 402.
- Baker, G., M. Gibbs, and B. Holmstrom. 1994a. "The Internal Economics of the Firm: Evidence from Personnel Data." *The Quarterly Journal of Economics* 109:881–919.

- -. 1994b. "The Wage Policy of a Firm." The Quarterly Journal of Economics 109:921–955.
- Becker, G.S. 1964. *Human Capital: A Theoretical and Empirical Analysis with Special Reference to Education*. The University of Chicago Press.
- Belzil, C. 2007. "The return to schooling in structural dynamic models: a survey." *European Economic Review* 51:1059–1105.
- —. in press. "Testing the Specification of the Mincerian Wage Equation." Annals of Economics and Statistics forthcoming.
- Belzil, C., and M.L. Bognanno. 2004. "The Promotion Dynamics of American Executives." IZA Discussion Paper No. 1003, January.
- —. 2008. "Promotions, Demotions, Halo Effects, and the Earnings Dynamics of American Executives." *Journal of Labor Economics* 26:287–310.
- Belzil, C., and J. Hansen. 2008. "Calibration and IV Estimation of a Wage Outcome Equation in a Dynamic Environment." IZA Discussion Paper No. 3528, June.
- -. 2002. "Unobserved Ability and the Return to Schooling." Econometrica 70:2075–2091.
- Belzil, C., J. Hansen, and N. Kristensen. 2008. "Estimating Complementarity between Education and Training." IZA, Discussion Paper No. 3882, December.
- Belzil, C., and F. Poinas. in press. "Education and Early Career Outcomes of Second-Generation Immigrants in France." *Labour Economics* forthcoming.
- Ben-Porath, Y. 1967. "The Production of Human Capital and the Life Cycle of Earnings." *The Journal of Political Economy* 75:352–365.
- Bentolila, S., and G. Bertola. 1990. "Firing Costs and Labour Demand: How Bad is Eurosclerosis?" *Review of Economic Studies* 57:381–402.
- Bernhardt, D. 1995. "Strategic Promotion and Compensation." *The Review of Economic Studies* 62:315–339.

- Bertola, G. 1990. "Job Security, Employment and Wages." *European Economic Review* 34:851–886.
- Berton, F., F. Devicienti, and L. Pacelli. 2008. "Temporary jobs: Port of entry, Trap, or just Unobserved Heterogeneity?" LABORatorio Ricardo Revelli, Working Paper No. 79, July.
- Blanchard, O., and A. Landier. 2002. "The Perverse Effects of Partial Labour Market Reform: Fixed-Term Contracts in France." *The Economic Journal* 112:F214–F244.
- Bognanno, M.L. 2001. "Corporate Tournaments." Journal of Labor Economics 19:290–315.
- Bonnal, L., D. Fougère, and A. Sérandon. 1997. "Evaluating the Impact of French Employment Policies on Individual Labour Market Histories." *The Review of Economic Studies* 64:683–713, Special Issue: Evaluation of Training and Other Social Programmes.
- Booth, A.L., M. Francesconi, and J. Frank. 2002. "Temporary Jobs: Stepping Stones or Dead Ends ?" *The Economic Journal* 112:F189–F213.
- Bowlus, A.J., and Z. Eckstein. 2002. "Discrimination and Skill Differences in an Equilibrium Search Model." *International Economic Review* 43:1309–1345.
- Cahuc, P., and F. Postel-Vinay. 2002. "Temporary Jobs, Employment Protection and Labor Market Performance." *Labour Economics* 9:63–91.
- Cameron, S.V., and J.J. Heckman. 2001. "The Dynamics of Educational Attainment for Black, Hispanic, and White Males." *Journal of Political Economy* 109:455–499.
- —. 1998. "Life Cycle Schooling and Dynamic Selection Bias: Models and Evidence for Five Cohorts of American Males." *Journal of Political Economy* 106:262–233.
- Card, D. 2005. "Is the New Immigration Really So Bad?" *The Economic Journal* 115:F300–F323.
- Casquel, E., and A. Cunyat. 2008. "Temporary contracts, employment protection and skill: A simple model." *Economics Letters* 100:333–336.

- Chiswick, B.R., and N. DebBurman. 2004. "Educational Attainment: Analysis by Immigrant Generation." *Economics of Education Review* 23:361–379.
- Cockx, B., and M. Picchio. 2009. "Are Short-Lived Jobs Stepping Stones to Long-Lasting Jobs?" IZA, Discussion Paper No. 4007, February.
- Cunha, F., and J. Heckman. 2007. "The Technology of Skill Formation." *American Economic Review* 97:31–47.
- DeVaro, J., and M. Waldman. 2007. "The Signaling Role of Promotions: Further Theory and Empirical Evidence." Institute for labour research, working paper, December.
- Doeringer, P.B., and M.J. Piore. 1971. *Internal Labor Markets and Manpower Analysis*. Lexington: Heath Lexington Books.
- Eckstein, Z., and K.I. Wolpin. 1999. "Why Youths Drop out of High School: The Impact of Preferences, Opportunities, and Abilities." *Econometrica* 67:1295–1339.
- Efron, B. 1978. "Regression and ANOVA with Zero-One Data: Measures of Residual Variation." *Journal of the American Statistical Association* 73:113–121.
- Engellandt, A., and R.T. Riphahn. 2005. "Temporary Contracts and Employee Effort." *Labour Economics* 12:281 – 299.
- Eriksson, T., and A. Werwatz. 2005. "The Prevalence of Internal Labor Markets: New Evidence from Panel Data." *International Journal of Economic Research* 2:105–24.
- European-Commission. 2007. "Employment in Europe." Dg employment and social affairs.
- Farber, H.S. 1999. "Alternative and Part-Time Employment Arrangements as a Response to Job Loss." *Journal of Labor Economics* 17:S142–S169.
- Farber, H.S., and R. Gibbons. 1996. "Learning and Wage Dynamics." The Quarterly Journal of Economics 111:1007–1047.

130

- Forbes, J.B., and J.E. Piercy. 1991. Corporate Mobility and Paths to the Top: Studies for Human Resource and Management Development Specialists, G. Press, ed. New York: Quorum Books.
- Garibaldi, P. 1998. "Job Flow Dynamics and Firing Restrictions." *European Economic Review* 42:245–275.
- Gibbons, R., and M. Waldman. 1999. "A Theory of Wage and Promotion Dynamics Inside Firms." *Quarterly Journal of Economics* 114:1321–1358.
- Gibbs, M., and W. Hendricks. 2004. "Do Formal Salary Systems Really Matter?" *Industrial and Labor Relations Review* 58:71–93.
- Givord, P., and L. Wilner. 2009. "Les contrats temporaires : trappe ou marchepied vers l'emploi stable ?" Document de Travail No. G2009/04, Direction des Etudes et Synthèses Economiques, INSEE.
- Güell, M., and B. Petrongolo. 2007. "How binding are legal limits? Transitions from temporary to permanent work in Spain." *Labour Economics* 14:153–183.
- Hecker, A. 2009. "Talent Allocation, Knowledge Acquisition and the Organization of the Firm." Unpublished.
- Heckman, J.J. 1981. "Statistical Models for Discrete Panel Data." In C. F. Manski andD. L. McFadden, eds. *Structural Analysis of Discrete Data with Econometric Applications*. The MIT Press, pp. 114–178.
- Heckman, J.J., and B. Singer. 1984. "A Method for Minimizing the Impact of Distributional Assumptions in Econometric Models for Duration Data." *Econometrica* 52:271– 320.
- Howard, A., and D.W. Bray. 1988. *Managerial Lives in Transition: Advancing Age and Changing Times*. New York: The Guilford Press.

- Imbens, G.W., and J.D. Angrist. 1994. "Identification and Estimation of Local Average Treatment Effects." *Econometrica* 62:467–475.
- Jovanovic, B. 1979. "Job Matching and the Theory of Turnover." *Journal of Political Economy* 87:972.
- Keane, M.P. in press. "Structural vs. Atheoretic Approaches to Econometrics." *Journal of Econometrics* forthcoming.
- Keane, M.P., and K.I. Wolpin. 1997. "The Career Decisions of Young Men." *The Journal of Political Economy* 105:473–522.
- —. 2000. "Eliminating Race Differences in School Attainment and Labor Market Success." Journal of Labor Economics 18:614–652.
- Lange, F. 2007. "The Speed of Employer Learning." Journal of Labor Economics 25:1–35.
- Lazear, E.P. 1992. "The Job as a Concept." In W. J. J. Bruns, ed. *Performance Measurement*, *Evaluation, and Incentives*. Boston: Harvard Business School Press, pp. 183–216.
- Lazear, E.P., and S. Rosen. 1981. "Rank-Order Tournaments as Optimum Labor Contracts." *The Journal of Political Economy* 89:841–864.
- Magnac, T. 2000. "Subsidised Training and Youth Employment: Distinguishing Unobserved Heterogeneity from State Dependence in Labour Market Histories." *The Economic Journal* 110:805–837.
- McFadden, D.L. 1974. "Conditional Logit Analysis of Qualitative Choice Behavior." In P. Zarembka, ed. *Frontiers in Econometrics*. New York Academic Press.
- Mincer, J. 1958. "Investment in Human Capital and Personal Income Distribution." *The Journal of Political Economy* 66:281–302.
- Mortensen, D.T., and C.A. Pissarides. 1994. "Job Creation and Job Destruction in the Theory of Unemployment." *The Review of Economic Studies* 61:397–415.

- —. 1999. "Unemployment Responses to 'Skill-Biased' Technology Shocks: The Role of Labour Market Policy." *The Economic Journal* 109:242–265.
- Nielsen, H.S., M. Rosholm, N. Smith, and L. Husted. 2003. "The School-to-Work Transition of 2nd Generation Immigrants in Denmark." *Journal of Population Economics* 16:755–786.
- OECD. 1999. "Employment Outlook." Report, OECD Paris.
- Rosenbaum, J.E. 1979. "Tournament Mobility: Career Patterns in a Corporation." Administrative Science Quarterly 24:220–241.
- Schönberg, U. 2007. "Testing for Asymmetric Employer Learning." Journal of Labor Economics 25:651–691.
- Seltzer, A., and D. Merrett. 2000. "Personnel Policies at the Union Bank of Australia: Evidence from the 1888-1900 Entry Cohorts." *Journal of Labor Economics* 18:573–613.
- Todd, P.E., and K.I. Wolpin. 2007. "The Production of Cognitive Achievement in Children: Home, School, and Racial Test Score Gaps." *Journal of Human Capital* 1:91–136.
- Treble, J., E. van Gameren, S. Bridges, and T. Barmby. 2001. "The Internal Economics of the Firm: Further Evidence from Personnel Data." *Labour Economics* 8:531–552.
- Useem, M., and J. Karabel. 1986. "Pathways to Top Corporate Management." *American Sociological Review* 51:184–200.
- Van Ours, J.C., and J. Veenman. 2003. "The Educational Attainment of Second-Generation Immigrants in The Netherlands." *Journal of Population Economics* 16:739–753.
- Vroom, V.H., and K.R. MacCrimmon. 1968. "Toward a Stochastic Model of Managerial Careers." Administrative Science Quarterly 13:26–46.
- Waldman, M. 1984. "Job Assignments, Signalling, and Efficiency." The RAND Journal of Economics 15:255–267.

- Wooldridge, J.M. 2005. "Simple Solutions to the Initial Conditions Problem in Dynamic, Nonlinear Panel Data Models with Unobserved Heterogeneity." *Journal of Applied Econometrics* 20:39–54.
- Zijl, M., G.J. van den Berg, and A. Heyma. in press. "Stepping Stones for the Unemployed: The Effect of Temporary Jobs on the Duration until Regular Work." *Journal of Population Economics* forthcoming.