

Contents

Acknowledgments ix

Introduction 1

Stefan Bender, Julia Lane, Kathryn Shaw,
Fredrik Andersson, and Till von Wachter

I. HUMAN RESOURCE PRACTICES AND FIRM PRODUCTIVITY

**1. The Effect of HRM Practices and R&D
Investment on Worker Productivity** 19

Fredrik Andersson, Clair Brown,
Benjamin Campbell, Hyowook Chiang,
and Yooki Park

**2. Using Behavioral Economic Field Experiments
at a Firm: The Context and Design of the
Truckers and Turnover Project** 45

Stephen V. Burks, Jeffrey Carpenter,
Lorenz Götte, Kristen Monaco, Kay Porter,
and Aldo Rustichini

**3. Subjective Evaluation of Performance and
Evaluation Interview: Empirical Evidence
from France** 107

Marc-Arthur Diaye, Nathalie Greenan,
and Michal W. Urdanivia

II. FIRM DIFFERENCES IN HUMAN RESOURCES PRACTICES

- 4. Do Initial Conditions Persist between Firms?
An Analysis of Firm-Entry Cohort Effects
and Job Losers Using Matched
Employer-Employee Data** 135
Till von Wachter and Stefan Bender
- 5. Changes in Workplace Segregation in the
United States between 1990 and 2000: Evidence
from Matched Employer-Employee Data** 163
Judith Hellerstein, David Neumark, and
Melissa McInerney
- 6. The Effect of Tuition Reimbursement on
Turnover: A Case Study Analysis** 197
Colleen Flaherty Manchester

III. EFFECTS OF OWNERSHIP CHANGES ON THE ORGANIZATION OF PRODUCTION

- 7. Ownership and Wages: Estimating
Public-Private and Foreign-Domestic
Differentials with LEED from Hungary,
1986 to 2003** 229
John S. Earle and Álmos Telegdy
- 8. Insider Privatization and Careers: A Study
of a Russian Firm in Transition** 253
Guido Friebel and Elena Panova

IV. GLOBALIZATION, TRADE, AND LABOR MARKETS

- 9. Trade and Workforce Changeover in Brazil** 269
Marc-Andreas Muendler
- 10. Job Creation Abroad and Worker Retention
at Home** 309
Sascha O. Becker and Marc-Andreas Muendler
- 11. Wage and Productivity Premiums in
Sub-Saharan Africa** 345
Johannes Van Biesebroeck
- Contributors 373
Author Index 377
Subject Index 383