

Employers' recruitment behaviour and vacancy duration: an empirical analysis for the Dutch labour market

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The functioning of labour markets from a demand-side perspective is examined. In particular, the determinants of vacancy duration are studied in the context of a model of employers' search behaviour. A model for the choice of the recruitment strategy at the start of the search process and the corresponding recruitment duration is developed in which allowance is made for different patterns of duration dependence for each recruitment strategy. This model is applied to data on employers' search behaviour in the Dutch labour market. It is found that employers prefer advertisements as the first recruitment channel when applicants are required to have work experience. Moreover, employers prefer to start searching via the labour exchange office when jobs in the secondary segment of the labour market have to be filled. It is also found that – when advertisements are used as the first recruitment strategy – employers need some time to acquire a pool of applicants and to select candidates from this pool. It is interesting as a contrast that applicants seem to be evaluated rather quickly if employers start searching via informal contacts.

1. INTRODUCTION

Since the beginning of the 1980s unemployment has shown dramatic growth in the Netherlands. Even though there has been a remarkable rise in the number of jobs (starting in the mid-1980s), the reduction of unemployment is still modest. Paradoxically, employers' associations complain about vacancies that are hard to fill. Apparently, there is an increasing mismatch of demand and supply in the Dutch labour market.

At the micro level, imbalances in the labour market have, in a large number of studies, often been analysed on the basis of supply side indicators, such as the duration of unemployment (see, e.g. the pioneering studies of Lancaster, 1979; Nickell, 1979). These studies are usually based on the theory of job search (for an overview see Mortensen, 1986). Much less attention has been paid to demand side indicators of the functioning of the labour market, such as vacancy duration (see for example, Beaumont, 1978; Roper, 1988; Renes, 1989; van Ours, 1989 and 1990; and Gorter, 1991). This is not surprising since

data on vacancies in most countries are rather poor or absent.

The aim is to study employers' recruitment behaviour and vacancy duration by using micro data on filled vacancies in the Dutch labour market. A careful identification of the determinants of the duration of a vacancy may provide a better insight into the potential of employers in the labour market to fill different kinds of jobs. Jobs with a short duration of vacancy tend to occur when there is a surplus of workers suitable to fill these jobs, while vacancies which are hard to fill suggest that there is a shortage of workers for them. One should realize, however, that differences in vacancy duration may also reflect differences in the duration of recruitment procedures for different jobs. It has been argued by van Ours and Ridder (1992) that 'vacancy durations in the Dutch labour market are mainly selection periods and not search periods for applicants', because they found that 'almost all applicants arrive shortly after the vacancy has been announced'. Hence, they concluded that 'employer search is mostly non-sequential', which means that 'employers advertise a vacancy and thereby

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Labor Economics, second edition Pierre Cahuc,Stephane Carcillo,Andre Zylberberg,2014-08-01 The new edition of a widely used comprehensive graduate level text and professional reference covering all aspects of labor economics with substantial new material This landmark graduate level text combines depth and breadth of coverage with recent cutting edge work in all the major areas of modern labor economics Its command of the literature and its coverage of the latest theoretical

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Annotation Population economics is about your own life Issues such as optimal age at motherhood career planning birth timing marriage and divorce are questions that every individual has to decide on All these private decisions are both influenced by the economic situation and have economic consequences Therefore economics of the family contributes both on the micro level for individuals making decisions and on the macro level for governments worrying for example about aging of the population Because institutional arrangements differ between countries inter county comparisons can explain behaviour This title can be previewed in Google Books <http://books.google.com/books/vid/ISBN9789056295110>

The Economics of Immigration Örn B. Bodvarsson, Hendrik Van den Berg, 2009-06-12 The inspiration for this book came from a collaborative research project on immigration begun in 2001 when we were colleagues at University of Nebraska Lincoln Bodvarsson was a Visiting Professor there in 2001-05 Our project dealt with the application of Say's Law to the supply of immigrant labor meaning that when the supply of immigrant labor grows in an area the new immigrants being consumers bolster labor demand and help to offset the lower wages they may bring about Our test case was the seemingly obscure Dawson County Nebraska where the meatpacking industry experienced a relatively huge increase in Hispanic born labor supply around 1990 We found for Dawson County this demand effect to be significant and our results for this test case generalizable to other more prominent test cases This inspired us to study the famous Mariel Boatlift where Miami's labor force grew suddenly by 7% due to the arrival of nearly 125 000 Cuban refugees in the spring of 1980 In that study we showed that the Marielitos exerted a significant demand effect which we argue helps to account for the stylized fact that the Mariel influx had a relatively benign effect on the Miami labor market We had the privilege of presenting both studies at various conferences in the USA Norway Taiwan and Israel and these studies have been published in *Labour Economics* and the *Research in Labor Economics* series both studies are discussed in detail in this book Three essays on empirical

finance Tse-Chun Lin,2009 *Subject Guide to Books in Print* ,1996 *Aggregate Money Demand Functions* Dennis L. Hoffman,Robert H. Rasche,2012-12-06 The econometric consequences of nonstationary data have wide ranging im plications for empirical research in economics Specifically these issues have implications for the study of empirical relations such as a money demand func tion that links macroeconomic aggregates real money balances real income and a nominal interest rate Traditional monetary theory predicts that these nonsta tionary series form a cointegrating relation and accordingly that the dynamics of a vector process comprised of these variables generates distinct patterns Re cent econometric developments designed to cope with nonstationarities have changed the course of empirical research in the area but many fundamental challenges for example the issue of identification remain This book represents the efforts undertaken by the authors in recent years in an effort to determine the consequences that nonstationarity has for the study of aggregate money demand relations We have brought together an empirical methodology that we find useful in conducting empirical research Some of the work was undertaken during the authors sabbatical periods and we wish to acknowledge the generous support of Arizona State University and Michigan State University respectively Professor Hoffman wishes to acknowledge the support of the Fulbright Hays Foundation that supported sabbattical research in Europe and separate support of the Council of 100 Summer Research Program at Arizona State University Essays on Consumer Search and Interlocking Directorates Silva Deželan,2001 Information is crucial to make good decisions but obtaining and providing information often comes at a cost Consumers and firms both need to balance these costs and benefits of obtaining and providing information in order to make the best decisions The research in this thesis investigates several questions that pertain to the acquisition and provision of information In the first part of this thesis it is assumed that consumers are not fully informed about the prices or availability of a product they want to buy Consumers can search for information but this comes at a cost At the same time shops can influence these costs In the first two studies in this part shops have the possibility to advertise An advertisement provides information to consumers and reduces the search costs We investigate among other things the pricing behavior of shops and the relation between search and advertising The third study in this part of the thesis considers the location choice of shops Locating together in a shopping mall reduces the search costs of consumers This increases the competition between shops and lowers the prices but we show that at the same time the sales volume increases The total effect of locating together on profits is generally positive The second part of this thesis considers director ties also named interlocks A director who has several directorships in different firms can serve as an information bridge between the different firms At the same time interlocking directors are busy and form a homogenous group Data from the Netherlands show that in The Netherlands the positive information providing effect of interlocks is outweighed by a negative busyness and homogenous group effect

Modelling and Evaluating Treatment Effects in Econometrics Dann Millimet,Jeffrey Smith,Edward Vytlačil,2008-02-21 The estimation of the effects of treatments endogenous variables representing everything from individual participation in a

training program to national participation in a World Bank loan program has occupied much of the theoretical and applied econometric research literatures This volume presents a collection of papers on this topic Measuring Productivity Differences in Equilibrium Search Models Gauthier Lanot,1996 *Advances in monitoring the economy* Rene Segers,2009 Monitoring involves the collection analysis and evaluation of information over time For many professionals monitoring is a central aspect of their work For example policy makers closely watch the effects of their current policies to set the right course for reform Likewise physicians monitor the well being of their patients to adjust their treatments when necessary In business financial investors monitor stock prices and interest rates to optimally time their investments while marketing managers watch their customers needs and wants to frame their marketing efforts The above examples illustrate that monitoring is crucial in many disciplines to make the right decisions at the right moment For this reason there has always been a need for improved monitoring methods With the advent of increasingly powerful computers and advanced analytical techniques monitoring systems can nowadays process large amounts of information and have become fully automated where desired A large body of monitoring methods originate from academics Especially during the past four decades many insights from various fields such as economics statistics psychometrics and econometrics found their way into everyday monitoring practice With the overwhelming availability of information in some cases but also the intrinsic lack of information in other cases the area is continuously faced with new and highly relevant research challenges The aim of this thesis is to contribute to the development of new monitoring methods by offering potential solutions to some of these challenges The challenges studied in this thesis arise from all three aspects of monitoring that is from the collection the analysis as well as from the evaluation of information *Multivariate Modelling of Non-Stationary Economic Time Series* John Hunter,Simon P. Burke,Alessandra Canepa,2017-05-08 This book examines conventional time series in the context of stationary data prior to a discussion of cointegration with a focus on multivariate models The authors provide a detailed and extensive study of impulse responses and forecasting in the stationary and non stationary context considering small sample correction volatility and the impact of different orders of integration Models with expectations are considered along with alternate methods such as Singular Spectrum Analysis SSA the Kalman Filter and Structural Time Series all in relation to cointegration Using single equations methods to develop topics and as examples of the notion of cointegration Burke Hunter and Canepa provide direction and guidance to the now vast literature facing students and graduate economists

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