
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