

Internal labor markets : theory and evidence at the firm level

Citation for published version (APA):

Dohmen, T. J. (2003). *Internal labor markets : theory and evidence at the firm level*. Datawyse / Universitaire Pers Maastricht. <https://doi.org/10.26481/dis.20030523td>

Document status and date:

Published: 01/01/2003

DOI:

[10.26481/dis.20030523td](https://doi.org/10.26481/dis.20030523td)

Document Version:

Publisher's PDF, also known as Version of record

Please check the document version of this publication:

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INTERNAL LABOR MARKETS

THEORY AND EVIDENCE AT THE FIRM LEVEL

THESES

1. Early retirement plans have strong and discontinuous effects on separation hazards of workers approaching the eligibility age. *Chapter 4*
2. Vertical and lateral job mobility is crucial to secure sustained wage growth in internal labor market careers. *Chapters 5 and 6*
3. If a firm learns gradually about a worker's talents, it provides training throughout his internal labor market career, especially after the worker has been promoted to a new position. *Chapter 7*
4. Policies that change the value of housing tenure contracts affect regional mobility and hence regional unemployment rates.
5. Social forces can change the behavior of an individual even if that is not in her/his private interest.
6. Economists are storytellers.
7. It is discouraging for a researcher to see that decision makers do accept the effectiveness of his proposed remedies to improve the quality of life but are reluctant to implement them.
8. It is scientifically challenging to recognize how accounting for human sentiments beyond the assumption of the homo economicus improves our understanding of the world.
9. Imagination can lead to new observations that initiate the enlargement of our knowledge. Walking off the trodden paths, being critical, speculating and daring to be wrong are promising routes towards path-breaking discoveries.
10. True friendship can exist between people, but not between peoples. For people are concerned about other people, while peoples ultimately pursue their own self-interests.
11. Music often expresses more than words. Making music together thus unites people better than talking.