

Springboard to success?

Towards an empirically validated typology

Oskar Veerhoek, PhD candidate in economics at Radboud University
ODISSEI Microdata Access Grant (MAG) in 2022
oskar.veerhoek@ru.nl

1: Research questions

RQ1: How can organizations be classified according to their employees' earnings trajectories?

- I propose a typology of four organization types based on relative earnings trajectories

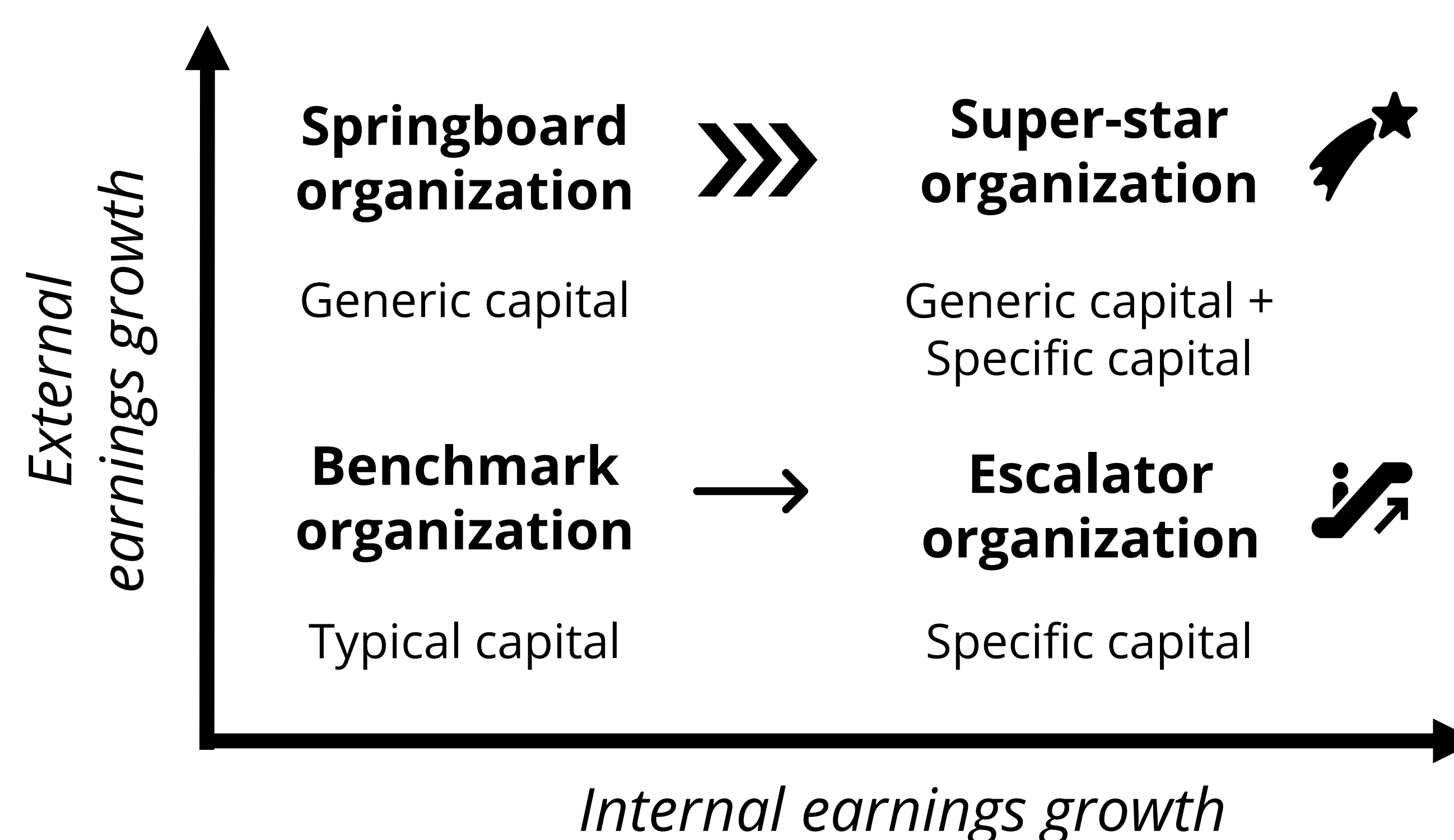
RQ2: What are the distinct characteristics of the organizations identified?

- Using CBS microdata, I find that the organization types vary in employee remuneration, variation in employee remuneration, and location

2: Background

- Some people move upward or downward in relative earnings during their careers – Why?
- I propose that organizations are responsible: *Where you work affects your earnings mobility*
- Certain organizations excel at allowing people to build up cultural and social capital that proves useful in the future (Bourdieu)
- Capital can be useful in two ways (Becker):
 - Useful to the employer (specific capital)
 - Useful across organizations (generic capital)

3: The typology of organizations



4: Method

- The typology has two axes: internal and external earnings growth
- The typology is applied to population-wide microdata provided by CBS Statistics Netherlands
- Organizations with more than 100 employees are classified according to employees' earnings growth over the period 2007-2012
- Statistical analysis identifies distinctive organizational characteristics, comparing employee remuneration, variation in employee remuneration, and location to validate classifications.

5: Results

- Benchmark organizations (N = 4249) pay €33500/year with a standard deviation of €14000, and 15% are in the Randstad
Compared to benchmark organizations:
- Springboard organizations (N = 268) pay similar wages with similar income variation and are 30% more likely to be in the Randstad
- Escalator organizations (N = 357) pay 35% more with 70% more income variation and are twice as likely to be in the Randstad
- Super-star organizations (N = 113) pay 50% more with 100% more income variation and are three times as likely to be in the Randstad