

Name: Benjamin Miller

Email: prcbmx@langate.gsu.edu

Current Vita: see the other document attached to this email

Dissertation Title: “Estimating the Firm’s Demand for Human Resource Management”

Summary of Dissertation:

This dissertation provides an empirical test of an economics based approach to understanding differences in the demand for human resource management (HRM) among firms. The modeled demand for HRM will be empirically estimated using a linear quantile regression analysis. A counterfactual decomposition of the observed differences in demand for HRM between sub-populations of firms is also performed to identify the factors which create the disparity between their respective frequency distributions. In the estimated equation the demand for HRM is predicted by a vector of independent variables suggested by theory and the literature. Firm demand for HRM is measured by the firm expenditures on formalized HRM practices per employee. A unique dataset containing detailed firm level information from 2005 on nearly 400 firms collected by the Bureau of National Affairs (BNA) is used to evaluate the model. Preliminary results of the model empirically show that firms have an identifiable demand for HRM. In addition, many of the specified independent variables are shown to be statistically significant and their sign and magnitude helps explain the differential demand for HRM found among firms in the economy. Finally, the results have the potential of providing empirical support for a deductive theory of HRM, in contrast to the inductive and prescriptive theories currently found in the literature.

Dissertation Committee Chair: Prof. Bruce Kaufman

Primary Fields: Labor Economics, Personnel Economics

Secondary Fields: Public Finance, Econometrics