

DO EMPLOYERS RESPOND TO THE COSTS OF CONTINUED SEARCH?

PUBLICATION FACTS

JOURNAL

OXFORD BULLETIN OF
ECONOMICS AND STATISTICS

PUBLICATION DATE

2010

VOLUME/ISSUE

72 (2)

PAGES

221-245

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ABSTRACT

An analysis of US and Slovenian vacancy data sets reveals that an employer who is searching to fill a job vacancy is more likely to fill the vacancy by hiring an under-qualified worker when the search costs are higher; when, at the start of the search, the employer has less time to search at low cost; and during the week following an increase in search costs. These are interesting findings not only about the effects of search costs on employers' hiring decisions, but also because they suggest that search frictions in the two labour markets may be considerable.

Web Of Science
Times Cited

10

Journal Citation
Indicator

0.56