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| Titolo | Hermeneutica : annuario di filosofia e teologia / fondato da Italo Mancini |
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| Formato | Materiale a stampa |
| Livello bibliografico | Periodico |
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| Autore | Vardy Felix |
| Titolo | Diversity in the Workplace // Felix Vardy, John Morgan |
| Pubbl/distr/stampa | Washington, D.C. : , : International Monetary Fund, , 2006 |
| ISBN | 1-4623-4676-6
1-4519-9136-3
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9786613831415 |
| Descrizione fisica | 1 online resource (47 p.) |
| Collana | IMF Working Papers |
| Altri autori (Persone) | MorganJohn |
| Soggetti | Diversity in the workplace
Multiculturalism
Labor
Demography
Firm Behavior
Equity, Justice, Inequality, and Other Normative Criteria and Measurement
Labor Discrimination
Labor Discrimination: Public Policy |

Demographic Economics: General
Unemployment: Models, Duration, Incidence, and Job Search
Labor Force and Employment, Size, and Structure
Demand and Supply of Labor: General
Labour
income economics
Population & demography
Population and demographics
Labor force
Unemployment
Unemployment rate
Labor markets
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Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
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Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	""Contents""; ""I. Introduction""; ""II. Related Literature""; ""III. Model""; ""IV. Optimal Search and Hiring""; ""V. Performance Metrics""; ""VI. Policy Implications""; ""VII. Conclusions""; ""Appendix: Proofs of Lemmas, Propositions and Implications""; ""References""
Sommario/riassunto	We study a model where an employer, trying to fill a vacancy, engages in optimal sequential search by drawing from two subpopulations of candidates who differ in their "discourse systems": during an interview, a minority candidate with a discourse system not shared with the employer conveys a noisier unbiased signal of ability than does a majority candidate. We show that, when the employer is "selective," minority candidates are underrepresented in the permanent workforce, fired at greater rates, and underrepresented among initial hires, even though the employer has no taste for discrimination and the populations are alike in their average ability. Furthermore, workplace diversity is increased if: (1) the cost of firing is reduced, (2) the cost of interviewing is increased, (3) the opportunity cost of leaving the position unfilled is increased, or (4) the prior probability that a candidate can perform the job is increased. Indeed, if the prior probability is sufficiently high, or the cost of firing sufficiently low, then minority candidates may be overrepresented in the permanent workforce.