

**Selection in Hiring, in Relation to Employer Characteristics
and non-wage Job Characteristics**

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This paper is focused on the selection of new employees. Four hiring categories are distinguished: from another job, school-leavers, unemployed and non-participants. Situations of excess supply and excess demand on the labour market are compared. However, the determining factors of hiring probabilities are not fundamentally different. For the selection process the labour market situation is less important than the characteristics of employers and jobs. More workers from another job are hired when the quit-rate is high and for skilled work with a high job security and little unpleasant aspects. This indicates a selection process, wherein the best workers are matched with the best employers. More school-leavers are hired in establishments with high knowledge intensity and where a vocational education is important, but also in establishments with much unskilled work. More unemployed workers are hired in establishments with a relatively low job security, which increases the risk of repeated unemployment. More non-participants are hired in case of tight labour markets and in establishments with a high share of female workers.

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