

## Abstracts

### Satisfaction, Wages, Training and Productivity of New Hires

**Masako Kurosawa** (Meiji Gakuin University)

Based on a survey on occupational histories, training and wages of newly hired workers as well as employers' views on worker productivity, this paper examines whether and to what extent satisfaction, wages, training and productivity of new hires are influenced by information on employees' prior occupational experience or training and the methods by which such information was sought prior to hiring. We found significant tendencies of prior work and training of new hires to influence ex-post profitability of new hires, indicating difficulties in assessing the quality of training and experience new hires bring to their firm prior to employment. Gathering information on job seekers from past employers and disclosing information on company culture and job characteristics to job seekers are among the methods found to be effective in ameliorating such information imperfection.

### Fluctuations of Job Creation and Destruction in Japan: Evidence from the Employment Trend Survey (1986-1998)

**Hiroshi Teruyama** (Kyoto University), **Yuji Genda** (Gakushuin University)

By using establishment-level data contained in the Employment Trend Survey conducted by the Ministry of Labour, this study decomposes both of job creation and destruction into two parts: those due to net employment changes at continuing establishments and those due to establishment startups or shutdowns. A distinctive feature of this study is to interpret periodical changes in each establishment's sample weight as changes in the number of establishments which belong to a population represented by the sample. The cyclical behavior of the job flows during the business cycle of the 1990's is analyzed. The results show that both employment changes at continuing establishments and the variability of jobs caused by startups or shutdowns are important sources of job creation and destruction. Among those, newly started establishments are the engine of job creation. A decline in jobs created by newly formed establishments was the cause of the slowdown in employment growth in the late 1990's. Job creation and job destruction by continuing establishments fluctuate symmetrically and the fluctuations synchronize with short-run components of business cycles. On the other hand, movements of job creation by startups and destruction by shutdowns are asymmetric and influence long-run employment growth. This paper also investigates labour turnover and finds that growing establishments experience simultaneous increases in worker inflows and outflows.