

**Stony Brook University
The Graduate School**

Doctoral Defense Announcement

Abstract

Job Match Quality: Measurement and Applications

By

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It is acknowledged in the literature that economic factors, as well as non-monetary benefits, increase individual's utility and influence his behavior in the labor market. In empirical analysis an individual's reservation compensation is not typically observed, so is their distribution of offers. At the end of job search process we observe a match between the employee and the job. Therefore, to address main question of this dissertation, which is, From the employee's perspective, what differentiates good matches from bad matches? we identify the factors that determine employee's utility on the job.

The assumption is that good matches differ from bad matches by value of utility from the job, which in its part depends on the amount of total compensation.

The individuals differ among themselves by their preferences, which depend on their characteristics. The concept of job satisfaction is the key to understand job search and matching process.

The purposes of this dissertation is to capture the role of job aspects in job satisfaction, which represents individual's well-being on the job, and serves as a measure of the utility from total compensation. It is an important indicator of quality of the outcome of job search and matching process.

The main contribution of this dissertation is to redefine latent utility taking into account the multidimensionality of job satisfaction by constructing an indicator that is consistently defined across all respondents. It considers the role of non-monetary and monetary components of the job in individual's utility on the job, measured by job satisfaction, while identifying the role advances of information technology in the job match quality, including up-to-date job search methods, such as the internet job search.

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