Research Assistant - Firm Organization and Worker Satisfaction Study

Professors Philippe Aghion (Collège de France), Yann Algan (HEC) and Antonin Bergeaud (HEC) are currently seeking a dedicated Research Assistant to support their groundbreaking project exploring the connection between firm organization and worker satisfaction. This research endeavor is a collaboration with Professor Stefanie Stantcheva (Harvard).

Description

The future of work has become increasingly uncertain with the advent of new technologies. While automation and digitalization may threaten cognitive skills, firms may also alter their demand for labor and prioritize new skills, particularly those related to social and soft skills. Additionally, firms may reorganize themselves in response to technological progress, which could affect the wage progression and job satisfaction of some workers.

The primary aim of this project is to establish a comprehensive framework that investigates the intricate relationship between work satisfaction, soft skills, and firms' organization. To accomplish this, we will utilize a wide range of data sources, including administrative datasets, surveys, and data provided by private partners. Our overarching objective is to gain a better understanding of the non-wage attributes that are most valued by workers in an ever-changing work environment, as well as the skills that are currently in demand by firms.

Moreover, we intend to examine the characteristics of firms that are preferred by workers in terms of their structure, training programs, and how they manage the relationships between employers and employees, as well as among employees. By conducting a comprehensive analysis of these factors, we hope to provide valuable insights into the evolving nature of work and inform future policies and strategies that benefit both workers and firms.

Responsibilities

The successful candidate will be conducting two different streams of works. First, using large administrative data, the research assistant will implement and extend the methodology developed by Sorkin (2018) to estimate a ranking of firms based on workers' mobility. The same dataset will be used to measure the organization of firms looking at different layers of occupations and tasks.

Second, the research assistant will contribute to the design and implementation of a survey targeting firms to assess worker satisfaction and employers' view on social skills. This will be done in association with a private partner and is a very exciting opportunity to be at the core of the development of a new dataset.

Qualifications

Familiarity with Stata, R, or Python for data analysis.

Strong training in econometrics and microeconomic data analysis (some relevant experience would be a plus)

Strong interest in the literature on work satisfaction, soft skills, and the labor market

Working Arrangements:

The role allows for partial remote work, but access to certain data will require the use of the CASD box located at Collège de France (Paris 5ème)

Opportunity to transition to a PhD position can be explored upon successful completion of the project.

Project Duration:

The project will last for 6 months, with flexibility regarding the start date but ideally to be started in September. The successful candidate would need to commit to apply for statistical clearance with the CASD as soon as possible (guidance will be provided).

If you are passionate about exploring the intersection of firm organization and worker satisfaction, and have the necessary skills and expertise, we encourage you to apply for this exciting opportunity.

Contact

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