The Structure of Wages
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8. Unless otherwise determined by the Board or exempted by the terms of paragraphs 6 and 7, a copy of this resolution shall be printed in each NBER publication as described in paragraph 2 above.
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We enlisted many authors from a number of countries to achieve two goals: first, we hoped to enrich our understanding of human resources and personnel economics by looking simultaneously within firms, across firms, and across countries. Second, we believed it is important to make greater use of the new employer and employee matched data sets. The international comparisons allow us to understand how wage and employment structures vary across and within countries. The key to this project was the focus on firms and variations in wages, hiring, and promotion practices across firms within a country. Additionally, the large number of country data sets allowed us to document some variations among the countries. We believe that this is the first analysis of its kind and that it will motivate more research into the human resources structure of firms.

We thank the many authors who contributed to these goals with their own chapters, with data analysis for the introduction, and with their dedicated work over several years. We gratefully acknowledge the extensive support of the Alfred P. Sloan Foundation and, in particular, thank Gail Pesyna for her vision and support on this project and many others of this nature. We also thank Diane Lee and Khine Williams for their superb research assistance throughout the project.