

27th SASE Annual Meeting  
2-4 July 2015



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**sase**

Society for the Advancement of Socio-Economics

**LSE**

THE LONDON SCHOOL  
OF ECONOMICS AND  
POLITICAL SCIENCE ■

# Scrutinizing Organizational Inequalities: New Theoretical and Empirical Approaches

TH10-01: Neoliberalism and Organizational Precarity

Thursday, 2:15pm

Tower Two (TW2.3.03)

TH10-02: Organizational Inequality Mechanisms and Processes

Thursday, 4:00pm

Tower Two (TW2.3.03)

TH10-03: Organizational Inequality Regimes

Friday, 8:30am

Tower Two (TW2.3.03)

TH10-04: Hiring, Selection and Sorting Processes

Friday, 10:15am

Tower Two (TW2.3.03)

TH10-05: Linked Employer-Employee Data and Organizational Inequalities

Friday, 2:15pm

Tower Two (TW2.3.03)

TH10-06: The Organizational Production of Earnings Inequalities: A Comparative Project Using LEEP Data

Friday, 4:00pm

Tower Two (TW2.3.03)

**TH10-01**

*Thursday*

*2:15pm - 3:45pm*

*Tower Two*

*TW2.3.03*

## **Neoliberalism and Organizational Precarity**

### **Scrutinizing Organizational Inequalities: New Theoretical and Empirical Approaches**

#### **Session Organizer**

Andrew Penner, University of California

#### **Moderator**

Alena Krizkova, Institute of Sociology, Czech Academy of Sciences

#### **Participants**

Social Class and Income Shares in the U.S. Airline Industry, 1977-2005

*Dustin Avent-Holt, Georgia Regents University*

Institutionalizing Insecurity: A Relational Perspective on the Generation of Workplace Inequalities within Institutional Contexts

*Caroline Hanley, William & Mary*

Employment Flexibility and Unequal Assessment of Fixed-Term and Permanent Employees' Training Needs in Europe

*Zoltan Lippenyi, Utrecht University*

#### **Discussant**

Alena Krizkova, Institute of Sociology, Czech Academy of Sciences

**TH10-02**

*Thursday*

*4:00pm - 5:30pm*

*Tower Two*

*TW2.3.03*

## **Organizational Inequality Mechanisms and Processes**

### **Scrutinizing Organizational Inequalities: New Theoretical and Empirical Approaches**

#### **Session Organizer**

Andrew Penner, University of California

#### **Moderator**

Martin Hällsten, Stockholm University

#### **Participants**

The Effects of Organisational Change on Wage Inequality in Germany

*Clemens Ohlert, University of Hamburg*

Deinstitutionalization of Social Closure: The Case of Japan

*Jiwook Jung, National University of Singapore*

Organizational Leaders and Their Socioeconomic Background: Effects on Sense of Control and Justice Perceptions

*Yanick Kemayou, Universitaet Paderborn*

From Organizational Inequality to Social Inequality: A Cross-Country Comparative Study in Morocco and Madagascar

*Laure Leglise, University of Aix Marseille*

#### **Discussant**

Martin Hällsten, Stockholm University

**TH10-03**

*Friday*

*8:30am - 10:00am*

*Tower Two*

*TW2.3.03*

## **Organizational Inequality Regimes**

### **Scrutinizing Organizational Inequalities: New Theoretical and Empirical Approaches**

#### **Session Organizer**

Andrew Penner, University of California

#### **Moderator**

Dustin Avent-Holt, Augusta State University

#### **Participants**

The Conditions of Parenthood in Organizations: An International Comparison

*Alena Krizkova, Institute of Sociology, Czech Academy of Sciences*

Do Work-Family Policies Reduce Women's Employment Opportunities? A Firm-Level Analysis from Japan

*Eunmi Mun, Amherst College*

Leveling the Playing Field? Developmental Practices and Minority Representation in Professional Service Firms

*Elizabeth Gorman, Sociology, University of Virginia*

*Fiona Kay, Professor, Sociology, Queen's University*

Who Gets and Who Gives Employer-Provided Benefits? Evidence from Matched Employer-Employee Data

*Tali Kristal, University of Haifa*

#### **Discussant**

Dustin Avent-Holt, Augusta State University

**TH10-04**

*Friday*

*10:15am - 11:45am*

*Tower Two*

*TW2.3.03*

## **Hiring, Selection, and Sorting Processes**

### **Scrutinizing Organizational Inequalities: New Theoretical and Empirical Approaches**

#### **Session Organizer**

Andrew Penner, University of California

#### **Moderator**

Are Hermansen, University of Oslo

#### **Participants**

Best in Class? The Returns on Endorsement in Business School Admissions

*Emilio J. Castilla, Massachusetts Institute of Technology*

Sorting Teachers into Schools: Teacher Hiring and the Reproduction of Inequality

*Emily Penner, Stanford University*

Protecting Hiring Managers from Themselves: Organizational Dynamics and Discriminatory Online Candidate Screening

*Steve McDonald, North Carolina State University*

Should We Clash or Should I Go? The Impact of Low Wage and Bad Working Conditions on the Exit/Voice Trade-Off

*Zinaida Salibekyan, CEE*

#### **Discussant**

Are Hermansen, University of Oslo

**TH10-05**

*Friday*

*2:15pm - 3:45pm*

*Tower Two*

*TW2.3.03*

## **Linked Employer-Employee Data and Organizational Inequalities**

### **Scrutinizing Organizational Inequalities: New Theoretical and Empirical Approaches**

#### **Session Organizer**

Andrew Penner, University of California

#### **Moderator**

Olivier Godechot, Sciences Po, MaxPo and CNRS

#### **Participants**

Market Transformation and the Opportunity Structure for Gender Inequality: A Cohort Analysis Using Linked Employer-Employee Data from Slovenia

*Joseph King, University of California, Irvine*

The Intergenerational Transmission of Employers in Norway

*Are Hermansen, University of Oslo*

Firms and Workplaces As a Nexus for Intergenerational Inequality Processes

*Martin Hällsten, Stockholm University*

Organizational Inequalities: First Estimates of Wage Dispersion in German Workplaces

*Peter Jacobebbinghaus, Bielefeld University and IAB*

#### **Discussant**

Olivier Godechot, Sciences Po, MaxPo and CNRS

**TH10-06**

*Friday*

*4:00pm - 5:30pm*

*Tower Two*

*TW2.3.03*

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**The Organizational Production of Earnings Inequalities: A Comparative Project Using LEEP Data**

**Scrutinizing Organizational Inequalities: New Theoretical and Empirical Approaches**

**Session Organizer**

Donald Tomaskovic-Devey, University of Massachusetts

**Moderator**

Nina Bandelj, UC Irvine

**Discussants**

Andrew Penner, University of California

TBA