

論文の内容の要旨

論文題目 Internal Labor Markets, Workers' Career, and Human Capital in
Japanese Firms

(日本企業における内部労働市場、労働者のキャリア、人的資本)

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Over the past few decades, the fields of personnel and organization economics have examined the employment practices and norms of internal labor markets that are governed by different rules from external labor markets, under the assumption that firms and employees make their decisions rationally. There are some critical issues that have remained unexplored in studies of ILMs. Much of the previous literature has focused on human capital in a dichotomous manner, e.g., general and firm-specific human capital, and ignored other types of worker heterogeneity. However, with the advancement of female labor participation, the progress of technology, and an increasingly information-based society, it becomes more and more important to examine the relationship between the firm's decision and additional types of worker heterogeneity, such as gender, career histories, and skill sets.

This dissertation addresses three themes pertaining to those ignored but important sides of ILMs: Chapter 2 focuses on the gender gap in career outcomes within ILMs. The theoretical study suggests that firms maintain a higher ability threshold for women to be promoted and provide only the most able women with managerial training, implying the positive selection of women for intensive training. However, mainly due to a lack of information about job assignments and promotions within firms, there are only a few empirical studies testing that model. Chapter 3 focuses on differences in

promotion incentives across occupations. Previous literature on job assignments and promotions within ILMs has focused on workers' firm-specific human capital and ignored heterogeneity across occupations, while recent literature on human capital accumulation focuses on occupation-specific human capital. Chapter 4 focuses on workers' mental health as an issue that affects the maintenance of general human capital. Because ILM assumes long-term relationships between firms and their employees, it is efficient for management to keep employees healthy and free of illness so that they can work long-term. In particular, workers' mental health has been a major focus in recent years because mental illness is prevalent worldwide and causes major economic losses, as many people of working age suffer from mental illness.

Chapter 2 focuses on gender pay and promotion differences within a firm. Past literature has shown that job segregation by gender is one major cause of the widely observed gender pay gap and that there are also gender differences in developmental job assignments that affect broader job experience. Using the personnel records of a Japanese manufacturing company, this essay uses the entire lateral transfer experience recorded in the personnel management system and examines how gender differences in job assignments are associated with the gender gap in pay and promotion. One of the major findings is that broader work experience through job transfers across establishments is associated with a higher promotion probability and future wages for employees of both genders, but this relationship is especially strong for women, which is consistent with the selection and signaling explanations based on statistical discrimination against women. Furthermore, according to our fixed effects model estimation of wage function, broader work experience leads to higher wages for men but not for women, implying that compared with men, women accept promotions with smaller pay raises, which is consistent with the sticky floors model.

Chapter 3 investigates the relationship among occupation, firm size, and promotions in the ILM. Previous literature shows that among candidates with equivalent

general human capital, companies prefer to promote "stayers" from the internal labor market rather than job changers. However, few studies have examined the relationship among occupation, firm size, and promotions in the ILM. This paper focuses on technical workers and specialized professionals because they are likely to accumulate occupation-specific human capital and their labor market tends to be established. Then, this paper uses the "Working-Person Survey" to examine how the promotion probability of managers and senior specialists is related to job-change histories, occupation, and firm size. Three main conclusions are summarized as follows. First, the promotion probability of job-changing managers is lower on average than that of stayers. This result is consistent with previous findings. Second, among administration and sales workers, it is difficult for job changers to be promoted to managerial positions as firm size increases. This result supports the theory of DeVaro and Morita (2013). On the other hand, this pattern is not observed among technical workers and specialized professionals, suggesting that the theory of DeVaro et al. applies only to nontechnical and nonspecialized professionals. Third, regarding promotions to senior professional positions, it turns out that job changers are not disadvantaged when compared with stayers.

Chapter 4 investigates how various work schedule characteristics affect workers' mental health. Although the prior literature has examined the relationship between work schedule characteristics and worker mental health, establishing the causal effect of work schedule characteristics is challenging because of endogeneity issues. This paper investigates how various work schedule characteristics affect workers' mental health using employee surveys and actual working hours recorded over seventeen months in a Japanese manufacturing company. Our major findings are as follows: long working hours cause the mental health of white-collar workers to deteriorate even after controlling for individual fixed effects. Furthermore, working on weekends is associated with mental ill health—the negative effect of an hour increase in

weekend work is one and a half to two times larger than that of weekday overtime work for white-collar workers. On the other hand, short rest periods are not associated with mental health for them. Our results indicate that taking a relatively long rest period on weekends is more important for keeping white-collar workers healthy than ensuring a sufficient daily rest period. Regarding blue-collar workers, our analysis reveals that working after midnight is associated with mental ill health, whereas short rest periods are not associated with their mental health. This suggests that the strain of night work is a more important determinant of mental health for blue-collar workers. The differences in the relationship between work schedule characteristics and workers' mental health for white-collar and blue-collar workers can be explained in terms of different work styles, different expectations, and different degrees of selection.

This dissertation aims to contribute to the studies of ILMs through examining the above three themes that have become important corresponding to changes in the socioeconomic environment in recent years.