

10.8.2024

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Title

Competencies for young European higher education graduates : labor market mismatches and their payoffs / Adela Garcia-Aracil ; Rolf van der Velden

Publication year

2008

Source/Footnote

In: Higher education. - 55 (2008) 2, S. 219 - 239

Inventory number

23853

Keywords

Ausland : Europa : Studenten, Studium, Lehre ; Bedarf an Akademikern ; Berufsfragen : allgemein

Abstract

Labor market rewards based on competencies are analyzed using a sample of young European higher education (HE) graduates. Estimates of monetary rewards are obtained from conventional earnings regressions, while estimates total rewards are based on job satisfaction and derived through ordered probit regressions. Results for income show that jobs with higher participative and methodological competency requirements are better paid. The results also show that higher requirements in terms of competencies increase graduates' job satisfaction. (HRK / Abstract übernommen) Garcia-Aracil, Adela, E-Mail: agarcia@ingenio.upv.es