

Volume 1

Work and Workers

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Work and Workers

VOLUME 1

edited by

**Cary L. Cooper and
William H. Starbuck**

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Appendix Table A: Unstandardized Coefficients from the Regression of Women's Hourly Wage (ln) on Selected Independent Variables: NLSY, 1982 to 1993

Independent Variable	Fixed-Effects Coefficient	OLS Coefficient
Intercept	.953** (.238)	.078 (.108)
<i>Family Characteristics</i>		
Total number of children	-.037** (.004)	-.012** (.002)
Married	.035** (.006)	.021** (.004)
Divorced/separated/widowed	.041** (.009)	.026** (.008)
<i>Human Capital</i>		
Education (in years)	.047** (.003)	.046** (.001)
Enrolled in school	-.125** (.007)	-.051** (.006)
Number of breaks in employment	-.011** (.003)	-.009** (.001)
Full-time seniority (in years)	.015** (.001)	.015** (.001)
Part-time seniority (in years)	.012** (.003)	.021** (.002)
Full-time experience (in years)	.023** (.002)	.029** (.001)
Part-time experience (in years)	.011** (.002)	.014** (.001)
<i>Job Characteristics</i>		
Part-time job	.001 (.005)	-.020** (.005)
Work effort ratio	-.385** (.051)	-.988** (.048)
Work effort ^a	-.201** (.015)	-.304** (.015)
Extra work effort ^a	.068** (.014)	.067** (.014)
Percent of time waiting on job	-.308 (.166)	-1.121** (.164)
Percent of time goofing off on job	-.368 (.350)	-1.257** (.336)
Hazardous conditions	.000 (.000)	-.000** (.000)
Strength requirement	-.002 (.005)	-.032** (.005)
Specific vocational training	.001** (.000)	.002** (.000)
Cognitive skill	.012** (.003)	.032** (.002)
Authority	.005 (.009)	.001 (.009)
Percent female in occupation/industry	-.063** (.012)	-.058** (.011)
Government job	.004 (.008)	-.029** (.008)
Unionized job	.085** (.006)	.126** (.006)
Child-care occupation	-.397** (.014)	-.493** (.014)
Self-employed	-.041** (.009)	.011 (.009)

Appendix Table A: Continued

Independent Variable	Fixed-Effects Coefficient	OLS Coefficient
<i>Industry (Reference Category is Agriculture, Mining, Forestry)</i>		
Public administration	-.149** (.020)	.071** (.019)
Finance, insurance, and real estate services	-.142** (.019)	.049** (.018)
Professional services	-.178** (.017)	.002 (.017)
Personal services	-.357** (.019)	-.173** (.018)
Business and repair services	-.178** (.018)	.037* (.018)
Communications	-.119** (.027)	.132** (.023)
Wholesale trade durables	-.128** (.024)	.054* (.024)
Wholesale trade non-durables	-.172** (.024)	.013 (.025)
Retail trade	-.273** (.017)	.106** (.017)
Entertainment and recreation services	-.215** (.022)	-.022 (.022)
Utilities	-.051 (.032)	.162** (.028)
Transportation	-.114** (.022)	.198** (.021)
Construction	-.082** (.025)	.091** (.024)
Food, tobacco, textile manufacturing	-.132** (.018)	-.030 (.017)
Chemical, petroleum, rubber, and leather manufacturing	-.091** (.023)	.081** (.022)
Lumber, furniture, stone, glass manufacturing	-.130** (.027)	.018 (.026)
Metal industries manufacturing	-.081** (.028)	.090** (.027)
Machinery manufacturing	-.100** (.020)	.126** (.019)
Equipment manufacturing	-.048 (.027)	.179** (.026)
<i>OLS Control Variables</i>		
Age	—	.061** (.006)
(Age) ²	—	-.001** (.000)
Interview year	—	.036** (.007)
(Interview year) ²	—	.012** (.001)
(Interview year) ³	—	-.001** (.000)

Note: Numbers in parentheses are standard errors. Standard errors in OLS models were corrected using the Huber-White method. Age is not included in fixed-effects models, but is implicitly controlled because period is controlled, the person fixed-effects cancel out cohort, and period and cohort together uniquely determine age.

^a Variable was coded such that high scores indicate a low average effort reported by those in the occupation. Signs on regression coefficients are reversed so that a positive coefficient indicates a positive effect on earnings.

* $p < .05$; ** $p < .01$ (two-tailed tests).

Appendix Table B: Effects of Number of Children (Dummy Variables) on Women's Hourly Wage (ln) from Fixed-Effects Models and OLS Models, by Marital Status: NLSY, 1982 to 1993

Control Variables in Model and Marital Status	Fixed-Effects Models			OLS Models		
	One Child	Two Children	Three or More Children	One Child	Two Children	Three or More Children
<i>Gross (No Controls)</i>						
Never-married	-.023 (.014)	-.056** (.019)	-.115** (.027)	-.152** (.011)	-.224** (.014)	-.312** (.019)
Married	-.023 (.014)	-.162** (.019)	-.245** (.026)	-.029** (.014)	-.175** (.017)	-.250** (.021)
Divorced ^a	-.082** (.022)	-.180** (.025)	-.245** (.031)	-.067** (.020)	-.154** (.022)	-.312** (.019)
<i>Human Capital Variables</i>						
Never-married	-.043** (.013)	-.054** (.018)	-.078** (.026)	-.060** (.010)	-.073** (.013)	-.044* (.017)
Married	-.043** (.013)	-.128** (.019)	-.166** (.025)	-.024** (.013)	-.073** (.013)	-.044* (.017)
Divorced ^a	-.043** (.013)	-.127** (.024)	-.149** (.030)	-.060** (.010)	-.073** (.013)	-.044* (.017)
<i>Human Capital Variables and Job Characteristics</i>						
Never-married	-.026* (.012)	-.039* (.017)	-.059* (.025)	-.038** (.009)	-.045** (.012)	-.021 (.016)
Married	-.026* (.012)	-.102** (.018)	-.133** (.024)	-.013* (.011)	-.045** (.012)	-.021 (.016)
Divorced ^a	-.026* (.012)	-.101** (.023)	-.128** (.029)	-.038** (.009)	-.045** (.012)	-.070** (.021)

Note: Numbers in parentheses are standard errors. Standard errors in OLS models were corrected using the Huber-White method. Effect sizes are calculated from unstandardized coefficients in models containing interactions between marital status and dummy variables for number of children. For descriptions of models and variables, see note to Table 2.

^aIncludes separated, divorced, or widowed.

* $p < .05$; ** $p < .01$ (two-tailed tests).

6. OLS models show an even larger reduction in the child penalty when the human capital variables are added (from 8 percent to 2 percent compared with from 7 percent to 5 percent in fixed-effects models). The larger drop in OLS suggests that some of the unobserved human capital difference between mothers and non-mothers is exogenous to both motherhood and measured human capital, and affects each. Because this component is netted out of both the gross and human capital models under fixed-effects, the motherhood coefficients differ less. It is unclear why in the models that control human capital variables, child coefficients are larger in the fixed-effects model than in the OLS model, whereas in the gross models the child penalty is larger in the OLS model.

7. Coefficients for "additive" terms in models including an interaction involving that variable give the effect of that variable when all other variables with which it has been interacted equal 0. When both marital status dummy variables equal 0, this indicates never-married status since "never-married" is the reference category.

8. Appendix Table B shows results from models that interact dummy variables for number of children with marital status. It shows greater penalties for married and divorced women as in Table 4, but these are largely limited to second and higher order births.

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