

# IAB-DiskAB

Invitation

## **Beyond the water cooler: How company networks influence individual actions and careers**

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Individuals within companies are rarely detached from their employer's social environment and colleagues. Employees' changes between companies should thus facilitate and regulate the flow of information between firms. Since information about new job opportunities are largely established through weak contacts, company networks should have a significant impact on job changes and thus influence wage developments, career progression, or regional mobility.

We use administrative data on social security contributions (IEB) with a sample of all employees from the manufacturing industry in Germany's largest labor market region Munich from the period 1998 to 2014 to analyze changes of employees (*ties*) between companies (*nodes*). We show that the firm's structural position (*e.g. betweenness-centrality*) influences individual and firm outcomes, after controlling for individual and firm fixed effects. Our results indicate the importance of a hitherto unobserved network structure of companies that has significant effects on employees' outcomes in the labor market.

**Tuesday, March 13, 2018**

**10 o'clock (a.m.)**

**Room Re100 E10**