

Accepted Manuscript

Title: The Role of Confidence and Noncognitive Skills for Post-Baccalaureate Academic and Labor Market Outcomes

Authors: Weiwei Chen, Wayne A. Grove, Andrew Hussey

PII: S0167-2681(17)30085-9
DOI: <http://dx.doi.org/doi:10.1016/j.jebo.2017.03.020>
Reference: JEBO 4014



To appear in: *Journal of Economic Behavior & Organization*

Received date: 11-5-2016
Revised date: 13-3-2017
Accepted date: 20-3-2017

Please cite this article as: Chen, Weiwei, Grove, Wayne A., Hussey, Andrew, The Role of Confidence and Noncognitive Skills for Post-Baccalaureate Academic and Labor Market Outcomes. *Journal of Economic Behavior and Organization* <http://dx.doi.org/10.1016/j.jebo.2017.03.020>

This is a PDF file of an unedited manuscript that has been accepted for publication. As a service to our customers we are providing this early version of the manuscript. The manuscript will undergo copyediting, typesetting, and review of the resulting proof before it is published in its final form. Please note that during the production process errors may be discovered which could affect the content, and all legal disclaimers that apply to the journal pertain.

The Role of Confidence and Noncognitive Skills for Post-Baccalaureate Academic and Labor Market Outcomes

Weiwei Chen^a, Wayne A. Grove^b, Andrew Hussey^c

^aFlorida International University, Department of Health Policy and Management, 11200 SW 8th St, Miami, FL 33199; wechen@fiu.edu

^bLe Moyne College, Department of Economics, 1419 Salt Springs Rd., Syracuse, NY 13214; grovewa@lemoyne.edu

^c Corresponding Author; University of Memphis, Department of Economics, 3675 Central Ave., Memphis, TN 38104; ajhussey@memphis.edu

Highlights:

- We study the effect of self-confidence on MBA and earnings outcomes.
- Measures of noncognitive skills and confidence in verbal and quantitative skills are constructed.
- Noncognitive skills predicts men and women's future earnings.
- Confidence in quantitative skills matter positively for men.
- Confidence in verbal skills matter negatively, especially for women.

Abstract:

Increasingly researchers include information about noncognitive abilities in their analyses of similar people's educational choices and subsequent labor market outcomes. We contribute to this literature by considering the dual roles of confidence in one's abilities and noncognitive skills and characteristics in predicting several subsequent MBA program and employment outcomes among a sample of GMAT test takers, with a focus on identifying possible gender differences in these relationships. Self-reported noncognitive skills correlate similarly for men's and women's managerial, earnings and employment satisfaction outcomes. In contrast, though, distinct gender differences emerge regarding perceptions of one's mathematical and verbal ability—with confidence in quantitative ability especially associated with men's and confidence in verbal ability mainly associated with women's outcomes. Non-linearity analysis reveals that lower earnings are correlated with men who have low confidence in their quantitative ability and with women who have high confidence in their verbal ability.

Keywords: Confidence; Noncognitive Skills; Gender Differences; Human Capital Investments

JEL classification: J16; J24; J31; J44

متن کامل مقاله

دریافت فوری ←

ISIArticles

مرجع مقالات تخصصی ایران

- ✓ امکان دانلود نسخه تمام متن مقالات انگلیسی
- ✓ امکان دانلود نسخه ترجمه شده مقالات
- ✓ پذیرش سفارش ترجمه تخصصی
- ✓ امکان جستجو در آرشیو جامعی از صدها موضوع و هزاران مقاله
- ✓ امکان دانلود رایگان ۲ صفحه اول هر مقاله
- ✓ امکان پرداخت اینترنتی با کلیه کارت های عضو شتاب
- ✓ دانلود فوری مقاله پس از پرداخت آنلاین
- ✓ پشتیبانی کامل خرید با بهره مندی از سیستم هوشمند رهگیری سفارشات