

DO WOMEN CHOOSE DIFFERENT JOBS FROM MEN? MECHANISMS OF APPLICATION SEGREGATION IN THE MARKET FOR MANAGERIAL WORKERS

Supplementary Analyses: Offers and Final Acceptances

Although the focus of our paper is on applications to jobs, we also explored the determinants of subsequent job offers. Because some of our arguments draw on differences in men and women's expectations of receiving job offers, it is important to assess whether those expectations reflect actual employer behavior. Tables A1 and A2 below illustrate these analyses.

First, we examined the determinants of offers using data from the job search survey. We took each job type that each individual had applied to (finance, consulting and general management) and separately estimated a logit for whether or not the worker then received an offer in that job type, for those workers who had applied to those job types. We also estimated negative binomial count models of the numbers of offers that individuals received in each job type for which they had applied. These analyses are reported in Table A1. We found no significant effects of gender for receiving an offer in any of the different job types.

Second, we explored whether men and women ultimately ended up in different kinds of jobs upon graduation. Table A2 presents a multinomial analysis of the types of jobs that men and women ended up in. The sample size is the number of students for whom we have information on the job accepted after graduation. The omitted category is general management. We find some evidence of gender segregation in these jobs. Controlling for individual characteristics such as prior experience, gender, age, GMAT, admissions ratings and whether respondents had a quantitative degree, we find a positive, marginally significant effect of being male on taking a job in finance versus general management (in Model 10, $b = 0.421$, $p < 0.10$). We do not find significant gender differences in ending up in consulting versus finance once prior experience is controlled for.

A1. Probability of Receiving a Job Offer Conditional on Applying: Logit and Negative Binomial Regressions, by Job Type

Variables	Model 1	Model 2	Model 3	Model 4	Model 5	Model 6
	Finance	Finance	Consulting	Consulting	General Management	General Management
	Logit	Nbreg	Logit	Nbreg	Logit	Nbreg
Female	-0.332 [0.328]	-0.094 [0.209]	-0.112 [0.245]	-0.091 [0.138]	-0.272 [0.209]	0.017 [0.116]
Age	-0.121* [0.051]	-0.085** [0.029]	-0.001 [0.042]	-0.024 [0.022]	-0.029 [0.035]	0.021 [0.021]
Married	0.066 [0.292]	0.039 [0.165]	-0.01 [0.216]	0.102 [0.114]	0.164 [0.191]	0.134 [0.104]
Admissions rating	0.084 [0.254]	0.14 [0.133]	0.141 [0.213]	0.025 [0.123]	0.326 [0.200]	0.200† [0.111]
GMAT	-0.004 [0.003]	-0.002 [0.002]	0.001 [0.003]	0.002 [0.001]	0 [0.002]	0 [0.001]
Quantitative degree	-0.139 [0.249]	0.116 [0.142]	-0.229 [0.195]	-0.041 [0.101]	-0.282 [0.180]	-0.254** [0.098]
Campus	0.514* [0.246]	0.321* [0.145]	0.003 [0.194]	0.06 [0.109]	0 [0.178]	0.022 [0.100]
Prior experience in consulting	-0.603* [0.250]	-0.300* [0.142]	0.368† [0.200]	0.202† [0.105]	-0.068 [0.187]	-0.055 [0.106]
Prior experience in finance	-0.055 [0.280]	0.041 [0.164]	0.244 [0.274]	0.223 [0.148]	0.213 [0.270]	0.002 [0.126]
Prior experience in general management	-0.396 [0.260]	-0.284* [0.143]	-0.002 [0.219]	0.088 [0.113]	0.099 [0.221]	0.129 [0.117]
Constant	6.403* [3.074]	3.471† [1.830]	-0.846 [2.533]	-1.232 [1.475]	-0.598 [2.329]	-1.745 [1.303]
Observations	332	332	532	532	599	599

Note: Data shown are regression coefficients with standard errors in brackets. Each observation represents an application to a given job type by a given applicant. Dependent variable in logit analyses is 1 if an offer is made, 0 if no offer is made. Dependent variable in negative binomial analyses is the number of offers received in that job type. Numbers of observations vary by job type, reflecting different numbers of applications made in each area.

* p<0.01, * p<0.05, † p<0.1 (two-tailed)

A2: Determinants of Type of Final Job Entered: Multinomial Logit Regressions

Variables	Model 1	Model 2	Model 3	Model 4	Model 5	Model 6	Model 7	Model 8	Model 9	Model 10	Model 11	Model 12
	Finance	Consulting	No job	Finance	Consulting	No job	Finance	Consulting	No job	Finance	Consulting	No job
Female	-0.093	-0.219	0.13	-0.266	-0.411*	0.172	-0.385†	-0.338†	0.127	-0.421†	-0.281	0.147
	[0.195]	[0.167]	[0.225]	[0.201]	[0.173]	[0.231]	[0.206]	[0.177]	[0.235]	[0.215]	[0.181]	[0.237]
Age				-0.122**	-0.161**	0.100*	-0.127**	-0.158**	0.099*	-0.077*	-0.136**	0.119**
				[0.035]	[0.030]	[0.040]	[0.036]	[0.030]	[0.040]	[0.038]	[0.031]	[0.041]
Married				-0.325	0.032	-0.826**	-0.334	0.039	-0.828**	-0.261	0.066	-0.811**
				[0.205]	[0.163]	[0.265]	[0.206]	[0.164]	[0.266]	[0.213]	[0.169]	[0.266]
Quantitative degree							-0.216	0.107	-0.1	0.049	0.094	-0.067
							[0.169]	[0.144]	[0.202]	[0.180]	[0.151]	[0.206]
Admissions rating							-0.218	-0.21	-0.138	-0.198	-0.113	-0.106
							[0.179]	[0.154]	[0.212]	[0.188]	[0.158]	[0.214]
GMAT							-0.006*	0.006**	-0.002	-0.005*	0.006**	-0.002
							[0.002]	[0.002]	[0.003]	[0.002]	[0.002]	[0.003]
Campus							0.292	-0.149	0.119	0.26	-0.12	0.128
							[0.180]	[0.146]	[0.212]	[0.187]	[0.150]	[0.213]
Prior experience in consulting										0.221	0.946**	0.258
										[0.190]	[0.152]	[0.215]
Prior experience in finance										1.412**	0.172	0.281
										[0.206]	[0.209]	[0.275]
Prior experience in general management										-0.743**	-0.436*	-0.533*
										[0.200]	[0.174]	[0.242]
Constant	-0.716**	-0.125	-1.275**	3.088**	4.743**	-4.188**	8.119**	1.232	-2.335	5.943**	0.488	-2.754
	[0.092]	[0.077]	[0.113]	[1.054]	[0.899]	[1.236]	[2.171]	[1.876]	[2.582]	[2.285]	[1.934]	[2.620]
Observations	1,221	1,221	1,221	1,221	1,221	1,221	1,221	1,221	1,221	1,221	1,221	1,221

Note: Data shown are regression coefficients with standard errors in brackets. Excluded category is jobs in general management.

* p<0.01, * p<0.05, † p<0.1 (two-tailed)