

[Available Issues](#) | [Japanese](#)>> [Publisher Site](#)

Author: [ADVANCED](#) | Volume Page
 Keyword: |



[TOP](#) > [Available Issues](#) > [Table of Contents](#) > [Abstract](#)

ONLINE ISSN : 1349-6778

PRINT ISSN : 1349-6786

The Kyoto Economic Review

Vol. 73 (2004) , No. 1 pp.29-39

[\[PDF \(131K\)\]](#) [\[References\]](#)

Treatment of Hawks and Doves

[Toshiaki Tachibanaki](#)¹⁾ and [Tomohiko Takeuchi](#)²⁾

1) Faculty of Economics, Kyoto University

2) Graduate School of Economics, Kyoto University, Kyoto

Abstract: The paper investigates the optimal allocation of human resources both theoretically and empirically. The theoretical part shows that some wage compression is desirable for the following two cases; (1) hawks (i.e., uncooperative and aggressive workers) work together, or are in the common work-place, and (2) hawks and doves (i.e., cooperative and less aggressive workers) work together, and seek promotion in the competitive world. The empirical part presents the result for Japan. We find that large Japanese firms had wage compression for younger generations in order to minimize the degree of adverse effort caused by the behavior of hawks. At the same, we try to find, “Who is likely to be hawkish?”

Keywords: [Human resource management](#); [aggressive workers and less aggressive workers](#); [wage compression](#)

[\[PDF \(131K\)\]](#) [\[References\]](#)

Download Meta of Article [\[Help\]](#)

[RIS](#)

[BibTeX](#)

To cite this article:

Toshiaki Tachibanaki and Tomohiko Takeuchi; “Treatment of Hawks and Doves”, *The Kyoto Economic Review*, Vol. **73**, pp.29-39 (2004) .



[Japan Science and Technology Information Aggregator, Electronic](#)

