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Pedigree: How Elite Students Get Elite Jobs Lauren A. Rivera Limited preview - 2015. Pedigree: How Elite Students Get Elite Jobs Lauren A. Rivera Limited preview - 2016. About the author (2015) Lauren A. Rivera is associate professor of management and organizations at Northwestern University ' s Kellogg School of Management.

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Looking at how firms define their applicant pools is the first step in understanding who gets hired into elite jobs. Sociologists traditionally distinguish between two methods of allocating high-status career opportunities. In a contest system, competition is open to all; success depends on demonstrated ability.

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Disproportionately, privileged kids attend elite schools and that that pedigree provides access to the highest paying entry-level jobs. The recruiting behavior and methods described of the elite consulting firms, investment banks, and b

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Pedigree: How Elite Students Get Elite Jobs By Paul Barrett on August 30, 2016 This is the title of a recent book by Lauren Rivera [1] [2] , who utilised ethnographic and interview information to detail how US elite professional service firms (EPS: think Wall Street) go about the process of hiring new graduate-entry employees.

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Pedigree: How Elite Students Get Elite Jobs. 0. Sun 28th Jun 2015, 19.00 . Last week it was revealed that recruitment at the top companies in the UK is effectively based more on a " poshness test " than on qualifications or ability. As former Labour MP Alan Milburn commented, " inevitably that ends up excluding youngsters who have the right ...

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Challenging our most cherished beliefs about college as a great equalizer and the job market as a level playing field, Pedigree exposes the class biases built into American notions about the best and the brightest, and shows how social status plays a significant role in determining who reaches the top of the economic ladder.

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"Pedigree: How Elite Students Get Elite Jobs is an academic book with the requisite references to gender theory and Marxist concepts of inequality. But read it carefully and it becomes something far more useful--a guide on how to join the global elite.", Economist "Forget Hollywood. Forget the American Dream.

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Displaying the "right stuff" that elite employers are looking for entails considerable amounts of economic, social, and cultural resources on the part of the applicants and their parents. Challenging our most cherished beliefs about college as a great equalizer and the job market as a level playing field, Pedigree exposes the class biases built ...

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We know that even among graduates from the same universities, students from the most elite backgrounds tend to get the highest-paying jobs.9But how and why does this happen? To answer this question, I turn to the gatekeepers who govern access to elite jobs and high incomes: employers.