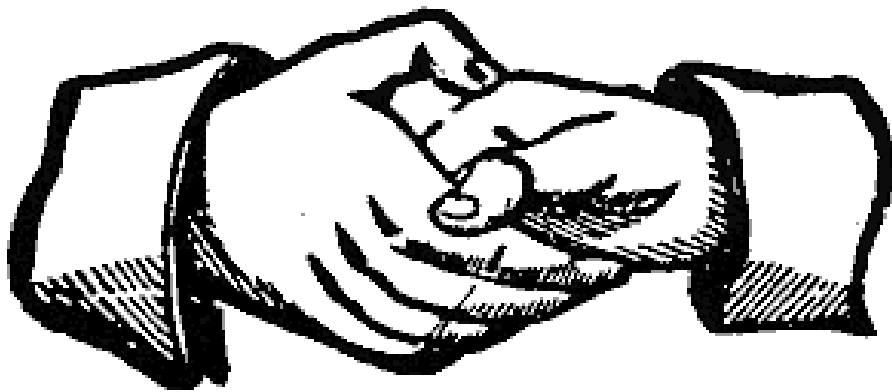


Fraternal Influences On Job Market Chances



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JELLE M.O. DINGEMANS & ROBIN A.L. TAN

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Students:

Jelle M. O. Dingemans

292824jd

jelledingemans@hotmail.com

+31619878701

Robin A.L. Tan

298558rt

robinrobinrobin@gmail.com

+31610176302

Supervisor:

Prof. dr. Justus Veenman

Co-reader:

Drs. Martijn Burger

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PREFACE AND ACKNOWLEDGEMENTS

As the old saying goes: “it is not what you know, but who you know”! Of course, this is only partially true. If it would be true that you get a job for who you know, then why go to university, or school? Of course, “Who you know” is not the main reason people get chosen. Usually, someone has a certain area of (relative) expertise and because he/she is known, the strengths and weaknesses of the person are known. “What” you know is more or less a threshold criterion, whereas after passing the threshold the “who you know” becomes important.

Fraternities, in modern society, consist of a relatively strong group feeling, which often extends to the time after graduation. This research sets out to see if former fraternity members do indeed profit from the network they build during their study time.

There are some people we would like to thank, because without them this research would not have been possible. First of all we would like to thank Professor Veenman. His swift replies (usually within 10 minutes) and constructive feedback to our questions made quick progress possible. Also, Drs. Martijn Burger has been a great help with his tips on literature.

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EXECUTIVE SUMMARY

The purpose of this thesis is to research whether (former) fraternity membership increases job market chances. In order to do so, fraternities are viewed as networks. The literature review shows that networks are an important source for job information, as various studies establish that many jobs are found through personal contacts. Jobs found through these informal means are likely to be better paid and provide greater satisfaction. All findings combined, the literature provides strong evidence that better jobs are found through personal contacts, rather than through other means.

As fraternity membership increases (former) students' networks, it can be expected students with a fraternity membership are more likely to find a job through their networks. The data showed a significant relationship between (initial and current) job search method and former fraternity membership. Therefore, former fraternity members are more likely to find a job through networks than non-members. As better jobs are found through personal contacts, it is likely that former fraternity members find better jobs. Furthermore, this result illustrates that it is likely that former fraternity members have better access to information regarding job openings.

The literature and theory have shown that networks are important for job market chances, as there is strong evidence that better jobs are found through personal contacts. Fraternity membership increases a person's network, thus former fraternity membership is likely to increase former members' job chances. A relationship has been found between both the initial as well as the current wage and former fraternity membership. As a result, former fraternity members are likely to find a job with a higher wage. Job search time, unemployment, supervisory jobs and promotions showed no significant relations with regards to former fraternity membership, thus no relationship between these aspects can be determined.

It has been found that fraternity members are more likely to have parents with a higher socio-economic status (SES) than non-members. As a result, former fraternity members are more likely to have access to valuable sources of job information. Students whose parents have a low SES, may face SES barriers. When they become a fraternity member, they enter a network that is likely to consist of more people with a higher SES than non-members' networks. Thus, fraternity membership might help in

crossing SES barriers. Although a significant relationship has been found for the lower SES group between the (initial and current) wage and former fraternity membership, it can not be determined whether fraternity membership helps crossing SES barriers.

In order to answer the research question, we operationalised job market chances by job search time, unemployment, wage, promotions and supervisory jobs. No relationship could be determined, except with regard to wage. From a statistical point of view, this could be due to a data set that is too small. However, from an economic perspective, this could also be explained by the current situation on the labour market. There is such a high demand for employees that a large number of job-seekers quickly find a job. Within companies the same situation occurs, most employees make promotion (including to supervisory jobs). With regard to wages, it is likely that employers are willing to pay more for candidates whose qualities are known. Theory has shown that companies attach implications to referrals, as referrals are likely to have similar qualities as the person who referred them. This could explain why only the relationship with wages shows statistically significant results, i.e. former fraternity membership affects job market chances with regard to wages.

The factors that contribute to the relationship between former fraternity membership and job market chances can be found in the network structure. Fraternities are networks that have a structure which consists of many social circles (year clubs, “disputen”, sub-societies, etc). Consequently, there are several weak ties that serve a bridging function and can provide new information. The network function of weak ties can also be important for job market chances by providing job information. As a result, former fraternity members are more likely to find a job through networks than non-members.

Furthermore, ties that serve a bridging function are especially important when they are linked to people who are placed higher in social hierarchies. People who face SES barriers could benefit from a network that consist of many people with a high SES as this could facilitate the crossing of SES barriers. Results have shown that the fraternity network is likely to consist of more people with high SES than non-members’ networks. Therefore, fraternal networks could help in crossing SES barriers.

CHAPTER 1: INTRODUCTION

1.1 Introduction

Social networks have been found to be an important resource for information on job openings. Granovetter (1974) studied 282 men in the USA, 56% of which found a job through social contacts rather than through formal means and direct applications. Lin (1999) elaborated on certain aspects of this study when he reported similar findings and highlighted the importance of the quality of the social contacts. Fontaine (2004) stated that social networks can, in some cases, even substitute for labour markets. Early studies from 1930 till 1970 on blue-collar workers found that 60 to 90% of such workers found a job through personal contacts or direct applications, rather than through formal means (e.g. Reynolds, 1951; Sheppard and Belitsky, 1966; Ullman and Taylor, 1965; Wilcock and Franke, 1963). Studies on white-collar workers found similar results as over 60% of the researched group found a job through informal means (Shapero et al., 1965; Brown, 1965; 1967).

Explanations for the effects of social networks on the job market can be found in network theories such as, Granovetter's study of the strength of weak ties and Putnam's bonding & bridging and social capital theory. Fraternities are a form of social networks, thus it might be expected that fraternity membership effects a persons opportunities on the job market.

"Fraternity membership can be seen as a positive influence on career chances. Namely, there is no other 'working environment' where you get so many chances to get experience and learn from your mistakes. Furthermore, you learn to network which improves your social skills and you have the opportunity to add something extra to your résumé as compared to other graduates" (LKVV, Column). A statement such as this is often made as an argument to become a member of a fraternity, however little research has been done in this field.

When someone decides to become a member of a fraternity, he becomes part of a social group, a network. It has been argued that fraternity membership has a positive effect on students results (Gruijter, 2006). Since the interest of this research lies in the

network function of fraternities, this study will not focus on the effects of fraternity membership on student life, but on the effects of former fraternity membership for a former student once such student has entered the job market.

Studying forces someone to forgo income now, as he chooses to accumulate human capital. Deciding to study is likely to result in a higher future income. Becoming a member of a fraternity can be seen as investing in social capital, as one invests time and money in building a network which might be helpful in finding a job.

Several studies elaborate on fraternity life and the study results of the members of a fraternity. Crombag (1967) conducted research on the influence of fraternity membership on study attitude, motivation and success. He concluded: *“fraternities, even though they have a negative influence on the attitude towards studying, do provide extra motivational factors, which could be beneficial for the study results”*.

Gruijter (2006) also found evidence of a positive effect of fraternity membership on study results, even after taking into account other variables. His closing statement is that the effect of fraternities is higher (less dropouts, higher grades, etc) if the time spent studying is longer.

One of the prejudices of fraternity membership, the drinking behaviour, has drawn the attention of some researchers (e.g. Williams et al, 2002). The study Williams et al conducted found that drinking behaviour of students in general, has a negative influence on the accumulation of human capital, which could lead to a deterioration of the labour market chances.

Although results from research concerning certain relations between fraternity membership and student life are mixed, the overall consensus seems to be that an active fraternity life has a positive effect on study results. It is interesting to see whether there is also a positive influence on the initial position on the labour market.

An article about a fraternity which is closely related to the accounting study claims that members from this fraternity are likely to get a good job through social networks. *“For many years, membership in Beta Alpha Psi (BAP), the premier accounting fraternity for college students, virtually guaranteed students a job at a top accounting firm. During its lifetime, BAP has always been considered by recruiters to be the primary source of outstanding college graduates in accounting. BAP can best be described as a ‘bridge’ to the future -- a bridge for the student to take, and a bridge*

for the profession to embrace" (Stephens, 2007). Another study on the same fraternity found that 80% of the students used the school's career planning and placement centre to find their first job, 68% of which used business contacts to find a job (Kimmell et al, 2003).

Being a member of a fraternity gives access to a large network, which could provide information about job openings (Granovetter, 1995). Furthermore, fraternities offer the opportunity to gain experience in boards and committees which can be associated with certain social skills (Onderzoekscommissie LKVV, 2005), which have been found to be important in the process of recruitment and selection (Moelker, 1992). Thus, it might be suggested that former fraternity membership has a positive influence on the initial position on the job market. This research will elaborate on this issue.

1.2 Problem Area, Research Question and Sub Questions

Griffin et al. (1981) succinctly stated: *"The first job following high school termination ... appears largely unaffected by a host of variables known to be important for later life achievement"*.

However, there are large differences between people leaving high school and graduating from university. It can be argued that people who graduated from university have a network with a more instrumental focus (Lincoln and Miller, 1979), while people who finished high school have a network that focuses more on friendship. Because of these differences it might be expected that networks built during university life do affect graduates first jobs.

Granovetter (1973) establishes in his study that weak ties provide a link between different (social) groups. He stated that if strong ties exist, the social group that the two persons are in, is likely to be the same. A fraternity can be seen as a large network, rich of weak ties. Granovetter (1974) found evidence that 56% of the people that found a job, did so through informal contacts rather than official and formalised routes. He found that not only the job switcher saw the formalised route as a means of last resort, but also the employer preferred the informal route. Granovetter's research focused on the importance of networks for finding a job, and focused on people

already on the labour market. Another important conclusion by Granovetter stated that people who changed jobs regularly were more likely to hear first about job openings because of the large network they had built up at the different companies. This implies that a large network increases the chances of finding (good) jobs. As membership of a fraternity (depending on the size) also increases the network of a person, it is expected that being a fraternity member increases a person's chances in finding a job when he or she enters the labour market.

As the old saying goes; "it's not what you know, but who you know". This delves into the quality of a network. Lin (1999) stated that "*social capital is contingent on initial positions in the social hierarchies as well as on extensity of social ties*". Thus, the quality of a network depends on two factors; firstly, the quality depends on the people in the network to who one is connected and their social status. And secondly, it depends on the positions these people have within companies, as people higher up in a company generally know more about job openings than people lower in the company hierarchy.

Lin in his 1978 research found that "*successful chains ... involved higher-status intermediaries until the last nodes (dipping down in the hierarchy toward the locations of the targets). Successful chains also implicated nodes that had more extensive social contacts (who claimed more social ties) and yet these tended to forward the packets to someone they had not seen recently (weaker ties)*".

The goal of the research conducted in this paper is to:

Provide insight into what extent fraternity membership during student life influences graduates' job chances, in order to contribute to this hardly explored labour market research area.

The research question to achieve this goal can be formulated as follows:

Does fraternity membership affect former students' job chances; and if so, which factors contribute to this relationship?

1.3 Scope of Research

This particular area of this research has hardly been explored, however much research has been done on related topics which may be helpful in answering the above research

question. In order to create a proper framework for this research, the theories on networks and social capital will be applied. These will be discussed later, first it is important to define the key factors before they can be operationalised.

1.3.1 Definitions

This study focuses on former fraternity members, therefore the term “fraternity” must be defined. A lot of the articles and studies on networks and the labour market have been written and performed in many different nations. In these different nations, fraternities can have different goals and different names. In the Netherlands mixed student societies exist with male and female members, as well as single-sex student societies. The following definition is broad, as we have tried to encompass all the various forms of student societies within the scope of our research. As this study only focuses on male graduates, the term fraternity will be used. A fraternity can therefore be defined as:

An organization for students governed by students, from a university or higher vocational education, which is founded on a belief or ideology and is affiliated with, but not part, of a university.

This definition gives the possibility to use not only literature on fraternities, but also research on student societies, sororities, student associations, etc. In the following of this research all these synonyms will also be approached as fraternities.

(Former) students who have not been a member of a fraternity will be addressed as *non-members* in the following of this research paper. The fact that this group is named non-members does of course not mean that they have not been members of other (social) groups such as study societies or associations.

To explore the research topic, a theoretical framework needs to be constructed and applied. Theories on network and social capital are closely related to the research subject and might help in answering the research question. In this research networks will be defined as:

“A social structure made of nodes which are generally individuals or organizations. It indicates the ways in which they are connected through various social familiarities ranging from casual acquaintance to close familial bonds“ (J.A. Barnes, 1954).

Closely related to the research subject and network theories is the theory of social capital, which describes the capital accumulated by social networks. This theory

provides insight into whether former fraternity membership affects career chances. The dimensions of social capital are threefold; it depends on the number of people in a network, their willingness to support, and their ability to lend the support. (Bourdieu, 1980; Flap and de Graaf, 1986; Coleman, 1988). Social capital has been defined by Lin (2001) as:

“The resources embedded in social networks accessed and used by actors for actions”.

The field in which the theories of network and social capital will be applied are fraternities and the effect networks in the form of fraternities have on job market chances. This can be defined as *“people of working age who are available for paid employment, including the unemployed looking for work, but excluding categories such as full-time students, caregivers, and the long-term sick and disabled”* (BNET, 2008).

The framework will be constructed to approach job chances, which is a very abstract term. Job chances can be operationalised as the job position, which will be measured by wage, time spent searching for a job, promotions and supervisory functions. The method which will measure career chances will be discussed in paragraph 1.4, Research Method.

1.3.2 Research Area

This research will focus on fraternities as defined above under paragraph 1.3.1 definitions, the characteristics of fraternities will be discussed in Chapter 4. The research population existed of graduates from the Erasmus School of Economics (ESE). This has been done for practical reasons, as both Jelle Dingemans and Robin Tan are students at the ESE. The focus of this study will be on male graduates, as there are more men than women who study at the ESE. Therefore, the group women (both members as non-members) would probably be too small to give significant results. Furthermore, as the influence of fraternities on career chances is tested, a period of 10 years has been selected. If one goes back further, many more aspects could influence the career chances and the influence of former fraternity membership could have faded.

1.3.3 Relevance of Research

The study years have long been thought of as an opportunity to not only gain more human capital through studying, but also to gain social capital through personal development. In recent days however government policy focuses on the development of human capital by attempting to limit the amount of study time taken. This policy is implemented by granting subsidies based on number of people graduating from university instead of people enrolling into university. The reason for this policy change is clear, viz. scarcity on the job market.

Students are motivated by this policy to reduce the total years spent on studying. Fraternities experience this as they notice that students still become members of a fraternity, but finding people to fill committee positions within the fraternity becomes increasingly difficult as the opportunity costs of fulfilling these committee positions becomes higher. In assessing whether becoming a member of fraternity influences one's chances on the labour market, it is important to notice that a simple get together is not what makes it important, but the possibilities for personal development they provide. This can have an influence on government policy. Moelker (1992) stated that study level and study direction can be viewed as a threshold and social capabilities become more important determinants of getting a job.

Much of the theories in this research stem from sociology. However, the use of these theories is widespread and is now common practice in economics. Someone who starts studying has opportunity cost, because he forgoes income by studying. Studying is therefore viewed as investing in oneself to accumulate human capital. This is where the "classical" interpretation of opportunity cost ends. However, having an active student life can be seen as investing in social capital. The research conducted in this paper aims to quantify some of the effects which could be attributed to having an active student life in the form of being member of a fraternity.

1.4 Research Method

This is an explanatory quantitative research which will be used for testing the hypotheses whether there is a relationship between former fraternity membership and

job chances. This will be done by a literature study and empirical research. The literature study will focus on theories and studies which will provide some of the hypotheses.

Subsequently, these hypotheses will be tested by using statistical methods. Male graduates from the ESE in the period 1997-2007 will fill out questionnaires about their student life and their initial and current position in the labour market.

1.5 Outline

In chapter 2 a literature review will be given and the chosen theories will be discussed.

In chapter 3 the hypotheses will be formulated.

In chapter 4, on data and method, the empirical research will be conducted. The research method and the characteristics of the data will be discussed.

In chapter the hypotheses will be tested based on the empirics.

In chapter 6 the conclusions will be drawn and recommendations made for further research.

CHAPTER 2: THEORETICAL FRAMEWORK

In this chapter, first, there will be a review of the literature written on network effects on the labour market. The literature deals with researches in the field of the labour market and how networks affect people's chances on the job market. To study the effect of networks, two dimensions can be distinguished: the *quantitative* dimension, which deals with the structure and the number of contacts. The *qualitative* dimension, which deals with what a contact can offer. This deals with the flow of information, or access to other contacts. Thus, a distinction will be made between the *quantitative* and the *qualitative* aspect. These items are closely related, therefore (to some extent) an overlap might occur.

2.1 Networks Effects on the Labour Market

Mark Granovetter has conducted a classic study on labour markets in 1974. His book, called "Getting a Job", shows the importance of networks and describes a study on how 282 men found their job. The main conclusion was that 56% of the studied group, including professional, technical and managerial workers, found a job through personal contacts. Also, a relationship was found between the income level of jobs and job finding method; jobs found through personal contacts on average paid higher wages. Also, the job satisfaction of jobs found through personal contacts is likely to be higher than for jobs found through other means. Further, the respondents told that information with regards to job openings passed through personal contacts, is of higher quality than through other sources. All these findings combined, Granovetter found that evidence is strong that better jobs are found through personal contacts, rather than through other means.

Granovetter's study focuses on white-collar workers, whereas earlier research has been done on blue-collar workers. The blue-collar studies which have been conducted from 1930 until 1970 show that 60 to 90 percent of the workers found a job through personal contacts or direct application, rather than placements (e.g. De Schweinetz, 1932; Edelman et al., 1952; Lester, 1954; Lurie and Rayack, 1968; Myers and Shultz, 1951; Myers and Maclaurin, 1943; Parnes, 1954) Although these blue-collar studies varied in size and conditions, they all proved the importance of personal contacts for job finding. It has also been found that, for blue-collar workers, personal contacts are

particularly important for finding their first job (De Schweinetz, 1933:87, 93; Reynolds, 1951:127).

Parnes et al. (1970) studied a group of white, out-of-school youth in the ages of 14 till 24 on their job finding method. They found that semi- and unskilled workers are more likely to find a job through friends and relatives, whereas professional and technical workers were least likely to find a job through these personal contacts.

Shapiro et al. (1965) studied a group of engineers and concluded that 68 percent found a job through informal methods of which 51 percent were found through personal contacts. A study on the job search method of college professors showed that 84 percent found a job through informal means; 65 percent found a job through personal contacts and 19 percent through direct application (Brown, 1965; 1967).

Granovetter only stated in his strength of weak ties that managers seemed to prefer referrals, but didn't elaborate on this subject. Caplow and McGee (1958) found similar results as Brown, however they did not provide figures on job finding method. Thus, results from these studies contradict with the finding of Parnes et al., as results on job finding method are quite similar for white-collar workers as for blue-collar workers.

The influence of networks on the labour market can be considered from two different angles. (1) Firstly, there is the *view of the employee*. Networks enable the flow of information between members (Granovetter, 1974; Lin, 1999; Fontaine, 2004). For an employee seeking a (new) job, a large network or a lot of weak ties provide information on the job openings of different companies. The contact person may also directly influence the job-matching process by providing entry into desirable occupations (Lin, 1999), as well as inside information on company culture (Granovetter, 1974; Lin, 1999; Marsden and Hurlbert, 1988). He or she may also provide information on suitable jobs so that there is no "mismatch of talents" (Bentolila et al., 2003). However, a multitude of studies find no evidence that using contacts affects prestige from occupation (Bartus, 2001; De Graaf and Flap, 1988; Lin, 1999; Lin, Ensel, and Vaughn, 1981; Volker and Flap, 1999). The majority of the studies reviewed by Granovetter (1995), Marsden and Gorman (2001), and Bartus (2001) find no effect that using contacts leads to higher wages.

Finally, Rosenbaum et al. (1999) find that while contacts have no effect on earnings right out of high school, having and using contacts seems to lead to higher wages later

in the professional life (about 7 percent higher after nine years). Granovetter (1974) found similar results.

The importance of networks can also be found in real-life projects such as the Australians Working Together program (OECD, 2003), which aim is to provide the incentives for people to stay involved within their communities, even if they are economically disadvantaged. McClure (2000) wrote a report for example that states: "*by building their social capital (through stronger networks, trust and shared values), communities can offer individuals more opportunities for economic and social participation. A key part of community capacity building is connecting individuals in ways that enable people to support each other*". Granovetter (1974) found in his study that employees prefer informal contacts to find a new job, and the formal route was seen as a means of last resort.

(2) The second view is from the *employers' perspective*. This view is based amongst others, on literature from the reviews of Van Der Gaag (2005), Mouw (2003), Lin, Ensel, Vaughn (1981) and Fontaine (2004). Granovetter (1974) found that not only employees prefer the less formal route, but also employers do. This is partially due to the fact that individuals tend to choose as friends people who are similar to them (McPherson, Smith-Lovin, and Cook, 2001). Therefore a referral is better known than a random person. This is called the homophily (or like-me) principle (Homans, 1950; Laumann, 1966; Laumann and Senter, 1976; Verbrugge, 1979, Lin et al, 1981). It means that social interaction tends to take place among individuals with similar attributes. Opposite to the homophily principle is the heterophily principle (the linking of people with dissimilar attributes), which is expected to be more prominent among weak ties. Lin, Ensel, Vaughn (1981) found that "*the heterophily principle may be ineffective if the positions reached are horizontal or lower in the structure relative to the person's initial status. We may call the tendency to contact positions at higher status levels in the structure the prestige principle (Laumann, 1966). It is the prestige principle, then, rather than the heterophily principle, that ought to operate if job seekers wish to maximize their chances of finding contacts who are sources of job information and influence. It is here that the linkage between the strength of ties and social resources occurs*".

Multiple studies (Fernandez and Weinberg, 1997; Fernandez et al., 2000; Petersen et

al., 2000) find that applicants who were referrals from current employees had a higher probability of being hired than non-referrals did. E.g. Fernandez and Weinberg (1997) analyzed the hiring process at a single retail bank for 326 jobs and found that while non-referred applicants had only a 6-percent chance of getting a job, applicants who were employee referrals had a 32-percent chance. Though all three studies were conducted on single firms, the fact that three companies in different industries find similar results, might suggest a relationship (Mouw, 2003).

Campbell and Marsden (1990) find that about half of the employers in their sample makes regular use of referred applicants. This intensive use of networks means that people who do not have access to contact networks have fewer employment opportunities than others (Fontaine, 2004). Holzer (1987) also reports that 36 percent of the interviewed firms of his study filled their last job opening with referred applicants. The study of Waldinger (1997) claims, *“social networks produce applicants for employers who don’t yet have vacancies to fill”*. Granovetter found a similar result in his survey of the literature (1995) *“if employers do not advertise vacancies, this may be in part because they know they can be filled by friends and relatives of existing employees”*.

The reason why referrals are preferred over non-referrals can be found in the study of Moelker (1992). His study focuses on the recruitment and selection process of new employees. He found an increased importance of social-normative qualifications for the position on the labour market. In his literature study he quoted Van Duyne (board of Hoogovens) that: *“education is a condition to get into the company, but then the selection starts...”*. This suggests that education direction and level are more thought of as basic requirements, but the fit comes from the social-normative skills. It can be argued that referrals are similar to other people working in the company (homophily principle), which would increase the fit between the new employees and the company.

2.2 The Strength of Weak Ties

Granovetter’s study of the Strength of Weak Ties (1973), views social networks as a set of actors who are connected through ties, if a relationship can be determined. Actors connected through strong ties have a strong relationship, i.e. family or close friends, whereas weak ties connect actors who are acquainted, such as colleagues. The

strength of a tie can be determined by *“the combination of the amount of time, the emotional intensity, the intimacy (mutual confiding), and the reciprocal services which characterize the tie”*. In his theory Granovetter stresses the power of weak ties, as information passing through weak ties will (ultimately) reach a larger number of people than information sent through strong ties (Rapoport and Horvath, 1961).

“The argument asserts that our acquaintances (weak ties) are less likely to be socially involved with one another than are our close friends (strong ties). Thus the set of people made up of any individual and his or her acquaintances comprises a low-density network (one in which many of the possible relational lines are absent) whereas the set consisting of the same individual and his or her close friends will be densely knit (many of the possible lines are present)” (Granovetter, 1983).

Actors connected through strong ties can be expected to know each other quite well and have a certain level of trust in each other, which may prove to be valuable. However, people connected through strong ties tend to think alike and have access to the same information, whereas people who are weakly tied are more likely to move around in different circles and therefore have access to different information. Eventually, this can lead to more innovative thinking. Granovetter argued that the stronger the relation between two actors, the greater the extent of overlap in their friendship circles is, thus they have access to the same information. Weak ties can serve as bridges to different friendship circles with new information. This phenomenon also takes place on the job market, as information on job openings can spread wide through weak ties.

“At a more mundane level, I [Granovetter] argued that weak ties have a special role in a person's opportunity for mobility - that there is a structural tendency for those to whom one is only weakly tied to have better access to job information one does not already have. Acquaintances, as compared to close friends, are more prone to move in different circles than one-self. Those to whom one is closest are likely to have the greatest overlap in contact with those one already knows, so that the information to which they are privy is likely to be much the same as that which one already has” (Granovetter, 1973; 1974; 1983).

If there is no information on job openings in someone's own social circle, valuable information can be found through weak ties in other social circles. Therefore, according to Granovetter, the net effect of weak ties on income is strongly positive.

Weak ties that link to other social groups serve a bridging function. Although not all weak ties are bridges, all bridges are weak ties.

Robert Putnam (2000) elaborates on the concept of bridging and bonding. He views bridging as one of the distinct forms of social capital, the core idea is that social networks have value. Putnam describes bonding (as opposed to bridging) as a valuable network aspect.

“Of all the dimensions along which forms of social capital vary, perhaps the most important is the distinction between bridging (or inclusive) and bonding (or exclusive). Some forms of social capital are, by choice or necessity, inward looking and tend to reinforce exclusive identities and homogeneous groups. (...) Other networks are outward looking and encompass people across diverse social cleavages” (Putnam, 2000).

Bonding social capital can create a strong in-group loyalty, which might offer valuable support. Putnam compared bonding social capital with *sociological superglue*. Bonding supplies commitment in a group so that people are prepared to do something for each other, with the expectation that someone (else) will return the favour. Opposite to bonding is the concept of bridging, a so called *sociological WD-40*. This is a lubricant which can be used for almost anything. Bridging networks are more valuable for linking to external assets and information diffusion. Bridging is likely to take place in heterogeneous groups, whereas bonding is more likely to take place in homogeneous groups. Although the concept of bonding and bridging are opposites, they are not “either-or” categories. They are different forms of social capital which can both take place in the same network. Clearly, both can be valuable, however bonding social capital is good for ‘getting by’, but bridging social capital is crucial for ‘getting ahead’ (Briggs, 1998).

2.3 Social Capital

As networks can be seen as the quantitative part of the analysis, this part focuses on the qualitative part. Bourdieu, Portes and Putnam provided the basis for the importance of social capital. Social capital is one of three forms of capitals; human capital, cultural capital and social capital. Flap and Volker (2001) conducted an

intensive study on the background of these theories. The following text is partially based on their theoretical research.

Human capital focuses on the way the accumulation of knowledge and skills that enables people to increase their productivity and their earnings. By doing so, they also increase the productivity and wealth level of the societies they live in. *Cultural capital* is an explanatory theory, mostly related to Bourdieu, that focuses on the way power structures are reproduced. Because of the explanatory nature of this theory (e.g. there is no perfect or bad structure), no judgment on the effects of the power structure can be given.

“It [Cultural capital] is used to explain the reproduction of social hierarchy, as elite families endow their children with the cultural capital which enables them to succeed in maintaining their elite position. But it is also used to explain how some manage to use education to move from non-elite positions into elite positions” (Tom Schuller, 2001).

Networks, within the theory of social capital, are defined as *the resources embedded in social networks accessed and used by actors for actions*. Networks are viewed as capital because they are considered to be a means by which an individual tries to accomplish his or her goals which otherwise would be impossible to reach (Lin, 1992).

The dimensions of social capital are threefold; it depends on the number of people in a network, their willingness to support, and their ability to lend the support (Bourdieu, 1980; Flap and de Graaf, 1986; Coleman, 1988). This partially depends on the position a person has within a network. The dimension which will not be discussed is on the willingness to support. This is left out, since it is not easy to measure or quantify. It can only be measured through indirect means (e.g. if people are asked if they would jump in the water to save someone, they all say they would jump in. However, the reality is that often people drown while a crowd stands by).

There are two major views that describe the optimal structure and social capital embedded in the network. The first view was introduced by Coleman in 1988. His vision emphasized the importance of an all connected, or cohesive network. Because in a cohesive network everybody is connected and knows each other, such a network is expected to promote mutual trust and willingness to cooperate with one another.

The second view emphasizes the importance of a network with structural holes

(people who you know, but do not know each other). In competitive situations, the focal person gets information from two sides and can therefore be a broker of information, this can only be done if the “broker” is autonomous. As Burt (1999) puts it in his study: *“the focal actor then has a minimum of redundancy in his two relations and the widest choice of interaction partners”*.

Putnam suggested three key dimensions to measure social capital. These are Horizontal vs. Vertical, Strong vs. Weak ties and Bridging vs. Bonding. Horizontal social capital refers to the extent of relationships between persons more or less located on the same level of the hierarchy, whereas vertical social capital refers to the contacts on different levels of the social hierarchy. Strong ties create greater solidarity, and a more homogeneous group amongst network members. However, as stated before, Granovetter found weak ties to be more functional as the weak ties give access to a heterogeneous set of contacts thus a larger spread of information. Bridging ties bring together heterogeneous members, whereas bonding ties link more or less homogeneous members (Schuller, 2001).

2.4 Fraternities

Fraternities can be seen as social networks, however the shape and form of this network can differ per fraternity. In smaller fraternities, on the one hand, people merely become a member of this social group and the formation of social circles within the fraternity will take place as a natural cause. In large fraternities, on the other hand, a clearer structure can be found. After becoming a member, people start forming a year club. This is a small group of people who became a member in the same year. Each year several year clubs are formed, which can be determined as a horizontal coherence. Thereafter, people become part of a vertical coherence (“dispuut”), this group exists of people of different years. Furthermore, you can live in fraternal houses (also a vertical coherence) and there are several sub societies based on origin, sports or other interests. The largest fraternities have a complete structure, with all these (sub) groups within the fraternity, whereas smaller fraternities have a less strict structure. Of course, there are many fraternities who are somewhere in between.

As described above, within a fraternity a person may form many social circles, which provide various strong and weak ties to other actors. These actors themselves have a similar network structure and also have many ties to other social circles which are filled with well connected actors, and so on and so forth. Thus, the fraternal network structure consists of various social circles, which connects many actors, among which through bridges. This network structure gives actors easy access to a wide variety of information. This might prove helpful in the job finding process as *“information which leads to action is more likely to move through chains of personal contact than through mass media, or more impersonal routes”* (Katz, 1957; Coleman et al., 1966; Lee, 1969).

Fraternities consist of many social circles and bridging takes place in these circles, as mentioned before. All the members of a fraternity have experienced the same initiating rituals to become a fully accepted member. This creates a strong feeling of solidarity between them. Also, competing against other fraternities in fields of sports, theatre and even gaining new members enlarges this alliance. This feeling of solidarity creates bonding social capital. For instance, members of fraternities who are active in committees organise events for other members without directly expecting something back in return. Furthermore, alumni from fraternities are often found to be willing to sponsor fraternity events because of the bond they still feel.

Thus, both bonding and bridging takes place in fraternities. Although one might be more helpful than the other, both have been found to be valuable to a network in the creation of social capital.

Before the theory of social capital will be applied on fraternities, it is necessary to create an indication of the differences of fraternity members' networks and non-member networks. For a student arriving in a city, the old networks consisting of high school friends are of similar size for both (potential) members and non-members. Therefore, it is felt that these do not provide an insight towards the career chances after studying. Also the contacts gained at a university are thought of as equal, as both non-members and fraternity members have access to the same group of people that start the same studies in a year. Therefore, it can be argued that contacts gained during someone's study from a fraternity add to the contacts normally gained and hence increase information flows.

If Putnam's dimensions of social capital are applied to both members of fraternities and non-members, the following characteristics are manifested. The students that arrive in a certain year form the horizontal hierarchy level. For students who have not been members of a fraternity, the horizontal hierarchy consists mainly of people from the same year doing the same study, while for fraternity members this is extended to include people who join the fraternity in that year. This includes people from different studies. One factor that makes fraternities stand out as compared to non-fraternities is the access to people in the vertical hierarchy. These are both the older and younger people. The access to these people is made easy, through purpose-built vertical structures, e.g. through contacts with older and younger roommates (and their year clubs). For people who are not a member, meeting older students is more difficult as they have less access to vertical structures.

Fraternity members create sub groups called year clubs, these are homogeneous groups of people with whom usually strong relationships exist. However, weak ties are kept with people outside these groups. The quantity of ties for non-members is less as the network is restricted to the people who are performing the same study and are in the same year of university. Fraternity members also have these weak ties with people in the same study, but they also have weak ties to people in different study directions and phases of their study, therefore it could be argued that the quantity of network connections is larger.

Weak ties have especially been found to be valuable when connecting to higher status individuals. Lin, Ensel and Vaughn (1981) stated that *"for those of lower status, weak ties to those of similar low status were not especially useful, whereas those to high-status contacts were"*. Their study suggests that weak ties can bridge substantial social distance. Granovetter (1983) reviewed the studies of Blau, Duncan, and Featherman on the use of weak ties in job finding. They found similar results, as *"the use of weak ties in finding jobs has a strong association with higher occupational achievement only insofar as the weak ties connect the respondent to an individual who is well placed in the occupational structure"*.

Thus, people with lower socio-economic status (SES) can use bridges to higher status individuals to increase their job market chances. However, people with lower SES may face SES barriers and do not have contacts to these higher resources. When a student becomes a fraternity member, his or her network increases and might provide

ties to higher status individuals. Therefore, fraternity membership can help bridging over SES barriers.

If a student becomes a member of a fraternity, the initiation ritual can be seen as a bonding process. All members have experienced the same rituals. As is clear from studies conducted in the army (e.g. Stewart, 1988), having a similar experience as a bonding process is a very effective way to create a cohesive group. The group non-members who have had no such rituals are much less cohesive. As stated above, members of a fraternity not only have contacts within the fraternity, but also within their university year. This is a form of bridging. Bridging ties also come into existence if a student pursues his or her own interests and performs in hobbies and sports, but this is true for both groups.

As can be seen above, the social capital as measured by Putnam's dimensions is higher for fraternity members than for non-members. Forbes magazine conducted a research on the background of CEO's of the major American corporations. They concluded that 30% of the CEO's had a fraternity background. This combined with the 8,5% figure of U.S. students that become a fraternity member provides some idea of the amount of social capital embedded within a fraternity network.

2.5 Summary

In the literature several relationships have been found between networks and chances on the labour market. In these studies the importance of networks for job finding has been proven. It has even been stated that better jobs are found through personal contacts rather than through other means. The findings in the literature imply that it is plausible that a relation exists between former fraternity membership and chances on the job market.

The theories that have been discussed in the previous paragraphs show the value of social networks. The network theories demonstrate the value that networks create from a quantitative perspective. The Strength of Weak Ties and Bonding and Bridging explain how networks are valuable. It has been discussed which aspects take

place in the network structure of fraternities and which of these might provide former members of fraternities an advantage over non-members on the job market.

The qualitative aspect of networks has been discussed by the theory of Social Capital. This is a more qualitative approach that describes the value that is created and embedded within networks. This theory has also been applied to fraternities and it has been shown that fraternities can create many social resources and provide (willingness to) help, which might be valuable for chances on the job market.

These theories and the literature both support the expectation that a positive relation of networks on job market chances can be found. As discussed, fraternities are a form of networks. As a result this will implicate certain relationships between former fraternity membership and chances on the job market. These implications will be discussed and result in the hypotheses built in chapter 3.

CHAPTER 3: HYPOTHESES

In this chapter the hypotheses will be formulated. On the basis of the literature review and the theories discussed in chapter 2, fraternities are viewed as networks and certain implications can be discussed. These implications lead to the hypotheses which help us answering the research question:

Does fraternity membership affect former students' job chances; and if so, which factors contribute to this relationship?

The implications from the theories lead to the main proposition: *Former fraternity membership provides better job market chances.* Based on this proposition, the explanatory hypotheses can be formulated.

The first hypothesis (H1) is based on Granovetter's theory of the strength of weak ties (1973). Strong ties connect actors with networks that are likely to overlap and be redundant, therefore they will provide similar information. Weak ties (i.e. acquaintances and colleagues) can serve a bridging function and provide new information from other social circles. The network function of weak ties can also be important to provide job information. Granovetter (1973; 1974; 1983) stated "*that there is a structural tendency for those to whom one is only weakly tied to have better access to job information one does not already have*".

The network function of weak ties has been proven to be important by Granovetter to provide valuable job information. As fraternity membership increases the network and the number of weak ties of a person, it is likely that former fraternity members have better access to information on job openings. Therefore, the following hypotheses can be formulated.

Hypothesis 1)

H0: Former fraternity members are not more likely to find jobs through social / business contacts than non-members.

H1: Former fraternity members are more likely to find jobs through social / business contacts than non-members.

The second hypothesis (H2) proposes that fraternity membership increases job market chances. The relevance of networks for job market chances has been shown by the literature review. Various studies found that over 60 percent of blue-collar workers find a job through personal contacts (e.g. Reynolds, 1951; Sheppard and Belitsky, 1966; Ullman and Taylor, 1965; Wilcock and Franke, 1963). This underlines the importance of networks, however results from white-collar studies might be more relevant as this research focuses on former university students. Shapero et al. (1965) found that 68 percent of the studied engineers group found a job through informal methods, 51% of which were found through personal contacts. Other studies on white-collar workers found similar results (Caplow and McGee 1958; Brown, 1965b; 1967). Granovetter (1974) studied a group of 282 professional, technical and managerial workers. He stated that 56% of this group found a job through personal contacts. These jobs, found through personal contacts, on average paid higher wages and were more likely to have a higher job satisfaction than jobs found through other means. On the whole, Granovetter concluded that evidence is strong that better jobs are found through personal contacts.

The reviewed literature illustrates that networks are important when it comes to job market chances. As fraternity membership increases the network of a person, it is expected that fraternity membership increases former students' job market chances. These findings combined, the following hypothesis can be formulated. In each case former fraternity members are compared with non-members.

Hypothesis 2a)

H0: Former fraternity members are not likely to sooner find a job when entering the job market.

H1: Former fraternity members are likely to sooner find a job when entering the job market.

Hypothesis 2b)

H0: Former fraternity members are not likely to sooner find a job when re-entering the job market.

H1: Former fraternity members are likely to sooner find a job when re-entering the job market.

Hypothesis 2c)

H0: Former fraternity members are not likely to find a job with a higher wage.

H1: Former fraternity members are likely to find a job with a higher wage.

Hypothesis 2d)

H0: Former fraternity members are not likely to more often fulfil a supervisory job.

H1: Former fraternity members are likely to more often fulfil a supervisory job.

Hypothesis 2e)

H0: Former fraternity members are not likely to make more promotions.

H1: Former fraternity members are likely to make more promotions.

The third hypothesis (H3) elaborates on the bridging function that weak ties can serve. (Former) students whose parents have a lower education may face socio-economic status (SES) barriers. Although there is not a general consensus how SES can be measured, the key aspects of SES are income, education and occupation (Sirin, 2005). These aspects are closely related and may form a barrier on academic achievement (White, 1982). When a student becomes a fraternity member, he is accessed to a network that can provide bridges to other social circles. These social circles may consist of people of higher SES. Lin, Ensel, Vaughn (1981) found that *“the heterophily principle may be ineffective if the positions reached are horizontal or lower in the structure relative to the person's initial status. We may call the tendency to contact positions at higher status levels in the structure the prestige principle (Laumann, 1966). It is the prestige principle, then, rather than the heterophily principle, that ought to operate if job seekers wish to maximize their chances of finding contacts who are sources of job information and influence”*. When (former) students face SES barriers, they cannot contact positions at higher status levels in the structure. A fraternity is a network that can provide bridges to social circles higher in the structure, which increases job seekers chances.

A student who becomes a fraternity member accesses a network that can provide bridges to social circles of higher SES, thus fraternity membership can help crossing

SES barriers and provide contacts which increase job market chances. This leads to the following hypothesis.

Hypothesis 3)

H0: Former fraternity members who's parents have a lower educational level do not have better job market chances than non-members who's parents have the same educational level.

H1: Former fraternity members who's parents have a lower educational level have better job market chances than non-members who's parents have the same educational level.

CHAPTER 4: DATA AND METHOD

This chapter presents the main characteristics of the sample included in the research as well as on the questionnaire that we used. First, the sample selection and characteristics of the sample are described. Then the fraternity characteristics are described.

4.1 Sample

As stated before, this research focuses on the importance of networks in the form of fraternities for the job market chances. In order to answer the research question, two groups of people were required. People who were a member of a fraternity during their study, and those who were not a member of a fraternity. In order to come into contact with both groups, this research was set out towards all non-members and members (both men and women) who graduated from the Erasmus School of Economics over the past 10 years. The number of graduates from the ESE per year, are 340 in 2005/2006 and 409 in 2006/2007 (website EUR). This means that as an estimate, approximately 375 people graduate. If this is extended over 10 years, the total population comes down to approximately 3.740 people. On average 27% of the ESE students is female (website kiesjstudie.nl) this means that the population for this research consists of approximately 2.770 male graduates¹. In order to reach these former ESE students, over 2.932 emails were sent. A certain overlap occurred since both the alumni associations and the fraternities were not always able to narrow the mailing list down to the requested profile.

The time frame taken in consideration was based both on literature and common sense. Granovetter (1973) conducted his study on PTM workers who switched jobs in the past 5 years. He made this choice because of the in-depth research he was conducting, which relied mostly on the memory of the respondents. The research conducted in this paper is less in-depth and does not focus as much on the ties connecting the people, therefore memory is a less crucial factor, and the timeframe can be longer. On the other hand, if the research period would be much longer, the

¹ The study focuses on men because it was expected that the number of female respondents would be too little to draw significant results from.

effect of fraternity membership could fade. Therefore, a research period of 10 years has been chosen.

Three channels were used to reach the graduates. The first two channels were used to further response of non-members, while the last one was used to contact fraternity members. The first channel was the Erasmus Alumni Association. These Alumni received a newsletter containing a hyperlink to the online survey. The second channel was Hyves². Through this channel both members and non-members were reached, though the goal was to reach mostly non-members. The reason is that the main sources of contact for former fraternity members were the fraternities themselves.

These channels were mainly used to attract the non-members because they provided the limited sources with up to date data on the whereabouts of this non-connected group. The members of the Alumni association were contacted through Erasmus Alumni Vereniging and the Alumni Office of the Erasmus University. In order to reach the fraternity members, the Rotterdamse Kamer Van Verenigingen was contacted. They provided details of the associated fraternities (RSC, Laurentius, SSR-R, RSG, Gaudium, and NSR). All fraternities were enthusiastic about the subject and willing to help. NSR, who was busy at the moment with the formation of an alumni association, could not help. The other fraternities sent out an email to their alumni with a request to fill out the questionnaire if they fitted the profile. They also provided a hyper link to the survey.

4.2 Population and Respondents Characteristics

The fraternities and the alumni associations were requested to send the questionnaire to the alumni who fitted the profile. Hyves was also used to directly contact people from the target population. However, Alumni 2 sent it to the Domain of economics and management, which included people who did not fit the profile. The other fraternities sent out a request to all or most of their alumni. In total, 367 people had a look at the first page of the questionnaire on the internet of which 273 people tried the questionnaire a bit further.

² This is an online network site where people can form networks based on people they know, interests or hobbies. In this research the Erasmus Universiteit Economics Hyve was used.

Source	Number of emails sent
RSC	1.014
Laurentius	1.000
SSR-R	170
RSG	149
Gaudium	18
Alumni 1	40
Alumni 2	1.500
Hyves	41
Total	3932

Table 1: Number sent emails

On the question in fraternity membership after making the first shift of deleting obvious wrong entries (e.g. who graduated before 1997, women) , a response rate of 226 people can be found. These were divided into 159 members and 67 Non-members. This brings the response rate to 6,9%.

Some respondents filled in their fraternity membership where was asked for study association and vice versa, so therefore they had to be reshuffled. In total, this left a maximum sample of 221 people who fitted the profile. These 221 are divided over 143 members and 78 non-members (see table2). At first, the idea was to also test for fraternity characteristics (large and small), however response of the smaller fraternities did not provide enough data to split the file up. Another note is that not all questionnaires were completed in total, therefore some differences can occur in the maximum number of respondents per test. It was decided to leave them in, because if all respondents with missing answers were excluded, too much data would be lost in order to be able to provide significant results.

There is always a chance that selectivity occurs when a survey is used. The chance on selectivity was especially large for this research, as the fraternities contacted the members themselves, with no option for the researchers to send a reminder email or something similar. However, we do feel the population is a good reflection of the (former) student population, though some fraternities are heavily under represented. This is especially the case for Laurentius, but since Laurentius members fit about the same profile as RSC members, this should not prove problematic.

Membership respons	
Members	143
Non-members	78
Source	
RSC	103
Laurentius	15
SSR-R	10
RSG	9
Gaudium	6

Table 2: response by membership (edited)

4.3 Fraternity Characteristics

In chapter 2, the characteristics of small and large fraternities have been discussed. As was stated: *In smaller fraternities people just become a member of this social group and the formation of social circles within the fraternity will take place as a natural cause. In large fraternities a clearer structure can be found. After becoming a member, people start forming a year club (“jaarclub”), this is a small group of people who became a member in the same year. Each year several year clubs are formed, which are determined as a horizontal coherence. Next, people become part of a vertical coherence (“dispuut”), this group exists of people of different years. Furthermore, you can live in fraternal houses (also a vertical coherence) and there are several sub societies based on place of birth, sports or other interests. The largest fraternities have a complete structure, with al these (sub) groups within the fraternity, whereas smaller fraternities have a less strict structure. Of course, there are many fraternities who are somewhere in between”.*

Now a description per fraternity will be given with fraternities ordered by membership quantity. The fraternities were asked to provide both a fraternity- and member profile. The following text was translated from the profiles they provided. The original (Dutch) texts can be found in appendix C.

Rotterdamsch Studenten Corps

The Rotterdamsch Studenten Corps (RSC) is aged 94, and has over 1000 male members, 16 sub-societies and 80 fraternal houses, which makes the RSC the oldest and biggest fraternity in Rotterdam. The RSC possesses a rich, men only, tradition. With the existence of year clubs, “disputen” (vertical coherence) and sub-societies “friendships for life” arise as a natural cause. The tight bond between members is shown by the existence of several social drinks for RSC alumni all over the world. Both students from higher vocational education as well as university can become member of the RSC. Besides sociability lots of attention is paid to sports and culture. Many sports can be practiced within the RSC, such as rowing, soccer, golf, sailing, tennis, hockey, rugby, etc. On the field of culture there is theatre, musical, debating, photography and music.

R.S.V. Laurentius

On 7 December 1914 seven students decide to found the Roman Catholic Fraternity “Sint Laurentius”. The goal of the fraternity is to promote the ethical, religious and scientific interests of the members. These are Catholic students from the Dutch Economic School in Rotterdam. The aspiration is to create a united and mutual bond. Nowadays, Laurentius consists of approximately 1000 members. The fraternity is divided in year clubs, verticals and sixteen “disputen” (vertical coherence). Furthermore, there are also a number of sub-societies associated to sports, study and culture. It is a mixed fraternity which offers a lot of diversity on all fields, thus also among the members a certain diversity can be found. Laurentius is a traditional fraternity, which can be recognized in the attitude of the members, who are higher vocational education and university students.

SSR-Rotterdam

SSR-Rotterdam (SSR-R) has been founded in 1918 with the purpose to shelter and stimulate self-development of her members. Since this is still considered to be very important, various activities are organised, such as voluntary activities, theme parties, student-like games for year clubs and “disputen”. SSR-R was member of the union of SSR, which are known to attract an “alternative” crowd. In 1969 SSR-Rotterdam withdraw from the union and took its own course. The current members of SSR-R, a total of 850, fit a very broad profile, from “alternative to corporal”. Most

characteristic for SSR-R is her multiformity, her relaxed atmosphere in combination with old traditions and a unique “disputen”-structure.

Rotterdamsch Studenten Gezelschap

The Rotterdamsch Studenten Gezelschap (RSG) was established in 1921, as students found that Rotterdam lacked a student life. First, the fraternity was for men only, in the seventies the fraternity also opened up to women. Currently, the RSG has about 450 members and 200-250 alumni. This fraternity consists of “disputen” (vertical coherence), many sub-societies (for hockey, soccer, theatre, etc) and has a family system instead of year clubs. Characteristic for the RSG is the diversity of the members, thus there is not a certain profile which fits a RSG member. The RSG distinguishes itself by not having initiation rituals and promote equality among the members. There is no clear hierarchy; first year members have the same status as members from earlier years.

S.V.R Gaudium

S.V.R. Gaudium is founded in 1989. At that time the large fraternities only accepted a limited number of new members. Three excluded gentlemen decided to found Gaudium. This fraternity was open to all students who wanted to become a member. At Gaudium there is no strong hierarchy, although we have traditions and unwritten rules. Because of the open atmosphere and commitment, the members get to know each other well. There are no initiation rituals and the fresh year members are as important as former members of the board. Gaudium consists of about a hundred members, which can be characterized by stimulating own initiative, creativity and involvement. Gaudium has “disputen”, year clubs, sub communities and other societies (related to sports, games or other activities).

4.4 Questionnaire Layout

The full questionnaire can be found in appendix A. The questionnaire consists of four parts. (1) The first part encompasses questions about the study period of the respondents. These are questions on the year of graduation; age at graduation and years spent studying.

(2) The second part consists of questions on the first job of the respondents. And includes questions on time spent searching, how the job came to their attention, the initial salary, time spent at first employer, if they received any promotions to higher job functions, if they had supervisory jobs at their first jobs or after they received the promotion and if they were still in their first job

(3) The third part consists of almost the same questions as asked in part two, except that they focus on the respondent's current job. This part is extended with questions on subjects such as if people are still with their first employer, how often people switched from employer and the longest period of unemployment after their first job.

(4) The fourth part focuses on study organisations and fraternities. These questions are about whether the respondents were (active) members of either organisation, where being active is measured by the amount of full- or part-time commissions people have been involved in. Also some questions on whether (both members and non-members) thought contacts were useful for finding jobs, whether former fraternity members stated their membership on their resume and if the respondents used contacts to further their career, are added. Finally, questions are asked about the educational level of the parents to find out if the respondents originate from a high or low SES standard background.

4.5 Data Characteristics

As stated above, the dataset needed some tweaking; the people who graduated before 1997 are omitted, also the people who studied for less than three years. Finally, the statistical outliers are omitted (one person earned 66.000 euro per month (!), another person was unemployed for 6 years after his first job while he graduated in 2007, etc). In the following part, the basic descriptives of the dataset will be given, as well as an explanation on how some data were modified. The quantitative characteristics will be given in appendix B.

Part 1 Study

The average time spent studying (Q3) for the total population is 6,29 years. However, some people indicated a study length of 2 years. These were taken out because even though people can graduate in 2 years (schakelstudenten), the line between these

“serious” students and others who switched but still completed the survey is vague. The average after correction rose to 6,42 years. If the group is split, the findings concur with the findings in the literature that fraternity members tend to study longer (6,64yrs) then non-fraternity members (6,23yrs). The average age at which people graduated was 24,6 years (Q2). Again, for the former members, this age was slightly higher than for non-members. No major alterations had to be made to the data. Q1 was on the year of graduation and was used as a main indicator to see whether people fitted the profile.

Part 2 First Job

Time spent searching (Q4) was measured in full months. Some respondents answered this question with decimals. In those cases, if the decimals were x,5 or up it was rounded up, while otherwise rounded down to the nearest full number. Do note this variable only needed to be given, if the question before this was not answered by the choices as respondents already had a job before graduation, or started their own business. These two choices gave missing values for the answers, while a person who did have a search period but did not answer this question, also gives a missing value.

On the question of how the job came to their attention (Q5), the respondents had multiple choice answer categories including an option for “other” which could then be filled in. The MC-categories were: “social contacts”, “business contacts”, “advertisement”, “open solicitation” and the before mentioned “other”. The first modification made to these variables was that a dummy variable was made in which social contacts and business contacts were taken together because they both represent networks and were given the value 1. These were complemented with some of the “other” category answers such as “through internship” and “referred by professor” as these also indicate the use of networks. The other options of the MC-answers received value zero, as they indicated no use of network. The only true “other categories” were headhunters, employment sites such as Monsterboard, and corporate days at school, etc.

For the first salary (Q6) 13 categories were made, of which 11 stepwise increased with 200 euro, ranging from 1.500 to 37.00 gross monthly income per month. The first and the last categories were respectively lower than 1.500 euro and higher than 3.700 euro. To work with the data, the average of each category was taken (so for the 1.500 to 1.700 euro range the average is 1.600, etc). For the lower than 1.500 and

higher than 3.700 the average of the open answers was taken, these were 1.307 and 5.000 euro respectively. There were five respondents who earned more than 3.700 euro per month.

Time spent at first employer (Q7) was measured in whole years, and was added as a control question. This variable was used because this time was expected to be longer for former fraternity members, as better fitting jobs can be found through better contacts. Here, the half years were also rounded up to whole years. This variable does not include the data from people who started their own business.

The variable “received any promotions to higher job functions” (Q8) is a binary variable where “yes” = 1 and “no” = 2. If the answer was yes, the number of times someone received a promotion had to be stated. If a yes was stated, but the number of promotions was missing, this was left as a missing value.

For supervisory positions at their first jobs (Q9) or after they received the promotion (Q10), a binary answer was possible (I had no supervisory job = 0, and I had a supervisory job = 1) with the option to add the amount of people he supervised if the answer was yes.

The question whether the respondents were still in their first job was introduced as a trigger variable so that people could skip questions on current job, which would result in the same answers as for previous questions.

Part 3 Current Job

As stated before, this part contains largely the same questions as part two. Main difference is within the multiple choice answer categories of Q12 which now extend to 4.700 euro per month, hereafter the category 4.701 -5.000 euro, and >5.000 euro. No respondents were in category 1 (<1.500 euro), while 76 were in category 19 (>5.000). The data were treated the same way as initial wage under part two, with one difference. The category 19 outcomes were split in the outcomes for members and non-members, after which for both groups the average was calculated. This amounted to an average of 6.600 euro per month for 17 non-members and 10.215 euro for 59 former fraternity members. This was done because the group that was higher can have significant influence on the regression results. Therefore each group received its own average wage.

The variable “still with their first employer” (T) was also a yes/no question and was inserted because it was expected that former fraternity members stayed longer (Q7,

Q13) with their first employer, as better fitting jobs can be found through better contacts.

“How often people have switched from employer” (Q16) was inserted for the same reason as stated above. However, these two questions could be very dual for members; the fit is better, so members switch less often, versus, members have better information channels and hear about (better) job openings and thus switch more often. “The longest period of unemployment after their first job” (Q17) was inserted to test for unemployment differences between members and non-members.

Part 4 Membership

The questions on membership of a study association or fraternity were both yes/no questions with a text box to add the name of the study association or fraternity if the answer on membership was positive (Q18, Q20). The text box provides the name of the fraternity or study association for the respective questions. Sport clubs such as rowing clubs were left out because these clubs or associations did not meet the defined requirements of a fraternity or study association in this paper.

Activity within the fraternity or study association was inserted (Q19, Q21), because during the literature study, a recruiter stated that: “*activities such as committees were an indication of sociability of a person*”. This was measured by the amount of full- or part-time committees someone had done.

The question on whether members stated their membership on their resume (Q22), was added as a control question. The rationale behind this question is that someone who himself thinks it is important for his chances, adds this to his resume. Whereas, for people who don't think it is beneficial for their chances do not.

“Respondents used contacts to further their career” (Q23) was added to see whether people take part in a network. The question serves as a control question on “thought contacts were useful for finding jobs (Q24)”. If people think a network is useful, then why not use it.

The last questions (Q25, Q26) were on the educational level of the parents; these were specifically added for hypothesis three to deal with SES barriers. To test hypothesis three, the dataset was split into people whose parents had a lower educational level than university education, and parents who had a university education.

4.6 Method

To test for relationships, regression analysis was used. The dummy for fraternity member yes/no was used as the independent variable. The dependent variable is labour market position, which is operationalised by initial or current income, supervisory job at initial or current employer, length of search period, length of unemployment respectively. The dependent variable is influenced by the network effects of a fraternity, but this can only be measured indirectly. Where necessary, a logit regression was used. All outcomes were put in crosstabs, so visualization can be made on the outcomes and averages. These averages were tested using ANOVA.

CHAPTER 5: EMPIRICS

In this chapter, the empirical results from the questionnaire will be discussed and the hypotheses will be tested. In the questionnaire, people were asked how they think that job market chances are affected by former fraternity membership. Of the studied group (both former members and non-members) over 80% state that they think fraternity membership enhances job market chances. Among the former members 59% have used fraternal contacts to enhance their job market chances. Furthermore, approximately 74% of the former members state their fraternity membership on their résumé. This might imply that these people think that this has a positive effect on their job market chances.

5.1 Hypothesis 1

We discussed the theoretical perspective of the thesis in chapter 3: The network function of weak ties has been proven to be important by Granovetter to provide valuable job information. As fraternity membership increases the network and the number of weak ties of a person, it is likely that former fraternity members have better access to information with regards to job openings. Hypothesis 1 has been based on this finding.

As former fraternity membership increases the network, it is likely that former members more often find a job through their network. In order to measure this, the respondents were asked how they found their initial and current job. If people answered that the job was found through social or business contacts, they used their networks.

Hypotheses 1)

H0: Former fraternity members are not more likely to find jobs through social / business contacts than non-members.

H1: Former fraternity members are more likely to find jobs through social / business contacts than non-members.

Initial job search method	Non-members	Former members
Social contacts	13	50
Business contacts	14	41
Total (Network)	27 (45,0%)	91 (64,1%)
Job advertisement	14	14
Direct application	9	27
Others	10	10
Total (Other means)	33 (55,0%)	51 (35,9%)
	B: .780	Significance: .013

Table 3: Initial job search method

The results show that in the initial job search process, former fraternity members (64%) more often use social/business contacts than non-members (45%). This is a significant relation (.013) and it can therefore be suggested that a relationship between former fraternity membership and the use of networks to find the first job exists. Former members are more likely to find their initial job through their network than through other means.

Current job search method	Non-members	Former members
Social contacts	6	40
Business contacts	15	36
Total (Network)	21 (43,8%)	76 (62,3%)
Job advertisement	10	10
Direct application	7	7
Others	10	29
Total (Other means)	27 (56,2%)	46 (37,7%)
	B: .753	Significance: .029

Table 4: Current job search method

For the current job, similar results were found. Former fraternity members (62%) have more often found a job through their network than non-members (44%). As this relationship is statistically significant (.029), a relationship can be determined between former fraternity membership and the current job search method. Therefore,

former fraternity members are more likely to find their current job through their network than through other means.

Both for the initial and the current job search method a significant relationship with former fraternity membership has been found. Thus, former fraternity members are more likely to find a job through social/business contacts than non-members. This implies that former fraternity members have better access to information on job openings.

The finding that former members are more likely to find a job through social/business contacts, leads to certain implications. The literature review has showed that better job information is passed through (personal) contacts. With this better job information, better fitting jobs can be found. Therefore, it is likely that former fraternity members find a better fitting job. Although, no hypothesis has been formulated based on this implication in chapter 3, the following hypothesis can be stated:

H0: Former fraternity members are not likely to find better fitting jobs.

H1: Former fraternity members are likely to find better fitting jobs.

In order to test this, respondents have been asked how long they have stayed at their first employer and how often they have switched between employers.

	Non-members	Former members
Period at first employer (in years)	3,5	3,8
	B: .285	Significance: .497
Switches between employers (#)	2,2	2,0
	B: -.219	Significance: .460

Table 5: Period at first employer and switches

Former members on average stay 3,8 years at their first employer, which is slightly longer than non-members do (3,5 years). This is in accordance with the expectations, as better fitting jobs are found through contacts, former fraternity members are likely to stay longer with their first employer. However, this result is not statistically significant, thus no relationship can be determined.

The number of switches between employers is slightly higher for non-members (2,2 switches) than for former members (2,0 switches). This result is as expected, since former fraternity members would find better fitting jobs, they are likely to make less job switches. Nevertheless, this relationship is not statistically significant and therefore no relationship can be determined between former fraternity membership and better fitting jobs.

Although the results could not show if former fraternity members are more likely to find better fitting jobs, it has been found that they are more likely to find a job through their network. This implies that former fraternity members have better access to information on job openings. Literature has found strong evidence that better jobs are found through these contacts. Hypothesis 2 aims at determining this relationship.

5.2 Hypothesis 2

As discussed in chapter 3: The reviewed literature shows that networks are important for job market chances. As fraternity membership increases the network of a person, it is expected that fraternity membership increases former students' job market chances. Based on this finding and elaborating on hypothesis 1, hypothesis 2 has been formulated.

For hypothesis 2a these job market chances have been operationalised by the (active) job search period after graduating. As the job market chances are affected by fraternity membership, it is likely that former fraternity members, on average, have a shorter job search period when entering the job market.

Hypotheses 2a)

H0: Former fraternity members are not likely to sooner find a job when entering the job market.

H1: Former fraternity members are likely to sooner find a job when entering the job market.

	Non-members	Former members
Respondents (#)	23	65
Months (average)	2,8	2,5
	B: -.295	Significance: .582

Table 6: Job search period when entering the job market

The results show that, on average, former fraternity members have a shorter search period than non-members (2,5 versus 2,8 months). However, these results are not statistically significant (.582) and therefore no relation can be established between former fraternity membership and the job search period when entering the job market. Thus former fraternity members are not likely to sooner find a job when entering the job market.

Hypothesis 2b tests whether former fraternity members are likely to find a job sooner when re-entering the job market. In order to do so, respondents have stated the longest period of unemployment in between jobs. As former members' job chances are positively influenced, it is expected that they have, on average, experienced a shorter period of unemployment.

Hypotheses 2b)

H0: Former fraternity members are not likely to sooner find a job when re-entering the job market.

H1: Former fraternity members are likely to sooner find a job when re-entering the job market.

	Non-members	Former members
Respondents (#)	31	76
Months (average)	1,0	1,6
	B: .534	Significance: .425

Table 7: Job search period when re-entering the job market

The results show that, on average, non-members (1,0 months) have experienced a shorter period of unemployment in between jobs, than former fraternity members (1,6 months). This is contrary to the expectation. However, the results are insignificant and no relationship between former fraternity membership and longest period of

unemployment in between jobs can be determined. Thus, former fraternity members are not likely to sooner find a job when re-entering the job market.

With hypothesis 2c the relationship between former fraternity membership and wage is tested. As former fraternity membership increases job market chances, it can be expected that former members have, on average, a higher wage. The respondents have been asked their initial wage and their current wage.

Hypothesis 2c)

H0: Former fraternity members are not likely to find a job with a higher wage.

H1: Former fraternity members are likely to find a job with a higher wage.

	Non-members	Former members
Respondents (#)	61	142
Initial wage (average)	2.020 euro	2.353 euro
	B: 332.375	Significance: .001
Respondents (#)	49	141
Current wage (average)	4.623 euro	6.502 euro
	B: 1879.261	Significance: .000

Table 8: Initial and current wage

Former fraternity members, on average, have both a higher initial wage (2.353 euro) as a higher current wage (6.502 euro) than non-members (2.020 euro and 4.623 euro respectively). The relationship between former fraternity membership and initial wage is significant (.001) as is the relationship between former fraternity membership and current wage (significance is .000). The current wage could be biased by the graduation year, as people who are working for more years, are likely to have a higher wage. However, both the non-members and former members in the studied group, on average graduated in 2001. Therefore, this did not influence the results of the current wage. Thus, former fraternity members are likely to find a job with a higher wage.

Hypothesis 2d concerns the relation between former members and supervisory jobs. As former fraternity membership increases job market chances, it can be expected that former members more often have a supervisory job. To test this relation, respondents

were asked if they have had a supervisory job at both their initial and their current employer.

Hypothesis 2d)

H0: Former fraternity members are not likely to more often fulfil a supervisory job.

H1: Former fraternity members are likely to more often fulfil a supervisory job.

	Non-members	Former members
Respondents did not fulfil a supervisory job at initial employer (#)	54 (95%)	120 (85%)
Respondents who did fulfil a supervisory job at initial employer (#)	3 (5%)	22 (16%)
	B: 1.194	Significance: .061
Respondents who do not fulfil supervisory job at current employer (#)	23 (64%)	41 (49%)
Respondents who fulfil supervisory job at current employer (#)	13 (36%)	43 (51%)
	B: .618	Significance: .132

Table 9: supervisory jobs at initial and current employer

The results show that there is no significant relationship (.061) between former fraternity membership and fulfilling a supervisory job at the initial employer. Although the proportion of former members (16%) who had a supervisory job at their initial employer is larger than the proportion of non-members (5%), no relationship can be determined.

Similar results were found for having a supervisory job at the current employer. 50,6% of the former members fulfil a supervisory job at their current employer, in contrast to 36,1% of the non-members. However, these results are insignificant (.132) and no relationship can be determined. Therefore, former fraternity members are not likely to more often fulfil a supervisory job.

For hypothesis 2e job chances have been operationalised by promotions. As former fraternity membership increases job market chances, it is likely that former members make more promotions. The respondents have been asked the number of promotions they made at their initial and current employer.

Hypothesis 2e)

H0: Former fraternity members are not likely to make more promotions.

H1: Former fraternity members are likely to make more promotions.

Promotions	Non-members	Former members
Average # of promotions at initial employer	1,1	1,3
Total # respondents	77	143
	B: .162	Significance: .430
Average # of promotions at current employer	1,0	0,8
Total # respondents	34	80
	B: -.225	Significance: .366

Table 10: Promotions at initial and current employer

The average number of promotions at the initial employer for non-members (1,1 promotions) is close to the average of former members (1,3 promotions). Thus former fraternity members slightly more often make promotions at their initial employer, but the results are insignificant and no relation can be determined.

On average non-members have made 1,0 promotion at their current employer, over 0,8 promotion of the former members. This is contrary to the expectations, however the results are not statistically significant and no judgement can be given on this relation. Therefore, former fraternity members are not more likely to make promotions.

5.3 Hypothesis 3

The basis for hypothesis 3 has been discussed in chapter 3: A student who becomes a fraternity member accesses a network that can provide bridges to social circles of higher SES, thus fraternity membership can help crossing SES barriers and provide contacts which increase job market chances. As a result, the hypothesis 3 has been formulated.

Hypotheses 3)

H0: Former fraternity members who's parents have a lower educational level do not have better job market chances than non-members who's parents have the same educational level.

H1: Former fraternity members who's parents have a lower educational level have better job market chances than non-members who's parents have the same educational level.

To separate the higher from the lower SES, a distinction has been made between respondents whose parents have graduated from university and respondents whose parents have a lower education than university. This in conflict with the practice in SES research. For instance, the group who's parents have HBO are normally also in the higher SES group. However, in this research the lower SES group would be too small to draw significant results from. Besides, for the researched group it is probably relevant that parents may have a lower education level than the former students. Therefore the respondents with a lower SES has been determined as people whose parents have graduated from a lower education level than the respondents have (university).

First, it is relevant to see whether a relationship between former fraternity membership and SES can be determined. In order to do so, it will be tested if being a former fraternity member, affects the likeliness of having a high SES.

	Non-members	Former members
Low SES	42	58
High SES	6	80
	B: 2.267	Significance: .000

Table 11: Influence of fraternity membership on SES

The results show that there is a significant (.000) relationship, thus former fraternity members are more likely to have parents with a high SES. In the literature it has been found that especially ties to people high in social structures are valuable as sources of job information and influence. Therefore, former fraternity members are more likely to have access to valuable sources of job information. Also, former fraternity

members' networks are likely to consist of more people with a higher SES than non-members' networks.

As fraternal networks are likely to have ties to people of a high SES, they can help people with a lower SES to cross SES barriers. To test whether fraternity membership does help crossing SES barriers, respondents with a lower SES need to be tested and respondents with a higher SES are excluded. Similar tests as with hypotheses 2 will be applied.

Hypothesis 3a)

H0: Former fraternity members with lower SES are not likely to sooner find a job when entering the job market.

H1: Former fraternity members with lower SES are likely to sooner find a job when entering the job market.

	Non-members	Former members
Respondents (#)	15	25
Months (average)	3	2,3
	B: -.720	Significance: .253

Table 12: Job search period when entering the job market for lower SES

The results show that former fraternity members (2,3 months), on average, have a shorter search period for their initial job than non-members (3 months). However, these results are not statistically significant and do not indicate that there is a relationship between job search period and former fraternity membership, for the lower SES group.

Hypothesis 3b)

H0: Former fraternity members with lower SES are not likely to sooner find a job when re-entering the job market.

H1: Former fraternity members with lower SES are likely to sooner find a job when re-entering the job market.

	Non-members	Former members
Respondents (#)	25	31
Months (average)	1,3	2,0
	B: .688	Significance: .484

Table 13: Job search period when re-entering the job market for lower SES

For the lower SES group, non-members have a shorter job search period than former members (1,3 versus 2,0 months). As these results are not statistically significant, no relationship can be established.

Hypothesis 3c)

H0: Former fraternity members with lower SES are not likely to find a job with a higher wage.

H1: Former fraternity members with lower SES are likely to find a job with a higher wage.

	Non-members	Former members
Respondents (#)	40	57
Initial wage (average)	1.961 euro	2.343 euro
	B: 381.178	Significance: .005
Respondents (#)	40	56
Current wage (average)	4.578 euro	6.143 euro
	B: 1565.357	Significance: .005

Table 14: Initial and current wage for lower SES

A significant relationship has been found both for the initial wage as for the current wage. Thus, within the lower SES group, former fraternity members are likely to find a job with a higher wage. This might imply that former fraternity membership can help crossing SES barriers. However, a similar significant relationship has been found for the complete group (both lower and higher SES), thus more tests are necessary to draw conclusions on crossing SES barriers.

The following test will show whether the people with higher SES are more likely to find jobs with a higher initial and current wage. If no statistically significant

relationship can be established, the lower SES group have not experienced SES barriers. The total group of former fraternity members will be tested and the non-members are excluded. The former members have been split up based on SES.

Former fraternity members	Low SES	High SES
Respondents (#)	57	78
Initial wage (average)	2.342 euro	2.357 euro
	B: 14.362	Significance: .902
Respondents (#)	56	78
Current wage (average)	6.143 euro	6.741 euro
	B: 598.040	Significance: .290

Table 15: Initial and current wage for former fraternity members

The results show that, among the former fraternity members, there is no significant relationship between initial and current wage and their SES. Thus, former members with a lower SES have not experienced SES barriers on the wage level. This indicates positive effects from membership on wage levels of former members with lower SES. However, in order to judge if former fraternity membership really helps crossing SES barriers, the group of non-members also needs to be tested.

Non-members	Low SES	High SES
Respondents (#)	33	6
Initial wage (average)	2.049 euro	1.751 euro
	B: -297.742	Significance: .284
Respondents (#)	33	5
Current wage (average)	4.359 euro	5.250 euro
	B: 890.909	Significance: .265

Table 16: Initial and current wage for non-members

For the group non-members there is also no significant relationship between wage and SES. The data on the group non-members with a higher SES is very small, which affects the results. However, since no relationship can be determined between non-members wage and their SES, it can not be stated with certainty that former fraternity membership helps crossing SES barriers with regards to the wage level.

Hypothetically speaking, if the group would be large enough to draw significant results from, but still no significant relationship was found, then both non-members and non-members did not experience SES barriers on the wage level. Thus, in that case, it would be likely that other factors than former fraternity membership help crossing SES barriers (e.g. studying at a university).

Hypothesis 3d)

H0: Former fraternity members with lower SES are not likely to more often fulfil a supervisory job.

H1: Former fraternity members with lower SES are likely to more often fulfil a supervisory job.

	Non-members	Former members
Respondents did not fulfil a supervisory job at initial employer (#)	38 (95%)	49 (86%)
Respondents who did fulfil a supervisory job at initial employer (#)	2 (5%)	8 (14%)
	B: 1.132	Significance: .167
Respondents who do not fulfil supervisory job at current employer (#)	18 (64%)	20 (57%)
Respondents who fulfil supervisory job at current employer (#)	10 (36%)	15 (43%)
	B: .300	Significance: .565

Table 17: supervisory jobs at initial and current employer for lower SES

The results for the lower SES group are very similar to the total group (including both low and high SES). As there is no statistically significant relation, former fraternity membership with lower SES are not likely to more often fulfil a supervisory job than non-members with a lower SES.

Hypothesis 3e)

H0: Former fraternity members with lower SES are not likely to make more promotions.

H1: Former fraternity members with lower SES are likely to make more promotions.

Promotions	Non-members	Former members
Average # of promotions at initial employer	1,4	1,1
Total # respondents	42	58
	B: -.301	Significance: .318
Average # of promotions at current employer	1,0	0,7
Total # respondents	27	34
	B: -.286	Significance: .378

Table 18: Promotions at initial and current employer for lower SES

No significant relationship was found between the promotions at the initial and current employer and former fraternity membership. Thus, former fraternity members with a lower SES are not likely to make more promotions than non-members with a lower SES.

Although a fraternal network is more likely to be full of people with a higher SES than non-members' networks, no relationships between former fraternity membership and crossing SES barriers can be determined. As a result of testing hypothesis 3, a significant relation has been found between initial and current wage and fraternity membership for lower SES. However, it has not been proven that former fraternity membership is the factor that helps crossing SES barriers, thus no judgements can be given.

5.4 Summary

Hypothesis 1 showed a significant relation between (initial and current) job search method and former fraternity membership. Former fraternity members are more likely to find a job through social/business contacts than non-members. Therefore, it is likely that former fraternity members have better access to information on job openings.

Literature has found strong evidence that better jobs are found through networks. Combing this finding with the results of the first hypothesis, it is expected that former members find better jobs than non-members. A significant relation has been found

between both the initial as well as the current wage and former fraternity membership. Therefore, former fraternity members are likely to find a job with a higher wage (hypothesis 2c). On other aspects of job search, such as time (2a), unemployment (2b), supervisory jobs (2d) and promotions (2e), no significant relations have been found and thus no relationship can be determined.

It has been found that fraternity members are more likely to have parents with a higher SES than non-members. As a result, former fraternity members are more likely to have access to valuable sources of job information. People with a lower SES who become a fraternity member, enter a network that is more likely to consist of people with a higher SES than non-members' networks. This could be helpful for crossing SES barriers. Although a significant relationship has been found for the lower SES group between the (initial and current) wage and former fraternity membership, it can not be determined whether fraternity membership helps crossing SES barriers (hypothesis 3).

CHAPTER 6: CONCLUSIONS AND RECOMMENDATIONS

6.1 Conclusions

The aim of this paper is to investigate whether a relationship can be determined between former fraternity membership and job market chances. This has led to the following research question: *Does fraternity membership affect former students' job chances; and if so, which factors contribute to this relationship?*

Becoming a fraternity member increases a student's network. Hence it is likely that former fraternity members have better access to information regarding job openings. The data confirmed this relation; former fraternity members are more likely to find a job through networks than non-members. As better jobs are found through contacts, it is likely that former fraternity members find better jobs. Indeed, it has been found that former fraternity members are likely to find a job with a higher wage. On other aspects of job search, such as time, unemployment, supervisory jobs and promotions no significant relations with regards to former fraternity membership were found and thus no relationship can be determined.

Furthermore, the network of former fraternity members is likely to consist of more people with higher SES than non-members' networks. Consequently, former members are more likely to have access to valuable sources of job information. As the fraternal network is likely to consist of people with a higher SES, this could help in crossing SES barriers. However, it can not be determined whether fraternity membership helps crossing SES barriers.

In order to answer the research question, we operationalised job market chances by job search time, unemployment, wage, promotions and supervisory jobs. No relationships could be determined, except with regard to wage. From a statistical point of view, this could be due to a data set that is too small. However, from an economic perspective, this could also be explained by the current situation on the labour market. There is such a high demand for employees that a large number of job-seekers quickly find a job. Within the companies, the same situation occurs, most employees make promotions (including to supervisory jobs). With regard to wage, it is likely that employers are willing to pay more for candidates whose qualities are known. Theory

has shown that companies attach implications to referrals, as referrals are likely to have similar qualities as the person who referred them. This could explain why only the relationship with wage shows statistically significant results, i.e. former fraternity membership affects job market chances with regard to wage.

The factors that contribute to the relationship between former fraternity membership and job market chances, can be found in the network structure. Fraternities are networks that have a structure which consists of many social circles (year clubs, “disputen”, sub societies, etc). Consequently, there are several weak ties that serve a bridging function and can provide new information. The network function of weak ties can also be important for job market chances by providing job information. As a result, former fraternity members are more likely to find a job through networks than non-members.

Furthermore, ties that serve a bridging function are especially important when they link to people of who are placed higher in social hierarchies. People who face SES barriers could benefit from a network that consist of many people with a high SES as this could facilitate the crossing of SES barriers. Results have shown that the fraternity network is likely to consist of more people with high SES than non-members’ networks. Therefore, fraternal networks could help in crossing SES barriers.

6.2 Recommendations

Using research on related areas, expectations were constructed on the outcomes of this research. What became clear during the literature review was the general observation that networks are important (Granovetter, 1983), and that it was important to have contacts within a network at higher positions in the hierarchy (Lin et al, 1981). This research bridges the gap between the many studies that have been done on student life and working life. In particular, this study focuses on the transition phase people enter when they graduate and enter the job market and the effect of the network they have built during study time.

An important, though insignificant, relationship is that fraternities might help crossing SES barriers. Because of the shortness of labour on the market, the Dutch government currently focuses on minimizing the time spent studying. Fraternities notice this as finding (active) members becomes increasingly difficult. As our research showed that former fraternity membership can positively influence job market chances, the importance of a network becomes obvious. Therefore, a policy recommendation is not only to stimulate the shorter study period, but also stimulate social activities such as fraternity membership. This would mean that not only the accumulation of human capital is stimulated, but also of social capital. However, if becoming a member is stimulated, the effects of fraternity membership might fade if more people with low SES become a member. A related issue which is not stated in the report is that fraternities are run by students. Therefore, if the accumulation of social capital is stimulated, also the possibilities to gain experience by running a fraternity have to be promoted as most of these committees require full time commitment.

Further research could focus mainly on whether a fraternity can help crossing the SES barrier. As this study focuses on networks in the form of fraternities, another research might focus on the effects of membership of different networks like sports clubs, book clubs, etc. In these cases, it might also be interesting to test for an “age-effect”. In other words, does it matter at which age or how long one becomes, or has been a member?

A fraternity contains a network with only higher educated students (university and higher vocational education). The literature review found that blue collar workers most often use networks or contacts to increase their job chances. However, these workers have no network like a fraternity to increase their chances. Further research might therefore be done to establish whether a similar structure exists for people with “low” education. If so, what are the characteristics and what are the influences for its “members”. Does such a structure, increase job chances even further? If significant results can be found that it does help, then membership of such a network should be stimulated.

Another, but more obvious recommendation is to broaden the range of the population. This study was conducted under former ESE students, which might have a different

mindset about their future then for example sociology, or psychology students. Therefore, the results of this research might not hold for these schools of thought. Also differences between different universities and fraternities might be an interesting field to research. Another, more in detail study could also focus on whether activity within a network is of (extra) influence for job market chances, or if just being a member suffices.

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APPENDIX A: QUESTIONNAIRE

Enquête voor de master thesis

1. In welk jaar bent u afgestudeerd aan de Erasmus Universiteit Rotterdam? ...
2. Hoe oud was u toen u afstudeerde (leeftijd in jaren)? ...
3. Hoe lang was de periode van inschrijvingsjaar tot en met afstudeerjaar (periode in jaren)? ...
4. Hoe lang was de actieve zoekperiode na uw afstuderen voor uw eerste fulltime baan?
 - Aantal maanden: ...
 - Had al een baan voor mijn afstuderen
 - Eigen bedrijf
5. Hoe had u gehoord van deze baan?
 - Via sociale contacten
 - Via zakelijke contacten
 - Advertentie
 - Open sollicitatie
 - Anders, nl. ...
6. Wat was het startsalaris van uw eerste baan in euro (bruto maandloon)?

<input type="checkbox"/> < 1500, nl. ...	<input type="checkbox"/> 2701 – 2900
<input type="checkbox"/> 1501 – 1700	<input type="checkbox"/> 2901 – 3100
<input type="checkbox"/> 1701 – 1900	<input type="checkbox"/> 3101 – 3300
<input type="checkbox"/> 1901 – 2100	<input type="checkbox"/> 3301 – 3500
<input type="checkbox"/> 2101 – 2300	<input type="checkbox"/> 3500 – 3700
<input type="checkbox"/> 2301 – 2500	<input type="checkbox"/> > 3700, nl. ...
<input type="checkbox"/> 2501 – 2700	
7. Hoe lang bent u al bij het bedrijf / bent u bij dit bedrijf gebleven (in jaren)? ...

8. Heeft u promotie naar een hogere functie gemaakt bij uw eerste werkgever?

Nee

Ja, nl. ...(aantal keer)

9. Heeft / had u een leidinggevende functie bij uw startfunctie?

Ja, ik geef / gaf leiding aan ...(aantal mensen)

Nee

10. Indien u promotie gemaakt heeft bij uw eerste werkgever, kreeg u toen een leidinggevende functie?

Ja, ik geef / gaf leiding aan ...(aantal mensen)

Nee, ik heb geen leidinggevende functie (vervuld)

Niet van toepassing

(T). Bent u nog steeds werkzaam in uw eerste functie?

Nee

Ja

11. Hoe hoorde u van het bestaan van uw huidige baan?

Via sociale contacten

Via zakelijke contacten

Advertentie

Open sollicitatie

Anders, nl. ...

12. Wat is uw huidige salaris (bruto maandloon)?

- | | |
|--|---|
| <input type="checkbox"/> < 1500, nl. ... | <input type="checkbox"/> 3301 – 3500 |
| <input type="checkbox"/> 1501 – 1700 | <input type="checkbox"/> 3500 – 3700 |
| <input type="checkbox"/> 1701 – 1900 | <input type="checkbox"/> 3701 – 3900 |
| <input type="checkbox"/> 1901 – 2100 | <input type="checkbox"/> 3901 – 4100 |
| <input type="checkbox"/> 2101 – 2300 | <input type="checkbox"/> 4101 – 4300 |
| <input type="checkbox"/> 2301 – 2500 | <input type="checkbox"/> 4301 – 4500 |
| <input type="checkbox"/> 2501 – 2700 | <input type="checkbox"/> 4501 – 4700 |
| <input type="checkbox"/> 2701 – 2900 | <input type="checkbox"/> 4701 – 5000 |
| <input type="checkbox"/> 2901 – 3100 | <input type="checkbox"/> >5000, nl. ... |
| <input type="checkbox"/> 3101 – 3300 | |

(T). Bent u nog werkzaam bij uw eerste werkgever?

- Nee
 Ja

13. Hoe lang bent u al werkzaam bij uw huidige bedrijf (in jaren)?

14. Heeft u promotie naar een hogere functie gemaakt bij uw huidige bedrijf?

- Nee
 Ja, nl. ...(aantal keer)

15. Heeft u een leidinggevende functie bij uw huidige baan?

- Nee
 Ja, ik geef leiding aan ...(aantal mensen)

16. Hoe vaak bent u van werkgever gewisseld tussen uw eerste en huidige baan (aantal keer)? ...

17. Wat is de langst aaneengesloten periode van werkloosheid na uw eerste baan (aantal maanden)? ...

18. Bent u lid geweest van een studievereniging (STAR, EUREOS, etc) gedurende uw studententijd, zo ja welke?

Nee

Ja, ik was lid van ...

19. Heeft u bestuurservaring opgedaan binnen de studievereniging?

(Meerdere antwoorden mogelijk).

Nee

Ja, ik heb ... (aantal) fulltime commissies gedaan

Ja, ik heb ... (aantal) parttime commissies gedaan

20. Bent u lid geweest van een studentenvereniging (bijvoorbeeld Laurentius, RSC, RSG, etc)?

Nee

Ja, ik was lid van...

21. Heeft u bestuurservaring opgedaan binnen uw studentenvereniging? (Meerdere antwoorden mogelijk).

Nee

Ja, ik heb ... (aantal) fulltime commissies gedaan

Ja, ik heb ... (aantal) parttime commissies gedaan

22. Heeft u het lidmaatschap vermeld op uw C.V.?

Nee

Ja

23. Heeft u gebruik gemaakt van contacten vanuit de studentenvereniging om uw kansen op de arbeidsmarkt te vergroten?

Nee

Ja

24. Denkt u dat contacten opgedaan bij een studenten- of studievereniging van belang zijn voor de kansen op de arbeidsmarkt?

Nee

Ja

25. Wat is het hoogste opleidingsniveau van uw vader?

Universiteit

HBO

MBO

LBO

Anders, nl. ...

26. Wat is het hoogste opleidingsniveau van uw moeder?

Universiteit

HBO

MBO

LBO

Anders, nl. ...

(F). Hartelijk dank voor uw medewerking! Er zullen 2 hele staatsloten verloot worden onder de eerste 50 respondenten. Vul hieronder uw emailadres in om kans te maken.

S.v.p. een antwoord invullen!

Ik wil kans maken op een staatslot, mijn e-mailadres is ...

Ik wil geen kans maken op een staatslot.

APPENDIX B: HYPOTHESES

Hypothesis 1

via wat aan baan gekomen (initial job) * lidjaneer Crosstabulation

Count

		lidjaneer		Total
		0	1	0
via wat	1	13	50	63
aan baan	2	14	41	55
gekomen	3	14	14	28
	4	9	27	36
	5	10	10	20
Total		60	142	202

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step	lidjaneer	,780	,313	6,207	1	,013	2,181
1(a)	Constant	-,201	,259	,598	1	,439	,818

a Variable(s) entered on step 1: lidjaneer.

via wat aan huidige baan gekomen (current job) * lidjaneer Crosstabulation

Count

		lidjaneer		Total
		0	1	0
via wat aan	1	6	40	46
huidige baan	2	15	36	51
gekomen	3	10	10	20
	4	7	7	14
	5	10	29	39
Total		48	122	170

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step	lidjaneer	,753	,346	4,748	1	,029	2,124
1(a)	Constant	-,251	,291	,746	1	,388	,778

a Variable(s) entered on step 1: lidjaneer.

**hoe lang bij eerste werkgever gebleven * lid geweest van een studenten vereniging
Crosstabulation**

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
hoe lang bij eerste werkgever gebleven	0	16	6	22
	1	9	26	35
	2	7	22	29
	3	7	23	30
	4	5	15	20
	5	5	10	15
	6	7	10	17
	7	4	10	14
	8	2	9	11
	9	1	6	7
	10	6	3	9
Total		69	140	209

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	3.536	.343		10.318	.000
	lid geweest van een studenten vereniging	.285	.419	.047	.681	.497

a Dependent Variable: hoe lang bij eerste werkgever gebleven

**hoe vaak bent u van werkgever gewisseld * lid geweest van een studenten vereniging
Crosstabulation**

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
hoe vaak bent u van werkgever gewisseld	1	11	37	48
	2	8	18	26
	3	3	11	14
	4	1	7	8
	5	1	2	3
	6	2	1	3
Total		26	76	102

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	2.192	.254		8.625	.000
	lid geweest van een studenten vereniging	-.219	.294	-.074	-.742	.460

a Dependent Variable: hoe vaak bent u van werkgever gewisseld

Hypothesis 2a

maanden van zoekperiode eerste baan * lid geweest van een studenten vereniging
Cosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
maanden van zoekperiode eerste baan	0	1	6	7
	1	4	19	23
	2	0	1	1
	2	5	11	16
	3	9	12	21
	4	0	8	8
	5	1	5	6
	6	2	1	3
	7	1	1	2
	16	0	1	1
Total		23	65	88

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	2,826	,460		6,146	,000
	lid geweest van een studenten vereniging	-,295	,535	-,059	-,552	,582

a Dependent Variable: maanden van zoekperiode eerste baan

Hypothesis 2b

werkloosheid2 * lid geweest van een studenten vereniging Crosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
werkloosheid2	0	26	52	78
	1	0	2	2
	2	0	5	5
	3	1	5	6
	4	1	5	6
	5	1	0	1
	6	0	2	2
	8	1	0	1
	9	0	1	1
	10	0	1	1
	11	0	1	1
	12	1	1	2
	18	0	1	1
Total		31	76	107

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	1,032	,562		1,837	,069
	lid geweest van een studenten vereniging	,534	,667	,078	,800	,425

a Dependent Variable: werkloosheid2

Hypothesis 2c (1)

initial wage * lid geweest van een studenten vereniging Crosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
startsal	1307	8	3	11
	1600	12	13	25
	1800	9	15	24
	2000	10	20	30
	2200	6	25	31
	2400	5	26	31
	2600	7	13	20
	2800	2	7	9
	3000	0	7	7
	3200	0	3	3
	3400	1	3	4
	3600	0	3	3
	5000	1	4	5
Total		61	142	203

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	2020,590	82,537		24,481	,000
	lid geweest van een studenten vereniging	332,375	98,685	,231	3,368	,001

a Dependent Variable: startsal

Hypothesis 2c (2)

current wage cat gemid * lid geweest van een studenten vereniging Crosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
huidigsalaris	1800,00	1	0	1
cat gemid	2000,00	2	1	3
	2200,00	2	1	3
	2400,00	1	1	2
	2600,00	0	2	2
	2800,00	1	4	5
	3000,00	1	4	5
	3200,00	3	7	10
	3400,00	1	7	8
	3600,00	3	8	11
	3800,00	3	8	11
	4000,00	4	3	7
	4200,00	3	10	13
	4400,00	4	9	13
	4600,00	0	9	9
	4850,00	3	8	11
	6600,00	17	0	17
	10215,00	0	59	59
Total		49	141	190

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	4623,469	412,136		11,218	,000
	lid geweest van een studenten vereniging	1879,261	478,418	,275	3,928	,000

a. Dependent Variable: huidigsalaris cat gemid

Hypothesis 2d (1)

heeft u een leidinggevende functie bij uw eerste werkgever * lidjanee Crosstabulation

Count

		lidjanee		Total
		0	1	0
heeft u een leidinggevende functie bij uw huidige werkgever	0	54	120	174
	1	3	22	25
Total		57	142	199

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step	lidjanee	1,194	,637	3,514	1	,061	3,300
1(a)	Constant	-2,890	,593	23,744	1	,000	,056

a Variable(s) entered on step 1: lidjanee.

Hypothesis 2d (2)

heeft u een leidinggevende functie bij uw huidige werkgever * lidjanee Crosstabulation

Count

		lidjanee		Total
		0	1	0
heeft u een leidinggevende functie bij uw huidige werkgever	0	23	41	64
	1	13	43	56
Total		36	84	120

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step	lidjanee	,618	,410	2,274	1	,132	1,856
1(a)	Constant	-,571	,347	2,704	1	,100	,565

a Variable(s) entered on step 1: lidjanee.

Hypothesis 2e (1)

hoe vaak bent u gepromoveerd * lidjaneer Crosstabulation

Count

		lidjaneer		Total
		0	1	0
hoe vaak bent u gepromoveerd	0	44	55	99
	1	10	36	46
	2	8	27	35
	3	6	14	20
	4	6	6	12
	5	1	5	6
	6	2	0	2
Total		77	143	220

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	1,104	,165		6,690	,000
	lidjaneer	,162	,205	,053	,791	,430

a Dependent Variable: hoe vaak bent u gepromoveerd

Hypothesis 2e (2)

hoe vaak heeft u promotiegemaakt bij uw huidige werkgever * lidjaneer Crosstabulation

Count

		lidjaneer		Total
		0	1	0
hoe vaak heeft u promotiegemaakt bij uw huidige werkgever	0	18	49	67
	1	5	13	18
	2	6	9	15
	3	3	5	8
	4	2	4	6
Total		34	80	114

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	1,000	,207		4,819	,000
	lidjaneer	-,225	,248	-,086	-,908	,366

a Dependent Variable: hoe vaak heeft u promotiegemaakt bij uw huidige werkgever

Hypothesis 3a

maanden van zoekperiode eerste baan * lid geweest van een studenten vereniging Crosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
maanden van zoekperiode eerste baan	0	0	2	2
	1	4	10	14
	2	4	3	7
	3	3	5	8
	4	0	2	2
	5	1	1	2
	6	2	1	3
	7	1	1	2
Total		15	25	40

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	3.000	.490		6.118	.000
	lidjane	-.720	.620	-.185	-1.161	.253

a. Dependent Variable: maanden van zoekperiode eerste baan

Hypothesis 3b

werkloosheid2 * lid geweest van een studenten vereniging Crosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
werkloosheid2	0	20	21	41
	2	0	3	3
	3	1	1	2
	4	1	2	3
	5	1	0	1
	6	0	1	1
	8	1	0	1
	9	0	1	1
	11	0	1	1
	12	1	0	1
	18	0	1	1
Total		25	31	56

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	1.280	.726		1.763	.084
	lidjane	.688	.976	.095	.705	.484

a. Dependent Variable: werkloosheid2

Hypothesis 3c (1)

startsal * lid geweest van een studenten vereniging Crosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
startsal	1307	6	1	7
	1600	9	8	17
	1800	5	4	9
	2000	8	10	18
	2200	6	9	15
	2400	1	7	8
	2600	3	6	9
	2800	1	1	2
	3000	0	4	4
	3200	0	2	2
	3400	0	3	3
	3600	0	1	1
	5000	1	1	2
Total		40	57	97

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	1961.050	101.858		19.253	.000
	lidjanee	381.178	132.875	.282	2.869	.005

a Dependent Variable: startsal

Hypothesis 3c (2)

huidigsalaris cat gemid * lid geweest van een studenten vereniging Crosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
huidigsalaris	1800.00	1	0	1
cat gemid	2000.00	2	0	2
	2200.00	2	0	2
	2400.00	1	0	1
	2600.00	0	1	1
	2800.00	1	2	3
	3000.00	1	1	2
	3200.00	1	3	4
	3400.00	1	4	5
	3600.00	3	3	6
	3800.00	3	4	7
	4000.00	3	1	4
	4200.00	1	5	6
	4400.00	4	7	11
	4600.00	0	3	3
	4850.00	2	2	4
	6600.00	14	0	14
	10215.00	0	20	20
Total		40	56	96

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	4577.500	412.056		11.109	.000
	lidjane	1565.357	539.508	.287	2.901	.005

a Dependent Variable: huidigsalaris cat gemid

Hypothesis 3d (1)

heeft u een leidinggevende functie gehad bij 1e werkgever ja/nee * lid geweest van een studenten vereniging Crosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
heeft u een leidinggevende functie gehad bij 1e werkgever ja/nee	0	38	49	87
	1	2	8	10
Total		40	57	97

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1(a)	lidjanee	1.132	.820	1.908	1	.167	3.102
	Constant	-2.944	.725	16.472	1	.000	.053

a Variable(s) entered on step 1: lidjanee.

Hypothesis 3d (2)

heeft u een leidinggevende functie bij uw huidige werkgever * lid geweest van een studenten vereniging Crosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
heeft u een leidinggevende functie bij uw huidige werkgever	0	18	20	38
	1	10	15	25
Total		28	35	63

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step 1(a)	lidjanee	.300	.522	.331	1	.565	1.350
	Constant	-.588	.394	2.221	1	.136	.556

a Variable(s) entered on step 1: lidjanee.

Hypothesis 3e (1)

hoe vaak bent u gepromoveerd * lid geweest van een studenten vereniging Crosstabulation

Count

		lid geweest van een studenten vereniging		Total
		0	1	0
hoe vaak bent u gepromoveerd	0	19	26	45
	1	7	14	21
	2	5	10	15
	3	5	4	9
	4	4	2	6
	5	1	2	3
	6	1	0	1
Total		42	58	100

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	1.405	.229		6.139	.000
	lidjanee	-.301	.300	-.101	-1.003	.318

a Dependent Variable: hoe vaak bent u gepromoveerd

Hypothesis 3e (2)

hoe vaak heeft u promotiegemaakt bij uw huidige werkgever * lidjanee Crosstabulation

Count

		lidjanee		Total
		0	1	0
hoe vaak heeft u promotiegemaakt bij uw huidige werkgever	0	18	49	67
	1	5	13	18
	2	6	9	15
	3	3	5	8
	4	2	4	6
Total		34	80	114

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	.963	.241		3.998	.000
	lidjanee	-.286	.323	-.115	-.888	.378

a Dependent Variable: hoe vaak heeft u promotiegemaakt bij uw huidige werkgever

lidjaneer * OpleidingSES Crosstabulation

Count

		OpleidingSES		Total
		,00	1,00	,00
lidjaneer	0	42	6	48
	1	58	80	138
Total		100	86	186

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)
Step	lidjaneer	2,267	,469	23,347	1	,000	9,655
1(a)	Constant	-1,946	,436	19,879	1	,000	,143

a Variable(s) entered on step 1: lidjaneer.

APPENDIX C: FRATERNITY DESCRIPTION

Rotterdamsch Studenten Corps

Het Rotterdamsch Studenten Corps is de oudste, grootste en meest veelzijdige studentenvereniging van Rotterdam. Zowel HBO als universitaire studenten kunnen lid worden van het RSC.

De hechte band van de leden en oud-leden van het Rotterdamsch Studenten Corps manifesteert zich niet alleen op Sociëteit 'Hermes' maar ook in de vele Corpshuizen. Dit nieuwe thuis doet dienst als veilig en vertrouwd onderkomen van waaruit de leden zich tijdens hun studententijd kunnen ontplooiën.

Sociëteit 'Hermes' vormt de basis van het verenigingsleven. Bijna alle activiteiten die georganiseerd worden vinden hier plaats. Sociëteit 'Hermes' beschikt onder andere over een borrelzaal, een bibliotheek en een eetzaal waar voor een lage prijs een goed maal genuttigd kan worden. Tevens biedt de sociëteit onderdak aan ons eigen studentendiscafé Bikini.

Naast gezelligheid wordt er ook veel aandacht aan sport en cultuur besteed. Binnen het Rotterdamsch Studenten Corps zijn zeer veel verschillende sporten te beoefenen zoals; roeien, voetbal, schaken, golf, zeilen, tennis, hockey, rugby, cricket, bridge, paardrijden, ijshockey en autorally. Op het gebied van cultuur is er toneel, musical, debating, webdesign, fotografie en natuurlijk muziek. De Hermes House Band is hier het sprekende voorbeeld van.

Ook na de studententijd biedt het Rotterdamsch Studenten Corps een velerlei activiteiten. Borrelkringen zijn de samenkomstplekken voor oud leden, waarvan er 16 in het buitenland zijn en 18 binnen Nederland. Maandelijks worden decenniumborrels en jaardiners gehouden ter Sociëteit en individuele oud huis-, club-, dispuut- en familiegenoten komen regelmatig samen. Kortom, een lid van het Rotterdamsch Studenten Corps en de Rotterdamsche Studenten Sociëteit 'Hermes', is een lid voor het leven.

R.S.V. Laurentius

93 jaar. Op 7 december 1914 besluiten zeven studenten om de Rooms-Katholieke Studenten Vereniging "Sint Laurentius" op te richten. De vereniging wordt opgericht onder de zinspreuk "Omnia in luce clarescunt", wat zoveel betekent als "in het licht wordt alles duidelijk". Het doel van de vereniging is het bevorderen van de zedelijke, godsdienstige en wetenschappelijke belangen van de leden. Dit zijn de katholieke studenten aan de Nederlandse Economische Hogeschool te Rotterdam. Het streven is tussen hen een band van saamhorigheid en onderling verkeer te leggen.

- Hoe groot zijn jullie en hoe ziet jullie structuur eruit (bestaat deze bijvoorbeeld uit jaarclubs, disputen, sub-verenigingen, etc)?

Laurentius telt anno 2008 zo'n 1000 leden. De vereniging is onderverdeeld in jaarclubs, verticalen en zestien disputen. De jaarclubs zijn ongemengd en bestaan in de regel uit tussen de 10 en 15 personen. Iedereen die lid is bij Laurentius maakt deel uit van een Jaarclub, er heerst dus een 'Jaarclub cultuur'. Maar daarnaast zijn er ook vertikalen verbanden. De vertikalen bestaan uit enkele jaarclubs van verschillende jaren. Er zijn anno 2008 drie vrouwelijke (Superwoman, Maggie en BLITS) en één mannelijke verticale (V1). Deze verticalen borrelen en eten samen en de V1 gaat regelmatig op uitval naar een andere vereniging. Laurentius kent 16 disputen, die gemiddeld zo'n 25 jaar oud zijn, per jaar gaan er tussen de 5 en 10 nieuwe leden individueel bij een dispuut. Disputen organiseren activiteiten als een kerstdiner, gala, feesten en borrels. Een aantal disputen heeft ook een eigen dispuutshuis waar leden van het dispuut samen wonen. Tevens zijn er een aantal sport, studie, cultuur en andersoortige subverenigingen.

- Wat is het profiel van jullie leden?

Laurentius is een gemengde vereniging die veel diversiteit biedt op alle vlakken dus ook onder de leden is er een zekere diversiteit te vinden. Van oudsher zijn wij een traditionele vereniging en dit zie je dan ook terug in het verenigingsleven en de opstelling en houding van de leden van Laurentius. Zowel WO- als HBO-studenten zijn lid van Laurentius.

Leden van Laurentius zijn ondernemend en actief, zowel op hun vereniging, de universiteit als op andere vlakken.

- Wat onderscheid jullie van de andere verenigingen?

Diversiteit, ongedwongen en traditionele sfeer, open karakter.

S.S.R.-Rotterdam



S.S.R.-Rotterdam werd opgericht in 1918 met als doel de opvang en zelfontplooiing van haar leden. Omdat dit nog altijd hoog in het vaandel staat, worden er diverse activiteiten georganiseerd, zoals vrijwilligersactiviteiten, themafeesten, studentikoze wedstrijden voor jaarclubs of disputen, sportieve activiteiten met als hoofdactiviteit een groots voetbal/hockey toernooi, filmavonden, de viering van haar Dies Natalis met als afsluiting Het Gala, meerdere bezoeken aan en van bevriende verenigingen in andere steden en verder veel borrels in de bar die duren totdat de laatste leden naar huis gaan.

S.S.R.-Rotterdam is met 850 leden één van de grootste studentenverenigingen van Rotterdam. In het hartje van Rotterdam speelt het verenigingsleven zich af op onze sociëteit 'Koinoonia'. Aan de langste bar van Rotterdam grijpen de leden de kans aan om hun (studie-) boek te buiten te gaan. De sociëteit bestaat uit twee verenigde herenhuisen en is een aantal jaren geleden grondig verbouwd om aan alle eisen van een sociëteit te voldoen.

Het kenmerkende van S.S.R.-Rotterdam is haar pluriformiteit, haar ongedwongen sfeer in combinatie met oude tradities en natuurlijk haar unieke dispuutenstructuur. Elf verschillende disputen zorgen er elk jaar weer voor dat alle eerstejaars meteen worden opgenomen door een groep leden uit verschillende verenigingsjaren, studies en leeftijden. Elk dispuut heeft haar eigen identiteit, sfeer en tradities, waardoor de pluriformiteit van de vereniging goed tot haar recht komt. Naast deze disputen kennen we bij S.S.R.-Rotterdam ook jaarclubs die op hun eigen manier op de jaarclubavonden regelmatig de sfeer bepalen.

Namens het 'Amicitia Concordiaque Procedimus'-bestuur der S.S.R.-Rotterdam,

Denise Heppe
h.t. Vice Praeses Algemeen Bestuur

Amicitia Concordiaque Procedimus-bestuur 2007-2008

Societas Studiosorum Reformatorum Roterodamensis en de Rotterdamse
Studentensociëteit "Koinoonia".

Mauritsweg 29b
3012 JS Rotterdam
tel: 010-4143256
mail: info@ssrr.nl
website: www.ssrr.nl

Het Rotterdamsch Studenten Gezelschap

- Hoe oud zijn jullie en hoe zijn jullie ontstaan?

Het RSG is opgericht in 1921 en ontstond uit onvrede bij een groep spoorstudenten (studerend aan de universiteiten in Delft en Leiden, wonend in Rotterdam) over het gebrek aan studentenleven (in het bijzonder voor spoorstudenten) in Rotterdam. Hierop hebben zij het RSG opgericht, eerst nog alleen voor mannen, vanaf de jaren '70 waren ook vrouwen welkom. In de oorlog is het RSG een tijdje opgeheven (en ondergronds) geweest n.a.l. van het besluit dat Joodse (en andere) studenten niet meer lid mochten zijn bij een vereniging.

- Hoe groot zijn jullie en hoe ziet jullie structuur eruit (bestaat deze bijvoorbeeld uit jaarclubs, disputen, sub-verenigingen, etc)?

Het RSG heeft ongeveer 450 leden, excl. de betalend reünisten, met deze mensen erbij komen we uit tussen de 650 en 700. Het RSG kent 7 (gemengde en ongemengde, open en gesloten) disputen, vele subverenigingen (voor onder andere hockey, (zaal)voetbal, hardlopen, speciaalbier, toneel en nog veel meer) en heeft een familiesysteem ipv jaarclubs (meer info hierover op onze site).

- Wat is het profiel van jullie leden?

Kenmerkend voor RSG is dus juist de diversiteit aan leden, het niet kunnen vangen van 'het' RSG lid in een profiel.

- Wat onderscheid jullie van de andere verenigingen?

Het RSG onderscheidt zich door het niet hebben van een ontgroening (we zijn de enige Rotterdamse vereniging die bier mogen schenken in de kennismakingstijd, dit door het niet-ontgroenend karakter) en de gelijkheid tussen leden (er is geen duidelijke hiërarchie), eerstejaars mogen in de meeste commissies al direct deelnemen en hebben dezelfde status als leden van hogere jaren. Verder heeft het RSG weinig verplichtingen. Daarnaast is de diversiteit aan leden kenmerkend. Ook heeft RSG vele open weken, (Filmweek, Culweek, Muziekweek, Wijnweek en natuurlijk de Eurekaweek) waar alle Rotterdamse studenten welkom zijn.

S.V.R. Gaudium

- Hoe oud zijn jullie en hoe zijn jullie ontstaan?

S.V.R. Gaudium is opgericht op 9 februari 1989. Destijds lieten de grote verenigingen slechts een beperkt aantal mensen toe. Drie uitgelote heren besloten toen om Gaudium op te richten. De vereniging was open voor alle studenten die lid wilden worden.

- Hoe groot zijn jullie en hoe ziet jullie structuur eruit (bestaat deze bijvoorbeeld uit jaarclubs, disputen, sub-verenigingen, etc)?

Het ledenaantal schommelt al tijden rond de honderd. Gaudium kent disputen, jaarclubs, onderverenigingen en zelfs genootschappen. Onderverenigingen houden zich met een bepaalde sport of een bepaald spel bezig (bv. Zaalvoetbal, Kolonisten van Catan, Poker). Genootschappen zijn vage groeperingen die niets formeels hebben. Het betreft meestal eetclubs.

- Wat is het profiel van jullie leden?

De doorsnee Gaudiaan is iemand met een sterke mening over van alles, houdt van gesprekken aan de bar, en drinkt veel. Uiteraard voldoet niet iedereen aan (alle) criteria.

- Wat onderscheid jullie van de andere verenigingen?

Gaudium houdt vast aan de tradities van een studentenvereniging, maar heeft door haar jonge bestaan toch een frisse kijk op zaken. Zo werd na lang beraad de ontgroening afgeschaft in 1995. Dit voorbeeld laat zien dat er veel mogelijk is bij Gaudium.

Wij hebben enkele maanden terug de sociëteit uitgebreid met een nieuw deel, waardoor de oppervlakte 1,7 zo groot is geworden. Deze verbouwing zit nu in het eindstadium en is volledig door leden gerealiseerd.