

Firm Composition Effects on Scaling

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1 Introduction

Firm scaling regressions with composition share levels as outcomes. Specifications test whether remote firms maintain different workforce composition in roles and seniority post-COVID.

2 Role Composition Effects

Table 1: Role Composition Effects on Firm Scaling

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Admin	Engineer	Finance	Marketing	Operations	Sales	Scientist
Panel A: OLS							
Remote \times Post	0.00 (0.00)	-0.01*** (0.00)	0.00* (0.00)	-0.00** (0.00)	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)
Remote \times Post \times Startup	0.00 (0.00)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	-0.01 (0.01)
Panel B: IV							
Remote \times Post	-0.00 (0.00)	-0.02*** (0.00)	-0.00 (0.00)	-0.00 (0.00)	-0.00*** (0.00)	0.00 (0.00)	0.01** (0.00)
Remote \times Post \times Startup	-0.03 (0.02)	-0.11* (0.05)	0.03 (0.03)	0.12** (0.06)	-0.01 (0.02)	0.01 (0.03)	-0.01 (0.03)
N	19,793	22,845	18,334	20,672	16,866	23,633	11,033
KP rk Wald F	10.1	8.2	5.8	5.3	5.3	13.3	9.1

Notes: Firm-level regressions with firm and time fixed effects. Dependent variable is share of role-specific employment in the firm workforce. Remote is an indicator for remote-first firms. Post indicates post-COVID periods. Startup indicates young, high-growth firms. Standard errors clustered by firm in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

3 Seniority Composition Effects

Table 2: Seniority Composition Effects on Firm Scaling

	(1) Level 1	(2) Level 2	(3) Level 3	(4) Level 4
Panel A: OLS				
Remote \times Post	-0.00*** (0.00)	0.00*** (0.00)	-0.00* (0.00)	-0.00*** (0.00)
Remote \times Post \times Startup	0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)	-0.01 (0.01)
Panel B: IV				
Remote \times Post	-0.00 (0.00)	0.01*** (0.00)	-0.00 (0.00)	-0.01*** (0.00)
Remote \times Post \times Startup	-0.08** (0.03)	-0.03 (0.03)	0.04 (0.03)	-0.03 (0.03)
N	22,643	26,097	21,959	21,199
KP rk Wald F	10.5	16.3	8.7	9.2

Notes: Firm-level regressions with firm and time fixed effects. Dependent variable is share of seniority-specific employment in the firm workforce. Seniority levels: 1 (most junior) to 4 (most senior). Remote is an indicator for remote-first firms. Post indicates post-COVID periods. Startup indicates young, high-growth firms. Standard errors clustered by firm in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.