Firm Composition Growth Effects on Scaling

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1 Introduction

Firm scaling regressions with composition growth rates as outcomes. Specifications test whether remote firms exhibit different growth patterns in role and seniority composition post-COVID.

2 Role Composition Growth Effects

Table 1: Role Growth Effects on Firm Scaling

	(1) Admin	(2) Engineer	(3) Finance	(4) Marketing	(5) Operations	(6) Sales	(7) Scientist
Panel A: OLS							
Remote × Post	-0.01	-0.02**	-0.01	-0.01	-0.03***	-0.02*	0.01
	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)
Remote × Post × Startup	0.05	0.03	0.04	0.10*	0.02	0.03	0.16**
	(0.07)	(0.04)	(0.08)	(0.06)	(0.09)	(0.03)	(0.08)
Panel B: IV							
Remote × Post	-0.03	-0.04***	-0.03**	-0.02	-0.05***	-0.04**	0.02
	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.03)
Remote × Post × Startup	0.39	0.13	0.12	0.08	0.02	-0.05	-0.06
	(0.27)	(0.22)	(0.31)	(0.30)	(0.27)	(0.15)	(0.24)
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 growth rate of role-specific employment. 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 Growth Effects

Table 2: Seniority Growth Effects on Firm Scaling

	(1) Level 1	(2) Level 2	(3) Level 3	(4) Level 4
Panel A: OLS				
Remote × Post	-0.01	-0.01	-0.03***	-0.02***
	(0.01)	(0.01)	(0.01)	(0.01)
Remote × Post × Startup	0.04	0.06	0.02	0.03
	(0.05)	(0.04)	(0.04)	(0.04)
Panel B: IV				
Remote × Post	-0.03	-0.03	-0.06***	-0.04**
	(0.02)	(0.02)	(0.02)	(0.02)
Remote × Post × Startup	0.17	0.09	-0.32*	-0.28
	(0.24)	(0.14)	(0.19)	(0.18)
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 growth rate of seniority-specific employment. 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. * $p<0.10$, ** $p<0.05$, *** $p<0.01$.