



UNIVERSITY OF AMSTERDAM

UvA-DARE (Digital Academic Repository)

Up or out? Archetypes and person-organization fit in Dutch law firms

de Haas, M.J.O.M.

Publication date
2013

[Link to publication](#)

Citation for published version (APA):

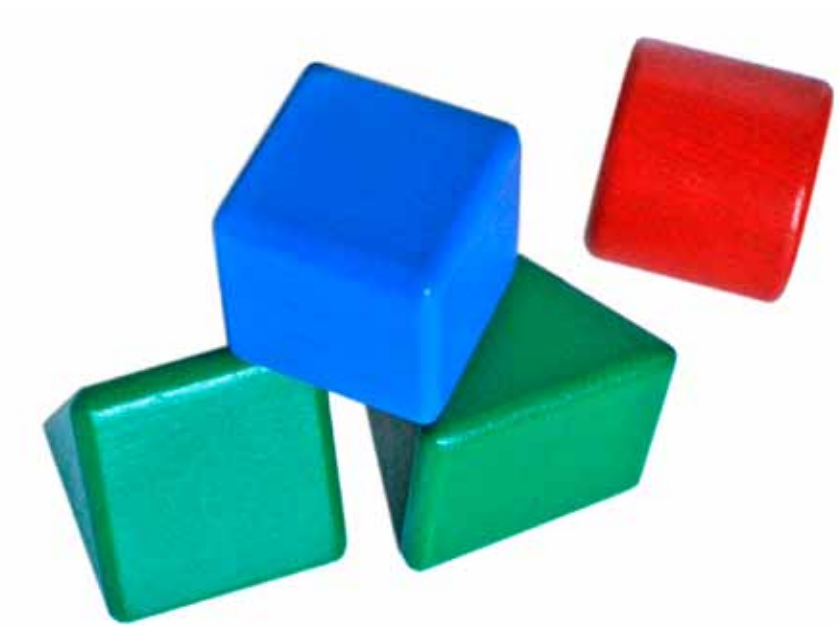
de Haas, M. J. O. M. (2013). *Up or out? Archetypes and person-organization fit in Dutch law firms*.

General rights

It is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), other than for strictly personal, individual use, unless the work is under an open content license (like Creative Commons).

Disclaimer/Complaints regulations

If you believe that digital publication of certain material infringes any of your rights or (privacy) interests, please let the Library know, stating your reasons. In case of a legitimate complaint, the Library will make the material inaccessible and/or remove it from the website. Please Ask the Library: <https://uba.uva.nl/en/contact>, or a letter to: Library of the University of Amsterdam, Secretariat, Singel 425, 1012 WP Amsterdam, The Netherlands. You will be contacted as soon as possible.



This study investigates the conditions and mechanisms of fit between lawyers' values and ambitions, on the one hand, and law firms' values and other characteristics on the other hand. The big law firms in The Netherlands are distinguished according to their configuration as a professional partnership or managed professional business. The relationship between these configurations and different HRM practices – especially career and reward systems - is analyzed.

Fit between lawyer and law firm is an important factor in promoting commitment, retention and wellbeing of the lawyers as well as the performance of the firm.

The author of this thesis has been a manager and management consultant for law firms since 1989. He started the research in 2008. The results may contribute to the quality of recruitment and staffing, training and career planning, reward and appraisal in law firms and other professional service firms.

Maarten de Haas
Up or Out?

Maarten de Haas **Up or Out?**

Archetypes and person-organization fit in Dutch law firms

