



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*. [Thesis, externally prepared, Universiteit van Amsterdam].

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.

List of Abbreviations

AS	Application Success
AS1	number of job interviews : number of job applications
AS1	number of job offers : number of job interviews
ASA	Attraction, Selection, Attrition
CSE	Core Self-evaluations
Exp. values	Expertise values
EF	Expertise values of the firm
EL	Expertise values of the lawyers
HR(M)	Human Resources (Management)
Long values	Long term perspective values
LF	Long term perspective values of the firm
LL	Long term perspective values of the lawyers
Mgmt values	Management values
MF	Management values of the firm
ML	Management values of the lawyers
MPB	Managed Professional Business
P-O fit	Person – Organization Fit
PP	Professional Partnership
PSF	Professional Service Firm
SD	Standard deviation
Short values	Short term reward values
SF	Short term reward values of the firm
SL	Short term reward values of the lawyers
VF	Values firm
VL	Values lawyers