

Social class differences in well-being and health among the unemployed and the employed in the Western part of the Netherlands.

by H. Verkleij, I.P. Spruit, J. Stolk and M.G. van Nieuwenhuijzen

According to the literature social class is one of the mediating factors in the relationship between unemployment and health. A recent empirical study in the United Kingdom hypothesized that unemployment has an homogenizing effect because existing social class differences in health among the general population could not be found among the interviewed unemployed. This hypothesis as well as some corollary ones have been tested in a recent Dutch comparative study between unemployed and employed males. In general the homogenizing hypothesis was more often refuted in this study than confirmed. A second homogenizing hypothesis which stipulates that the subjective experience of unemployment is the same among social classes is answered ambivalently, because some social class differences could be detected in our study.

National and organizational cultures in accounting firms

by J. Soeters and H. Schreuder

This article refers to the question which cultural influence is dominant in organizations: the national or the organizational culture. In order to deal with this question, results are reported concerning the culture in six accounting firms in the Netherlands. Three of these firms were entirely Dutch, the other three were subsidiaries of international – strongly US-oriented – accounting firms. We found that the culture in the international firms was remarkably similar to the US-culture as measured by Hofstede (1980). This appeared to be a surprising result, since almost all of the employees of these organizations were Dutch by birth and education. Further analysis showed that this phenomena is probably due to (self-)selection of these employees rather than to socialization.