

Pedulla, David. *Making the Cut: Hiring Decisions, Bias, and the Consequences of Nonstandard, Mismatched, and Precarious Employment*. Princeton: Princeton University Press, 2020.

Pedulla asks if employers systematically screen out job applicants with non-standard, precarious employment histories in favor of those who have persisted with full-time standard jobs. Scholars have examined the effects of non-standard, mismatched, and precarious employment on worker wages, benefits, autonomy, subjective well being, job security and health. However, Pedulla's research uniquely explores the consequences of this type of employment on a worker's ability to obtain a new job. Through interviews with hiring professionals to obtain key insights into the process of recruitment and selection, Pedulla explores how workers get jobs, how the hiring process works, and who comes out ahead. By examining employers' evaluations of potential employees, Pedulla determines the ways in which hiring professionals have kept up with the changing pace of work in the new economy. The research was funded in part by the National Science Foundation and U.S. Department of Health and Human Services as well as multiple academic research centers including the Employment Instability, Family, Well-Being and Social Policy Network and the University of Chicago.