

## **An Econometric Analysis of Corporate Financial Condition and Wage Structure Based on Japanese Firm-Level Microdata**

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Research on human capital investment and labor productivity has so far mainly used techniques whereby microdata such as individual wages are regressed on educational attainment and years of employment. However, Japanese official microdata that contain data on individual wages usually do not include data on corporate performance and corporate financial condition. As a result, there are few empirical studies that use Japanese official microdata to assess the influence of these factors on firms' employment and wages. This paper uses firm-level microdata to quantitatively analyze the impact of corporate performance and corporate financial condition on employee numbers and wages.

**Key Words:** Basic Survey of Japanese Business Structure and Activities, Firm-Level Microdata, Corporate Financial Condition, Applied Econometrics