

Current research and potential crossovers

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My work explores the career and organizational ramifications of market frictions originating in personal life. I pay special attention to how people in scaling companies negotiate social frictions for their career outcomes and their organizations' performance.

I investigate cause and effect with the constraints of observational data, using population-wide administrative datasets and quasi-experimental research designs. These tools are standard in my field. What sets my research apart is the legwork I put into carefully stewarding relationships with stakeholders – nonprofits, governmental agencies, businesses, and people with lived experience – to access richer data and uncover novel mechanisms.

Three research questions I am currently exploring:

How do former startup employees navigate unemployment?

This project examines how former startup employees navigate unemployment. Compared to workers in established firms, startup employees face a higher risk of unexpected job loss. Yet little is known about their job search behavior because register datasets capture only accepted jobs, not job-seeking activities. By analyzing job logs from Danish unemployment recipients, this study reveals how former startup employees' job search strategies during unemployment. These findings will provide the first large-scale evidence on how job search strategies evolve after involuntary startup job loss.

After two years of negotiations, the government agency provided access to the requested jobs dataset. I am now working with the job logs text variable, which contains 100 million rows. Using fuzzy matching techniques, I have categorized the weekly job logs into their nearest occupational groups.

Ripping off the Bandaid: Instantaneous vs delayed mutual divorce

This study examines whether employees who experience an instantaneous divorce differ in workplace productivity from those who must wait six months for their divorce to be finalized. Using a natural experiment from Denmark's divorce law change, the research estimates the cost of sudden versus prolonged personal disruption. The findings offer insight into how employees negotiate social frictions of varying intensity, with implications for understanding resilience in high-uncertainty work environments.

A key challenge in working on this research question was the lack of direct registry data identifying individuals affected by the 2013 reform. Obtaining this information required manually collecting data from The National Archive. Negotiating access has been a protracted process, ongoing for three years as of March 2025.

The labor market effects of criminal record checks

This study estimates the effect of criminal record checks on labor market participation by comparing (through a matching design) individuals with a record “on paper” to those whose record is actively reviewed by employers. The research aims to disentangle whether the consequences arise because employers factor criminal record checks into hiring decisions (an actual barrier) or because individuals with a record self-select out of the job market (a perceived barrier). It disentangles whether hiring barriers arise from employer bias or from individuals self-selecting out of the job market. By leveraging access to the universe of criminal records checks in Denmark, I offer new evidence on how perceived and actual barriers interact in shaping job opportunities for individuals with criminal records.

After two years of negotiations, including weeks at the Police’s analytics unit assembling this dataset, I will be the only researcher in the country with access to it. Since the dataset contains individuals' full names, I am developing a “perceived Danish” variable using machine learning techniques to assess whether the name of the person undergoing a record check influences labor market outcomes.