



Pedigree: How Elite Students Get Elite Jobs

By Lauren A. Rivera

Download now

Read Online ➔

Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera

Americans are taught to believe that upward mobility is possible for anyone who is willing to work hard, regardless of their social status, yet it is often those from affluent backgrounds who land the best jobs. *Pedigree* takes readers behind the closed doors of top-tier investment banks, consulting firms, and law firms to reveal the truth about who really gets hired for the nation's highest-paying entry-level jobs, who doesn't, and why.

Drawing on scores of in-depth interviews as well as firsthand observation of hiring practices at some of America's most prestigious firms, Lauren Rivera shows how, at every step of the hiring process, the ways that employers define and evaluate merit are strongly skewed to favor job applicants from economically privileged backgrounds. She reveals how decision makers draw from ideas about talent--what it is, what best signals it, and who does (and does not) have it--that are deeply rooted in social class. Displaying the "right stuff" that elite employers are looking for entails considerable amounts of economic, social, and cultural resources on the part of the applicants and their parents.

Challenging our most cherished beliefs about college as a great equalizer and the job market as a level playing field, *Pedigree* exposes the class biases built into American notions about the best and the brightest, and shows how social status plays a significant role in determining who reaches the top of the economic ladder.

 [Download Pedigree: How Elite Students Get Elite Jobs ...pdf](#)

 [Read Online Pedigree: How Elite Students Get Elite Jobs ...pdf](#)

Pedigree: How Elite Students Get Elite Jobs

By Lauren A. Rivera

Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera

Americans are taught to believe that upward mobility is possible for anyone who is willing to work hard, regardless of their social status, yet it is often those from affluent backgrounds who land the best jobs. *Pedigree* takes readers behind the closed doors of top-tier investment banks, consulting firms, and law firms to reveal the truth about who really gets hired for the nation's highest-paying entry-level jobs, who doesn't, and why.

Drawing on scores of in-depth interviews as well as firsthand observation of hiring practices at some of America's most prestigious firms, Lauren Rivera shows how, at every step of the hiring process, the ways that employers define and evaluate merit are strongly skewed to favor job applicants from economically privileged backgrounds. She reveals how decision makers draw from ideas about talent--what it is, what best signals it, and who does (and does not) have it--that are deeply rooted in social class. Displaying the "right stuff" that elite employers are looking for entails considerable amounts of economic, social, and cultural resources on the part of the applicants and their parents.

Challenging our most cherished beliefs about college as a great equalizer and the job market as a level playing field, *Pedigree* exposes the class biases built into American notions about the best and the brightest, and shows how social status plays a significant role in determining who reaches the top of the economic ladder.

Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera Bibliography

- Sales Rank: #579727 in Books
- Published on: 2015-05-04
- Original language: English
- Number of items: 1
- Dimensions: 9.50" h x 1.10" w x 6.40" l, .0 pounds
- Binding: Hardcover
- 392 pages

 [Download Pedigree: How Elite Students Get Elite Jobs ...pdf](#)

 [Read Online Pedigree: How Elite Students Get Elite Jobs ...pdf](#)

Editorial Review

Review

Winner of the 2016 Max Weber Book Award, Organizations, Occupations, and Work Section of the American Sociological Association

Winner of the 2016 Mary Douglas Prize for Best Book, Sociology of Culture Section of the American Sociological Association

Co-Winner of the 2016 Distinguished Book Award, Sociology of Law Section of the American Sociological Association

Co-Winner of the 2016 Silver Medal in Career (Job Search, Career Advancement), Axiom Business Book Awards

One of *Choice's* Outstanding Academic Titles for 2015

"*Pedigree: How Elite Students Get Elite Jobs* is an academic book with the requisite references to gender theory and Marxist concepts of inequality. But read it carefully and it becomes something far more useful--a guide on how to join the global elite."--***Economist***

"[Rivera's] richly described account is mesmerising--and horrifying."--**Gillian Tett, *Financial Times***

"[*Pedigree*] provides an insider look at how top-notch places hire, and explores how their processes serve those with the most privileged and affluent backgrounds."--**Bouree Lam, *The Atlantic***

"Sociologist Rivera has written an exceptionally useful study of how hiring for elite starting jobs is actually done in the US. This insider study shows how the top investment banks, law firms, and consulting companies hire only from a double handful of leading universities, law schools, and business schools. . . . This significant sociological study will also likely be read as a how-to manual."--***Choice***

From the Back Cover

"In this riveting account of how the nation's top investment banks, consultancies, and law firms choose employees, Lauren Rivera goes inside the recruitment process, interviewing the interviewers and sitting in on their decision meetings. This eye-opening book exposes how the American elite keep the best jobs for themselves."--**Frank Dobbin, author of *Inventing Equal Opportunity***

"*Pedigree* provides a rare behind-the-scenes look at the hiring processes for elite jobs. Rivera's thoughtful ethnographic observations illuminate exactly how social class matters, and how the display of cultural skills can be crucial for job seekers to gain access to elite positions. It is an eye-opening book."--**Annette Lareau, University of Pennsylvania**

"Rivera identifies the myriad ways that class influences every stage of the hiring process at top-tier firms, showing how it is that individuals from affluent backgrounds have come to dominate the most elite segments of the American labor market. She pulls back the curtain time and time again, revealing how processes that are apparently class, race, and gender neutral are anything but."--**Elizabeth A. Armstrong, coauthor of *Paying for the Party: How College Maintains Inequality***

"*Pedigree* sets a new standard of rigor for qualitative social-science research. Rivera shows how educational stratification in the United States is particularly pronounced and caste-like at the gateway to elite professions,

and how the boundary between elite colleges and the elite firms that recruit from them is so fuzzy as to be only ceremonial."--**Mitchell L. Stevens, author of *Creating a Class: College Admissions and the Education of Elites***

About the Author

Lauren A. Rivera is associate professor of management and organizations at Northwestern University's Kellogg School of Management.

Users Review

From reader reviews:

Consuelo Collier:

Do you certainly one of people who can't read pleasurable if the sentence chained inside the straightway, hold on guys this kind of aren't like that. This Pedigree: How Elite Students Get Elite Jobs book is readable by means of you who hate those straight word style. You will find the facts here are arrange for enjoyable reading experience without leaving perhaps decrease the knowledge that want to give to you. The writer connected with Pedigree: How Elite Students Get Elite Jobs content conveys thinking easily to understand by lots of people. The printed and e-book are not different in the content material but it just different in the form of it. So , do you nonetheless thinking Pedigree: How Elite Students Get Elite Jobs is not loveable to be your top listing reading book?

Jose Laney:

A lot of people always spent their very own free time to vacation or maybe go to the outside with them loved ones or their friend. Do you realize? Many a lot of people spent they free time just watching TV, as well as playing video games all day long. In order to try to find a new activity here is look different you can read any book. It is really fun for yourself. If you enjoy the book that you read you can spent the entire day to reading a publication. The book Pedigree: How Elite Students Get Elite Jobs it is very good to read. There are a lot of individuals who recommended this book. These were enjoying reading this book. When you did not have enough space to deliver this book you can buy the actual e-book. You can m0ore simply to read this book through your smart phone. The price is not too costly but this book has high quality.

Joshua Matthews:

Reading can called brain hangout, why? Because if you are reading a book particularly book entitled Pedigree: How Elite Students Get Elite Jobs your thoughts will drift away trough every dimension, wandering in every single aspect that maybe mysterious for but surely can become your mind friends. Imaging each word written in a publication then become one form conclusion and explanation in which maybe you never get before. The Pedigree: How Elite Students Get Elite Jobs giving you yet another experience more than blown away your brain but also giving you useful details for your better life on this era. So now let us demonstrate the relaxing pattern here is your body and mind are going to be pleased when you are finished reading it, like winning a. Do you want to try this extraordinary spending spare time activity?

Ina French:

Do you like reading a e-book? Confuse to looking for your selected book? Or your book has been rare? Why so many concern for the book? But virtually any people feel that they enjoy to get reading. Some people likes reading through, not only science book but also novel and Pedigree: How Elite Students Get Elite Jobs as well as others sources were given know-how for you. After you know how the truly great a book, you feel want to read more and more. Science e-book was created for teacher as well as students especially. Those books are helping them to bring their knowledge. In different case, beside science guide, any other book likes Pedigree: How Elite Students Get Elite Jobs to make your spare time a lot more colorful. Many types of book like this one.

Download and Read Online Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera #R470H8J5NF6

Read Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera for online ebook

Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera books to read online.

Online Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera ebook PDF download

Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera Doc

Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera Mobipocket

Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera EPub

R470H8J5NF6: Pedigree: How Elite Students Get Elite Jobs By Lauren A. Rivera