

## Centre For Health Economics Seminar Series 2018

# THE PREFERENCE STRUCTURE OF DENTISTS' JOB SEARCH AND CHOICE

Presenter: Elisabeth Huynh, Institute for Choice UniSA

Date: Wednesday, 14 March 2018  
Time: 12.00pm - 1.00pm  
Venue: RB Scotton Room  
Centre for Health Economics



### Abstract

Health workforce supply decisions involve multiple stages, including searching for a job and then evaluating and choosing whether to accept a job offer. Current practice when modelling supply decisions focuses on the final evaluation or job offer stage but this potentially misses important information that can be learnt at the search stage. We address this methodological issue by conceptualising the problem as separate decision stages and provide a framework to operationalise and test the conceptualisation. Two novel Discrete Choice Experiments were presented to a sample of 275 Australian Dentists: the first mimicked an online job search site in which respondents decide which job postings they would apply for and the second presented respondents with a job offers which they could accept/reject. Data were analysed applying a two stage choice model. Pre-determined cut-offs or screening criteria have a large impact on the job search stage. In general, dentists appear to make similar trade-offs across job characteristics in the job search and offer evaluation stages but the marginal propensity to select a job at the search stage differs to the offer evaluation stage for the job type (Employee, Associate Partner, Owner, Locum or Public jobs) differs. As the dentist job market becomes more corporatized and dentists become more like employees and less like small business owners, job switching/retention will become more of a focus in the marketplace. Understanding the different stages of supply decisions is important in developing models, such as job structures or incentives, to improve the job attraction and retention of dentists.

### Presenter

Dr Elisabeth Huynh is a Research Fellow at the Institute for Choice (I4C) UniSA Business School. Dr Huynh received her PhD in Economics (Econometrics) and B.Com majoring in Econometrics at the University of Sydney. Her current program of research focuses on understanding choices in complex environments and health systems. Her research focuses on methodological and applied economics research predominantly in understanding and modelling discrete choice, preferences and behaviour of key decision makers in the health sector and other areas of public policy. Substantive areas of interest include valuing quality of life and end-of-life decision making; ageing; health and development; and the labour markets of health care professionals, including participation decisions of patient and health service providers.

Dr Huynh's most significant contributions to the field of health and economics to date have been in development and economic valuation of quality of life in UK and Australia. Methodologically, her research outputs have developed innovative solutions to the field, from study task design expertise to developing new conceptual models of preference adaptation, and extensions of existing heterogeneity choice models to better understand people's choices.

### VISITORS ARE MOST WELCOME

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