



**Working in Silicon Valley: Economic and Legal  
Analysis of a High-velocity Labor Market:  
Economic and Legal Analysis of a High-velocity  
Labor Market (Issues in Work and Human  
Resources)**

*Alan Hyde*

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# **Working in Silicon Valley: Economic and Legal Analysis of a High-velocity Labor Market: Economic and Legal Analysis of a High-velocity Labor Market (Issues in Work and Human Resources)**

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This work examines the relationship between the rapid technological and economic growth characteristic of high technology districts and their distinct labor market institutions - short job tenures, rapid turnover, flat firm hierarchies, weak internal labor markets, high use of temporary labor, unusual uses of independent contracting, little unionization, unusual employee organization (e.g., chat groups, and ethnic organization), unequal income, minimal employment discrimination litigation, flexible compensation (especially stock options), and heavy use of immigrants on short-term visas. The author suggests that while these distinctive labor market institutions are somewhat unorthodox and may present legal problems, they play essential roles in high growth.

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