

# FDZ-Datenreport

Documentation of labour market data

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## LPP – Linked Personnel Panel

Quality of work and economic success:  
longitudinal study in German establishments  
(data documentation on the first wave)

Sandra Broszeit,  
Stefanie Wolter



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Quality of work and economic success: longitudinal study in German establishments (data documentation on the first wave)

Sandra Broszeit, Stefanie Wolter  
(Institute for Employment Research, Nuremberg)

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| Datasets:      | LPP Employer Survey version 1 (lpp_employer_1213_v1)<br>LPP Employee Survey version 1 (lpp_employee_1213_v1) |
| Documentation: | Version 1 (LPP 1213 EN v1 dok1)  |

Die FDZ-Datenreporte beschreiben die Daten des FDZ im Detail. Diese Reihe hat somit eine doppelte Funktion: zum einen stellen Nutzerinnen und Nutzer fest, ob die angebotenen Daten für das Forschungsvorhaben geeignet sind, zum anderen dienen sie zur Vorbereitung der Auswertungen.

FDZ-Datenreporte (FDZ data reports) describe FDZ data in detail. As a result, this series of reports has a dual function: on the one hand, those using the reports can ascertain whether the data offered is suitable for their research task; on the other, the data can be used to prepare evaluations.

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## Abstract

This Datenreport describes the *Linked Personnel Panel 2012/2013 (LPP 1213)*. The LPP is a linked-employer-employee data set on HR work, corporate culture and management instruments in German establishments that evolved within the framework of the project 'Quality of work and economic success'. The data set contains information on 1,219 establishments and 7,508 employees. On establishment level, the LPP is representative for German establishments with 50 and more employees in the processing industry and in the service sector. The linkage with the IAB Establishment Panel reveals a data product that enables longitudinal analyses regarding HR strategy and quality of work in Germany.

## Zusammenfassung

Dieser Datenreport beschreibt das *Linked Personnel Panel 2012/2013 (LPP 1213)*. Das LPP ist ein Linked-Employer-Employee Datensatz zu Personalarbeit, Unternehmenskultur und Managementinstrumenten in deutschen Betrieben, der im Rahmen des Projektes „Arbeitsqualität und wirtschaftlicher Erfolg“ entstand. Er enthält Informationen von 1.219 Betrieben und 7.508 Arbeitnehmern. Auf der Betriebsebene ist das LPP repräsentativ für deutsche Betriebe ab 50 Mitarbeitern im verarbeitenden Gewerbe und im Dienstleistungssektor. Durch die Verknüpfung mit dem IAB-Betriebspanel entsteht ein Datenprodukt, das Längsschnittanalysen zu Personalstrategie und Arbeitsqualität in Deutschland ermöglicht.

**Keywords:** linked employer/employee data, data documentation, quality of work, HR work, corporate culture, establishment survey, employee survey

The project is funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the Institute for Employment Research (IAB). We would like to thank our cooperation partners University of Cologne and the Centre for European Economic Research (ZEW) as well as the survey institutes infas and TNS Infratest.

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The dataset described in this document is available for use by professional researchers. Further information can be found on the website <http://fdz.iab.de>.

# 1 Introduction

The project '*Quality of work and economic success: longitudinal study in German establishments*' is a research cooperation between the Institute for Employment Research (IAB), the University of Cologne and the Centre for European Economic Research (ZEW), and is funded by the IAB and the Federal Ministry of Labour and Social Affairs (BMAS).

The *Linked Personnel Panel (LPP)* data set, which evolves within the framework of this project, enables representative analyses regarding Human Resource (HR) work, corporate culture and management instruments in German establishments. The first wave consists of a survey in 1,219 establishments that also participated in the IAB Establishment Panel survey in 2011 and 2012, as well as of a survey of 7,508 employees of these establishments. The linkage of the two surveys produces a linked-employer-employee dataset that reflects establishment as well as employee perspectives.

The LPP is a complex data product that allows the identification of HR management instruments and the analyses of their effects on employees' personal attitudes and productivity as well as on the economic success of the company. Besides statements regarding the relevance and the effectiveness of these instruments, also analyses about the heterogeneity of application, for instance with respect to establishment size or sector, can be carried out.

The linkage of the LPP with the IAB Establishment Panel offers further analytic potential. On the one hand, additional establishment information and developments outside the survey period can be included in evaluations. On the other hand, selection patterns as well as medium- and long-term changes and adjustment reactions can be identified.

This Datenreport documents the data of the first wave of the LPP. Besides information on the survey method, contents, sampling, response rates, data preparation, data correction, data organization and projection, the current report contains a detailed description of all variables. Labels, variable names, questions, values and if appropriate special features of each particular variable are presented.

Detailed information on the IAB Establishment Panel is given by the department 'Establishments and Employment' on the [Establishment Panel web sites](#) as well as on the respective [FDZ-Website](#).

## 2 Data description

### 2.1 Outline

| Content characteristics |   |
|-------------------------|---|
| Current data version    | LPP 1213  |
| Topics                  | <b>Establishment characteristics:</b> <ul style="list-style-type: none"> <li>- HR planning and recruitment</li> <li>- HR development</li> <li>- Remuneration structure</li> <li>- Commitment, values and corporate culture</li> <li>- Structural features</li> </ul> <b>Individual characteristics:</b> <ul style="list-style-type: none"> <li>- Personal characteristics</li> <li>- Employment</li> <li>- HR development</li> <li>- Work conditions and workloads</li> <li>- Remuneration</li> <li>- Commitment, values and corporate culture</li> <li>- Personality and attitudes</li> <li>- Health</li> <li>- Sociodemography</li> </ul> |
| Data unit               | <b>Employer survey:</b><br>Establishments with more than 50 employees subject to social insurance contributions (Reference date: 30 <sup>th</sup> June 2011)<br><b>Employee survey:</b><br>Employees subject to social insurance contributions (Reference date: 31 <sup>st</sup> December 2011)   |
| Number of cases         | <b>Employer survey:</b><br>1,219 establishments<br><b>Employee survey:</b><br>7,508 individuals   |
| Period covered          | <b>Employer survey:</b><br>July 2012 till October 2012<br><b>Employee survey:</b><br>December 2012 till April 2013  |
| Time reference          | time of interview   |
| Regional structure      | <b>Employer survey:</b> <ul style="list-style-type: none"> <li>- Northern region: Lower Saxony, Schleswig-Holstein, Hamburg, Bremen</li> <li>- Eastern region: Berlin, Brandenburg, Mecklenburg-Western Pomerania, Saxony, Saxony-Anhalt, Thuringia</li> <li>- Southern region: Bavaria, Baden-Wuerttemberg</li> <li>- Western region: North Rhine-Westphalia, Hesse, Saarland, Rhineland-Palatinate</li> </ul> <b>Employee survey:</b><br>Federal states   |
| Territorial allocation  | as of the respective reference data   |

Table 1: LPP – Content characteristics

| Methodological characteristics |  |
|--------------------------------|--|
| Method of data collection      | <b>Employer survey:</b><br>Representative sample of establishments with more than 50 employees subject to social insurance contributions that also took part in the IAB Establishment Panel 2011. Stratified according to establishment size, industry and region.<br><b>Employee survey:</b><br>Sample of employees from establishments that took part in the LPP Employer Survey 2012. Stratified according to establishment size. |
| Institutions involved          | Institute for Employment Research (IAB), Centre for European Economic Research (ZEW), University Cologne, Federal Ministry of Labour and Social Affairs (BMAS), TNS Infratest Sozialforschung, infas – Institut für angewandte Sozialforschung GmbH  |
| Frequency of data collection   | biennial survey  |
| File format and size           | <b>Employer survey:</b><br>STATA (300 KB)<br><b>Employee survey:</b><br>STATA (1,500 KB)   |
| File architecture              | <b>Employer survey:</b><br>lpp_employer_1213_v1.dta<br><b>Employee survey:</b><br>lpp_employee_1213_v1.dta   |

Table 2: LPP – Methodological characteristics

| Data access             |                                 |
|-------------------------|---------------------------------|
| Data access             | Remote data access, on-site use |
| Degree of anonymisation | weakly anonymous                |
| Sensitive variables     | none                            |

Table 3: LPP – Data access

## 2.2 List of variables

### 2.2.1 LPP Employer Survey

| Variable name | Variable label                            |
|---------------|---|
| lpp_betnr     | Establishment identifier                  |
| idnum         | IAB-Establishment-Panel-ID                |
| gew_betn_2012 | Weighting factor LPP Employer Survey      |
| branche_2012  | Industry acc. to stratification matrix    |
| region_2012   | Region acc. to stratification matrix      |
| svb_2012      | Employees acc. to stratification matrix   |
| a01           | Staffing plan                             |
| a02           | Staffing plan (written form)              |
| a03           | Staffing plan (term)                      |
| a04           | Analysis of the age structure             |
| a05           | Social networks for personnel recruitment |

| Variable name | Variable label  |
|---------------|---|
| a06           | Recruitment of graduates  |
| a07           | Recruitment from specific university                                |
| a08           | University is located in town/city                                  |
| a09           | Distance to university (km)   |
| a10           | Recruitment via private recruitment agency                          |
| a11a          | Recruitment agency: with management responsibility                  |
| a11b          | Recruitment agency: without management responsibility               |
| a12           | Recruitment via social networks                                     |
| a13a          | Social networks: with management responsibility                     |
| a13b          | Social networks: without management responsibility                  |
| a14           | Recruitment for skilled jobs from abroad                            |
| a15           | Number of applications for skilled jobs                             |
| a16           | Period from job advertisement to signing of contract                |
| a17a          | Duration of job interview (h): with management responsibility       |
| a17b          | Duration of job interview (h): without management responsibility    |
| a18a          | Job matching process: professional competence                       |
| a18b          | Job matching process: personal skills                               |
| a18c          | Job matching process: ethical values                                |
| a18d          | Job matching process: intelligence, cognitive abilities             |
| a19a          | Voluntary drop outs during probationary period (%)                  |
| a19b          | Involuntary drop outs during probationary period (%)                |
| a19c          | No employees in probationary period                                 |
| a19d          | No new hires  |
| a20           | Temporary workers   |
| a21           | Taking over of temporary workers                                    |
| a22           | Appraisal interviews  |
| a23a          | Appraisal interviews: management staff                              |
| a23b          | Appraisal interviews: without management responsibility             |
| a23c          | Appraisal interviews: all employees                                 |
| a24           | Target agreements   |
| a25           | Target agreements (written form)                                    |
| a26a          | Target agreements (written form): management staff                  |
| a26b          | Target agreements (written form): without management responsibility |
| a26c          | Target agreements (written form): all employees                     |
| a27           | Development plans   |
| a28a          | Development plans: management staff                                 |
| a28b          | Development plans: without management responsibility                |
| a28c          | Development plans: all employees                                    |
| a29           | Implementation of development plans                                 |
| a30           | Performance appraisal   |
| a31a          | Performance appraisal: management staff                             |
| a31b          | Performance appraisal: without management responsibility            |
| a31c          | Performance appraisal: all employees                                |
| a32           | Distribution recommendation for performance appraisal               |

| Variable name | Variable label   |
|---------------|--|
| a33a          | Distribution recommendation: management staff                          |
| a33b          | Distribution recommendation: without management responsibility         |
| a33c          | Distribution recommendation: all employees                             |
| a34           | Conduction of performance appraisal                                    |
| a35a          | Evaluation rounds: management staff                                    |
| a35b          | Evaluation rounds: without management responsibility                   |
| a35c          | Evaluation rounds: all employees                                       |
| a36a          | Inefficiency: discussion with employee                                 |
| a36b          | Inefficiency: HR development measures                                  |
| a36c          | Inefficiency: another position in establishment                        |
| a36d          | Inefficiency: dismissal  |
| a37a          | Promotion: professional competence                                     |
| a37b          | Promotion: personal skills   |
| a37c          | Promotion: ethical values  |
| a37d          | Promotion: intelligence, cognitive skills                              |
| a37e          | Promotion: period of employment  |
| a38           | Promotion of qualification leading to higher educational qualification |
| a39a          | Promoted employees: untrained  |
| a39b          | Promoted employees: vocational training                                |
| a39c          | Promoted employees: graduates  |
| a40           | Additional certified qualifications during initial education           |
| a41a          | Additional qualifications: business sector                             |
| a41b          | Additional qualifications: industrial-technical sector                 |
| a41c          | Additional qualifications: other                                       |
| a42a          | Certified additional qualification: office occupations                 |
| a42b          | Certified additional qualification: industrial-technical occupations   |
| a42c          | Certified additional qualification: other                              |
| a42d          | No certified additional qualifications                                 |
| a43           | Number of training graduates left at their own request                 |
| a44           | Collective agreement   |
| a45           | Escape clause for variable remuneration                                |
| a46           | Variable remuneration  |
| a47           | Variable remuneration: with/without management responsibility          |
| a48           | Variable remuneration: without management responsibility (%)           |
| a49a          | Variable remuneration: proportion management staff (%)                 |
| a49b          | Variable remuneration: proportion employees (%)                        |
| a50aa         | Variable remuneration management staff: Business success (%)           |
| a50ab         | Variable remuneration management staff: Success of unit (%)            |
| a50ac         | Variable remuneration management staff: Personal achievements (%)      |
| a50ba         | Variable remuneration employees: Business success (%)                  |
| a50bb         | Variable remuneration employees: Success of unit (%)                   |
| a50bc         | Variable remuneration employees: Personal achievements (%)             |
| a51           | Code of values, corporate guidelines                                   |
| a52           | Code of values, corporate guidelines (written form)                    |



| Variable name | Variable label  |
|---------------|---|
| a53           | Certification   |
| a54a          | Certification: quality of the workplace                                     |
| a54b          | Certification: work-family balance  |
| a54c          | Certification: health management  |
| a54d          | Certification: process quality  |
| a54e          | Certification: other issues   |
| a55a          | Certification reason: employer's attractiveness                             |
| a55b          | Certification reason: optimizing results and processes                      |
| a55c          | Certification reason: customer's/public image                               |
| a55d          | Certification reason: other reasons   |
| a56a          | No certification reason: confusing  |
| a56b          | No certification reason: lacking quality of offerings                       |
| a56c          | No certification reason: high effort  |
| a56d          | No certification reason: no benefits  |
| a56e          | No certification reason: other reasons                                      |
| a57           | Employee survey   |
| a58           | Employee survey: communicated to all employees                              |
| a59           | Employee survey: process to develop solutions for flaws                     |
| a60a          | Employee loyalty: flexible working hours                                    |
| a60b          | Employee loyalty: remuneration  |
| a60c          | Employee loyalty: voluntarily additional benefits                           |
| a60d          | Employee loyalty: career development prospects                              |
| a60e          | Employee loyalty: general working atmosphere                                |
| a60f          | Employee loyalty: contact between management and employees                  |
| a60g          | Employee loyalty: work-family balance                                       |
| a61a          | High-performance employees: salaries, additional benefits                   |
| a61b          | High-performance employees: career opportunities                            |
| a61c          | High-performance employees: flexible working conditions                     |
| a62           | Increase of women in management set as goal                                 |
| a63a          | No increase of proportion of women: proportion already high                 |
| a63b          | No increase of proportion of women: no female candidates available          |
| a63c          | No increase of proportion of women: proportion for this branch is low       |
| a63d          | No increase of proportion of women: only qualifications matter              |
| a63e          | No increase of proportion of women: other reasons                           |
| a64a          | Measures proportion of women: mentoring programs                            |
| a64b          | Measures proportion of women: female promotion measures                     |
| a64c          | Measures proportion of women: measures of further training                  |
| a64d          | Measures proportion of women: quantitative target for the proportion        |
| a64e          | Measures proportion of women: development prospects for part-time employees |
| a64f          | Measures proportion of women: flexible working-time models                  |
| a64g          | Measures proportion of women: other measures                                |
| a65           | Fathers in parental leave for at least 2 months (number)                    |
| a66           | Average number of sick days   |
| a67           | Structure of management   |

| Variable name | Variable label   |
|---------------|--|
| a68           | Number of levels of hierarchy                          |
| a69           | Principal owner  |
| a70           | Change of principal owner in the last 2 years          |
| a71           | Previous owner   |
| a72           | Change of management in the last 2 years               |
| a73a          | Change of management: age-related retirement           |
| a73b          | Change of management: health-related retirement        |
| a73c          | Change of management: another establishment            |
| a73d          | Change of management: selling/merging of establishment |
| a73e          | Change of management: other                            |
| a74           | Business model strategy                                |
| a75a          | Decision-making process: (management) consultant       |
| a75b          | Decision-making process: competitors/other managers    |
| a75c          | Decision-making process: organisational information    |
| a75d          | Decision-making process: No external sources           |
| a76           | Management of the human resources department: level    |
| a77           | Number of employees in human resource department       |
| a78           | Independent enterprise                                 |
| a79           | Decisions about strategic human resource management    |
| a82           | Panel participation                                    |

Table 4: LPP Employer Survey – List of variables

## 2.2.2 LPP Employee Survey

| Variable name | Variable label                               |
|---------------|--|
| lpp_betnr     | Establishment identifier                     |
| pers_id       | LPP Person-ID                                |
| gew_pers_2012 | Weighting factor LPP Employee Survey         |
| F1            | Year of birth                                |
| F3            | Sex  |
| F3b           | Same establishment as in 2011                |
| F101          | Employment situation                         |
| F102a         | Employment situation - differentiated        |
| F102b         | Leadership position                          |
| F102c         | Number of people working under target person |
| F104          | Employment contract fixed-term/permanent     |
| F104a         | Full-time/Part-time                          |
| F105          | Contractual working time (h/week)            |
| F106          | Actual working time (h/week)                 |
| F107          | Overtime                                     |
| F108a         | Working hours: shifts                        |
| F108b         | Working hours: fixed time                    |
| F108c         | Working hours: flexible working hours        |
| F108d         | Working hours: no fixed working hours        |
| F108e         | Working hours: Other                         |
| F108f         | Working hours: Refuse                        |

|       |   |
|-------|---|
| F108g | Working hours: Do not know  |
| F110  | Work on weekends  |
| F111  | Work from home  |
| F112  | Work from home (h/week)   |
| F113  | Contractual home-/teleworking   |
| F114a | Compensation home-/teleworking: financial   |
| F114b | Compensation home-/teleworking: time credit                                       |
| F114c | Compensation home-/teleworking: covered by salary                                 |
| F114d | Compensation home-/teleworking: Refuse  |
| F114e | Compensation home-/teleworking: Do not know                                       |
| F115  | Business phone calls during leisure time  |
| F201  | Further vocational training   |
| F202  | Further vocational training: release, cost absorption                             |
| F203  | Further vocational training: full cost absorption (days)                          |
| F203a | In-house further training or qualification activities                             |
| F204  | Appraisal interview   |
| F205  | appraisal interview: duration (min)   |
| F206  | appraisal interview: objectives fixed in writing                                  |
| F208a | Personnel development: knowledge and competences                                  |
| F208b | Personnel development: promotion if expected to fit new position best             |
| F208c | Personnel development: promotion if outstanding job performance                   |
| F208d | Personnel development: promotion mostly not related to professional criteria      |
| F208e | Personnel development: disadvantage in personnel decisions                        |
| F209  | Concerned about job security  |
| F301a | Work conditions: decisions  |
| F301b | Work conditions: task variety   |
| F301c | Work conditions: other jobs depend directly on my job                             |
| F301d | Work conditions: my job depends on the work of others                             |
| F301e | Work conditions: physical effort  |
| F301f | Work conditions: ambient conditions   |
| F301g | Work conditions: time pressure  |
| F303a | Work-Family: interference with family life  |
| F303b | Work-Family: family responsibilities  |
| F303c | Work-Family: strain   |
| F303d | Work-Family: put off doing things at work   |
| F303e | Work-Family: things at work don't get done  |
| F303f | Work-Family: home life interferes with work                                       |
| F401  | Performance-related bonuses   |
| F401a | Performance-related bonuses: contractual commitment                               |
| F401b | Performance-related bonuses: amount contractually agreed at target attainment (%) |
| F401c | Performance-related bonuses: actual payments (Euro)                               |
| F401d | Performance-related bonuses: bonuses without contractual commitment (Euro)        |
| F406  | Company pension scheme  |
| F407  | Claims to company pension scheme (if so, since when?)                             |
| F501a | Corporate culture: good understanding   |
| F501b | Corporate culture: long-term plans  |
| F501c | Corporate culture: confidence   |

|        |   |
|--------|---|
| F501d  | Corporate culture: good guidance                              |
| F501e  | Corporate culture: understanding                              |
| F501f  | Corporate culture: insufficient performance                   |
| F501g  | Corporate culture: no discrimination                          |
| F501h  | Corporate culture: clear communication                        |
| F501i  | Corporate culture: planning of contents and time requirements |
| F501aa | Commitment: rest of my life                                   |
| F501ab | Commitment: personal meaning                                  |
| F501ac | Commitment: problems are my own                               |
| F501ad | Commitment: no belonging                                      |
| F501ae | Commitment: not emotionally attached                          |
| F501af | Commitment: no part of the family                             |
| F502a  | Collegiality: receive help from colleagues                    |
| F502b  | Collegiality: help colleagues                                 |
| F502c  | Collegiality: criticism/harassment/exposure                   |
| F503   | Job satisfaction  |
| F504   | Income satisfaction   |
| F507a  | Fairness: income  |
| F507b  | Fairness: decision procedures                                 |
| F507c  | Fairness: supervisor  |
| F508a  | Changing job  |
| F509a  | Engagement: energy  |
| F509b  | Engagement: strong and vigorous                               |
| F509c  | Engagement: enthusiastic                                      |
| F509d  | Engagement: inspired  |
| F509e  | Engagement: feel like going to work                           |
| F509f  | Engagement: happy   |
| F509g  | Engagement: proud   |
| F509h  | Engagement: immersed  |
| F509i  | Engagement: carried away                                      |
| F602a  | No reliance   |
| F602b  | Trust   |
| F603a  | Angry when others are better off than me                      |
| F603b  | Guilty when I am better off than others                       |
| F605a  | Big Five: thorough  |
| F605b  | Big Five: communicative                                       |
| F605c  | Big Five: rude  |
| F605d  | Big Five: original  |
| F605e  | Big Five: worries   |
| F605f  | Big Five: forgiving   |
| F605g  | Big Five: lazy  |
| F605h  | Big Five: outgoing  |
| F605i  | Big Five: artistic  |
| F605j  | Big Five: nervous   |
| F605k  | Big Five: effective   |
| F605l  | Big Five: reserved  |
| F605m  | Big Five: considerate   |

|         |  |
|---------|--|
| F605n   | Big Five: imaginative                    |
| F605o   | Big Five: relaxed                        |
| F605p   | Big Five: eager for knowledge            |
| F606    | Risk-taker                               |
| F701    | Health status                            |
| F702    | Sick days                                |
| F703a   | Well-being: cheerful and in good spirits |
| F703b   | Well-being: calm and relaxed             |
| F703c   | Well-being: active and vigorous          |
| F703d   | Well-being: fresh and rested             |
| F703e   | Well-being: interesting things           |
| F801    | Highest level of education               |
| F802    | Highest level of training qualification  |
| F803    | Permanent relationship                   |
| F804    | Partner lives in same household          |
| F805    | Employment of partner                    |
| F806    | Household size (persons)                 |
| F807    | Children < 14 years                      |
| F808_gr | Age youngest child (years)               |
| F810    | Situation of childcare                   |
| F811    | Nationality                              |
| F812    | Country of birth: Germany                |
| F813_gr | Country of birth: other (aggregated)     |
| F814_gr | Came to Germany (year) (aggregated)      |
| F815    | Country of birth father: Germany         |
| F817    | Country of birth mother: Germany         |
| F818    | Gross pay                                |
| F819    | Net pay                                  |
| F901    | Panel participation                      |
| F902    | Merging of data                          |

Table 5: LPP Employee Survey – List of variables

## 2.3 Volume structure

Table 6 shows the number of cases and the file size of the data sets. The LPP Employer Survey records data of 1,219 establishments, the LPP Employee Survey of 7,508 individuals.

| Data set                 | Number of cases      | File size STATA |
|--------------------------|----------------------|-----------------|
| lpp_employer_1213_v1.dta | 1.219 establishments | 300 KB          |
| lpp_employee_1213_v1.dta | 7.508 employees      | 1,500 KB        |

Table 6: Volume structure of the 1<sup>st</sup> wave

## 3 LPP Employer Survey

### 3.1 Data collection

#### 3.1.1 Contents and method

The content of the LPP Employer Survey was jointly developed by the cooperation partners IAB, ZEW and the University of Cologne. The survey focuses on the design of the establishments' HR management and was conducted under the title 'HR work and corporate culture'. It is closely tied to the IAB Establishment Panel survey in terms of contents and time, which provides two advantages. First, the comprehensive data from the IAB Establishment Panel survey can be linked and then used for detailed analyses. Second, the LPP survey can focus on relevant subjects, because important parameters, such as revenue or staff structure, do not have to be acquired again (BMAS, 2013).

The survey is divided into the following theme complexes, whose contents are presented below: 'HR planning and recruitment', 'HR development', 'Remuneration structure' and 'Commitment, values and corporate culture'. Furthermore, some questions deal with structural features and changes in the establishment.

The first block 'HR planning and recruitment' includes the strategic HR planning of the establishments. Besides questions on staffing plans and on the job matching process, this block deals with the recruiting channels of the establishments. Especially the recruitment via social networks is of particular interest.

The second part 'HR development' contains appraisal interviews, target agreements, performance evaluation and career opportunities. For example, questions about promotions, qualification activities or additional qualifications within the scope of the initial education are asked.

Subsequently the third part 'Remuneration structure' collects data on the performance management, the collective agreement and the salary system in the establishment. Variable remuneration plays a significant role. For the start, the question is raised whether the company offers the option of variable remuneration. Then, the variable proportions are identified, as measured against the fixed salary and broken down by leadership and non-leadership personnel.

The section 'Commitment, values and corporate culture' enquires about measures the establishments use to promote employee loyalty to the establishment, for example codes of values, fixed corporate guidelines or regular employee surveys. Furthermore questions about participation on certification and auditing measurements as well as about women in management positions are asked.

Finally data on structural features is collected. This information relates to the general establishment organization and therefore allows more intensive analyses of the heterogeneity of establishments. Examples are hierarchical levels, the number of days employees were absent due to sick leave, decision-making processes and ownership structures.

TNS Infratest Sozialforschung conducted the LPP establishment survey including data checking and weighting. Analogous to the IAB Establishment Panel personal-verbal interviews with the opportunity to leave the questionnaire in the establishment for self-completion were used as survey method. For each establishment the respondent to the questionnaire was supposed to be the same person who had already answered the questionnaire of the IAB Establishment Panel (Gensicke and Tschersich, 2015).

### **3.1.2 Sampling procedure and response rate**

The LPP establishment survey builds on the IAB Establishment Panel. The IAB Establishment Panel is a representative employer survey on the determinants of labour demand throughout Germany. Establishments of all business sectors and sizes with at least one employee subject to social insurance contributions are surveyed. The sample of employers to be surveyed is drawn from the establishment file of the Federal Employment Agency (Bundesagentur für Arbeit – BA). Sampling date is June 30<sup>th</sup> of the preceding year. In order to consider establishments of all sectors and size classes, the sample is drawn in a disproportionate stratified manner by establishment size, federal state and business sector.<sup>1</sup>

The sample for the LPP Employer Survey was drawn based on the IAB Establishment Panel wave of 2011. Establishments from the business sectors of agriculture, forestry and fishery, as well as civil service and charity organisations were exempted. Furthermore, the sample was limited to establishments with at least 50 employees liable to social security, as a formalized HR work is often not possible or necessary in establishments of small size. Then, a sample stratified by sector, establishment size and region was randomly drawn from the remaining establishments. For a detailed description of the drawing matrices see Bellmann et al. (2015).

The gross sample contains a total of 2,222 establishments, among them 1,485 establishments from West and 737 from East Germany. The field phase ran successfully from 30 July 2012 to 12 October 2012: All in all it was possible to realise a number of 1,219 evaluable interviews i.e. a response rate of 55 percent (Gensicke and Tschersich, 2015).

## **3.2 Data preparation**

### **3.2.1 Data correction**

TNS Infratest Sozialforschung was in charge of the data correction of the employer survey. The following information is based on the ‘Methodenbericht’ on the survey (Gensicke and Tschersich, 2015).

Upon receiving the survey questionnaires, the survey institute checked them for completeness and recorded the data. Any ambiguous or illegible data as well as questions containing handwritten annotations were provided with an error code. Then, the data was checked via computer-based programs with regard to pre-determined parameters. Detected mistakes, incomplete or implausible answers as well as declarations marked with an error code were manually reviewed and corrected. If necessary, the respective responding establishment was

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<sup>1</sup> For further information on the IAB Establishment Panel, see Fischer et al. (2009).



called and asked for a new statement. Errors that, despite the telephoned inquiry, could not have been clarified, were assigned the code '-9' and therefore are considered as 'No response' answer. Questionnaires with a high proportion of implausible, faulty or incomplete answers were excluded from further analyses (Gensicke and Tschersich, 2015).

If a question was not asked due to filtering procedures, the corresponding variable was declared as system-missing '.'. However, if a question was not answered, e.g. because the target person did not know the answer or did not want to make any commitments, the variable was set to '-9 No response'.

In the framework of the FDZ data preparation also values that are reported separately in the questionnaire were recoded to '-9 No response' (e.g. a05 'I do not know').

Questions a17a, a49a, a49b, a50aa, a50ab, a50ac, a50ba, a50bb, a50bc as well as question 80 on changes in the establishment feature a relatively high proportion of 'No responses'. These are predominantly complex questions that are difficult to answer (e.g. a17a – average hours required for job interviews). All other questions do not show any abnormalities. The 'No response' share is always lower than 5 percent there.

### 3.2.2 Data organisation

The variable names of the LPP Employer Survey consist of a leading letter ('a' for marking the first survey wave), the double-digit questionnaire number as well as an additional letter for possible sub-categories (e.g. a03 or a19a). This has the advantage that variables can quickly be found in the questionnaire. However, it is not possible to infer from the variable name alone to the respective question. For this reason, section 6 contains a detailed documentation of all variables including questions and values. The survey questionnaire can be found on the FDZ website at 'working tools'. When working with the data we recommend using of the questionnaire at the same time.

Variables that do not originate from the questionnaire have descriptive names. On the one hand, this is the establishment identifier (*lpp\_betnr*), on the other hand this is a weighting factor (*gew\_betnr\_2012*). The weighting factor should be used for descriptive analyses in order to make representative statements about the population. The employer data set also contains stratification variables which originate from the IAB Establishment Panel 2011. These are *region\_2012*, *branche\_2012* and *svb\_2012*. They indicate the location of the establishment differentiated according to northern, southern, eastern or western region, a classification of sectors divided by five categories as well as four establishment sizes.

### 3.2.3 Projection

The disproportional sample approach of the LPP Employer Survey in terms of the characteristics establishment size, sector and region (see section 3.1.2) leads to an underrepresentation of small establishments and to an overrepresentation of large ones. Furthermore, the regional distribution of the establishments does not correspond with the actual distribution of establishments in Germany. In order to compensate for distortions and to allow representative statements, TNS Infratest calculated weighting factors. For this purpose, all 1,219 establishments were classified in a target matrix and projected to a target value of 65,467 estab-



lishments, resulting from the establishment file of the Federal Employment Agency on the reference date of 30 June 2011 (Gensicke and Tschersich, 2015).

The weighting factors have been added as an additional variable *gew\_betr\_2012* to the LPP establishment data set.

### **3.2.4 Anonymisation**

For reasons of data protection the open question at the end of the questionnaire (question 80) is not available to external researchers. This information would substantially increase the risk to identify establishments.

## **4 LPP Employee Survey**

### **4.1 Data collection**

#### **4.1.1 Contents and method**

The establishment survey introduced in the preceding section forms the first part of the LPP data set. This part is complemented by the employees' perspective captured in the LPP Employee Survey. The LPP Employee Survey, on the one hand, is to reflect and expand core statements from the establishment level to the employee level. On the other hand, the data set provides comprehensive possibilities of analysis apart from the linkage.

The LPP Employee Survey is divided into the following topics, which are briefly summarized in the following: 'Personal characteristics and employment', 'HR development', 'Work conditions and workloads', 'Remuneration', 'Commitment, values and corporate culture', 'Personality and attitudes', 'Health' and 'Sociodemography'.

In the first block 'Personal characteristics and employment' data on sex and the age of the respondents as well as information on their current employment is collected (e.g. occupational status, limited employment, working hours and work from home).

The topic 'HR development' deals with further education, appraisal interviews, target agreements and information on the employees' perception of job security.

The section 'Work conditions and workloads' enquires about physical effort at work, time pressure as well as the impact of work on the employees' work-family balance. The block 'Remuneration' is dedicated to performance-related extra payments and the company's pension plan.

The complex 'Commitment, values and corporate culture' subjects the affective commitment, (i.e. the emotional attachment of the employee to the establishment) plus the relation to colleagues. Besides job and income satisfaction, the employees also indicate whether they thought about changing their job in the past twelve months and to what extent they feel motivated and happy at work.

The subsequent block 'Personality and attitudes' contains information on trust in other people, justice sensitivity and on the personal characteristics of the employees. They include, but

are not limited to, the so-called 'Big-Five' personality traits neuroticism, extraversion, openness to experience, agreeableness and conscientiousness (Barrick and Mount, 1991; Costa and McCrae, 1995).

Finally the theme block 'Health' gathers data on the current well-being as well as on the number of days the employees were absent due to sick leave in the past twelve months.

The personal and establishment related factors are complemented by the sociodemographic background of the person interviewed (e.g. level of education, household context, migration background).

The conduction of the LPP Employee Survey as well as the documentation of the field phase was assigned to infas – Institute for Applied Social Sciences. Before the telephone interviews (CATI) were carried out, the questionnaire was tested in a pretest. The field phase started on 3 December 2012 and was completed by 3 April 2013.

#### **4.1.2 Sampling procedure and response rate**

The sampling of the LPP Employee Survey is based on the Employee History of the IAB (Beschäftigtenhistorik – BeH), which contains all employment notifications captured by the firms. The BeH encompasses all employees subject to social insurance contributions and those in marginal employment. The information is accurate to the day and available for Western Germany since 1975 and for Eastern Germany since 1992.

Due to the fact that the final data set of the LPP establishment survey was not yet available at the time the employees were chosen for the LPP Employee Survey, not all establishments are represented in the employee survey. The employees were drawn on a preliminary overview of establishments surveyed.

The persons for the LPP Employee Survey were drawn on a basis of 869 establishments.<sup>2</sup> These establishments employed 300,881 individuals (population), from which a sample of 37,831 addresses was drawn. For survey stratification establishment size was used.

Due to missing addresses and duplicates in the data, the number of employees was reduced to 30,703. 22,006 out of these could be reached during the field phase and also be interviewed as they were not impeded by language barriers or for some other reasons. In total, 7,508 valid interviews from 861 establishments were realized. With a willingness to participate of one third (relating to the adjusted gross of 22,006 persons) the participation is within the usual scope of employee surveys (Dickmann et al., 2015).

### **4.2 Data preparation**

#### **4.2.1 Data correction**

Data checking and correction of the individual data was conducted by infas. Since the survey has been carried out via computer assisted telephone interviews (CATI), part of the data checking was already carried out while the data was collected. It was ensured that all values

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<sup>2</sup> For more detailed information see Bellmann et al. (2015).

lie within pre-determined value ranges and open questions correspond to plausibility requirements (Dickmann et al., 2015).

Out of a total of 7,559 realized interviews, 41 interviews were declared invalid, because the age indicated in the interview deviated from the sample, i.e. the administrative IAB data, by more than one year. 10 more interviews have been deleted as they had been interrupted during the survey and never been completed (Dickmann et al., 2015).

In the questionnaire of the LPP Employee Survey, missing categories are either denoted with '7', '97', '997', '9997' etc. for 'Refuse' or with '8', '98', '998', '9998' etc. for 'Do not know'. In order to reduce the probability for incorrect analyses and to permit comparability with the LPP Employee Survey and the IAB Establishment Panel, consistent missing values have been assigned during the FDZ data preparation. "Refuse" and "Do not know" answers were grouped together under the category '-9 No response'. If questions were not asked due to filtering procedures, the corresponding variable was declared as system-missing '.'.

Some variables contain further missing categories as for example '-4' or '-5'. These values are not generally defined and usually relate to the context of the question. They appear, if the question does not apply to the individual or cannot be answered clearly (e.g. F112 'How many hours a week on average do you work from home?' – '-5 Irregularly').

#### **4.2.2 Data organisation**

The variable names of the LPP Employer Survey follow a similar structure to that of the establishment survey. They consist of a leading letter ('F'), the number of the question according to the questionnaire as well as one or two additional letters for possible sub-categories (e.g. F502a or F501ab). Section 7 contains a detailed documentation of all variables inclusive questions and values. The survey questionnaire can be found on the FDZ website at 'working tools'.

Variables that do not originate from the questionnaire are given descriptive names. These are the identifier (*pers\_id*) and a weighting factor (*gew\_pers\_2012*).

#### **4.2.3 Weighting**

The population of the LPP Employee Survey consists of all employees subject to social insurance contributions on reference date 31 December 2011 that were working in one of the 869 establishments selected for the survey.

In order to compensate the varying probabilities of drawing and participation, infas first calculated design weights from the selection probabilities of establishments and employees which then were adjusted in a two-stage procedure. Using a logistic model, the first stage ascertained each person's probability to be part of the field sample, i.e. a phone number was available or successfully researched. The probability of a realised interview was calculated in a second step by determining the failure probability due to non-availability or lack of willingness to participate. Unlike in the establishment survey, the weighting factors do not constitute projection factors, i.e. the total of weights corresponds to the case number, and the average value of the weighting factors is consequently 1 (Dickmann et al., 2015).

The collected data is representative for all employees of the surveyed establishments. A projection to all employees in Germany is not advisable.<sup>3</sup>

#### 4.2.4 Anonymisation

For reasons of data protection, three variables of the employee survey that are particularly sensitive are only disclosed to guest researchers in aggregate form:

- Age of the children: The variable contains only the age of the youngest child (F808\_gr)
- Country of birth: The values of this variable are classified into four groups (F813\_gr)
- Year in which the individual came to Germany: The values of this variable are classified into five groups (F814\_gr)

#### 4.2.5 Agreement to panel participation and merging of data

At the end of the telephone interview, the employees were asked for their consent to merge the survey data with other data stored in the IAB. Furthermore they were asked whether they agree to be contacted for a repeated interview in two years. Consent to the merging of data and the agreement to panel participation are of crucial importance for high-quality research. They allow analyses over long periods of time as well as the identification of causal effects. Table 7 shows that 82.5 per cent of the respondents agreed to the merging of the survey data with other data. 94 per cent are willing to participate in the panel. In total 6,051 out of 7,508 employees (80.6%) have agreed both to the merging of their data and to a repeated interview (Dickmann et al., 2015).

The employee data set which is available for researchers contains all 7,508 employees. The linkage between employer and employee information is only possible for those employees that agreed to the merging of the data.

|                                   |               | Agreement to the merging of data |                         |                         |
|-----------------------------------|---------------|----------------------------------|-------------------------|-------------------------|
|                                   |               | Permission                       | No permission           | Total                   |
| <b>Willingness to participate</b> | Permission    | 6,051<br>(80.6%)                 | 1,003<br>(13.3%)        | <b>7,054<br/>(94%)</b>  |
|                                   | No permission | 144<br>(1.9%)                    | 310<br>(4.1%)           | <b>454<br/>(6.0%)</b>   |
|                                   | Total         | <b>6,195<br/>(82.5%)</b>         | <b>1,313<br/>(1.5%)</b> | <b>7,508<br/>(100%)</b> |

Table 7: LPP Employee Survey – Agreement to panel participation and merging of data  
Source: Dickmann et al. (2015).

<sup>3</sup> For more details, please refer to section 4.1.2 and Bellmann et al. (2015).

## 5 Data use

### 5.1 Data access

The LPP data product that is available for external researchers contains the LPP Employer Survey, the LPP Employee Survey as well as all waves of the original data of the IAB Establishment Panel.<sup>4</sup>

The data in the weakly anonymous version may only be analysed in the context of an on-site use at the FDZ and subsequent remote data access.

In order to be able to use the data, it is first necessary to submit an application to the Research Data Centre (FDZ). The Federal Ministry of Labour and Social Affairs (Bundesministerium für Arbeit und Soziales – BMAS) makes the decision regarding the approval of the research project. When approval has been granted, a data use agreement is concluded with the researcher's institution. Details on applying for the dataset and possibilities for data processing can be found on the FDZ homepage.

### 5.2 Data linkage

The LPP employer and employee data sets can be linked via the identifier *lpp\_betnr*. The identifier ensures that only employees who agreed to merge their data can be associated with the respective establishment information. The linked-employer-employee-dataset contains 7,903 observations. This number results from the fact that there are persons in the data set without a valid establishment survey as well as establishments without any employee surveys. For the linkage the following Stata code can be used:

```
use lpp_employer_1213_v1.dta, clear
merge 1:m lpp_betnr using lpp_employee_1213_v1.dta
```

For research analyses also the IAB Establishment Panel is provided. The linkage between the LPP Employer Survey with the waves of the IAB Establishment Panel can be conducted via the IAB-Establishment-Panel-ID *idnum*. The following Stata code can be used:<sup>5</sup>

```
use lpp_employer_1213_v1.dta, clear
merge 1:1 idnum using iabbp_2012.dta
drop if _merge == 2
```

<sup>4</sup> Detailed information on the IAB Establishment Panel is given by the department 'Establishments and Employment' on the [Establishment Panel web sites](#) as well as on the respective [FDZ-Website](#).

<sup>5</sup> Exemplarily for the IAB Establishment Panel wave 2012.

## 6 Description of variables: LPP Employer Survey

### 6.1 Identification and background information

#### 6.1.1 Establishment identifier

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Establishment identifier  |
| <b>Variable name</b>                | lpp_betnr   |
| <b>Question</b>                     | -   |
| <b>Detailed description, values</b> | Numerical   |
| <b>Origin</b>                       | Generated   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012, LPP Employee Survey 2012  |
| <b>Notes</b>                        | The establishment identifier is provided for the linkage between LPP Employer Survey and LPP Employee Survey. |

#### 6.1.2 IAB-Establishment-Panel-ID

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | IAB-Establishment-Panel-ID  |
| <b>Variable name</b>                | idnum   |
| <b>Question</b>                     | -   |
| <b>Detailed description, values</b> | Numerical   |
| <b>Origin</b>                       | IAB Establishment Panel   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |
| <b>Notes</b>                        | The IAB-Establishment-Panel-ID is adopted from the IAB Establishment Panel. It is provided for the linkage between LPP Employer Survey and IAB Establishment Panel. |

#### 6.1.3 Weighting factor LPP Employer Survey

|                                     |                                      |
|-------------------------------------|--------------------------------------|
| <b>Variable label</b>               | Weighting factor LPP Employer Survey |
| <b>Variable name</b>                | gew_betr_2012                        |
| <b>Question</b>                     | -                                    |
| <b>Detailed description, values</b> | Numerical                            |
| <b>Origin</b>                       | Generated                            |
| <b>Data set/wave</b>                | LPP Employer Survey 2012             |

#### 6.1.4 Industry acc. to stratification matrix

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Industry acc. to stratification matrix |
|-----------------------|--|

|                                     |   |
|-------------------------------------|---|
| <b>Variable name</b>                | branche_2012  |
| <b>Question</b>                     | -   |
| <b>Detailed description, values</b> | 1 Processing industry<br>2 Metal and electrical industry, automotive sector<br>3 Commerce, traffic, communication<br>4 Company-related services, financial services<br>5 IT, communication and other services   |
| <b>Origin</b>                       | Generated, IAB Establishment Panel  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |
| <b>Notes</b>                        | <p>The values include the following industries:</p> <ul style="list-style-type: none"> <li>- Processing industry: Mining and quarrying, electricity, gas and water supply; Energy and water supply, water and scrap disposal, recycling; Manufacture of food products; Manufacture of textiles and clothing, tanning and dressing of leather; Manufacture of wood products, paper, print products; Manufacture of chemicals, coke, refined petroleum products and nuclear fuel; Manufacture of rubber and plastic products; Manufacture of other non-metallic mineral products; Manufacture of electrical equipment, office machinery and computers; Manufacture of furniture, jewelry, musical instruments, sports goods, games and toys and other products; Building construction and civil engineering; Building installation and building completion</li> <li>- Metal and electrical industry, automotive sector: Manufacture of basic metals; Manufacture of fabricated metal products (not including machinery and equipment) and structural metal products; Manufacture of precision and optical equipment; Manufacture of machinery and equipment; Manufacture of motor vehicles, trailers and semi-trailers; Reparation of machinery installation equipment</li> <li>- Commerce, traffic, communication: Sales, maintenance and repair of motor vehicles; Wholesale and commission trade; Retail trade, petrol stations; Transport and Warehousing</li> <li>- Company-related services, financial services: Financial and Insurance services; Real estate activities; Legal and tax advice, accounting; Administration, leadership of establishments, consulting; Architecture and engineering offices, technical, physical, chemical support; Research and development; Marketing and market research, design, photography, translation; Veterinary industry; Renting and business activities; Placement and temporary provision of labor; Hawking, security agencies, landscaping, other economic services</li> <li>- IT, communication and other services: Information, Communica-</li> </ul> |

|  |   |
|--|---|
|  | tion; Hotel Business and Gastronomy; Education; Human Health; Recreational, cultural and sporting activities; Reparation of computers and consumer goods; Other services (laundry/hairdressing) |
|--|---|

#### 6.1.5 Region acc. to stratification matrix

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Region acc. to stratification matrix  |
| <b>Variable name</b>                | region_2012   |
| <b>Question</b>                     | -   |
| <b>Detailed description, values</b> | 1 North<br>2 East<br>3 South<br>4 West  |
| <b>Origin</b>                       | Generated, IAB Establishment Panel  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |
| <b>Notes</b>                        | The values include the following federal states:<br><ul style="list-style-type: none"> <li>- North: Lower Saxony, Schleswig-Holstein, Hamburg, Bremen</li> <li>- East: Berlin, Brandenburg, Mecklenburg-Western Pomerania, Saxony, Saxony-Anhalt, Thuringia</li> <li>- South: Bavaria, Baden-Wuerttemberg</li> <li>- West: North Rhine-Westphalia, Hesse, Saarland, Rhineland-Palatinate</li> </ul> |

#### 6.1.6 Employees acc. to stratification matrix

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Employees acc. to stratification matrix  |
| <b>Variable name</b>                | svb_2012   |
| <b>Question</b>                     | -  |
| <b>Detailed description, values</b> | 1 50-99 employees<br>2 100-249 employees<br>3 250-499 employees<br>4 500 or more employees |
| <b>Origin</b>                       | Generated, IAB Establishment Panel   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

### 6.2 HR planning and recruitment

#### 6.2.1 Staffing plan

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Staffing plan  |
| <b>Variable name</b>  | a01  |
| <b>Question</b>       | Does your establishment/office have a staffing plan? |



|                                     |                          |
|-------------------------------------|--------------------------|
| <b>Detailed description, values</b> | 1 Yes<br>2 No            |
| <b>Origin</b>                       | Questionnaire            |
| <b>Data set/wave</b>                | LPP Employer Survey 2012 |

#### 6.2.2 Staffing plan (written form)

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Staffing plan (written form)                    |
| <b>Variable name</b>                | a02   |
| <b>Question</b>                     | Is the staffing plan available in written form? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No                                   |
| <b>Origin</b>                       | Questionnaire                                   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012                        |

#### 6.2.3 Staffing plan (term)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Staffing plan (term)   |
| <b>Variable name</b>                | a03  |
| <b>Question</b>                     | How long-term is the staffing plan? For less than 3 years or for 3 years and more? |
| <b>Detailed description, values</b> | 1 For less than 3 years<br>2 For 3 years and more                                  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.4 Analysis of the age structure

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Analysis of the age structure  |
| <b>Variable name</b>                | a04  |
| <b>Question</b>                     | Do you systematically analyse the age structure of employees in your establishment/office? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.5 Social networks for personnel recruitment

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Social networks for personnel recruitment |
|-----------------------|---|

|                                     |  |
|-------------------------------------|--|
| <b>Variable name</b>                | a05  |
| <b>Question</b>                     | Does your establishment/office use social networks for personnel recruitment, e.g. Facebook, Xing or LinkedIn? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.6 Recruitment of graduates

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Recruitment of graduates   |
| <b>Variable name</b>                | a06  |
| <b>Question</b>                     | Do you recruit graduates to become employees of your establishment/office? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.7 Recruitment from specific university

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Recruitment from specific university   |
| <b>Variable name</b>                | a07  |
| <b>Question</b>                     | Do you recruit applicants from a specific university, college or university of applied sciences? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.8 University is located in town/city

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | University is located in town/city   |
| <b>Variable name</b>                | a08  |
| <b>Question</b>                     | Is this university, college or university of applied sciences located in your town/city? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |

|                      |                          |
|----------------------|--------------------------|
| <b>Data set/wave</b> | LPP Employer Survey 2012 |
|----------------------|--------------------------|

#### 6.2.9 Distance to university (km)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Distance to university (km)  |
| <b>Variable name</b>                | a09  |
| <b>Question</b>                     | How far away is the university, college or university of applied sciences from your town/city? |
| <b>Detailed description, values</b> | Numerical  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.10 Recruitment via private recruitment agency

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Recruitment via private recruitment agency   |
| <b>Variable name</b>                | a10  |
| <b>Question</b>                     | Have you recruited applicants in the past two years, who were employed by another company, with the help of a private recruitment agency or HR consulting? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.11 Recruitment agency: with management responsibility

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Recruitment agency: with management responsibility                                 |
| <b>Variable name</b>                | a11a   |
| <b>Question</b>                     | Were the applicants designated for jobs with or without management responsibility? |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.12 Recruitment agency: without management responsibility

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Recruitment agency: without management responsibility              |
| <b>Variable name</b>  | a11b   |
| <b>Question</b>       | Were the applicants designated for jobs with or without management |

|                                     |                          |
|-------------------------------------|--------------------------|
|                                     | responsibility?          |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes    |
| <b>Origin</b>                       | Questionnaire            |
| <b>Data set/wave</b>                | LPP Employer Survey 2012 |

#### 6.2.13 Recruitment via social networks

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Recruitment via social networks   |
| <b>Variable name</b>                | a12   |
| <b>Question</b>                     | Have you directly addressed applicants employed by another company via social networks such as Xing, LinkedIn etc. in the past two years? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.2.14 Social networks: with management responsibility

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Social networks: with management responsibility                                    |
| <b>Variable name</b>                | a13a   |
| <b>Question</b>                     | Were the applicants designated for jobs with or without management responsibility? |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.15 Social networks: without management responsibility

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Social networks: without management responsibility                                 |
| <b>Variable name</b>                | a13b   |
| <b>Question</b>                     | Were the applicants designated for jobs with or without management responsibility? |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.16 Recruitment for skilled jobs from abroad

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Recruitment for skilled jobs from abroad   |
| <b>Variable name</b>                | a14  |
| <b>Question</b>                     | Have you purposefully recruited people from abroad for skilled jobs requiring vocational training, corresponding work experience or a university degree over the past two years? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.17 Number of applications for skilled jobs

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Number of applications for skilled jobs  |
| <b>Variable name</b>                | a15  |
| <b>Question</b>                     | Now please think of the last two years: how many applications on average did you receive for a vacancy requiring professional skills? Or did you have no such vacancies in the last two years? |
| <b>Detailed description, values</b> | Numerical<br>-1 No skilled job vacancies   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.18 Period from job advertisement to signing of contract

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Period from job advertisement to signing of contract  |
| <b>Variable name</b>                | a16   |
| <b>Question</b>                     | To fill a vacancy for a skilled job: how long do you need on average from the moment the vacancy was advertised to the signing of the contract? |
| <b>Detailed description, values</b> | 1 <1 month<br>2 1-3 months<br>3 3-6 months<br>4 >6 months   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.2.19 Duration of job interview (h): with management responsibility

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Duration of job interview (h): with management responsibility |
|-----------------------|---|

|                                     |  |
|-------------------------------------|--|
| <b>Variable name</b>                | a17a   |
| <b>Question</b>                     | How many hours do you require to check a successful applicant in job interviews, test etc.? Here, an average overall time spent by an applicant in the selection procedure is meant? Please indicate separately for jobs with and for those without management responsibilities. |
| <b>Detailed description, values</b> | Numerical  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.20 Duration of job interview (h): without management responsibility

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Duration of job interview (h): without management responsibility   |
| <b>Variable name</b>                | a17b   |
| <b>Question</b>                     | How many hours do you require to check a successful applicant in job interviews, test etc.? Here, an average overall time spent by an applicant in the selection procedure is meant? Please indicate separately for jobs with and for those without management responsibilities. |
| <b>Detailed description, values</b> | Numerical  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.21 Job matching process: professional competence

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Job matching process: professional competence  |
| <b>Variable name</b>                | a18a   |
| <b>Question</b>                     | Please make a ranking for the criteria given below, which reflects the importance when filling a vacancy in your establishment/office.<br>A: Professional competence |
| <b>Detailed description, values</b> | 1 Most important<br>2 Second most important<br>3 Third most important<br>4 Least important   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.22 Job matching process: personal skills

|                       |                                       |
|-----------------------|---------------------------------------|
| <b>Variable label</b> | Job matching process: personal skills |
| <b>Variable name</b>  | a18b                                  |

|                                     |   |
|-------------------------------------|---|
| <b>Question</b>                     | Please make a ranking for the criteria given below, which reflects the importance when filling a vacancy in your establishment/office.<br>B: Personal skills, e.g. communication, presentation, self-management |
| <b>Detailed description, values</b> | 1 Most important<br>2 Second most important<br>3 Third most important<br>4 Least important  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.2.23 Job matching process: ethical values

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Job matching process: ethical values   |
| <b>Variable name</b>                | a18c   |
| <b>Question</b>                     | Please make a ranking for the criteria given below, which reflects the importance when filling a vacancy in your establishment/office.<br>C: Ethical values such as integrity, social responsibility |
| <b>Detailed description, values</b> | 1 Most important<br>2 Second most important<br>3 Third most important<br>4 Least important   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.24 Job matching process: intelligence, cognitive abilities

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Job matching process: intelligence, cognitive abilities   |
| <b>Variable name</b>                | a18d  |
| <b>Question</b>                     | Please make a ranking for the criteria given below, which reflects the importance when filling a vacancy in your establishment/office.<br>D: General intelligence and cognitive abilities |
| <b>Detailed description, values</b> | 1 Most important<br>2 Second most important<br>3 Third most important<br>4 Least important  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.2.25 Voluntary drop outs during probationary period

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Voluntary drop outs during probationary period (%) |
| <b>Variable name</b>  | a19a   |

|                                     |  |
|-------------------------------------|--|
| <b>Question</b>                     | Referring to all new hires in your establishment/office in the past two years: what was the proportion of employees who dropped out voluntarily during the probationary period? And what was the proportion of those who dropped out involuntarily during the probationary period over the same period? Or did you have no employees having their probationary period or no new hires in the past two years? |
| <b>Detailed description, values</b> | Percentage   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.26 Involuntary drop outs during probationary period

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Involuntary drop outs during probationary period (%)   |
| <b>Variable name</b>                | a19b   |
| <b>Question</b>                     | Referring to all new hires in your establishment/office in the past two years: what was the proportion of employees who dropped out voluntarily during the probationary period? And what was the proportion of those who dropped out involuntarily during the probationary period over the same period? Or did you have no employees having their probationary period or no new hires in the past two years? |
| <b>Detailed description, values</b> | Percentage   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.27 No employees in probationary period

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | No employees in probationary period  |
| <b>Variable name</b>                | a19c   |
| <b>Question</b>                     | Referring to all new hires in your establishment/office in the past two years: what was the proportion of employees who dropped out voluntarily during the probationary period? And what was the proportion of those who dropped out involuntarily during the probationary period over the same period? Or did you have no employees having their probationary period or no new hires in the past two years? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |



#### 6.2.28 No new hires

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | No new hires   |
| <b>Variable name</b>                | a19d   |
| <b>Question</b>                     | Referring to all new hires in your establishment/office in the past two years: what was the proportion of employees who dropped out voluntarily during the probationary period? And what was the proportion of those who dropped out involuntarily during the probationary period over the same period? Or did you have no employees having their probationary period or no new hires in the past two years? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.2.29 Temporary workers

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Temporary workers  |
| <b>Variable name</b>                | a20  |
| <b>Question</b>                     | Have you employed temporary workers in the past two years? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012                                   |

#### 6.2.30 Taking over of temporary workers

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Taking over of temporary workers  |
| <b>Variable name</b>                | a21   |
| <b>Question</b>                     | Have any temporary workers become permanent employees in your establishment/office in the past two years? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

### 6.3 HR development

#### 6.3.1 Appraisal interviews

|                       |                      |
|-----------------------|----------------------|
| <b>Variable label</b> | Appraisal interviews |
|-----------------------|----------------------|

|                                     |   |
|-------------------------------------|---|
| <b>Variable name</b>                | a22   |
| <b>Question</b>                     | Do you conduct structured appraisal interviews in your establishment/office at least once a year? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

### 6.3.2 Appraisal interviews: management staff

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Appraisal interviews: management staff   |
| <b>Variable name</b>                | a23a   |
| <b>Question</b>                     | With whom do you conduct the structured appraisal interviews?<br>With management staff |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

### 6.3.3 Appraisal interviews: without management responsibility

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Appraisal interviews: without management responsibility   |
| <b>Variable name</b>                | a23b  |
| <b>Question</b>                     | With whom do you conduct the structured appraisal interviews?<br>With some of the employees without management responsibility |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

### 6.3.4 Appraisal interviews: all employees

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Appraisal interviews: all employees   |
| <b>Variable name</b>                | a23c  |
| <b>Question</b>                     | With whom do you conduct the structured appraisal interviews?<br>With all employees |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |

|                      |                          |
|----------------------|--------------------------|
| <b>Data set/wave</b> | LPP Employer Survey 2012 |
|----------------------|--------------------------|

#### 6.3.5 Target agreements

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Target agreements                                      |
| <b>Variable name</b>                | a24  |
| <b>Question</b>                     | Does your establishment/office have target agreements? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012                               |

#### 6.3.6 Target agreements (written form)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Target agreements (written form)                     |
| <b>Variable name</b>                | a25  |
| <b>Question</b>                     | Are the target agreements available in written form? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012                             |

#### 6.3.7 Target agreements (written form): management staff

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Target agreements (written form): management staff                            |
| <b>Variable name</b>                | a26a  |
| <b>Question</b>                     | For whom are the written target agreements available?<br>For management staff |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.8 Target agreements (written form): without management responsibility

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Target agreements (written form): without management responsibility  |
| <b>Variable name</b>                | a26b   |
| <b>Question</b>                     | For whom are the written target agreements available?<br>For some of the employees without management responsibility |
| <b>Detailed description, values</b> | 1 Yes  |

|                      |                          |
|----------------------|--------------------------|
|                      | 2 No                     |
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employer Survey 2012 |

#### 6.3.9 Target agreements (written form): all employees

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Target agreements (written form): all employees                            |
| <b>Variable name</b>                | a26c   |
| <b>Question</b>                     | For whom are the written target agreements available?<br>For all employees |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.10 Development plans

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Development plans   |
| <b>Variable name</b>                | a27   |
| <b>Question</b>                     | Are there any development plans for employees in your establishment/office? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.11 Development plans: management staff

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Development plans: management staff                               |
| <b>Variable name</b>                | a28a  |
| <b>Question</b>                     | For whom are development plans available?<br>For management staff |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.12 Development plans: without management responsibility

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Development plans: without management responsibility |
|-----------------------|--|

|                                     |  |
|-------------------------------------|--|
| <b>Variable name</b>                | a28b   |
| <b>Question</b>                     | For whom are development plans available?<br>For some of the employees without management responsibility |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.13 Development plans: all employees

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Development plans: all employees                               |
| <b>Variable name</b>                | a28c   |
| <b>Question</b>                     | For whom are development plans available?<br>For all employees |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012                                       |

#### 6.3.14 Implementation of development plans

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Implementation of development plans                                       |
| <b>Variable name</b>                | a29   |
| <b>Question</b>                     | Do you systematically review the implementation of the development plans? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.15 Performance appraisal

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Performance appraisal   |
| <b>Variable name</b>                | a30   |
| <b>Question</b>                     | Is a review of the performance of the employees carried out by the respective supervisor in your establishment/office at least once a year? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |

|                      |                          |
|----------------------|--------------------------|
| <b>Data set/wave</b> | LPP Employer Survey 2012 |
|----------------------|--------------------------|

#### 6.3.16 Performance appraisal: management staff

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Performance appraisal: management staff  |
| <b>Variable name</b>                | a31a   |
| <b>Question</b>                     | For whom are the annual performance appraisals issued?<br>For management staff |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.17 Performance appraisal: without management responsibility

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Performance appraisal: without management responsibility  |
| <b>Variable name</b>                | a31b  |
| <b>Question</b>                     | For whom are the annual performance appraisals issued?<br>For some of the employees without management responsibility |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.18 Performance appraisal: all employees

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Performance appraisal: all employees  |
| <b>Variable name</b>                | a31c  |
| <b>Question</b>                     | For whom are the annual performance appraisals issued?<br>For all employees |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.19 Distribution recommendation for performance appraisal

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Distribution recommendation for performance appraisal  |
| <b>Variable name</b>  | a32  |
| <b>Question</b>       | Do you have recommendations regarding distribution of performance appraisal? Recommendations regarding performance appraisal include |

|                                     |  |
|-------------------------------------|--|
|                                     | information on what percentage of employees should, for instance, receive the best performance appraisal, the second best performance appraisal etc. |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.20 Distribution recommendation: management staff

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Distribution recommendation: management staff                             |
| <b>Variable name</b>                | a33a  |
| <b>Question</b>                     | For whom are distribution recommendations issued?<br>For management staff |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.21 Distribution recommendation: without management responsibility

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Distribution recommendation: without management responsibility   |
| <b>Variable name</b>                | a33b   |
| <b>Question</b>                     | For whom are distribution recommendations issued?<br>For some of the employees without management responsibility |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.22 Distribution recommendation: all employees

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Distribution recommendation: all employees                             |
| <b>Variable name</b>                | a33c   |
| <b>Question</b>                     | For whom are distribution recommendations issued?<br>For all employees |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |

|                      |                          |
|----------------------|--------------------------|
| <b>Data set/wave</b> | LPP Employer Survey 2012 |
|----------------------|--------------------------|

#### 6.3.23 Conduction of performance appraisal

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Conduction of performance appraisal   |
| <b>Variable name</b>                | a34   |
| <b>Question</b>                     | Is the performance appraisal generally conducted by just one superior or collectively by a group of superiors (evaluation round), meaning not only by one superior? |
| <b>Detailed description, values</b> | 1 Superior<br>2 Group of superiors  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.24 Evaluation rounds: management staff

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Evaluation rounds: management staff                                 |
| <b>Variable name</b>                | a35a  |
| <b>Question</b>                     | For whom are these evaluation rounds meant?<br>For management staff |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.25 Evaluation rounds: without management responsibility

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Evaluation rounds: without management responsibility   |
| <b>Variable name</b>                | a35b   |
| <b>Question</b>                     | For whom are these evaluation rounds meant?<br>For some of the employees without management responsibility |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.26 Evaluation rounds: all employees

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Evaluation rounds: all employees            |
| <b>Variable name</b>  | a35c  |
| <b>Question</b>       | For whom are these evaluation rounds meant? |



|                                     |                          |
|-------------------------------------|--------------------------|
|                                     | For all employees        |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes    |
| <b>Origin</b>                       | Questionnaire            |
| <b>Data set/wave</b>                | LPP Employer Survey 2012 |

#### 6.3.27 Inefficiency: discussion with employee

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Inefficiency: discussion with employee  |
| <b>Variable name</b>                | a36a  |
| <b>Question</b>                     | How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office.<br>A: The management staff openly discusses the problems with the employee in question. |
| <b>Detailed description, values</b> | 1 Not applicable<br>2 Rather not applicable<br>3 Partially<br>4 Rather applicable<br>5 Fully applicable   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.28 Inefficiency: HR development measures

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Inefficiency: HR development measures   |
| <b>Variable name</b>                | a36b  |
| <b>Question</b>                     | How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office.<br>B: HR development measures are purposefully offered to correct performance problems. |
| <b>Detailed description, values</b> | 1 Not applicable<br>2 Rather not applicable<br>3 Partially<br>4 Rather applicable<br>5 Fully applicable   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

### 6.3.29 Inefficiency: another position in establishment

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Inefficiency: another position in establishment  |
| <b>Variable name</b>                | a36c   |
| <b>Question</b>                     | How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office.<br>C: We try to find another position in the establishment/office if there are permanent performance problems. |
| <b>Detailed description, values</b> | 1 Not applicable<br>2 Rather not applicable<br>3 Partially<br>4 Rather applicable<br>5 Fully applicable  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

### 6.3.30 Inefficiency: dismissal

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Inefficiency: dismissal   |
| <b>Variable name</b>                | a36d  |
| <b>Question</b>                     | How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office.<br>D: Employees who permanently show poor working performance will be dismissed or urged to leave the establishment/office. |
| <b>Detailed description, values</b> | 1 Not applicable<br>2 Rather not applicable<br>3 Partially<br>4 Rather applicable<br>5 Fully applicable   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

### 6.3.31 Promotion: professional competence

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Promotion: professional competence   |
| <b>Variable name</b>  | a37a   |
| <b>Question</b>       | Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office.<br>A: Professional competence |

|                                     |  |
|-------------------------------------|--|
| <b>Detailed description, values</b> | 1 Most important<br>2 Second most important<br>3 Third most important<br>4 Forth most important<br>5 Least important |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.32 Promotion: personal skills

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Promotion: personal skills  |
| <b>Variable name</b>                | a37b  |
| <b>Question</b>                     | Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office.<br>B: Personal skills such as communication, presentation, self-management |
| <b>Detailed description, values</b> | 1 Most important<br>2 Second most important<br>3 Third most important<br>4 Forth most important<br>5 Least important  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.33 Promotion: ethical values

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Promotion: ethical values  |
| <b>Variable name</b>                | a37c   |
| <b>Question</b>                     | Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office.<br>C: Ethical values, e.g. integrity, social responsibility |
| <b>Detailed description, values</b> | 1 Most important<br>2 Second most important<br>3 Third most important<br>4 Forth most important<br>5 Least important   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.34 Promotion: intelligence, cognitive skills

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Promotion: intelligence, cognitive skills |
|-----------------------|---|

|                                     |  |
|-------------------------------------|--|
| <b>Variable name</b>                | a37d   |
| <b>Question</b>                     | Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office.<br>D: General intelligence and cognitive skills |
| <b>Detailed description, values</b> | 1 Most important<br>2 Second most important<br>3 Third most important<br>4 Forth most important<br>5 Least important   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.35 Promotion: period of employment

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Promotion: period of employment   |
| <b>Variable name</b>                | a37e  |
| <b>Question</b>                     | Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office.<br>E: Period of employment |
| <b>Detailed description, values</b> | 1 Most important<br>2 Second most important<br>3 Third most important<br>4 Forth most important<br>5 Least important  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.36 Promotion of qualification leading to higher educational qualification

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Promotion of qualification leading to higher educational qualification   |
| <b>Variable name</b>                | a38  |
| <b>Question</b>                     | Have you actively promoted employees' qualification activities leading to a higher educational qualification, e.g. by releasing from work or partially bearing costs? This includes e.g. further training to master craftsmen, technician, postgraduate program, MBA, doctorate. |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.37 Promoted employees: untrained

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Promoted employees: untrained  |
| <b>Variable name</b>                | a39a   |
| <b>Question</b>                     | Which of the following groups did the employees you promoted with further training previously represent? Did they use to be untrained employees, employees with completed vocational training, or graduates?<br>Previous untrained employees |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.38 Promoted employees: vocational training

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Promoted employees: vocational training  |
| <b>Variable name</b>                | a39b   |
| <b>Question</b>                     | Which of the following groups did the employees you promoted with further training previously represent? Did they use to be untrained employees, employees with completed vocational training, or graduates?<br>Employees with completed vocational training |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.39 Promoted employees: graduates

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Promoted employees: graduates   |
| <b>Variable name</b>                | a39c  |
| <b>Question</b>                     | Which of the following groups did the employees you promoted with further training previously represent? Did they use to be untrained employees, employees with completed vocational training, or graduates?<br>Graduates |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.40 Additional certified qualifications during initial education

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Additional certified qualifications during initial education  |
| <b>Variable name</b>                | a40   |
| <b>Question</b>                     | Within the scope of the initial education in your establishment/office, do you provide additional certified qualifications or is the initial education limited to the content stated in the training ordinance? |
| <b>Detailed description, values</b> | 1 Additional certified qualifications<br>2 Only content stated in training ordinance<br>3 We do not train employees   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.41 Additional qualifications: business sector

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Additional qualifications: business sector   |
| <b>Variable name</b>                | a41a   |
| <b>Question</b>                     | Part of which area are the training occupations, provided by means of additional training beyond the content of the training ordinance: business area, industrial-technical sector or another recognized training occupation?<br>Business sector |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.42 Additional qualifications: industrial-technical sector

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Additional qualifications: industrial-technical sector   |
| <b>Variable name</b>                | a41b   |
| <b>Question</b>                     | Part of which area are the training occupations, provided by means of additional training beyond the content of the training ordinance: business area, industrial-technical sector or another recognized training occupation?<br>Industrial-technical sector |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.43 Additional qualifications: other

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Additional qualifications: other  |
| <b>Variable name</b>                | a41c  |
| <b>Question</b>                     | Part of which area are the training occupations, provided by means of additional training beyond the content of the training ordinance: business area, industrial-technical sector or another recognized training occupation?<br>Other recognized training occupation |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.44 Certified additional qualification: office occupations

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Certified additional qualification: office occupations  |
| <b>Variable name</b>                | a42a  |
| <b>Question</b>                     | Do you have parts of these additional qualifications certified by external institutions, e.g. chambers or training providers?<br>Yes, in office occupations |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.45 Certified additional qualification: industrial-technical occupations

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Certified additional qualification: industrial-technical occupations  |
| <b>Variable name</b>                | a42b  |
| <b>Question</b>                     | Do you have parts of these additional qualifications certified by external institutions, e.g. chambers or training providers?<br>Yes, in industrial-technical occupations |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.46 Certified additional qualification: other

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Certified additional qualification: other |
|-----------------------|---|

|                                     |  |
|-------------------------------------|--|
| <b>Variable name</b>                | a42c   |
| <b>Question</b>                     | Do you have parts of these additional qualifications certified by external institutions, e.g. chambers or training providers?<br>Yes, in other occupations |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.3.47 No certified additional qualifications

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | No certified additional qualifications  |
| <b>Variable name</b>                | a42d  |
| <b>Question</b>                     | Do you have parts of these additional qualifications certified by external institutions, e.g. chambers or training providers?<br>None |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.3.48 Number of training graduates left at their own request

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Number of training graduates left at their own request  |
| <b>Variable name</b>                | a43   |
| <b>Question</b>                     | How many of 2012 training graduates have left or will leave your establishment/office at their own request, although you would like to continue employing them? |
| <b>Detailed description, values</b> | Numerical<br>-1 No training graduates   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

### 6.4 Remuneration structure

#### 6.4.1 Collective agreement

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Collective agreement   |
| <b>Variable name</b>  | a44  |
| <b>Question</b>       | Does your establishment/office have an industrial collective agreement or a company tariff agreement concluded between your establish- |



|                                     |                               |
|-------------------------------------|-------------------------------|
|                                     | ment/office and trade unions? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No                 |
| <b>Origin</b>                       | Questionnaire                 |
| <b>Data set/wave</b>                | LPP Employer Survey 2012      |

#### 6.4.2 Escape clause for variable remuneration

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Escape clause for variable remuneration  |
| <b>Variable name</b>                | a45  |
| <b>Question</b>                     | Does the collective agreement permit variable remuneration components for employees covered by collective agreement, e.g. by an escape clause? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.4.3 Variable remuneration

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Variable remuneration  |
| <b>Variable name</b>                | a46  |
| <b>Question</b>                     | Does your establishment/office have a salary system with variable proportions? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.4.4 Variable remuneration: with/without management responsibility

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Variable remuneration: with/without management responsibility   |
| <b>Variable name</b>                | a47   |
| <b>Question</b>                     | Is the salary system with variable proportions applicable to management staff only or also for employees without management responsibilities? |
| <b>Detailed description, values</b> | 1 Only management staff<br>2 All employees  |
| <b>Origin</b>                       | Questionnaire   |

|                      |                          |
|----------------------|--------------------------|
| <b>Data set/wave</b> | LPP Employer Survey 2012 |
|----------------------|--------------------------|

#### 6.4.5 Variable remuneration: without management responsibility (%)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Variable remuneration: without management responsibility (%)   |
| <b>Variable name</b>                | a48  |
| <b>Question</b>                     | What percentage of the employees without management responsibilities obtains remuneration with variable proportions? |
| <b>Detailed description, values</b> | Percentage   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.4.6 Variable remuneration: proportion management staff (%)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Variable remuneration: proportion management staff (%)   |
| <b>Variable name</b>                | a49a   |
| <b>Question</b>                     | What is the variable proportion of the performance on average, as measured against the basic salary or the fixed salary respectively? Please distinguish between management staff and employees without management responsibilities. |
| <b>Detailed description, values</b> | Percentage   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.4.7 Variable remuneration: proportion employees (%)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Variable remuneration: proportion employees (%)  |
| <b>Variable name</b>                | a49b   |
| <b>Question</b>                     | What is the variable proportion of the performance on average, as measured against the basic salary or the fixed salary respectively? Please distinguish between management staff and employees without management responsibilities. |
| <b>Detailed description, values</b> | Percentage   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.4.8 Variable remuneration management staff: Business success (%)

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Variable remuneration management staff: Business success (%) |
|-----------------------|--|

|                                     |  |
|-------------------------------------|--|
| <b>Variable name</b>                | a50aa  |
| <b>Question</b>                     | What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups?<br>A: Management Staff - Business success |
| <b>Detailed description, values</b> | Percentage   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.4.9 Variable remuneration management staff: Success of unit (%)

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Variable remuneration management staff: Success of unit (%)   |
| <b>Variable name</b>                | a50ab   |
| <b>Question</b>                     | What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups?<br>B: Management Staff - Success of the organisation unit, team or workgroup |
| <b>Detailed description, values</b> | Percentage  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.4.10 Variable remuneration management staff: Personal achievements (%)

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Variable remuneration management staff: Personal achievements (%)   |
| <b>Variable name</b>                | a50ac   |
| <b>Question</b>                     | What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups?<br>C: Management Staff - Personal achievements |
| <b>Detailed description, values</b> | Percentage  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.4.11 Variable remuneration employees: Business success (%)

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Variable remuneration employees: Business success (%)   |
| <b>Variable name</b>                | a50ba   |
| <b>Question</b>                     | What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups?<br>A: Employees without management responsibilities - Business success |
| <b>Detailed description, values</b> | Percentage  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.4.12 Variable remuneration employees: Success of unit (%)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Variable remuneration employees: Success of unit (%)   |
| <b>Variable name</b>                | a50bb  |
| <b>Question</b>                     | What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups?<br>B: Employees without management responsibilities - Success of the organisation unit, team or workgroup |
| <b>Detailed description, values</b> | Percentage   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.4.13 Variable remuneration employees: Personal achievements (%)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Variable remuneration employees: Personal achievements (%)   |
| <b>Variable name</b>                | a50bc  |
| <b>Question</b>                     | What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups?<br>C: Employees without management responsibilities - Personal achievements |
| <b>Detailed description, values</b> | Percentage   |
| <b>Origin</b>                       | Questionnaire  |

|                      |                          |
|----------------------|--------------------------|
| <b>Data set/wave</b> | LPP Employer Survey 2012 |
|----------------------|--------------------------|

## 6.5 Commitment, values and corporate culture

### 6.5.1 Code of values, corporate guidelines

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Code of values, corporate guidelines   |
| <b>Variable name</b>                | a51  |
| <b>Question</b>                     | Does your establishment have a fixed code of values or are there any fixed corporate guidelines? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

### 6.5.2 Code of values, corporate guidelines (written form)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Code of values, corporate guidelines (written form)                          |
| <b>Variable name</b>                | a52  |
| <b>Question</b>                     | Is the code of values or the corporate guidelines available in written form? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

### 6.5.3 Certification

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Certification   |
| <b>Variable name</b>                | a53   |
| <b>Question</b>                     | Does your establishment/office voluntarily participate in certification and auditing processes? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

### 6.5.4 Certification: quality of the workplace

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Certification: quality of the workplace |
| <b>Variable name</b>  | a54a                                    |

|                                     |   |
|-------------------------------------|---|
| <b>Question</b>                     | In which certification or auditing processes does your establishment/office participate?<br>In certification and auditing processes on the quality of the workplace |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.5 Certification: work-family balance

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Certification: work-family balance   |
| <b>Variable name</b>                | a54b   |
| <b>Question</b>                     | In which certification or auditing processes does your establishment/office participate?<br>In certification and auditing processes on work-family balance |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.6 Certification: health management

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Certification: health management   |
| <b>Variable name</b>                | a54c   |
| <b>Question</b>                     | In which certification or auditing processes does your establishment/office participate?<br>In certification and auditing processes on health management |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.7 Certification: process quality

|                             |   |
|-----------------------------|---|
| <b>Variable label</b>       | Certification: process quality  |
| <b>Variable name</b>        | a54d  |
| <b>Question</b>             | In which certification or auditing processes does your establishment/office participate?<br>In certification and auditing processes on process quality (QM) |
| <b>Detailed description</b> | 0 Not marked  |

|                      |                          |
|----------------------|--------------------------|
| <b>tion, values</b>  | 1 Yes                    |
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employer Survey 2012 |

#### 6.5.8 Certification: other issues

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Certification: other issues   |
| <b>Variable name</b>                | a54e  |
| <b>Question</b>                     | In which certification or auditing processes does your establishment/office participate?<br>In certification and auditing processes on other issues |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.9 Certification reason: employer's attractiveness

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Certification reason: employer's attractiveness   |
| <b>Variable name</b>                | a55a  |
| <b>Question</b>                     | What are the reasons for your establishment/office to participate in voluntarily certification or auditing processes?<br>To boost employer's attractiveness/ employee loyalty |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.10 Certification reason: optimizing results and processes

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Certification reason: optimizing results and processes   |
| <b>Variable name</b>                | a55b   |
| <b>Question</b>                     | What are the reasons for your establishment/office to participate in voluntarily certification or auditing processes?<br>To optimize results and processes |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.11 Certification reason: customer's/public image

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Certification reason: customer's/public image  |
| <b>Variable name</b>                | a55c   |
| <b>Question</b>                     | What are the reasons for your establishment/office to participate in voluntarily certification or auditing processes?<br>To improve customer's /public image |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.12 Certification reason: other reasons

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | What are the reasons for your establishment/office to participate in voluntarily certification or auditing processes? There are no benefits of a certification? |
| <b>Variable name</b>                | a55d  |
| <b>Question</b>                     | What are the reasons for your establishment/office to participate in voluntarily certification or auditing processes?<br>Other reasons                          |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.13 No certification reason: confusing

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | No certification reason: confusing  |
| <b>Variable name</b>                | a56a  |
| <b>Question</b>                     | What are the reasons for your establishment/office not to participate in voluntary certification and auditing processes?<br>The offerings are too confusing |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.14 No certification reason: lacking quality of offerings

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | No certification reason: lacking quality of offerings |
|-----------------------|---|



|                                     |   |
|-------------------------------------|---|
| <b>Variable name</b>                | a56b  |
| <b>Question</b>                     | What are the reasons for your establishment/office not to participate in voluntary certification and auditing processes?<br>The offerings are lacking quality |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.15 No certification reason: high effort

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | No certification reason: high effort   |
| <b>Variable name</b>                | a56c   |
| <b>Question</b>                     | What are the reasons for your establishment/office not to participate in voluntary certification and auditing processes?<br>The effort is too high |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.16 No certification reason: no benefits

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | No certification reason: no benefits   |
| <b>Variable name</b>                | a56d   |
| <b>Question</b>                     | What are the reasons for your establishment/office not to participate in voluntary certification and auditing processes?<br>There are no benefits of a certification |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.17 No certification reason: other reasons

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | No certification reason: other reasons  |
| <b>Variable name</b>  | a56e  |
| <b>Question</b>       | What are the reasons for your establishment/office not to participate in voluntary certification and auditing processes?<br>Other reasons |

|                                     |                          |
|-------------------------------------|--------------------------|
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes    |
| <b>Origin</b>                       | Questionnaire            |
| <b>Data set/wave</b>                | LPP Employer Survey 2012 |

#### 6.5.18 Employee survey

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Employee survey  |
| <b>Variable name</b>                | a57  |
| <b>Question</b>                     | Does your establishment/office regularly conduct employee surveys? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.19 Employee survey: communicated to all employees

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Employee survey: communicated to all employees               |
| <b>Variable name</b>                | a58  |
| <b>Question</b>                     | Are the results of the survey communicated to all employees? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012                                     |

#### 6.5.20 Employee survey: process to develop solutions for flaws

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Employee survey: process to develop solutions for flaws  |
| <b>Variable name</b>                | a59  |
| <b>Question</b>                     | Is there a systematically process to develop solutions for flaws, which were identified in the employee surveys? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.21 Employee loyalty: flexible working hours

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Employee loyalty: flexible working hours |
| <b>Variable name</b>  | a60a                                     |

|                                     |  |
|-------------------------------------|--|
| <b>Question</b>                     | How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office?<br>A: Flexible working hours |
| <b>Detailed description, values</b> | 1 Unimportant till 5 Very important  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.22 Employee loyalty: remuneration

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Employee loyalty: remuneration   |
| <b>Variable name</b>                | a60b   |
| <b>Question</b>                     | How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office?<br>B: Remuneration |
| <b>Detailed description, values</b> | 1 Unimportant till 5 Very important  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.23 Employee loyalty: voluntarily additional benefits

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Employee loyalty: voluntarily additional benefits   |
| <b>Variable name</b>                | a60c  |
| <b>Question</b>                     | How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office?<br>C: Voluntarily additional benefits |
| <b>Detailed description, values</b> | 1 Unimportant till 5 Very important   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.24 Employee loyalty: career development prospects

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Employee loyalty: career development prospects   |
| <b>Variable name</b>                | a60d   |
| <b>Question</b>                     | How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office?<br>D: Career development prospects |
| <b>Detailed description, values</b> | 1 Unimportant till 5 Very important  |

|                      |                          |
|----------------------|--------------------------|
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employer Survey 2012 |

#### 6.5.25 Employee loyalty: general working atmosphere

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Employee loyalty: general working atmosphere   |
| <b>Variable name</b>                | a60e   |
| <b>Question</b>                     | How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office?<br>E: General working atmosphere |
| <b>Detailed description, values</b> | 1 Unimportant till 5 Very important  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.26 Employee loyalty: contact between management and employees

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Employee loyalty: contact between management and employees  |
| <b>Variable name</b>                | a60f  |
| <b>Question</b>                     | How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office?<br>F: Personal contact between management and employees |
| <b>Detailed description, values</b> | 1 Unimportant till 5 Very important   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.27 Employee loyalty: work-family balance

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Employee loyalty: work-family balance   |
| <b>Variable name</b>                | a60g  |
| <b>Question</b>                     | How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office?<br>G: Work-family balance |
| <b>Detailed description, values</b> | 1 Unimportant till 5 Very important   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.28 High-performance employees: salaries, additional benefits

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | High-performance employees: salaries, additional benefits |
|-----------------------|---|

|                                     |  |
|-------------------------------------|--|
| <b>Variable name</b>                | a61a   |
| <b>Question</b>                     | On order to get the loyalty of particularly high-performance employees, is your establishment/office willing to adopt the following measures? In comparison to the other employees of your establishment/office, the high-performance employees...<br>A: get above-average salaries and additional benefits. |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.29 High-performance employees: career opportunities

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | High-performance employees: career opportunities  |
| <b>Variable name</b>                | a61b  |
| <b>Question</b>                     | On order to get the loyalty of particularly high-performance employees, is your establishment/office willing to adopt the following measures? In comparison to the other employees of your establishment/office, the high-performance employees...<br>B: are offered better development and career opportunities. |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.30 High-performance employees: flexible working conditions

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | High-performance employees: flexible working conditions  |
| <b>Variable name</b>                | a61c   |
| <b>Question</b>                     | On order to get the loyalty of particularly high-performance employees, is your establishment/office willing to adopt the following measures? In comparison to the other employees of your establishment/office, the high-performance employees...<br>C: are offered more flexible working conditions. |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.31 Increase of women in management set as goal

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Increase of women in management set as goal   |
| <b>Variable name</b>                | a62   |
| <b>Question</b>                     | Do you pursue the goal to increase the proportion of women in management positions? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.32 No increase of proportion of women: proportion already high

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | No increase of proportion of women: proportion already high                      |
| <b>Variable name</b>                | a63a   |
| <b>Question</b>                     | Why not?<br>The proportion of women in management positions is already very high |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.33 No increase of proportion of women: no female candidates available

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | No increase of proportion of women: no female candidates available |
| <b>Variable name</b>                | a63b   |
| <b>Question</b>                     | Why not?<br>There are no suitable female candidates available      |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.34 No increase of proportion of women: proportion for this branch is low

|                             |   |
|-----------------------------|---|
| <b>Variable label</b>       | No increase of proportion of women: proportion for this branch is low   |
| <b>Variable name</b>        | a63c  |
| <b>Question</b>             | Why not?<br>For this branch the proportion of women is specifically low |
| <b>Detailed description</b> | 0 Not marked  |

|                      |                          |
|----------------------|--------------------------|
| <b>tion, values</b>  | 1 Yes                    |
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employer Survey 2012 |

#### 6.5.35 No increase of proportion of women: only qualifications matter

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | No increase of proportion of women: only qualifications matter |
| <b>Variable name</b>                | a63d   |
| <b>Question</b>                     | Why not?<br>The decision is merely based on the qualifications |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012                                       |

#### 6.5.36 No increase of proportion of women: other reasons

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | No increase of proportion of women: other reasons |
| <b>Variable name</b>                | a63e  |
| <b>Question</b>                     | Why not?<br>For other reasons                     |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes                             |
| <b>Origin</b>                       | Questionnaire                                     |
| <b>Data set/wave</b>                | LPP Employer Survey 2012                          |

#### 6.5.37 Measures proportion of women: mentoring programs

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Measures proportion of women: mentoring programs                          |
| <b>Variable name</b>                | a64a  |
| <b>Question</b>                     | Which measures do you use to pursue this goal?<br>With mentoring programs |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.5.38 Measures proportion of women: female promotion measures

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Measures proportion of women: female promotion measures |
|-----------------------|---|

|                                     |  |
|-------------------------------------|--|
| <b>Variable name</b>                | a64b   |
| <b>Question</b>                     | Which measures do you use to pursue this goal?<br>With female promotion measures |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.39 Measures proportion of women: measures of further training

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Measures proportion of women: measures of further training                                     |
| <b>Variable name</b>                | a64c   |
| <b>Question</b>                     | Which measures do you use to pursue this goal?<br>With particular measures of further training |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.40 Measures proportion of women: quantitative target for the proportion

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Measures proportion of women: quantitative target for the proportion   |
| <b>Variable name</b>                | a64d   |
| <b>Question</b>                     | Which measures do you use to pursue this goal?<br>With a quantitative target for the proportion of women in management positions |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.5.41 Measures proportion of women: development prospects for part-time employees

|                             |  |
|-----------------------------|--|
| <b>Variable label</b>       | Measures proportion of women: development prospects for part-time employees                                      |
| <b>Variable name</b>        | a64e   |
| <b>Question</b>             | Which measures do you use to pursue this goal?<br>With career development prospects also for part-time employees |
| <b>Detailed description</b> | 0 Not marked   |



|               |                          |
|---------------|--------------------------|
| tion, values  | 1 Yes                    |
| Origin        | Questionnaire            |
| Data set/wave | LPP Employer Survey 2012 |

#### 6.5.42 Measures proportion of women: flexible working-time models

|                              |   |
|------------------------------|---|
| Variable label               | Measures proportion of women: flexible working-time models                          |
| Variable name                | a64f  |
| Question                     | Which measures do you use to pursue this goal?<br>With flexible working-time models |
| Detailed description, values | 0 Not marked<br>1 Yes   |
| Origin                       | Questionnaire   |
| Data set/wave                | LPP Employer Survey 2012  |

#### 6.5.43 Measures proportion of women: other measures

|                              |   |
|------------------------------|---|
| Variable label               | Measures proportion of women: other measures                          |
| Variable name                | a64g  |
| Question                     | Which measures do you use to pursue this goal?<br>With other measures |
| Detailed description, values | 0 Not marked<br>1 Yes   |
| Origin                       | Questionnaire   |
| Data set/wave                | LPP Employer Survey 2012  |

#### 6.5.44 Fathers in parental leave for at least 2 months (number)

|                              |   |
|------------------------------|---|
| Variable label               | Fathers in parental leave for at least 2 months (number)  |
| Variable name                | a65   |
| Question                     | During the last two years, how many fathers in your establishment/office have been in parental leave for at least two months? |
| Detailed description, values | Numerical   |
| Origin                       | Questionnaire   |
| Data set/wave                | LPP Employer Survey 2012  |

### 6.6 Structural features

#### 6.6.1 Average number of sick days

|                |                             |
|----------------|-----------------------------|
| Variable label | Average number of sick days |
|----------------|-----------------------------|

|                                     |  |
|-------------------------------------|--|
| <b>Variable name</b>                | a66  |
| <b>Question</b>                     | How many days per year on average are the employees of your establishment/office absent due to sick leave? |
| <b>Detailed description, values</b> | Numerical (number of days per employee and year)   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.6.2 Structure of management

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Structure of management  |
| <b>Variable name</b>                | a67  |
| <b>Question</b>                     | What are the dimensions the management of your establishment/office is structured by? By functions, e.g. distribution, production or procurement, by products or product groups, or in another manner? |
| <b>Detailed description, values</b> | 1 Functions<br>2 Products<br>3 Another manner  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.6.3 Number of levels of hierarchy

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Number of levels of hierarchy   |
| <b>Variable name</b>                | a68   |
| <b>Question</b>                     | How many levels of hierarchy does your establishment/office have?<br>The criterion of definition for a level of hierarchy is the power to direct: A superior takes the upper level of hierarchy, when he has the authority to give orders to subordinate employees. |
| <b>Detailed description, values</b> | Numerical   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.6.4 Principal owner

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Principal owner   |
| <b>Variable name</b>  | a69   |
| <b>Question</b>       | Who is the principal owner of your establishment/office? If your establishment/office is not independent, who is the owner of the parent company? |

|                                     |  |
|-------------------------------------|--|
| <b>Detailed description, values</b> | 1 Family, founder<br>2 Management, entrepreneurship<br>3 Financial investor<br>4 Widely held stock on capital market<br>5 Government property or public sector<br>6 Other form |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.6.5 Change of principal owner in the last 2 years

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Change of principal owner in the last 2 years          |
| <b>Variable name</b>                | a70  |
| <b>Question</b>                     | Has the principal owner changed in the last two years? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012                               |

#### 6.6.6 Previous owner

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Previous owner   |
| <b>Variable name</b>                | a71  |
| <b>Question</b>                     | Who was the previous owner?  |
| <b>Detailed description, values</b> | 1 Family, founder<br>2 Management, entrepreneurship<br>3 Financial investor<br>4 Widely held stock on capital market<br>5 Government property or public sector<br>6 Other form |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.6.7 Change of management in the last 2 years

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Change of management in the last 2 years   |
| <b>Variable name</b>                | a72  |
| <b>Question</b>                     | Was there a change in the management of your establishment/office in the last two years? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |

|                      |                          |
|----------------------|--------------------------|
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employer Survey 2012 |

#### 6.6.8 Change of management: age-related retirement

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Change of management: age-related retirement                      |
| <b>Variable name</b>                | a73a  |
| <b>Question</b>                     | What was the reason for that change?<br>A: Age-related retirement |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.6.9 Change of management: health-related retirement

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Change of management: health-related retirement                      |
| <b>Variable name</b>                | a73b   |
| <b>Question</b>                     | What was the reason for that change?<br>B: Health-related retirement |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.6.10 Change of management: another establishment

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Change of management: another establishment   |
| <b>Variable name</b>                | a73c  |
| <b>Question</b>                     | What was the reason for that change?<br>C: The existing management moved to another establishment/office or company |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.6.11 Change of management: selling/merging of establishment

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Change of management: selling/merging of establishment |
| <b>Variable name</b>  | a73d   |

|                                     |   |
|-------------------------------------|---|
| <b>Question</b>                     | What was the reason for that change?<br>D: Selling or merging of the establishment/office |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.6.12 Change of management: other

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Change of management: other                      |
| <b>Variable name</b>                | a73e   |
| <b>Question</b>                     | What was the reason for that change?<br>E: Other |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes                            |
| <b>Origin</b>                       | Questionnaire                                    |
| <b>Data set/wave</b>                | LPP Employer Survey 2012                         |

#### 6.6.13 Business model strategy

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Business model strategy   |
| <b>Variable name</b>                | a74   |
| <b>Question</b>                     | Which of the following strategies describes your business model most likely?  |
| <b>Detailed description, values</b> | 1 Low prices<br>2 High quality<br>3 Custom-specific solutions<br>4 Innovative products/services<br>5 Customer loyalty<br>6 Something else |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.6.14 Decision-making process: (management) consultant

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Decision-making process: (management) consultant   |
| <b>Variable name</b>  | a75a   |
| <b>Question</b>       | Which of the following external sources of information have you used in the last two years as support for decision-making processes of the management?<br>A: (Management) consultant |

|                                     |                          |
|-------------------------------------|--------------------------|
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes    |
| <b>Origin</b>                       | Questionnaire            |
| <b>Data set/wave</b>                | LPP Employer Survey 2012 |

#### 6.6.15 Decision-making process: competitors/other managers

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Decision-making process: competitors/other managers  |
| <b>Variable name</b>                | a75b   |
| <b>Question</b>                     | Which of the following external sources of information have you used in the last two years as support for decision-making processes of the management?<br>B: Communication with competitors/other managers |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.6.16 Decision-making process: organisational information

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Decision-making process: organisational information   |
| <b>Variable name</b>                | a75c  |
| <b>Question</b>                     | Which of the following external sources of information have you used in the last two years as support for decision-making processes of the management?<br>C: Organisational information |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.6.17 Decision-making process: No external sources

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Decision-making process: No external sources  |
| <b>Variable name</b>                | a75d  |
| <b>Question</b>                     | Which of the following external sources of information have you used in the last two years as support for decision-making processes of the management?<br>D: No external sources of information were used |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Yes   |

|                      |                          |
|----------------------|--------------------------|
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employer Survey 2012 |

#### 6.6.18 Management of the human resources department: level

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Management of the human resources department: level  |
| <b>Variable name</b>                | a76  |
| <b>Question</b>                     | On which level is the management of the human resources (HR) located in your company? On the first management level, that means executive board or management, or a level below? |
| <b>Detailed description, values</b> | 1 1. management level<br>2 Below 1. management level   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.6.19 Number of employees in human resource department

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Number of employees in human resource department  |
| <b>Variable name</b>                | a77   |
| <b>Question</b>                     | Please name the number of employees in the human resource department of your establishment/office. Please convert employees who are working part time as full-time employees (FTE). |
| <b>Detailed description, values</b> | Numerical   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employer Survey 2012  |

#### 6.6.20 Independent enterprise

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Independent enterprise   |
| <b>Variable name</b>                | a78  |
| <b>Question</b>                     | Is your establishment/office an independent enterprise or an independent facility? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

#### 6.6.21 Decisions about strategic human resource management

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Decisions about strategic human resource management |
|-----------------------|---|

|                                     |  |
|-------------------------------------|--|
| <b>Variable name</b>                | a79  |
| <b>Question</b>                     | Does your establishment/office make decisions about strategic human resource management on their own, or do you have to coordinate your decisions in part with superior units or is your establishment not involved in such decisions? |
| <b>Detailed description, values</b> | 1 On our own<br>2 Partly coordinated<br>3 Establishment not involved   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

## 6.7 Panel participation

### 6.7.1 Panel participation

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Panel participation  |
| <b>Variable name</b>                | a82  |
| <b>Question</b>                     | Finally just one request: this additional survey will be repeated in the year 2014. Are we allowed to contact you again for this additional survey? For this purpose we would like to keep your address, however, separated from the information you have kindly provided us with today. |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employer Survey 2012   |

## 7 Description of variables: LPP Employee Survey

### 7.1 Identification and background information

#### 7.1.1 Establishment identifier

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Establishment identifier   |
| <b>Variable name</b>                | lpp_betnr  |
| <b>Question</b>                     | -  |
| <b>Detailed description, values</b> | Numerical<br>This variable is a 10-digit number for employees that agreed to merging of data and a 9-digit number for employees that did not agree to merging of data. |
| <b>Origin</b>                       | Generated  |



|                      |  |
|----------------------|--|
| <b>Data set/wave</b> | LPP Employer Survey 2012, LPP Employee Survey 2012   |
| <b>Notes</b>         | <p>The establishment identifier is provided for the linkage between LPP Employer Survey and LPP Employee Survey.</p> <p>The variable indicates which observations belong to the same establishment. Individuals that agreed to the merging of data cannot be associated with individuals that did not agree to the merging of data via the establishment identifier.</p> |

#### 7.1.2 LPP Person-ID

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | LPP Person-ID   |
| <b>Variable name</b>                | pers_id   |
| <b>Question</b>                     | -   |
| <b>Detailed description, values</b> | Numerical   |
| <b>Origin</b>                       | Generated   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |
| <b>Notes</b>                        | Artificial person identifier that cannot be linked to any other information |

#### 7.1.3 Weighting factor LPP Employee Survey

|                                     |                                      |
|-------------------------------------|--------------------------------------|
| <b>Variable label</b>               | Weighting factor LPP Employee Survey |
| <b>Variable name</b>                | gew_pers_2012                        |
| <b>Question</b>                     | -                                    |
| <b>Detailed description, values</b> | Numerical                            |
| <b>Origin</b>                       | Generated                            |
| <b>Data set/wave</b>                | LPP Employee Survey 2012             |

#### 7.1.4 Year of birth

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Year of birth  |
| <b>Variable name</b>                | F1   |
| <b>Question</b>                     | First of all could you please tell me when you were born? Please tell me the month and the year. |
| <b>Detailed description, values</b> | Year   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.1.5 Sex

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Sex  |
| <b>Variable name</b>                | F3   |
| <b>Question</b>                     | Please enter sex of respondent!  |
| <b>Detailed description, values</b> | 1 Male<br>2 Female   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |
| <b>Notes</b>                        | Question was not read out. Sex of respondent was determined and recorded by the interviewer. |

### 7.1.6 Same establishment as in 2011

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Same establishment as in 2011   |
| <b>Variable name</b>                | F3b   |
| <b>Question</b>                     | Are you still employed by the same establishment as in December 2011?               |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |
| <b>Notes</b>                        | Answering the question with 'Yes' was prerequisite for participation in the survey. |

## 7.2 Employment

### 7.2.1 Employment situation

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Employment situation   |
| <b>Variable name</b>                | F101   |
| <b>Question</b>                     | What is your current employment situation?   |
| <b>Detailed description, values</b> | 1 Worker<br>2 Employee<br>3 Civil servant<br>4 Self-employed/ Freelancer<br>5 Freelancer collaborator<br>6 Family worker |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

|              |  |
|--------------|--|
| <b>Notes</b> | Answering the question with 'Worker' or 'Employee' was prerequisite for participation in the survey. |
|--------------|--|

## 7.2.2 Employment situation - differentiated

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Employment situation - differentiated   |
| <b>Variable name</b>                | F102a   |
| <b>Question</b>                     | Are you...  |
| <b>Detailed description, values</b> | 1 Unskilled<br>2 Semi-skilled<br>3 Skilled<br>4 foreman/forewomen<br>5 master craftsman |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

## 7.2.3 Leadership position

|                                     |                          |
|-------------------------------------|--------------------------|
| <b>Variable label</b>               | Leadership position      |
| <b>Variable name</b>                | F102b                    |
| <b>Question</b>                     | Do you supervise others? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No            |
| <b>Origin</b>                       | Questionnaire            |
| <b>Data set/wave</b>                | LPP Employee Survey 2012 |

## 7.2.4 Number of people working under target person

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Number of people working under target person |
| <b>Variable name</b>                | F102c  |
| <b>Question</b>                     | How many people work under your direction?   |
| <b>Detailed description, values</b> | Numerical                                    |
| <b>Origin</b>                       | Questionnaire                                |
| <b>Data set/wave</b>                | LPP Employee Survey 2012                     |

## 7.2.5 Employment contract fixed-term/permanent

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Employment contract fixed-term/permanent                     |
| <b>Variable name</b>  | F104   |
| <b>Question</b>       | Do you have a fixed-term or a permanent employment contract? |

|                                     |                             |
|-------------------------------------|-----------------------------|
| <b>Detailed description, values</b> | 1 Permanent<br>2 Fixed-term |
| <b>Origin</b>                       | Questionnaire               |
| <b>Data set/wave</b>                | LPP Employee Survey 2012    |

#### 7.2.6 Full-time/Part-time

|                                     |                                     |
|-------------------------------------|-------------------------------------|
| <b>Variable label</b>               | Full-time/Part-time                 |
| <b>Variable name</b>                | F104a                               |
| <b>Question</b>                     | Do you work full-time or part-time? |
| <b>Detailed description, values</b> | 1 Full-time<br>2 Part-time          |
| <b>Origin</b>                       | Questionnaire                       |
| <b>Data set/wave</b>                | LPP Employee Survey 2012            |

#### 7.2.7 Contractual working time (h/week)

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Contractual working time (h/week)   |
| <b>Variable name</b>                | F105  |
| <b>Question</b>                     | How many hours per week are stipulated in your contract?                              |
| <b>Detailed description, values</b> | Numerical<br>-5 No (fixed) contractual working time<br>-6 More than 90 hours per week |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.2.8 Actual working time (h/week)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Actual working time (h/week)   |
| <b>Variable name</b>                | F106   |
| <b>Question</b>                     | How many hours a week do you normally work, including regular overtime and long hours? |
| <b>Detailed description, values</b> | Numerical<br>-4 Working hours strongly fluctuate<br>-5 Very long working hours         |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.2.9 Overtime

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Overtime   |
| <b>Variable name</b>                | F107   |
| <b>Question</b>                     | If you do work overtime, is the work paid, compensated with time-off, or not compensated at all? |
| <b>Detailed description, values</b> | 1 Time-off<br>2 Paid<br>3 Partly paid, partly time-off<br>4 Not compensated at all               |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.2.10 Working hours: shifts

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Working hours: shifts   |
| <b>Variable name</b>                | F108a   |
| <b>Question</b>                     | Which of the following applies to your occupation with regard to your working hours?<br>1: You work in shifts |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.2.11 Working hours: fixed time

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Working hours: fixed time   |
| <b>Variable name</b>                | F108b   |
| <b>Question</b>                     | Which of the following applies to your occupation with regard to your working hours?<br>2: You have fixed times for the beginning and the end of work |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.2.12 Working hours: flexible working hours

|                       |                                       |
|-----------------------|---------------------------------------|
| <b>Variable label</b> | Working hours: flexible working hours |
| <b>Variable name</b>  | F108c                                 |

|                                     |  |
|-------------------------------------|--|
| <b>Question</b>                     | Which of the following applies to your occupation with regard to your working hours?<br>3: You have flexible working hours |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.2.13 Working hours: no fixed working hours

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Working hours: no fixed working hours  |
| <b>Variable name</b>                | F108d  |
| <b>Question</b>                     | Which of the following applies to your occupation with regard to your working hours?<br>4: You have no fixed working hours |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.2.14 Working hours: Other

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Working hours: Other   |
| <b>Variable name</b>                | F108e  |
| <b>Question</b>                     | Which of the following applies to your occupation with regard to your working hours?<br>5: Other |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.2.15 Working hours: Refuse

|                             |   |
|-----------------------------|---|
| <b>Variable label</b>       | Working hours: Refuse   |
| <b>Variable name</b>        | F108f   |
| <b>Question</b>             | Which of the following applies to your occupation with regard to your working hours?<br>7: Refuse |
| <b>Detailed description</b> | 0 Not marked  |

|                      |                          |
|----------------------|--------------------------|
| <b>tion, values</b>  | 1 Marked                 |
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employee Survey 2012 |

#### 7.2.16 Working hours: Do not know

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Working hours: Do not know   |
| <b>Variable name</b>                | F108g  |
| <b>Question</b>                     | Which of the following applies to your occupation with regard to your working hours?<br>8: Do not know |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.2.17 Work on weekends

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Work on weekends                             |
| <b>Variable name</b>                | F110   |
| <b>Question</b>                     | Do you also work on weekends?                |
| <b>Detailed description, values</b> | 1 Yes, regularly<br>2 Yes, sometimes<br>3 No |
| <b>Origin</b>                       | Questionnaire                                |
| <b>Data set/wave</b>                | LPP Employee Survey 2012                     |

#### 7.2.18 Work from home

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Work from home   |
| <b>Variable name</b>                | F111   |
| <b>Question</b>                     | Do you work from home for your employer – even if only occasionally? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.2.19 Work from home (h/week)

|                       |                         |
|-----------------------|-------------------------|
| <b>Variable label</b> | Work from home (h/week) |
|-----------------------|-------------------------|

|                                     |   |
|-------------------------------------|---|
| <b>Variable name</b>                | F112  |
| <b>Question</b>                     | How many hours a week on average do you work from home? |
| <b>Detailed description, values</b> | Numerical<br>-5 Irregularly                             |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012                                |

#### 7.2.20 Contractual home-/teleworking

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Contractual home-/teleworking                      |
| <b>Variable name</b>                | F113   |
| <b>Question</b>                     | Is this home or teleworking agreed on by contract? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No                                      |
| <b>Origin</b>                       | Questionnaire                                      |
| <b>Data set/wave</b>                | LPP Employee Survey 2012                           |

#### 7.2.21 Compensation home-/teleworking: financial

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Compensation home-/teleworking: financial  |
| <b>Variable name</b>                | F114a  |
| <b>Question</b>                     | Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary?<br>1: Financial compensation |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.2.22 Compensation home-/teleworking: time credit

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Compensation home-/teleworking: time credit   |
| <b>Variable name</b>                | F114b   |
| <b>Question</b>                     | Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary?<br>2: Time credit |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked  |
| <b>Origin</b>                       | Questionnaire   |



|                      |                          |
|----------------------|--------------------------|
| <b>Data set/wave</b> | LPP Employee Survey 2012 |
|----------------------|--------------------------|

#### 7.2.23 Compensation home-/teleworking: covered by salary

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Compensation home-/teleworking: covered by salary   |
| <b>Variable name</b>                | F114c   |
| <b>Question</b>                     | Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary?<br>3: Covered by salary |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.2.24 Compensation home-/teleworking: Refuse

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Compensation home-/teleworking: Refuse   |
| <b>Variable name</b>                | F114d  |
| <b>Question</b>                     | Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary?<br>7: Refuse |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.2.25 Compensation home-/teleworking: Do not know

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Compensation home-/teleworking: Do not know   |
| <b>Variable name</b>                | F114e   |
| <b>Question</b>                     | Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary?<br>8: Do not know |
| <b>Detailed description, values</b> | 0 Not marked<br>1 Marked  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.2.26 Business phone calls during leisure time

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Business phone calls during leisure time |
|-----------------------|--|

|                                     |   |
|-------------------------------------|---|
| <b>Variable name</b>                | F115  |
| <b>Question</b>                     | How often do you receive business phone calls during your leisure time or how often do you answer business e-mails? |
| <b>Detailed description, values</b> | 1 Daily<br>2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never                         |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.3 HR development

#### 7.3.1 Further vocational training

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Further vocational training   |
| <b>Variable name</b>                | F201  |
| <b>Question</b>                     | Have you taken part in any courses of further vocational training since 1 January 2012? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.3.2 Further vocational training: release, cost absorption

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Further vocational training: release, cost absorption   |
| <b>Variable name</b>                | F202  |
| <b>Question</b>                     | Have you been released from work by your employer for several courses or has he/she (partly) borne the costs? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.3.3 Further vocational training: full cost absorption (days)

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Further vocational training: full cost absorption (days)   |
| <b>Variable name</b>  | F203   |
| <b>Question</b>       | How many days in 2012 did you take part in further vocational training for which your employer released you from work or bore all costs? |

|                                     |                          |
|-------------------------------------|--------------------------|
| <b>Detailed description, values</b> | Numerical                |
| <b>Origin</b>                       | Questionnaire            |
| <b>Data set/wave</b>                | LPP Employee Survey 2012 |

#### 7.3.4 In-house further training or qualification activities

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | In-house further training or qualification activities  |
| <b>Variable name</b>                | F203a  |
| <b>Question</b>                     | Besides the courses, have you taken part in any in-house further training or qualification activities in the past 12 months? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.3.5 Appraisal interview

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Appraisal interview  |
| <b>Variable name</b>                | F204   |
| <b>Question</b>                     | Besides the courses, have you taken part in any in-house further training or qualification activities in the past 12 months? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.3.6 Appraisal interview: duration (min)

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Appraisal interview: duration (min)                               |
| <b>Variable name</b>                | F205  |
| <b>Question</b>                     | How many minutes did the appraisal interview approximately last?  |
| <b>Detailed description, values</b> | Numerical<br>-6 There was no appraisal interview with appointment |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.3.7 Appraisal interview: objectives fixed in writing

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Appraisal interview: objectives fixed in writing |
|-----------------------|--|

|                                     |   |
|-------------------------------------|---|
| <b>Variable name</b>                | F206  |
| <b>Question</b>                     | Did your superior agree with you on the objectives fixed in writing during the appraisal interview? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.3.8 Personnel development: knowledge and competences

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Personnel development: knowledge and competences   |
| <b>Variable name</b>                | F208a  |
| <b>Question</b>                     | To what extent do you agree/disagree with the following statements?<br>A: Our establishment is palpably interested in further development of my professional knowledge and competences |
| <b>Detailed description, values</b> | 1 Strongly agree<br>2 Somewhat agree<br>3 Neither agree nor disagree<br>4 Somewhat disagree<br>5 Strongly disagree   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.3.9 Personnel development: promotion if expected to fit new position best

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Personnel development: promotion if expected to fit new position best  |
| <b>Variable name</b>                | F208b  |
| <b>Question</b>                     | To what extent do you agree/disagree with the following statements?<br>B: In our establishment, employees expected to fit the new position best are predominantly promoted |
| <b>Detailed description, values</b> | 1 Strongly agree<br>2 Somewhat agree<br>3 Neither agree nor disagree<br>4 Somewhat disagree<br>5 Strongly disagree   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.3.10 Personnel development: promotion if outstanding job performance

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Personnel development: promotion if outstanding job performance |
|-----------------------|---|

|                                     |   |
|-------------------------------------|---|
| <b>Variable name</b>                | F208c   |
| <b>Question</b>                     | To what extent do you agree/disagree with the following statements?<br>C: In our establishment, employees characterised by outstanding job performance are predominantly promoted |
| <b>Detailed description, values</b> | 1 Strongly agree<br>2 Somewhat agree<br>3 Neither agree nor disagree<br>4 Somewhat disagree<br>5 Strongly disagree  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.3.11 Personnel development: promotion mostly not related to professional criteria

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Personnel development: promotion mostly not related to professional criteria   |
| <b>Variable name</b>                | F208d  |
| <b>Question</b>                     | To what extent do you agree/disagree with the following statements?<br>D: In our establishment, promotion is mostly not related to professional criteria or performances |
| <b>Detailed description, values</b> | 1 Strongly agree<br>2 Somewhat agree<br>3 Neither agree nor disagree<br>4 Somewhat disagree<br>5 Strongly disagree   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.3.12 Personnel development: disadvantage in personnel decisions

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Personnel development: disadvantage in personnel decisions   |
| <b>Variable name</b>                | F208e  |
| <b>Question</b>                     | To what extent do you agree/disagree with the following statements?<br>E: In the past two years with this establishment, I have been disadvantaged in personnel decisions, such as promotion, raise in salary, performance appraisal or further training |
| <b>Detailed description, values</b> | 1 Strongly agree<br>2 Somewhat agree<br>3 Neither agree nor disagree<br>4 Somewhat disagree<br>5 Strongly disagree   |

|                      |                          |
|----------------------|--------------------------|
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employee Survey 2012 |

### 7.3.13 Concerned about job security

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Concerned about job security                                       |
| <b>Variable name</b>                | F209   |
| <b>Question</b>                     | Are you concerned about your job security?                         |
| <b>Detailed description, values</b> | 1 Very concerned<br>2 Somewhat concerned<br>3 Not concerned at all |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

## 7.4 Work conditions and workloads

### 7.4.1 Work conditions: decisions

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Work conditions: decisions  |
| <b>Variable name</b>                | F301a   |
| <b>Question</b>                     | Which of the following applies to your job?<br>A: The job allows me to make a lot of decisions on my own. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.4.2 Work conditions: task variety

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Work conditions: task variety   |
| <b>Variable name</b>                | F301b   |
| <b>Question</b>                     | Which of the following applies to your job?<br>B: The job involves a great deal of task variety.        |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |

|                      |                          |
|----------------------|--------------------------|
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employee Survey 2012 |

#### 7.4.3 Work conditions: other jobs depend directly on my job

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Work conditions: other jobs depend directly on my job   |
| <b>Variable name</b>                | F301c   |
| <b>Question</b>                     | Which of the following applies to your job?<br>C: Other jobs depend directly on my job.                 |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.4.4 Work conditions: my job depends on the work of others

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Work conditions: my job depends on the work of others  |
| <b>Variable name</b>                | F301d  |
| <b>Question</b>                     | Which of the following applies to your job?<br>D: The job depends on the work of many different people for its completion. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all                    |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.4.5 Work conditions: physical effort

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Work conditions: physical effort   |
| <b>Variable name</b>                | F301e  |
| <b>Question</b>                     | Which of the following applies to your job?<br>E: The job requires a lot of physical effort. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral  |

|                      |  |
|----------------------|--|
|                      | 4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>        | Questionnaire                                      |
| <b>Data set/wave</b> | LPP Employee Survey 2012                           |

#### 7.4.6 Work conditions: ambient conditions

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Work conditions: ambient conditions  |
| <b>Variable name</b>                | F301f  |
| <b>Question</b>                     | Which of the following applies to your job?<br>F: At work I am exposed to unpleasant ambient conditions such as noise, extreme temperature, unpleasant lightning or odors. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.4.7 Work conditions: time pressure

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Work conditions: time pressure  |
| <b>Variable name</b>                | F301g   |
| <b>Question</b>                     | Which of the following applies to your job?<br>G: I often have time pressure over a long period or I have to deal with several important tasks at the same time |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.4.8 Work-Family: interference with family life

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Work-Family: interference with family life   |
| <b>Variable name</b>  | F303a  |
| <b>Question</b>       | In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following |



|                                     |   |
|-------------------------------------|---|
|                                     | statements apply to you.<br>A: The demands of my work interfere with my home and family life.           |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.4.9 Work-Family: family responsibilities

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Work-Family: family responsibilities  |
| <b>Variable name</b>                | F303b   |
| <b>Question</b>                     | In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following statements apply to you.<br>B: The amount of time my job takes up makes it difficult to fulfill family responsibilities. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.4.10 Work-Family: strain

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Work-Family: strain  |
| <b>Variable name</b>                | F303c  |
| <b>Question</b>                     | In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following statements apply to you.<br>C: My job produces strain that makes it difficult to fulfill family duties. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all  |
| <b>Origin</b>                       | Questionnaire  |

|                      |                          |
|----------------------|--------------------------|
| <b>Data set/wave</b> | LPP Employee Survey 2012 |
|----------------------|--------------------------|

#### 7.4.11 Work-Family: put off doing things at work

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Work-Family: put off doing things at work   |
| <b>Variable name</b>                | F303d   |
| <b>Question</b>                     | In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following statements apply to you.<br>D: I have to put off doing things at work because of demands on my time at home. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.4.12 Work-Family: things at work don't get done

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Work-Family: things at work don't get done  |
| <b>Variable name</b>                | F303e   |
| <b>Question</b>                     | In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following statements apply to you.<br>E: Things I want to do at work don't get done because of the demands of my family or spouse/partner. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.4.13 Work-Family: home life interferes with work

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Work-Family: home life interferes with work  |
| <b>Variable name</b>  | F303f  |
| <b>Question</b>       | In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following |

|                                     |   |
|-------------------------------------|---|
|                                     | statements apply to you.<br>F: My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

## 7.5 Remuneration

### 7.5.1 Performance-related bonuses

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Performance-related bonuses  |
| <b>Variable name</b>                | F401   |
| <b>Question</b>                     | Do you receive any performance-related bonuses or extra payments in addition to your basic salary or wage? Meant are bonuses, one-time payments, profit-sharing bonuses, premiums, gratifications etc. |
| <b>Detailed description, values</b> | 1 Yes<br>2 No  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.5.2 Performance-related bonuses: contractual commitment

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Performance-related bonuses: contractual commitment  |
| <b>Variable name</b>                | F401a  |
| <b>Question</b>                     | Are these payments...  |
| <b>Detailed description, values</b> | 1 based on a contractual commitment<br>2 without a contractual commitment<br>3 combination of both |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.5.3 Performance-related bonuses: amount contractually agreed at target attainment (%)

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Performance-related bonuses: amount contractually agreed at target attainment (%) |
| <b>Variable name</b>  | F401b   |

|                                     |  |
|-------------------------------------|--|
| <b>Question</b>                     | What is the amount contractually agreed at full target attainment, measured as a percentage of the basic salary? |
| <b>Detailed description, values</b> | Numerical  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.5.4 Performance-related bonuses: actual payments (Euro)

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Performance-related bonuses: actual payments (Euro)                 |
| <b>Variable name</b>                | F401c   |
| <b>Question</b>                     | What was the actual amount of performance-related payments in 2011? |
| <b>Detailed description, values</b> | Numerical<br>-5 No variable payments in 2011                        |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.5.5 Performance-related bonuses: bonuses without contractual commitment (Euro)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Performance-related bonuses: bonuses without contractual commitment (Euro)   |
| <b>Variable name</b>                | F401d  |
| <b>Question</b>                     | You have specified that you receive bonuses or extra payments without a contractual commitment. What was the amount of these extra payments in 2011?<br><i>or</i><br>You have specified that you also receive bonuses or extra payments without a contractual commitment. What was the amount of these extra payments in 2011? |
| <b>Detailed description, values</b> | Numerical<br>-5 No extra payments in 2011  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.5.6 Company pension scheme

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Company pension scheme                                  |
| <b>Variable name</b>  | F406  |
| <b>Question</b>       | Does your establishment offer a company pension scheme? |

|                                     |                          |
|-------------------------------------|--------------------------|
| <b>Detailed description, values</b> | 1 Yes<br>2 No            |
| <b>Origin</b>                       | Questionnaire            |
| <b>Data set/wave</b>                | LPP Employee Survey 2012 |

#### 7.5.7 Claims to company pension scheme (if so, since when?)

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Claims to company pension scheme (if so, since when?)   |
| <b>Variable name</b>                | F407  |
| <b>Question</b>                     | Do you currently acquire claims to such a company pension plan? If so, since when? Just mention the year. |
| <b>Detailed description, values</b> | Year<br>-6 No   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.6 Commitment, values and corporate culture

#### 7.6.1 Corporate culture: good understanding

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Corporate culture: good understanding   |
| <b>Variable name</b>                | F501a   |
| <b>Question</b>                     | I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>A: People have a good understanding of what the organization is trying to do. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.2 Corporate culture: long-term plans

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Corporate culture: long-term plans  |
| <b>Variable name</b>  | F501b   |
| <b>Question</b>       | I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are unde- |

|                                     |  |
|-------------------------------------|--|
|                                     | cided.<br>B: Everyone who works here is well aware of the long-term plans and direction of this company. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.6.3 Corporate culture: confidence

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Corporate culture: confidence   |
| <b>Variable name</b>                | F501c   |
| <b>Question</b>                     | I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>C: Supervisors show that they have confidence in those they manage. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.4 Corporate culture: good guidance

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Corporate culture: good guidance   |
| <b>Variable name</b>                | F501d  |
| <b>Question</b>                     | I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>D: Supervisors can be relied upon to give good guidance to people. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all  |
| <b>Origin</b>                       | Questionnaire  |

|                      |                          |
|----------------------|--------------------------|
| <b>Data set/wave</b> | LPP Employee Survey 2012 |
|----------------------|--------------------------|

#### 7.6.5 Corporate culture: understanding

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Corporate culture: understanding  |
| <b>Variable name</b>                | F501e   |
| <b>Question</b>                     | I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>E: Supervisors show an understanding of the people who work for them. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.6 Corporate culture: insufficient performance

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Corporate culture: insufficient performance   |
| <b>Variable name</b>                | F501f   |
| <b>Question</b>                     | I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>F: If the superiors of this establishment are dissatisfied with the personal performance of their employees, they talk openly with them about it. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.7 Corporate culture: no discrimination

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Corporate culture: no discrimination                                      |
| <b>Variable name</b>  | F501g   |
| <b>Question</b>       | I will now read out some statements. Please tell me, if they fully apply, |

|                                     |  |
|-------------------------------------|--|
|                                     | largely apply, do rather not apply, do not apply at all or if you are undecided.<br>G: No one working here is discriminated because of his/her sex, age, nationality, religious affiliation, handicap, sexual orientation or skin color. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.6.8 Corporate culture: clear communication

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Corporate culture: clear communication  |
| <b>Variable name</b>                | F501h   |
| <b>Question</b>                     | I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>H: The superiors clearly communicate requirements and objectives. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.9 Corporate culture: planning of contents and time requirements

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Corporate culture: planning of contents and time requirements  |
| <b>Variable name</b>                | F501i  |
| <b>Question</b>                     | I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>I: The superiors plan contents and time requirements reasonably. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all  |



|                      |                          |
|----------------------|--------------------------|
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employee Survey 2012 |

#### 7.6.10 Commitment: rest of my life

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Commitment: rest of my life   |
| <b>Variable name</b>                | F501aa  |
| <b>Question</b>                     | What about the following statements?<br>A: I would be very happy to spend the rest of my career with this organization. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all                 |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.11 Commitment: personal meaning

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Commitment: personal meaning  |
| <b>Variable name</b>                | F501ab  |
| <b>Question</b>                     | What about the following statements?<br>B: This organization has a great deal of personal meaning for me. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.12 Commitment: problems are my own

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Commitment: problems are my own   |
| <b>Variable name</b>                | F501ac  |
| <b>Question</b>                     | What about the following statements?<br>C: I really feel as if this organization's problems are my own. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral   |

|                      |  |
|----------------------|--|
|                      | 4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>        | Questionnaire                                      |
| <b>Data set/wave</b> | LPP Employee Survey 2012                           |

#### 7.6.13 Commitment: no belonging

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Commitment: no belonging   |
| <b>Variable name</b>                | F501ad   |
| <b>Question</b>                     | What about the following statements?<br>D: I do not feel a strong sense of “belonging” to my organization. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all    |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.6.14 Commitment: not emotionally attached

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Commitment: not emotionally attached  |
| <b>Variable name</b>                | F501ae  |
| <b>Question</b>                     | What about the following statements?<br>E: I do not feel “emotionally attached” to this organization.   |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.15 Commitment: no part of the family

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Commitment: no part of the family  |
| <b>Variable name</b>                | F501af   |
| <b>Question</b>                     | What about the following statements?<br>F: I do not feel like “part of the family” at my organization. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies   |

|                      |   |
|----------------------|---|
|                      | 3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>        | Questionnaire   |
| <b>Data set/wave</b> | LPP Employee Survey 2012  |

#### 7.6.16 Collegiality: receive help from colleagues

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Collegiality: receive help from colleagues  |
| <b>Variable name</b>                | F502a   |
| <b>Question</b>                     | The following questions refer to the relation to your colleagues and your superiors.<br>A: How often do you receive help and support from colleagues if required? |
| <b>Detailed description, values</b> | 1 Always<br>2 Often<br>3 Sometimes<br>4 Rarely<br>5 (Almost) never<br>-6 I do not have superiors/ colleagues  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.17 Collegiality: help colleagues

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Collegiality: help colleagues  |
| <b>Variable name</b>                | F502b  |
| <b>Question</b>                     | The following questions refer to the relation to your colleagues and your superiors.<br>B: How often do you offer helping your colleagues? |
| <b>Detailed description, values</b> | 1 Always<br>2 Often<br>3 Sometimes<br>4 Rarely<br>5 (Almost) never<br>-6 I do not have superiors/ colleagues                               |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.6.18 Collegiality: criticism/harassment/exposure

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Collegiality: criticism/harassment/exposure |
|-----------------------|---|

|                                     |   |
|-------------------------------------|---|
| <b>Variable name</b>                | F502c   |
| <b>Question</b>                     | The following questions refer to the relation to your colleagues and your superiors.<br>C: How often do you feel wrongly criticised, harassed or denounced by your colleagues or superiors? |
| <b>Detailed description, values</b> | 1 Always<br>2 Often<br>3 Sometimes<br>4 Rarely<br>5 (Almost) never<br>-6 I do not have superiors/ colleagues  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.19 Job satisfaction

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Job satisfaction  |
| <b>Variable name</b>                | F503  |
| <b>Question</b>                     | How satisfied are you today with your job? Please answer on a scale from 0 to 10, where 0 means "totally unhappy" and 10 means "totally happy". |
| <b>Detailed description, values</b> | 0 = Totally unhappy till 10 = Totally happy   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.20 Income satisfaction

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Income satisfaction   |
| <b>Variable name</b>                | F504  |
| <b>Question</b>                     | How satisfied are you today with your job? Please answer on a scale from 0 to 10, where 0 means "totally unhappy" and 10 means "totally happy". |
| <b>Detailed description, values</b> | 0 = Totally unhappy till 10 = Totally happy   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.21 Fairness: income

|                       |                  |
|-----------------------|------------------|
| <b>Variable label</b> | Fairness: income |
|-----------------------|------------------|

|                                     |   |
|-------------------------------------|---|
| <b>Variable name</b>                | F507a   |
| <b>Question</b>                     | I will now read out three more statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>A: I believe that I am being rewarded fairly at work. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.22 Fairness: decision procedures

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Fairness: decision procedures   |
| <b>Variable name</b>                | F507b   |
| <b>Question</b>                     | I will now read out three more statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>B: The rules and procedures to make decisions are fair. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.23 Fairness: supervisor

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Fairness: supervisor  |
| <b>Variable name</b>                | F507c   |
| <b>Question</b>                     | I will now read out three more statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>C: The way my supervisor treats me is fair. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply  |

|                      |                          |
|----------------------|--------------------------|
|                      | 5 Does not apply at all  |
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employee Survey 2012 |

#### 7.6.24 Changing job

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Changing job  |
| <b>Variable name</b>                | F508a   |
| <b>Question</b>                     | How many times in the past 12 months have you thought about changing your job? Was this...  |
| <b>Detailed description, values</b> | 1 Daily<br>2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.25 Engagement: energy

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Engagement: energy  |
| <b>Variable name</b>                | F509a   |
| <b>Question</b>                     | I now read some statements about perceiving work. Please think about how often you feel like this.<br>A: At my work, I feel bursting with energy. |
| <b>Detailed description, values</b> | 1 Daily<br>2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.26 Engagement: strong and vigorous

|                             |   |
|-----------------------------|---|
| <b>Variable label</b>       | Engagement: strong and vigorous   |
| <b>Variable name</b>        | F509b   |
| <b>Question</b>             | I now read some statements about perceiving work. Please think about how often you feel like this.<br>B: At my job, I feel strong and vigorous. |
| <b>Detailed description</b> | 1 Daily   |

|                      |  |
|----------------------|--|
| <b>tion, values</b>  | 2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never |
| <b>Origin</b>        | Questionnaire  |
| <b>Data set/wave</b> | LPP Employee Survey 2012   |

#### 7.6.27 Engagement: enthusiastic

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Engagement: enthusiastic   |
| <b>Variable name</b>                | F509c  |
| <b>Question</b>                     | I now read some statements about perceiving work. Please think about how often you feel like this.<br>C: I am enthusiastic about my job. |
| <b>Detailed description, values</b> | 1 Daily<br>2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.6.28 Engagement: inspired

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Engagement: inspired   |
| <b>Variable name</b>                | F509d  |
| <b>Question</b>                     | I now read some statements about perceiving work. Please think about how often you feel like this.<br>D: My job inspires me. |
| <b>Detailed description, values</b> | 1 Daily<br>2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never                                  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.6.29 Engagement: feel like going to work

|                       |                                     |
|-----------------------|-------------------------------------|
| <b>Variable label</b> | Engagement: feel like going to work |
| <b>Variable name</b>  | F509e                               |

|                                     |   |
|-------------------------------------|---|
| <b>Question</b>                     | I now read some statements about perceiving work. Please think about how often you feel like this.<br>E: When I get up in the morning, I feel like going to work. |
| <b>Detailed description, values</b> | 1 Daily<br>2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.6.30 Engagement: happy

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Engagement: happy  |
| <b>Variable name</b>                | F509f  |
| <b>Question</b>                     | I now read some statements about perceiving work. Please think about how often you feel like this.<br>F: I feel happy when I am working intensely. |
| <b>Detailed description, values</b> | 1 Daily<br>2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.6.31 Engagement: proud

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Engagement: proud  |
| <b>Variable name</b>                | F509g  |
| <b>Question</b>                     | I now read some statements about perceiving work. Please think about how often you feel like this.<br>G: I am proud of the work that I do. |
| <b>Detailed description, values</b> | 1 Daily<br>2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |



#### 7.6.32 Engagement: immersed

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Engagement: immersed   |
| <b>Variable name</b>                | F509h  |
| <b>Question</b>                     | I now read some statements about perceiving work. Please think about how often you feel like this.<br>H: I am immersed in my work. |
| <b>Detailed description, values</b> | 1 Daily<br>2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.6.33 Engagement: carried away

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Engagement: carried away   |
| <b>Variable name</b>                | F509i  |
| <b>Question</b>                     | I now read some statements about perceiving work. Please think about how often you feel like this.<br>I: I get carried away when I am working. |
| <b>Detailed description, values</b> | 1 Daily<br>2 A few times a week<br>3 A few times a month<br>4 A few times a year<br>5 Never  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.7 Personality and attitudes

#### 7.7.1 No reliance

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | No reliance  |
| <b>Variable name</b>                | F602a  |
| <b>Question</b>                     | We are now interested in your personality. Therefore I read several statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>A: Nowadays one can't rely on anyone. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies   |

|                      |   |
|----------------------|---|
|                      | 3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>        | Questionnaire   |
| <b>Data set/wave</b> | LPP Employee Survey 2012  |

#### 7.7.2 Trust

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Trust  |
| <b>Variable name</b>                | F602b  |
| <b>Question</b>                     | We are now interested in your personality. Therefore I read several statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.<br>B: On the whole one can trust people. |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.7.3 Angry when others are better off than me

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Angry when others are better off than me  |
| <b>Variable name</b>                | F603a   |
| <b>Question</b>                     | It makes me angry when others are undeservingly better off than me.                                     |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.4 Guilty when I am better off than others

|                             |   |
|-----------------------------|---|
| <b>Variable label</b>       | Guilty when I am better off than others                       |
| <b>Variable name</b>        | F603b   |
| <b>Question</b>             | I feel guilty when I am better off than others for no reason. |
| <b>Detailed description</b> | 1 Fully applies   |

|                      |  |
|----------------------|--|
| <b>tion, values</b>  | 2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>        | Questionnaire  |
| <b>Data set/wave</b> | LPP Employee Survey 2012   |

#### 7.7.5 Big Five: thorough

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: thorough  |
| <b>Variable name</b>                | F605a   |
| <b>Question</b>                     | I see myself as someone who...<br>A: does a thorough job  |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.6 Big Five: communicative

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: communicative   |
| <b>Variable name</b>                | F605b   |
| <b>Question</b>                     | I see myself as someone who...<br>B: is communicative, talkative  |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.7 Big Five: rude

|                       |   |
|-----------------------|---|
| <b>Variable label</b> | Big Five: rude  |
| <b>Variable name</b>  | F605c   |
| <b>Question</b>       | I see myself as someone who...<br>C: is sometimes somewhat rude to others |

|                                     |   |
|-------------------------------------|---|
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.8 Big Five: original

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: original  |
| <b>Variable name</b>                | F605d   |
| <b>Question</b>                     | I see myself as someone who...<br>D: is original, comes up with new ideas                               |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.9 Big Five: worries

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: worries   |
| <b>Variable name</b>                | F605e   |
| <b>Question</b>                     | I see myself as someone who...<br>E: worries a lot  |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.10 Big Five: forgiving

|                       |                                |
|-----------------------|--------------------------------|
| <b>Variable label</b> | Big Five: forgiving            |
| <b>Variable name</b>  | F605f                          |
| <b>Question</b>       | I see myself as someone who... |

|                                     |   |
|-------------------------------------|---|
|                                     | F: has a forgiving nature   |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.11 Big Five: lazy

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: lazy  |
| <b>Variable name</b>                | F605g   |
| <b>Question</b>                     | I see myself as someone who...<br>G: tends to be lazy   |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.12 Big Five: outgoing

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: outgoing  |
| <b>Variable name</b>                | F605h   |
| <b>Question</b>                     | I see myself as someone who...<br>H: is outgoing, sociable  |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.13 Big Five: artistic

|                       |                    |
|-----------------------|--------------------|
| <b>Variable label</b> | Big Five: artistic |
| <b>Variable name</b>  | F605i              |

|                                     |   |
|-------------------------------------|---|
| <b>Question</b>                     | I see myself as someone who...<br>I: values artistic, aesthetic experiences                             |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.14 Big Five: nervous

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: nervous   |
| <b>Variable name</b>                | F605j   |
| <b>Question</b>                     | I see myself as someone who...<br>J: gets nervous easily  |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.15 Big Five: effective

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: effective   |
| <b>Variable name</b>                | F605k   |
| <b>Question</b>                     | I see myself as someone who...<br>K: does things effectively and efficiently                            |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.16 Big Five: reserved

|                       |                    |
|-----------------------|--------------------|
| <b>Variable label</b> | Big Five: reserved |
|-----------------------|--------------------|

|                                     |   |
|-------------------------------------|---|
| <b>Variable name</b>                | F605l   |
| <b>Question</b>                     | I see myself as someone who...<br>L: is reserved  |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.17 Big Five: considerate

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: considerate   |
| <b>Variable name</b>                | F605m   |
| <b>Question</b>                     | I see myself as someone who...<br>M: is considerate and kind to others                                  |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.7.18 Big Five: imaginative

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: imaginative   |
| <b>Variable name</b>                | F605n   |
| <b>Question</b>                     | I see myself as someone who...<br>N: has an active imagination  |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.7.19 Big Five: relaxed

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: relaxed   |
| <b>Variable name</b>                | F605o   |
| <b>Question</b>                     | I see myself as someone who...<br>O: is relaxed, handles stress well                                    |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.7.20 Big Five: eager for knowledge

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Big Five: eager for knowledge   |
| <b>Variable name</b>                | F605p   |
| <b>Question</b>                     | I see myself as someone who...<br>P: is eager for knowledge   |
| <b>Detailed description, values</b> | 1 Fully applies<br>2 Largely applies<br>3 Neutral<br>4 Does rather not apply<br>5 Does not apply at all |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.7.21 Risk-taker

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Risk-taker   |
| <b>Variable name</b>                | F606   |
| <b>Question</b>                     | How do you see yourself: Are you generally a person who is fully prepared to take risks or do you try to avoid taking risks? Please indicate your risk-taking on a scale from 0 to 10. 0 means "risk averse" and 10 means "fully prepared to take risks". You can use the values in between to make your estimate. |
| <b>Detailed description, values</b> | 0 = Risk averse till 10 = Fully prepared to take risks   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |



## 7.8 Health

### 7.8.1 Health status

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Health status  |
| <b>Variable name</b>                | F701   |
| <b>Question</b>                     | How would you describe your current health?                |
| <b>Detailed description, values</b> | 1 Very good<br>2 Good<br>3 Satisfactory<br>4 Poor<br>5 Bad |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012                                   |

### 7.8.2 Sick days

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Sick days   |
| <b>Variable name</b>                | F702  |
| <b>Question</b>                     | How many days were you unable to work due to illness in the past 12 months? Please state the total number of days, not just the number of days for which you had an official note from your doctor. |
| <b>Detailed description, values</b> | Numerical<br>-6 None  |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.8.3 Well-being: cheerful and in good spirits

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Well-being: cheerful and in good spirits  |
| <b>Variable name</b>                | F703a   |
| <b>Question</b>                     | The following statements concern your well-being over the last two weeks! Please indicate your feeling for each of the statements. Over the last two weeks...<br>A: I have felt cheerful and in good spirits. |
| <b>Detailed description, values</b> | 1 All of the time<br>2 Most of the time<br>3 More than half of the time<br>4 Less than half of the time<br>5 Some of the time<br>6 At no time   |

|                      |                          |
|----------------------|--------------------------|
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employee Survey 2012 |

#### 7.8.4 Well-being: calm and relaxed

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Well-being: calm and relaxed  |
| <b>Variable name</b>                | F703b   |
| <b>Question</b>                     | The following statements concern your well-being over the last two weeks! Please indicate your feeling for each of the statements. Over the last two weeks...<br>B: I have felt calm and relaxed. |
| <b>Detailed description, values</b> | 1 All of the time<br>2 Most of the time<br>3 More than half of the time<br>4 Less than half of the time<br>5 Some of the time<br>6 At no time   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.8.5 Well-being: active and vigorous

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Well-being: active and vigorous  |
| <b>Variable name</b>                | F703c  |
| <b>Question</b>                     | The following statements concern your well-being over the last two weeks! Please indicate your feeling for each of the statements. Over the last two weeks...<br>C: I have felt active and vigorous. |
| <b>Detailed description, values</b> | 1 All of the time<br>2 Most of the time<br>3 More than half of the time<br>4 Less than half of the time<br>5 Some of the time<br>6 At no time  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.8.6 Well-being: fresh and rested

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Well-being: fresh and rested                                       |
| <b>Variable name</b>  | F703d  |
| <b>Question</b>       | The following statements concern your well-being over the last two |

|                                     |   |
|-------------------------------------|---|
|                                     | weeks! Please indicate your feeling for each of the statements. Over the last two weeks...<br>D: I woke up feeling fresh and rested.          |
| <b>Detailed description, values</b> | 1 All of the time<br>2 Most of the time<br>3 More than half of the time<br>4 Less than half of the time<br>5 Some of the time<br>6 At no time |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.8.7 Well-being: interesting things

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Well-being: interesting things  |
| <b>Variable name</b>                | F703e   |
| <b>Question</b>                     | The following statements concern your well-being over the last two weeks! Please indicate your feeling for each of the statements. Over the last two weeks...<br>E: my daily life has been filled with things that interest me. |
| <b>Detailed description, values</b> | 1 All of the time<br>2 Most of the time<br>3 More than half of the time<br>4 Less than half of the time<br>5 Some of the time<br>6 At no time   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

## 7.9 Sociodemography

### 7.9.1 Highest level of education

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Highest level of education   |
| <b>Variable name</b>                | F801   |
| <b>Question</b>                     | What is your highest level of education?   |
| <b>Detailed description, values</b> | 1 No qualification<br>2 Lower secondary school certificate<br>3 Intermediate secondary school certificate<br>4 University of applied sciences entrance qualification<br>5 A-level, extended secondary school certificate<br>8 Another level of education |

|                      |                          |
|----------------------|--------------------------|
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employee Survey 2012 |

### 7.9.2 Highest level of training qualification

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Highest level of training qualification  |
| <b>Variable name</b>                | F802   |
| <b>Question</b>                     | What is your highest level of training qualification? Please indicate which of the following is most true for you.   |
| <b>Detailed description, values</b> | 1 Apprenticeship, in-firm training<br>2 Vocational training within the education<br>3 Master craftsmen's or technical college<br>4 University of applied sciences degree<br>5 University degree<br>6 Another training qualification<br>7 No training qualification |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.9.3 Permanent relationship

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Permanent relationship                       |
| <b>Variable name</b>                | F803   |
| <b>Question</b>                     | Are you in a serious/permanent relationship? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No                                |
| <b>Origin</b>                       | Questionnaire                                |
| <b>Data set/wave</b>                | LPP Employee Survey 2012                     |

### 7.9.4 Partner lives in same household

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Partner lives in same household               |
| <b>Variable name</b>                | F804  |
| <b>Question</b>                     | Does your partner live in the same household? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No                                 |
| <b>Origin</b>                       | Questionnaire                                 |
| <b>Data set/wave</b>                | LPP Employee Survey 2012                      |

### 7.9.5 Employment of partner

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Employment of partner  |
| <b>Variable name</b>                | F805   |
| <b>Question</b>                     | Is your partner currently gainfully employed? Please tick where appropriate. |
| <b>Detailed description, values</b> | 1 Full-time employed<br>2 Part-time employed<br>3 Not gainfully employed     |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.9.6 Household size (persons)

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Household size (persons)  |
| <b>Variable name</b>                | F806  |
| <b>Question</b>                     | How many people live in your household, children and yourself included? |
| <b>Detailed description, values</b> | Numerical   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

### 7.9.7 Children < 14 years

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Children < 14 years  |
| <b>Variable name</b>                | F807   |
| <b>Question</b>                     | How many of these people are children under the age of 14? |
| <b>Detailed description, values</b> | Numerical  |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012                                   |

### 7.9.8 Age youngest child (years)

|                             |   |
|-----------------------------|---|
| <b>Variable label</b>       | Age youngest child (years)  |
| <b>Variable name</b>        | F808_gr   |
| <b>Question</b>             | How old is your child?<br><i>or</i><br>How old are your children? Please start with the oldest child. |
| <b>Detailed description</b> | Numerical   |

|                      |  |
|----------------------|--|
| <b>tion, values</b>  |  |
| <b>Origin</b>        | Questionnaire, generated   |
| <b>Data set/wave</b> | LPP Employee Survey 2012   |
| <b>Notes</b>         | The variable contains the age of the youngest child.<br><br>In a minority of cases also children older than 14 years are mentioned. These specifications remain unchanged in the data set and have not been corrected. |

#### 7.9.9 Situation of childcare

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Situation of childcare  |
| <b>Variable name</b>                | F810  |
| <b>Question</b>                     | How satisfied are you today with your situation of childcare relating to your job? Please rate the satisfaction with the current care situation of your children on a scale from 0 to 10. 0 means "totally unhappy", 10 "totally happy" |
| <b>Detailed description, values</b> | 0 = Totally unhappy till 10 = Totally happy   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.9.10 Nationality

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Nationality  |
| <b>Variable name</b>                | F811   |
| <b>Question</b>                     | What nationality do you have?  |
| <b>Detailed description, values</b> | 1 Just the German citizenship<br>2 The German and another citizenship<br>3 Another citizenship<br>-6 Stateless |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

#### 7.9.11 Country of birth: Germany

|                                     |                           |
|-------------------------------------|---------------------------|
| <b>Variable label</b>               | Country of birth: Germany |
| <b>Variable name</b>                | F812                      |
| <b>Question</b>                     | Were you born in Germany? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No             |

|                      |                          |
|----------------------|--------------------------|
| <b>Origin</b>        | Questionnaire            |
| <b>Data set/wave</b> | LPP Employee Survey 2012 |

#### 7.9.12 Country of birth: other (aggregated)

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Country of birth: other (aggregated)   |
| <b>Variable name</b>                | F813_gr  |
| <b>Question</b>                     | In which country were you born?  |
| <b>Detailed description, values</b> | 1 Southern/ Eastern Europe<br>2 Northern/ Western/ Central Europe<br>3 Asia<br>4 Rest of the world   |
| <b>Origin</b>                       | Questionnaire, generated   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |
| <b>Notes</b>                        | <p>The variable contains a grouped version of the countries in which the employees were born.</p> <p>The values include the following countries/continents:</p> <ul style="list-style-type: none"> <li>- Southern/ Eastern Europe: Albania, Andorra, Bosnia and Herzegovina, Bulgaria, Estonia, Greece, Italy, Croatia, Latvia, Lithuania, Macedonia, Malta, Moldova, Monaco, Montenegro, Poland, Portugal, Romania, Russia, San Marino, Serbia, Slovenia, Spain, Turkey, Ukraine, Hungary, Vatican, Belarus, Cyprus</li> <li>- Northern/ Western/ Central Europe: Belgium, Denmark, Finland, France, Great Britain, Ireland, Island, Liechtenstein, Luxembourg, Netherlands, Norway, Austria, Sweden, Switzerland, Slovakia, Czech Republic</li> <li>- Asia</li> <li>- Rest of the world: North and South America, Africa, Australia</li> </ul> |

#### 7.9.13 Came to Germany (year) (aggregated)

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Came to Germany (year) (aggregated)   |
| <b>Variable name</b>                | F814_gr   |
| <b>Question</b>                     | When did you come to Germany to live here? Name the year.                     |
| <b>Detailed description, values</b> | 1 before 1970<br>2 1970-1979<br>3 1980-1989<br>4 1990-1999<br>5 2000 or later |
| <b>Origin</b>                       | Questionnaire, generated  |

|                      |   |
|----------------------|---|
| <b>Data set/wave</b> | LPP Employee Survey 2012  |
| <b>Notes</b>         | The variable contains a grouped version of the year the employee came to Germany. |

#### 7.9.14 Country of birth father: Germany

|                                     |                                  |
|-------------------------------------|----------------------------------|
| <b>Variable label</b>               | Country of birth father: Germany |
| <b>Variable name</b>                | F815                             |
| <b>Question</b>                     | Was your father born in Germany? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No                    |
| <b>Origin</b>                       | Questionnaire                    |
| <b>Data set/wave</b>                | LPP Employee Survey 2012         |

#### 7.9.15 Country of birth mother: Germany

|                                     |                                  |
|-------------------------------------|----------------------------------|
| <b>Variable label</b>               | Country of birth mother: Germany |
| <b>Variable name</b>                | F817                             |
| <b>Question</b>                     | Was your mother born in Germany? |
| <b>Detailed description, values</b> | 1 Yes<br>2 No                    |
| <b>Origin</b>                       | Questionnaire                    |
| <b>Data set/wave</b>                | LPP Employee Survey 2012         |

#### 7.9.16 Gross pay

|                                     |   |
|-------------------------------------|---|
| <b>Variable label</b>               | Gross pay   |
| <b>Variable name</b>                | F818  |
| <b>Question</b>                     | What was the amount of your earnings last month? Please exclude any bonuses or extra pay (e.g. Christmas bonus, holiday bonus or back pays) and include payments for overtime. Please specify your gross pay before any tax deductions and social security contributions. |
| <b>Detailed description, values</b> | Numerical   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

#### 7.9.17 Net pay

|                       |         |
|-----------------------|---------|
| <b>Variable label</b> | Net pay |
| <b>Variable name</b>  | F819    |



|                                     |   |
|-------------------------------------|---|
| <b>Question</b>                     | What was your total net income in the last month? (Net income means after deduction of tax and social security contributions, such as pension, unemployment and health insurance) |
| <b>Detailed description, values</b> | Numerical   |
| <b>Origin</b>                       | Questionnaire   |
| <b>Data set/wave</b>                | LPP Employee Survey 2012  |

## 7.10 Panel participation and merging of data

### 7.10.1 Panel participation

|                                     |  |
|-------------------------------------|--|
| <b>Variable label</b>               | Panel participation  |
| <b>Variable name</b>                | F901   |
| <b>Question</b>                     | <p>We have now arrived at the end of the interview. Thank you for answering the questions. We would appreciate if the survey was interesting for you. Just one final question to conclude.</p> <p>To find out, if anything and, if yes, what has changed in the world of work within a few years, it is necessary that we can carry out a second interview with all the respondents in two years. If you can resolve to do this, this would be very valuable to the success of the research project. For the purpose of the further survey in the context of this study we must keep your address. Hereby the Data Protection Law requires your agreement. The data will be used in this research project only. A further use of your data for other purposes is not permitted. Your address will be stored separately from the questionnaire and can never be associated with the answers you provided. Your information will remain completely anonymous. After completion of the research project, your address will be permanently deleted.</p> <p>Do you agree?</p> |
| <b>Detailed description, values</b> | <p>1 I agree</p> <p>2 I do not agree</p>   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

### 7.10.2 Merging of data

|                       |  |
|-----------------------|--|
| <b>Variable label</b> | Merging of data  |
| <b>Variable name</b>  | F902   |
| <b>Question</b>       | In order to not have to query all your professional career information in the next interview again and not needlessly increase its length, we would like to include excerpts from other data in the analysis of the survey. These data are available at the Institute for Employment Re- |

|                                     |  |
|-------------------------------------|--|
|                                     | <p>search in Nuremberg. This is, for example, information about previous periods of employment. However, the inclusion of these data requires your agreement.</p> <p><i>or</i></p> <p>Even if you disagree with the saving of your address, we still have a request for you that is very important for the research: In order to complete the interview, we would like to include excerpts from other data in the analysis of the survey. These are available at the Institute for Employment Research in Nuremberg. This is, for example, information about previous periods of employment. However, the inclusion of these data requires your agreement.</p> <p>For the purpose of merging these data with the survey data, the Data Protection Law requires your agreement, for which I kindly ask you. When evaluating this information, it is absolutely certain that all data protection regulations are strictly adhered to. Of course, your agreement is voluntary. You can withdraw it at any time.</p> |
| <b>Detailed description, values</b> | <p>1 Yes, agreement granted</p> <p>2 No, agreement not granted</p>   |
| <b>Origin</b>                       | Questionnaire  |
| <b>Data set/wave</b>                | LPP Employee Survey 2012   |

## List of abbreviations

|              |  |
|--------------|--|
| <b>BA</b>    | Federal Employment Agency  |
| <b>BeH</b>   | Employee History   |
| <b>BMAS</b>  | Federal Ministry of Labour and Social Affairs  |
| <b>CATI</b>  | Computer Assisted Telephone Interview  |
| <b>FDZ</b>   | Research Data Centre of the German Federal Employment Agency at the<br>Institute for Employment Research |
| <b>IAB</b>   | Institute for Employment Research  |
| <b>IEB</b>   | Integrated Employment Biographies  |
| <b>infas</b> | Institute for Applied Social Sciences  |
| <b>HR</b>    | Human Resource   |
| <b>LPP</b>   | Linked Personnel Panel   |
| <b>ZEW</b>   | Centre for European Economic Research  |

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#### Corresponding author:

Stefanie Wolter  
Institute for Employment Research (IAB)  
Research Data Centre (FDZ)  
Regensburger Str. 104  
D-90478 Nürnberg  
Phone: +49-911-179-1615  
Email: [Stefanie.Wolter@iab.de](mailto:Stefanie.Wolter@iab.de)