

FDZ-Datenreport

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LPP – Linked Personnel Panel 1617

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

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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, users can assess whether the data offered is suitable for their research task; on the other, the information can be used to prepare analyses.

* Updated values on pages 46, 49 and 50.

Table of Contents

1	INTRODUCTION	16
2	DATA DESCRIPTION	17
2.1	Outline	17
2.2	List of variables	19
2.2.1	LPP Employer Survey	19
2.2.2	LPP Employee Survey: Long interviews	29
2.2.3	LPP Employee Survey: Short interviews	36
2.3	Volume structure	37
3	LPP EMPLOYER SURVEY	39
3.1	Data collection	39
3.1.1	Contents and method	39
3.1.2	Population	40
3.1.3	Sample	40
3.2	Data preparation	41
3.2.1	Data correction	41
3.2.2	Data organisation	42
3.2.3	Weighting	42
3.2.4	Anonymisation	43
4	LPP EMPLOYEE SURVEY	44
4.1	Data collection	44
4.1.1	Contents and method	44
4.1.2	Population	45
4.1.3	Sample	46
4.2	Data preparation	47
4.2.1	Data correction	47
4.2.2	Data organisation	47
4.2.3	Weighting	48
4.2.4	Anonymisation	49
4.2.5	Agreement to panel participation and merging of data	49
5	DATA USE	51
5.1	Data access	51
5.2	Data linkage	51
6	DESCRIPTION OF VARIABLES: LPP EMPLOYER SURVEY 1617	53
6.1	Identification and background information	53
6.1.1	Establishment identifier	53
6.1.2	IAB-Establishment-Panel-ID	53
6.1.3	Weighting factor LPP Employer Survey Variant 1	53
6.1.4	Weighting factor LPP Employer Survey Variant 2	54

6.1.5	Industry acc. to stratification matrix	54
6.1.6	Region acc. to stratification matrix	55
6.1.7	Employees acc. to stratification matrix	55
6.2	HR planning and recruitment	56
6.2.1	Staffing plan.....	56
6.2.2	Staffing plan (written form)	56
6.2.3	Staffing plan (term)	56
6.2.4	Analysis of the age structure	57
6.2.5	Social networks for personnel recruitment	57
6.2.6	Recruitment via social networks: Direct search.....	57
6.2.7	Recruitment via social networks: Job offers	57
6.2.8	Recruitment via social networks: Information and presentation	58
6.2.9	Recruitment via social networks	58
6.2.10	Social networks: with management responsibility	58
6.2.11	Social networks: without management responsibility	59
6.2.12	Recruitment via private recruitment agency	59
6.2.13	Recruitment agency: with management responsibility	59
6.2.14	Recruitment agency: without management responsibility	59
6.2.15	Number of applications for skilled jobs.....	60
6.2.16	Period from job advertisement to signing of contract	60
6.2.17	Selection instruments: Job interview	60
6.2.18	Selection instruments: Assessment Center	61
6.2.19	Selection instruments: Intelligence or skills test	61
6.2.20	Selection instruments: Personality or behavioural test	61
6.2.21	Selection instruments: short sample work.....	62
6.2.22	Selection instruments: others	62
6.2.23	Duration of job interview (h): with management responsibility	62
6.2.24	Duration of job interview (h): without management responsibility	63
6.2.25	Job matching process: Professional competence	63
6.2.26	Job matching process: Personal skills	63
6.2.27	Job matching process: Ethical values	64
6.2.28	Job matching process: Intelligence, cognitive abilities	64
6.2.29	Voluntary drop outs during probationary period (%)	65
6.2.30	Involuntary drop outs during probationary period (%)	65
6.2.31	No employees in probationary period.....	66
6.2.32	No new hires.....	66
6.2.33	Cause of dismissal (%): Unsuitable.....	66
6.2.34	Cause of dismissal (%): No need after all	67
6.2.35	Cause of dismissal (%): Gross misconduct.....	67
6.2.36	Cause of dismissal (%): Other reasons	67
6.3	HR development	68
6.3.1	Appraisal interviews.....	68
6.3.2	Appraisal interviews: management staff.....	68
6.3.3	Share of appraisal interviews: management staff	68
6.3.6	Target agreements (written form)	69
6.3.7	Target agreements (written form): management staff	69
6.3.8	Share of target agreements (written form): management staff	70
6.3.9	Target agreements (written form): without management responsibility	70
6.3.10	Share of target agreements (written form): without management responsibility	70
6.3.11	Formula-based calculation of variable pay components by means of degree of achievement of objectives.....	71

6.3.12	Development plans	71
6.3.13	Development plans: management staff	71
6.3.14	Share of development plans: management staff	72
6.3.15	Development plans: without management responsibility	72
6.3.16	Share of development plans: without management responsibility	72
6.3.17	Implementation of development plans	72
6.3.18	Performance appraisal	73
6.3.19	Performance appraisal: management staff	73
6.3.20	Share of performance appraisal: management staff	73
6.3.21	Performance appraisal: without management responsibility	74
6.3.22	Share of performance appraisal: without management responsibility	74
6.3.23	Distribution recommendation for performance appraisal	74
6.3.24	Distribution recommendation: management staff	75
6.3.25	Share of distribution recommendation: management staff	75
6.3.26	Distribution recommendation: without management responsibility	75
6.3.27	Share of distribution recommendation: without management responsibility	76
6.3.28	Conduction of performance appraisal	76
6.3.29	Evaluation rounds: management staff	76
6.3.30	Share of evaluation rounds: management staff	76
6.3.31	Evaluation rounds: without management responsibility	77
6.3.32	Share of evaluation rounds: without management responsibility	77
6.3.1	Changes to target agreements and performance assessments	77
6.3.2	Change: Introduction target agreements	78
6.3.3	Change: Removal target agreements	78
6.3.4	Change: Extension target agreements	78
6.3.5	Change: Reduction target agreements	79
6.3.6	Change: Introduction performance assessments	79
6.3.7	Change: Removal performance assessments	79
6.3.8	Change: Extension performance assessments	80
6.3.9	Change: Reduction performance assessments	80
6.3.10	Change in employee assessment only or accompanied by other changes	80
6.3.11	Inefficiency: discussion with employee	81
6.3.12	Inefficiency: HR development measures	81
6.3.13	Inefficiency: another position in establishment	81
6.3.14	Inefficiency: dismissal	82
6.3.15	Promotion: professional competence	82
6.3.16	Promotion: personal skills	83
6.3.17	Promotion: ethical values	83
6.3.18	Promotion: intelligence, cognitive skills	84
6.3.19	Promotion: period of employment	84
6.3.20	Promotion of qualification measures for unskilled employees	85
6.3.21	Promotion of qualification leading to higher educational qualification	85
6.3.22	Promoted employees: vocational training	86
6.3.23	Promoted employees: graduates	86
6.3.24	Number of training graduates left at their own request	86
6.4	Remuneration structure	87
6.4.1	Collective agreement	87
6.4.2	Escape clause for variable remuneration	87
6.4.3	Variable remuneration	87
6.4.4	Variable remuneration: with/without management responsibility	88
6.4.5	Variable remuneration: without management responsibility (%)	88

6.4.6	Variable remuneration: proportion management staff (%)	88
6.4.7	Variable remuneration: proportion employees (%)	88
6.4.8	Variable remuneration management staff: Business success (%)	89
6.4.9	Variable remuneration management staff: Success of unit (%)	89
6.4.10	Variable remuneration management staff: Personal achievements (%)	89
6.4.11	Variable remuneration employees: Business success (%)	90
6.4.12	Variable remuneration employees: Personal achievements (%)	90
6.4.13	Variable remuneration employees: Success of unit (%)	91
6.4.14	Voluntary special payments or one-time payments.....	91
6.4.15	Amount voluntary special payments or one-time payments (Euro).....	91
6.4.16	Changes remuneration structure	91
6.4.17	Change: Introduction variable remuneration	92
6.4.18	Change: Extension variable remuneration	92
6.4.19	Change: Cancellation variable remuneration	92
6.4.20	Change: Increase variable remuneration	93
6.4.21	Change: Decrease variable remuneration.....	93
6.4.22	Change: Changed weighting of criteria	93
6.4.23	Change in the remuneration system only or accompanied by other changes	94
6.4.24	Decision criteria for salary increase: Individual performance	94
6.4.25	Decision criteria for salary increase: Supporting colleagues.....	94
6.4.26	Decision criteria for salary increase: Retaining employees.....	95
6.4.27	Decision criteria for salary increase: New qualifications	95
6.4.28	Decision criteria for salary increase: Duration of employment	96
6.4.29	Company pension scheme	96
6.4.30	Company pension scheme: Percentage of work force (%)	96
6.5	Commitment, values and corporate culture	97
6.5.1	Employee survey	97
6.5.2	Employee survey: communicated to all employees	97
6.5.3	Employee survey: process to develop solutions for flaws	97
6.5.4	Employee loyalty: flexible working hours.....	98
6.5.5	Employee loyalty: remuneration	98
6.5.6	Employee loyalty: voluntarily additional benefits.....	98
6.5.7	Employee loyalty: career development prospects.....	99
6.5.8	Employee loyalty: general working atmosphere	99
6.5.9	Employee loyalty: contact between management and employees	99
6.5.10	Employee loyalty: work-family balance	100
6.5.11	Promotion of diversity and equal opportunities	100
6.5.12	Increase of women in management set as goal.....	100
6.5.13	No increase of proportion of women: proportion already high	101
6.5.14	No increase of proportion of women: no female candidates available.....	101
6.5.15	No increase of proportion of women: proportion for this branch is low	101
6.5.16	No increase of proportion of women: only qualifications matter.....	101
6.5.17	No increase of proportion of women: other reasons	102
6.5.18	Communication of objective to employees: increasing the proportion of women in managerial positions	102
6.5.19	Objective: proportion of women: Quantitative target	102
6.5.20	Objective: proportion of women: top management level (%)	103
6.5.21	Objective: proportion of women: second management level (%)	103
6.5.22	Objective: proportion of women: lower management level (%)	103
6.5.23	Objective: proportion of women: deadline set	104
6.5.24	Objective: proportion of women: first year of deadline introduction	104

6.5.25	Company affected by laws on the quota of women in managerial positions	104
6.5.26	Fathers in parental leave for at least 2 months (number)	104
6.5.27	Home office.....	105
6.5.28	Home office not possible: type of work.....	105
6.5.29	Home office not possible: lack of technical equipment	105
6.5.30	Home office not possible: data security.....	105
6.5.31	Home office not possible: Cooperation made difficult	106
6.5.32	Home office not possible: difficult employee control	106
6.5.33	Home office not possible: lack of interest on the part of employees	106
6.5.34	Home office not possible: not considered	107
6.5.35	Formal regulations for home office	107
6.5.36	Formal regulations for home office: year of introduction	107
6.5.37	Home office: on a regular basis, days per week	108
6.5.38	Home office: on a regular basis, days per month.....	108
6.5.39	Home office: on a regular basis, days per year.....	108
6.5.40	Home office: occasionally.....	108
6.5.41	Opportunity of home office in sales/marketing: with management responsibility (%)	109
6.5.42	Opportunity of home office in sales/marketing: without management responsibility (%) ..	109
6.5.43	Opportunity of home office in sales/marketing: no specification possible	110
6.5.44	Opportunity of home office in production: with management responsibility (%)	110
6.5.45	Opportunity of home office in production: without management responsibility (%)	110
6.5.46	Opportunity of home office in production: no specification possible	111
6.5.47	Opportunity of home office in service: with management responsibility (%)	111
6.5.48	Opportunity of home office in service: without management responsibility (%)	112
6.5.49	Opportunity of home office in service: no specification possible	112
6.5.50	Devices with mobile Internet: Management staff (%)	112
6.5.51	Devices with mobile Internet: without management responsibility (%)	113
6.5.52	Donations for charitable purposes.....	113
6.5.53	Volume of donations: As percentage of average profits per year	113
6.5.54	Share of total donations: Humanitarian aid and health	114
6.5.55	Share of total donations: Environmental and nature protection, animal welfare	114
6.5.56	Share of total donations: Sport	114
6.5.57	Share of total donations: Education	115
6.5.58	Share of total donations: Politics	115
6.5.59	Share of total donations: Art, culture, monument preservation	115
6.5.60	Share of total donations: Other.....	116
6.5.61	Motive for donation behaviour: Customer retention and acquisition	116
6.5.62	Motive for donation behaviour: Employee retention and recruitment.....	116
6.5.63	Motive for donation behaviour: Social Beliefs	117
6.5.64	Motive for donation behaviour: Other	117
6.5.65	Leave of absence for external voluntary work.....	118
6.6	Structural features.....	118
6.6.1	Average number of sick days	118
6.6.2	Principal owner	118
6.6.3	Change of principal owner in the last 2 years	119
6.6.4	Change of management in the last 2 years.....	119
6.6.5	Change of management: age-related retirement	119
6.6.6	Change of management: health-related retirement	119
6.6.7	Change of management: another establishment	120
6.6.8	Change of management: selling/merging of establishment	120
6.6.9	Change of management: Dismissal	120

6.6.10	Cause for change of management: Other	120
6.6.11	Business model strategy	121
6.6.12	Management of the human resources department: level	121
6.6.13	Number of employees in human resource department	121
6.6.14	Independent enterprise.....	122
6.6.15	Decisions about strategic human resource management	122
6.6.16	Broadband supply of establishment	122
6.6.17	Importance of broadband supply as a location factor	123
6.7	Panel participation	123
6.7.1	Panel participation	123
7	DESCRIPTION OF VARIABLES: LPP EMPLOYEE SURVEY 1617	124
7.1	Identification and background information	124
7.1.1	Establishment identifier	124
7.1.2	LPP Person-ID.....	124
7.1.3	Panelcase 2012-2016.....	124
7.1.4	Weighting factor LPP Employee Survey: Cross	125
7.1.5	Weighting factor LPP Employee Survey: Cross (mover)	125
7.1.6	Weighting factor LPP Employee Survey: Cross (mover, exits)	125
7.1.7	Weighting factor LPP Employee Survey: Panel	126
7.1.8	Weighting factor LPP Employee Survey: Panel (mover).....	126
7.1.9	Weighting factor LPP Employee Survey: Panel (mover, exits)	126
7.1.10	Long interview.....	126
7.1.11	Short interview	127
7.1.12	Year of birth	127
7.1.13	Sex.....	127
7.1.14	Same establishment as in wave 2 or 2015.....	128
7.2	Employment	128
7.2.1	Employment situation	128
7.2.2	Employment situation - differentiated	128
7.2.3	Functional area	129
7.2.4	Leadership position	129
7.2.5	Number of people working under target person	129
7.2.6	Leadership position (years)	129
7.2.7	Line manager: direct reports.....	130
7.2.8	Line manager: sex	130
7.2.9	Quantified target for the proportion of women in management positions	130
7.2.10	Target proportion of women in management positions	131
7.2.11	Employment contract fixed-term/permanent	131
7.2.12	Full-time/Part-time	131
7.2.13	Contractual working time (h/week)	131
7.2.14	Actual working time (h/week).....	132
7.2.15	Overtime	132
7.2.16	Working hours: shifts	132
7.2.17	Working hours: fixed time	133
7.2.18	Working hours: flexible working hours.....	133
7.2.19	Working hours: no fixed working hours	133
7.2.20	Working hours: Other	133
7.2.21	Working hours: Refuse	134
7.2.22	Working hours: Do not know	134

7.2.23	Work from home	134
7.2.24	No working from home: not allowed	135
7.2.25	No working from home: technical requirements do not exist	135
7.2.26	No working from home: not possible	135
7.2.27	No working from home: supervisor appreciates presence	136
7.2.28	No working from home: separation of professional and private life	136
7.2.29	No working from home: cooperation with colleagues more difficult	136
7.2.30	No working from home: decreasing chances of being promoted	136
7.2.31	Working from home desired	137
7.2.32	Work from home (h/week)	137
7.2.33	Working from home: by the hour or full days.....	137
7.2.34	Working from home: within or outside working hours	138
7.2.35	Does the work at home take place within or outside the contractual working hours?.....	138
7.2.36	Compensation home-/teleworking: financial.....	138
7.2.37	Compensation home-/teleworking: time credit	139
7.2.38	Compensation home-/teleworking: covered by salary.....	139
7.2.39	Compensation home-/teleworking: Refuse	139
7.2.40	Compensation home-/teleworking: Do not know.....	140
7.2.41	Business phone calls during leisure time	140
7.3	HR development	140
7.3.1	Offer of further vocational training	140
7.3.2	Further vocational training	141
7.3.3	Further vocational training: release, cost absorption	141
7.3.4	Further vocational training: full cost absorption (days).....	141
7.3.5	Appraisal interview	142
7.3.6	Appraisal interview: duration (min)	142
7.3.7	Appraisal interview: objectives fixed in writing	142
7.3.8	Personnel development: knowledge and competences	142
7.3.9	Personnel development: promotion if expected to fit new position best	143
7.3.10	Personnel development: promotion if outstanding job performance	143
7.3.11	Personnel development: promotion mostly not related to professional criteria.....	144
7.3.12	Personnel development: disadvantage in personnel decisions	144
7.3.13	Regular performance assessment	145
7.3.14	Skills in comparison to colleagues.....	145
7.3.15	Work effort in comparison to colleagues	145
7.3.16	Concerned about job security	146
7.3.17	Number of appraisal interviews (last year)	146
7.3.18	Appraisal interview(s) found useful	146
7.3.19	Compensation components calculated by using a formula	147
7.4	Work conditions and workloads	147
7.4.1	Work conditions: decisions	147
7.4.2	Work conditions: task variety	147
7.4.3	Work conditions: other jobs depend directly on my job	148
7.4.4	Work conditions: my job depends on the work of others.....	148
7.4.5	Work conditions: physical effort.....	149
7.4.6	Work conditions: ambient conditions	149
7.4.7	Work conditions: time pressure	149
7.4.8	Work-Family: interference with family life	150
7.4.9	Work-Family: family responsibilities	150
7.4.10	Work-Family: strain.....	151
7.4.11	Work-Family: put off doing things at work	151

7.4.12	Work-Family: things at work don't get done	152
7.4.13	Work-Family: home life interferes with work.....	152
7.4.14	Care for person in need of assistance.....	152
7.4.15	Care for person in need of assistance (h/day)	153
7.5	Remuneration.....	153
7.5.1	Performance-related bonuses	153
7.5.2	Performance-related bonuses: contractual commitment.....	153
7.5.3	Performance-related bonuses: amount contractually agreed at target attainment (%).....	154
7.5.4	Performance-related bonuses: actual payments (Euro) – 2015.....	154
7.5.5	Performance-related bonuses: bonuses without contractual commitment (Euro) – 2016	154
7.6	Commitment, values and corporate culture	155
7.6.1	Corporate culture: good understanding	155
7.6.2	Corporate culture: long-term plans	155
7.6.3	Corporate culture: confidence	155
7.6.4	Corporate culture: good guidance	156
7.6.5	Corporate culture: understanding	156
7.6.6	Corporate culture: insufficient performance	157
7.6.7	Corporate culture: no discrimination.....	157
7.6.8	Corporate culture: clear communication.....	158
7.6.9	Corporate culture: charitable and non-profit projects	158
7.6.10	Corporate culture: Creating meaning through work	158
7.6.11	Commitment: rest of my life	159
7.6.12	Commitment: personal meaning.....	159
7.6.13	Commitment: problems are my own	160
7.6.14	Commitment: no belonging.....	160
7.6.15	Commitment: not emotionally attached	160
7.6.16	Commitment: no part of the family	161
7.6.17	Collegiality: receive help from colleagues	161
7.6.18	Collegiality: help colleagues	162
7.6.19	Collegiality: criticism/harassment/exposure	162
7.6.20	Job satisfaction	162
7.6.21	Income satisfaction	163
7.6.22	Fairness: income	163
7.6.23	Fairness: decision procedures.....	163
7.6.24	Fairness: supervisor	164
7.6.25	Changing job.....	164
7.6.26	Reasons for change of employer.....	165
7.6.27	Expected occupational improvements: better pay & benefits	165
7.6.28	Expected occupational improvements: better superiors	165
7.6.29	Expected occupational improvements: career and further training opportunities	166
7.6.30	Expected occupational improvements: work contents	166
7.6.31	Expected occupational improvements: work volume	167
7.6.32	Expected occupational improvements: working hours	167
7.6.33	Expected occupational improvements: fair treatment	168
7.6.34	Expected occupational improvements: a securer job.....	168
7.6.35	Expected occupational improvements: other improvements.....	168
7.6.36	Expected private improvements: closeness to partner/family	169
7.6.37	Expected private improvements: private new start.....	169
7.6.38	Expected private improvements: shorter distance	170
7.6.39	Expected private improvements: work-life balance	170
7.6.40	Expected private improvements: other improvements	171

7.6.41	Active job search or contacted by another employer	171
7.6.42	Concrete job offer	171
7.6.43	Highest wage/salary offer (Euro)	172
7.6.44	No job change: external offer not better	172
7.6.45	No job change: higher wage, better working conditions	172
7.6.46	No job change: private reasons	173
7.6.47	No job change: other reasons	173
7.6.48	No job change: Refuse	173
7.6.49	No job change: Do not know	173
7.6.50	Offer employer: pay raise and/or benefits	174
7.6.51	Offer employer: promotion (prospects)	174
7.6.52	Offer employer: working hours	174
7.6.53	Offer employer: further training possibilities	175
7.6.54	Offer employer: work contents	175
7.6.55	Offer employer: work volume	175
7.6.56	Offer employer: job security	175
7.6.57	Offer employer: other improvements	176
7.6.58	Offer employer: Refuse	176
7.6.59	Offer employer: Do not know	176
7.6.60	Employer offer: Possibility of home-office	177
7.6.61	Employer offer: work-life balance	177
7.6.62	Job does not require a long training period	177
7.6.63	Engagement: energy	177
7.6.64	Engagement: strong and vigorous	178
7.6.65	Engagement: enthusiastic	178
7.6.66	Engagement: inspired	179
7.6.67	Engagement: feel like going to work	179
7.6.68	Engagement: happy	179
7.6.69	Engagement: proud	180
7.6.70	Engagement: immersed	180
7.6.71	Engagement: carried away	181
7.6.72	Contacted by other employer (last 12 months)?	181
7.7	Personality and attitudes	181
7.7.1	No reliance	181
7.7.2	Trust	182
7.7.3	Angry when others are better off than me	182
7.7.4	Guilty when I am better off than others	182
7.7.5	Big Five: thorough	183
7.7.6	Big Five: communicative	183
7.7.7	Big Five: rude	184
7.7.8	Big Five: original	184
7.7.9	Big Five: worries	184
7.7.10	Big Five: forgiving	185
7.7.11	Big Five: lazy	185
7.7.12	Big Five: outgoing	185
7.7.13	Big Five: artistic	186
7.7.14	Big Five: nervous	186
7.7.15	Big Five: effective	186
7.7.16	Big Five: reserved	187
7.7.17	Big Five: considerate	187
7.7.18	Big Five: imaginative	187

7.7.19	Big Five: relaxed	188
7.7.20	Big Five: eager for knowledge	188
7.7.21	Risk-taker.....	189
7.7.22	Self-efficacy: rely on own abilities	189
7.7.23	Self-efficacy: solve problems on my own	189
7.7.24	Self-efficacy: solve challenging and complex tasks	190
7.7.25	Time preference: abstain from things today, afford more tomorrow	190
7.7.26	Time preference: procrastinate things	190
7.7.27	Reciprocity: when harmed on purpose, try to pay back in kind	191
7.7.28	Reciprocity: prepared to return a favour.....	191
7.7.29	Altruism: willingness to share without expecting anything in return	192
7.7.30	Work-life balance: Thinking about work at home	192
7.7.31	Work-life balance: Let working life at work	192
7.7.32	Work-life balance: Work issues in family life	193
7.7.33	Work-life balance: Leave work behind	193
7.8	Health	194
7.8.1	Health status.....	194
7.8.2	Sick days	194
7.8.3	Well-being: cheerful and in good spirits	194
7.8.4	Well-being: calm and relaxed	195
7.8.5	Well-being: active and vigorous.....	195
7.8.6	Well-being: fresh and rested.....	195
7.8.7	Well-being: interesting things	196
7.8.8	Went to work sick (number of days)	196
7.9	Sociodemography	197
7.9.1	Highest level of education	197
7.9.2	Highest level of training qualification	197
7.9.3	Permanent relationship.....	197
7.9.4	Partner lives in same household	198
7.9.5	Employment of partner	198
7.9.6	Household size (persons).....	198
7.9.7	Children < 14 years	199
7.9.8	Age youngest child (years)	199
7.9.9	Situation of childcare	199
7.9.10	Nationality	199
7.9.11	Country of birth: Germany	200
7.9.12	Country of birth: other (aggregated)	200
7.9.13	Came to Germany (year) (aggregated)	201
7.9.14	Country of birth father: Germany.....	201
7.9.15	Country of birth mother: Germany.....	201
7.9.16	Gross pay	202
7.9.17	Net pay	202
7.9.18	Employed outside the agreed scale rate	202
7.9.19	Wage/salary higher than in collective agreement.....	202
7.10	Panel participation and merging of data	203
7.10.1	Panel participation	203
7.10.2	Merging of data.....	203
7.11	Short interviews.....	204
7.11.1	Termination of employment (year)	204
7.11.2	Termination of employment: way	204

7.11.3	Termination of employment: initiative	205
7.11.4	Reasons for termination	205
7.11.5	Expected occupational improvements: better pay & benefits	205
7.11.6	Expected occupational improvements: better superiors	206
7.11.7	Expected occupational improvements: career and further training opportunities	206
7.11.8	Expected occupational improvements: work contents	207
7.11.9	Expected occupational improvements: work volume	207
7.11.10	Expected occupational improvements: working hours	208
7.11.11	Expected occupational improvements: fair treatment	208
7.11.12	Expected occupational improvements: a securer job	209
7.11.13	Expected occupational improvements: other improvements	209
7.11.14	Expected private improvements: closeness to partner/family	209
7.11.15	Expected private improvements: private new start	210
7.11.16	Expected private improvements: shorter distance to work	210
7.11.17	Expected private improvements: work-life balance	211
7.11.18	Expected private improvements: other improvements	211
7.11.19	No long period of vocational adjustment necessary	212
7.11.20	New job in prospect or signed contract	212
7.11.21	Search path	212
7.11.22	Number of applications	213
7.11.23	Highest wage/salary offer (Euro)	213
7.11.24	Offer former employer	213
7.11.25	Offer former employer: pay raise and/or benefits	214
7.11.26	Offer former employer: promotion (prospects)	214
7.11.27	Offer former employer: working hours	214
7.11.28	Offer former employer: further training possibilities	215
7.11.29	Offer former employer: work contents	215
7.11.30	Offer former employer: work volume	215
7.11.31	Offer former employer: job security	216
7.11.32	Offer former employer: other improvements	216
7.11.33	Offer former employer: Refuse	216
7.11.34	Offer former employer: Do not know	216
7.11.35	Current employment situation	217
7.11.36	Start of current employment (year)	217
7.11.37	Further other employer	217

LIST OF ABBREVIATIONS	219
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LIST OF TABLES

Table 1: LPP – Content characteristics.....	17
Table 2: LPP – Methodological characteristics	18
Table 3: LPP – Data access	19
Table 4: LPP Employer Survey – List of variables	29
Table 5: LPP Employee Survey: Long interviews – List of variables	36
Table 6: LPP Employee Survey: Short interviews – List of variables	37
Table 7: Volume structure	38
Table 8: LPP Employee Survey – Realized interviews	47
Table 9: LPP Employee Survey – Weighting factors.....	49
Table 10: LPP Employee Survey – Agreement to merging of data	50
Table 11: LPP Employee Survey – Agreement to panel participation	50

Abstract

This data report describes the third wave of the *Linked Personnel Panel (LPP 1617)*. The LPP is a linked-employer-employee data set on human resources (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 three survey waves contain information from 1,219 companies, 7,508 employees (wave 1), 771 companies and 7,282 employees (wave 2) as well as 846 companies and 6,779 employees (wave 3). The LPP is representative of German private sector establishments with at least 50 employees subject to social security. The LPP is representative for German private sector establishments with at least 50 employees subject to social security. The linkage with the IAB Establishment Panel yields a data product that enables longitudinal analyses regarding HR strategies and quality of work in Germany.

Zusammenfassung

Dieser Datenreport beschreibt die dritte Welle des *Linked Personnel Panels (LPP 1617)*. 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. Die drei bisherigen Befragungswellen enthalten Informationen von 1.219 Betrieben und 7.508 Beschäftigten (Welle 1), 771 Betrieben und 7.282 Beschäftigten (Welle 2) sowie 846 Betrieben und 6.779 Beschäftigten (Welle 3). Auf der Betriebsebene ist das LPP repräsentativ für privatwirtschaftliche Betriebe in Deutschland mit mindestens 50 sozialversicherungspflichtigen Beschäftigten. 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, the Eberhardt Karls University of Tuebingen and the Centre for European Economic Research (ZEW) as well as the survey institutes infas and Kantar Public. Special thanks go to all the establishments and employees surveyed – without whose voluntary participation this project would not have been possible. Also special thanks go to our scientific assistants for helping us checking the data and documents.

The present data report draws on the FDZ data report 01/2015 (Broszeit and Wolter, 2015) on the first wave of the LPP and on the FDZ data report 06/2016 (Broszeit, Grunau and Wolter, 2016) where possible.

Details on various access routes, the conditions of use and the application of the data set can be found on the FDZ website at <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, the Eberhardt Karls University of Tuebingen and the Centre for European Economic Research (ZEW). The project 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 cross and longitudinal analysis regarding human resource (HR) work, corporate culture and management instruments for German private sector companies with at least 50 employees subject to social security.

In the first wave, 1,219 HR managers from establishments that had also participated in the 2011 and 2012 IAB Establishment Panel were surveyed as well as 7,508 employees of said establishments. Of these establishments, 771 were successfully recontacted in the second wave. Of the employees, 3,271 participate in the second wave (panel persons). 4,011 employees were first-time respondents (refreshers). The LPP employee dataset of the second wave thus contains 7,282 persons in total. In the third wave, refreshment samples were taken, in both the establishment and employee surveys. A total of 846 establishments (panel: 514, refreshers: 332) and 6,779 employees (panel: 4,299, refreshers: 2,480) were interviewed.

The LPP is a 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 surveys produces a linked-employer-employee dataset that reflects establishment as well as employee perspectives. The linkage 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 data report documents the data of the third 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.

The FDZ data and method report for the first wave (Broszeit and Wolter, 2015; Bellmann et al., 2015) and for the second wave (Broszeit, Wolter and Grunau, 2016; Bellmann et al., 2015) can be downloaded at the FDZ website. Detailed information on the IAB Establishment Panel is given by the department 'Establishments and Employment' on the [Establishment Panel web site](#) as well as on the respective [FDZ-Website](#).

2 Data description

2.1 Outline

Content characteristics	
Current data version	LPP 1617
Topics	Establishment characteristics: <ul style="list-style-type: none"> - HR planning and recruitment - HR development - Remuneration structure - Commitment, values and corporate culture - Structural features Individual characteristics: <ul style="list-style-type: none"> - Personal characteristics - Employment - HR development - Work conditions and workloads - Remuneration - Commitment, values and corporate culture - Personality and attitudes - Health - Sociodemography
Data unit	Employer survey: Establishments with more than 50 employees subject to social insurance contributions (Reference date: 30 th June 2015) Employee survey: Employees subject to social security system (Reference date: Panel: 31 st Dec 2011 & 31 st Dec 2013; Refresher: 31 st Dec 2015)
Number of cases	Employer survey: 846 establishments (Panel: 514, Refresher: 332) Employee survey: 6,779 individuals (Panel: 4,299, Refresher 2,480)
Period covered	Employer survey: 29 th June 2016 to 8 th October 2016 Employee survey: 2 nd February 2017 to 30 th July 2017
Time reference	Time of interview
Regional structure	Employer survey: <ul style="list-style-type: none"> - Northern region: Lower Saxony, Schleswig-Holstein, Hamburg, Bremen - Eastern region: Berlin, Brandenburg, Mecklenburg-Western Pomerania, Saxony, Saxony-Anhalt, Thuringia - Southern region: Bavaria, Baden-Wuerttemberg - Western region: North Rhine-Westphalia, Hesse, Saarland, Rhineland-Palatinate Employee survey: Federal states
Territorial allocation	as of the respective reference data

Table 1: LPP – Content characteristics

Methodological characteristics	
Gross sample	<p>Employer survey: Panel:</p> <ul style="list-style-type: none"> • Establishments that participated in the 2nd wave and did not exclude participation in future surveys either in the IAB Establishment Panel of 2015 or in the 2nd wave. • had temporarily failed in the 2nd wave • refused participation in the second wave but wanted to participate in 2016 <p>Refreshers: A sample of establishments that gave a valid IAB Establishment Panel interview in 2015 and were not part of the re-sample. Stratified according to establishment size, industry and region.</p> <p>Employee survey: Panel: Persons who declared their panel willingness in one of the two previous waves and</p> <ul style="list-style-type: none"> • participated in wave 1 and 2. • participated in wave 2. • participated in wave 1 and temporarily failed in wave 2. <p>Refreshers: A Sample of persons, who were subject to social insurance contributions at the 31st December 2015 and are employed in establishments who participated in both the IAB Establishment Panel 2016 and the supplementary survey or for whom there was no final non-participation.</p>
Mode of the Survey	<p>Employer survey Face-to-face interviews</p> <p>Employee survey Telephone interviews</p>
Institutions involved	Institute for Employment Research (IAB), Centre for European Economic Research (ZEW), University of Cologne, Eberhardt Karls University of Tuebingen, Federal Ministry of Labour and Social Affairs (BMAS), Kantar Public, infas Institute for Applied Social Sciences
Frequency of data collection	Biennial survey
File format and size	<p>Employer survey: STATA (650 KB)</p> <p>Employee survey: STATA (2,800 KB)</p>
File architecture	<p>Employer survey: lpp_employer_1617_v1.dta</p> <p>Employee survey: lpp_employee_1617_v1.dta</p>

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
Wave 3	Wave 2	Wave 1	
lpp_betnr	lpp_betnr	lpp_betnr	Establishment identifier
idnum	idnum	idnum	IAB-Establishment-Panel-ID
		gew_betnr_2012	Weighting factor LPP Employer Survey
gew_betnr_2016_V1	gew_betnr_2014_V1		Weighting factor LPP Employer Survey Variant 1
gew_betnr_2016_V2	gew_betnr_2014_V2		Weighting factor LPP Employer-Survey Variant 2
branche_2016	branche_2014	branche_2012	Industry acc. to stratification matrix
region_2016	region_2014	region_2012	Region acc. to stratification matrix
svb_2016	svb_2014	svb_2012	Employees acc. to stratification matrix
c01	b01	a01	Staffing plan
c02	b02	a02	Staffing plan (written form)
c03	b03	a03	Staffing plan (term)
c04	b04	a04	Analysis of the age structure
c05	b05	a05	Social networks for personnel recruitment
		a06	Recruitment of graduates
		a07	Recruitment from specific university
		a08	University is located in town/city
		a09	Distance to university (km)
c06a	b06a		Recruitment via social networks: Direct search
c06b	b06b		Recruitment via social networks: Job offers
c06c	b06c		Recruitment via social networks: Information and presentation
c07	b07	a12	Recruitment via social networks
c08a	b08a	a13a	Social networks: with management responsibility
c08b	b08b	a13b	Social networks: without management responsibility
c09	b09	a10	Recruitment via private recruitment agency
c10a	b10a	a11a	Recruitment agency: with management responsibility
c10b	b10b	a11b	Recruitment agency: without management responsibility
	b11	a14	Recruitment for skilled jobs from abroad
	b12a		Recruitment of foreign nationals: unsolicited applications

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
	b12b		Recruitment of foreign nationals: internal channels
	b12c		Recruitment of foreign nationals: Job advertisement/Direct search
	b12d		Recruitment of foreign nationals: Federal Employment Agency/EURES
	b12e		Recruitment of foreign nationals: Recruitment agency
	b12f		Recruitment of foreign nationals: other channels
	b13a		Assistance with integration: external offers
	b13b		Assistance with integration: measures in company
	b13c		No assistance with integration
c11	b14	a15	Number of applications for skilled jobs
c12	b15	a16	Period from job advertisement to signing of contract
c13a	b16a		Selection instruments: Job interview
c13b	b16b		Selection instruments: Assessment Center
c13c	b16c		Selection instruments: Intelligence or skills test
c13d	b16d		Selection instruments: Personality or behavioural test
c13e	b16e		Selection instruments: short sample work
c13f	b16f		Selection instruments: others
c14a	b17a	a17a	Duration of job interview (h): with management responsibility
c14b	b17b	a17b	Duration of job interview (h): without management responsibility
c15a*	b18a	a18a	Job matching process: professional competence
c15b*	b18b	a18b	Job matching process: personal skills
c15c*	b18c	a18c	Job matching process: ethical values
c15d*	b18d	a18d	Job matching process: intelligence, cognitive abilities
	b19		Dealing with overqualified applicants
c16a	b20a	a19a	Voluntary drop outs during probationary period (%)
c16b	b20b	a19b	Involuntary drop outs during probationary period (%)
c16c	b20c	a19c	No employees in probationary period
c16d	b20d	a19d	No new hires
c17a			Cause of dismissal (%): Unsuitable
c17b			Cause of dismissal (%): No need after all
c17c			Cause of dismissal (%): Gross misconduct
c17d			Cause of dismissal (%): Other reasons
		a20	Temporary workers

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
		a21	Taking over of temporary workers
c18	b21	a22	Appraisal interviews
c19a*	b22a	a23a	Appraisal interviews: management staff
c19aproz			Share of appraisal interviews: management staff
c19b*	b22b	a23b	Appraisal interviews: without management responsibility
c19bproz			Share of appraisal interviews: without management responsibility
	b22c	a23c	Appraisal interviews: all employees
	b23	a24	Target agreements
c20	b24	a25	Target agreements (written form)
c21a*	b25a	a26a	Target agreements (written form): management staff
c21aproz			Share of target agreements (written form): management staff
c21b*	b25b	a26b	Target agreements (written form): without management responsibility
c21bproz			Share of target agreements (written form): without management responsibility
	b25c	a26c	Target agreements (written form): all employees
c22			Formula-based calculation of variable pay components by means of degree of achievement of objectives
c23	b26	a27	Development plans
c24a*	b27a	a28a	Development plans: management staff
c24aproz			Share of development plans: management staff
c24b*	b27b	a28b	Development plans: without management responsibility
c24bproz			Share of development plans: without management responsibility
	b27c	a28c	Development plans: all employees
c25	b28	a29	Implementation of development plans
c26	b29	a30	Performance appraisal
c27a*	b30a	a31a	Performance appraisal: management staff
c27aproz			Share of performance appraisal: management staff
c27b*	b30b	a31b	Performance appraisal: without management responsibility
c27bproz			Share of performance appraisal: without management responsibility
	b30c	a31c	Performance appraisal: all employees
c28	b31	a32	Distribution recommendation for performance appraisal

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
c29a*	b32a	a33a	Distribution recommendation: management staff
c29aproz			Share of distribution recommendation: management staff
c29b*	b32b	a33b	Distribution recommendation: without management responsibility
c29bproz			Share of distribution recommendation: without management responsibility
	b32c	a33c	Distribution recommendation: all employees
c30	b33	a34	Conduction of performance appraisal
c31a*	b34a	a35a	Evaluation rounds: management staff
c31aproz			Share of evaluation rounds: management staff
c31b*	b34b	a35b	Evaluation rounds: without management responsibility
c31bproz			Share of evaluation rounds: without management responsibility
	b34c	a35c	Evaluation rounds: all employees
c32	b35		Changes to target agreements and performance assessments
c33a	b36a		Change: Introduction target agreements
c33b	b36b		Change: Removal target agreements
c33c	b36c		Change: Extension target agreements
c33d	b36d		Change: Reduction target agreements
c33e	b36e		Change: Introduction performance assessments
c33f	b36f		Change: Removal performance assessments
c33g	b36g		Change: Extension performance assessments
c33h	b36h		Change: Reduction performance assessments
c33i	b36i		Change in employee assessment only or accompanied by other changes
c34a	b37a	a36a	Inefficiency: discussion with employee
c34b	b37b	a36b	Inefficiency: HR development measures
c34c	b37c	a36c	Inefficiency: another position in establishment
c34d	b37d	a36d	Inefficiency: dismissal
c35a*	b38a	a37a	Promotion: professional competence
c35b*	b38b	a37b	Promotion: personal skills
c35c*	b38c	a37c	Promotion: ethical values
c35d*	b38d	a37d	Promotion: intelligence, cognitive skills
c35e*	b38e	a37e	Promotion: period of employment
c36			Promotion of qualification measures for unskilled employees
c37	b39	a38	Promotion of qualification leading to higher educational qualification
	b40a	a39a	Promoted employees: untrained
c38a	b40b	a39b	Promoted employees: vocational training

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
c38b	b40c	a39c	Promoted employees: graduates
	b41	a40	Additional certified qualifications during initial education
	b42a	a41a	Additional qualifications: business sector
	b42b	a41b	Additional qualifications: industrial-technical sector
	b42c	a41c	Additional qualifications: other
	b43a	a42a	Certified additional qualification: office occupations
	b43b	a42b	Certified additional qualification: industrial-technical occupations
	b43c	a42c	Certified additional qualification: other
	b43d	a42d	No certified additional qualifications
c39	b44	a43	Number of training graduates left at their own request
c40	b45	a44	Collective agreement
c41	b46	a45	Escape clause for variable remuneration
c42	b47	a46	Variable remuneration
c43	b48	a47	Variable remuneration: with/without management responsibility
c44	b49	a48	Variable remuneration: without management responsibility (%)
c45a	b50a	a49a	Variable remuneration: proportion management staff (%)
c45b	b50b	a49b	Variable remuneration: proportion employees (%)
c46aa	b51aa	a50aa	Variable remuneration management staff: Business success (%)
c46ab	b51ab	a50ab	Variable remuneration management staff: Success of unit (%)
c46ac	b51ac	a50ac	Variable remuneration management staff: Personal achievements (%)
c46ba	b51ba	a50ba	Variable remuneration employees: Business success (%)
c46bb	b51bc	a50bc	Variable remuneration employees: Personal achievements (%)
c46bc	b51bb	a50bb	Variable remuneration employees: Success of unit (%)
	b52aa		Variable remuneration sales: Business success (%)
	b52ab		Variable remuneration sales: Success of unit (%)
	b52ac		Variable remuneration sales: Personal achievements (%)
	b52ba		Variable remuneration production/ development: Business success (%)

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
	b52bb		Variable remuneration production/ development: Success unit (%)
	b52bc		Variable remuneration production/ development: Personal achievements (%)
	b52ca		Variable remuneration cross-departmental function: Business success (%)
	b52cb		Variable remuneration cross-departmental function: Success of unit (%)
	b52cc		Variable remuneration cross-departmental function: Personal achievements (%)
	b52d		Variable remuneration: No distinction between functional units
c47	b53		Voluntary special payments or one-time payments
c48	b54		Amount voluntary special payments or one-time payments (Euro)
c49	b55		Changes remuneration structure
c50a	b56a		Change: Introduction variable remuneration
c50b	b56b		Change: Extension variable remuneration
c50c	b56c		Change: Cancellation variable remuneration
c50d	b56d		Change: Increase variable remuneration
c50e	b56e		Change: Decrease variable remuneration
c50f	b56f		Change: Changed weighting of criteria
c50g	b56g		Change in the remuneration system only or accompanied by other changes
c51a			Decision criteria for salary increase: Individual performance
c51b			Decision criteria for salary increase: Supporting colleagues
c51c			Decision criteria for salary increase: Retaining employees
c51d			Decision criteria for salary increase: New qualifications
c51e			Decision criteria for salary increase: Duration of employment
c52	b57		Company pension scheme
c53	b58		Company pension scheme: Percentage of work force (%)
	b59a		Financing company pension scheme: Employees
	b59b		Financing company pension scheme: Employees and Employers
	b59c		Financing company pension scheme: Employers
		a51	Codes of values, corporate guidelines

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
		a52	Codes of values, corporate guidelines (written form)
c58	b60		Promotion of diversity and equal opportunities
	b61	a53	Certification
	b62a	a54a	Certification: quality of the workplace
	b62b	a54b	Certification: work-family balance
	b62c	a54c	Certification: health management
	b62d	a54d	Certification: process quality
	b62e	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
c54	b63	a57	Employee survey
c55	b64	a58	Employee survey: communicated to all employees
c56	b65	a59	Employee survey: process to develop solutions for flaws
c57a	b66a	a60a	Employee loyalty: flexible working hours
c57b	b66b	a60b	Employee loyalty: remuneration
c57c	b66c	a60c	Employee loyalty: voluntarily additional benefits
c57d	b66d	a60d	Employee loyalty: career development prospects
c57e	b66e	a60e	Employee loyalty: general working atmosphere
c57f	b66f	a60f	Employee loyalty: contact between management and employees
c57g	b66g	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
c59	b67	a62	Increase of women in management set as goal
c60a	b68a	a63a	No increase of proportion of women: proportion already high

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
c60b	b68b	a63b	No increase of proportion of women: no female candidates available
c60c	b68c	a63c	No increase of proportion of women: proportion for this branch is low
c60d	b68d	a63d	No increase of proportion of women: only qualifications matter
c60e	b68e	a63e	No increase of proportion of women: other reasons
c61			Communication of objective to employees: increasing the proportion of women in managerial positions
c62			Objective: Proportion of women: Quantitative target
c62a			Objective: Proportion of women: top management level (%)
c62b			Objective: Proportion of women: second management level (%)
c62c			Objective: Proportion of women: lower management level (%)
c63			Objective: Proportion of women: deadline set
c64			Objective: Proportion of women: first year of deadline introduction
c65			Company affected by laws on the quota of women in managerial positions
	b69a	a64a	Measures proportion of women: mentoring programs
	b69b	a64b	Measures proportion of women: female promotion measures
	b69c	a64c	Measures proportion of women: measures of further training
	b69d	a64d	Measures proportion of women: quantitative target for the proportion
	b69e	a64e	Measures proportion of women: development prospects for part-time employees
	b69f	a64f	Measures proportion of women: flexible working-time models
	b69g	a64g	Measures proportion of women: other measures
c66	b70	a65	Fathers in parental leave for at least 2 months (number)
c67	b71		Home office
c68a			Home office not possible: type of work
c68b			Home office not possible: lack of technical equipment
c68c			Home office not possible: data security

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
c68d			Home office not possible: Cooperation made difficult
c68e			Home office not possible: difficult employee control
c68f			Home office not possible: lack of interest on the part of employees
c68g			Home office not possible: not considered
c69			Formal regulations for home office
c70			Formal regulations for home office: year of introduction
c71a			Home office: on a regular basis, days per week
c71ba			Home office: on a regular basis, days per month
c71bb			Home office: on a regular basis, days per year
c71c	b72a		Home office: occasionally
	b72b		Home-Office: at least once a month
	b72c		Home-Office: at least once a week
c72aa			Opportunity of home office in sales/marketing: with management responsibility (%)
c72ab			Opportunity of home office in sales/marketing: without management responsibility
c72ac			Opportunity of home office in sales/marketing: no specification possible
c72ba			Opportunity of home office in production: with management responsibility (%)
c72bb			Opportunity of home office in production: without management responsibility (%)
c72bc			Opportunity of home office in production: no specification possible
c72ca			Opportunity of home office in service: with management responsibility (%)
c72cb			Opportunity of home office in service: without management responsibility (%)
c72cc			Opportunity of home office in service: no specification possible
	b73a		Home-Office (entitled): Management staff (%)
	b73b		Home-Office (entitled): without management responsibility (%)
	b74a		Home-Office (users): Management staff (%)
	b74b		Home-Office (users): without management responsibility (%)
c73a	b75a		Devices with mobile Internet: Management staff (%)
c73b	b75b		Devices with mobile Internet: without management responsibility (%)
c74			Donations for charitable purposes

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
c75			Volume of donations: As percentage of average profits per year
c76a			Share of total donations: Humanitarian aid and health
c76b			Share of total donations: Environmental and nature protection, animal welfare
c76c			Share of total donations: Sport
c76d			Share of total donations: Education
c76e			Share of total donations: Politics
c76f			Share of total donations: Art, culture, monument preservation
c76g			Share of total donations: Other
c77a			Motive for donation behaviour: Customer retention and acquisition
c77b			Motive for donation behaviour: Employee retention and recruitment
c77c			Motive for donation behaviour: Social Beliefs
c77d			Motive for donation behaviour: Other
c78			Leave of absence of employees for external voluntary work
c79	b76	a66	Average number of sick days
		a67	Structure of management
		a68	Number of levels of hierarchy
c80	b77	a69	Principal owner
c81	b78	a70	Change of principal owner in the last 2 years
		a71	Previous owner
c82	b79	a72	Change of management in the last 2 years
c83a		a73a	Change of management: age-related retirement
c83b		a73b	Change of management: health-related retirement
c83c		a73c	Change of management: another establishment
c83d		a73d	Change of management: selling/merging of establishment
c83f		a73e	Change of management: other
c83e			Change of management: Dismissal
c84	b80	a74	Business model strategy
	b81a	a75a	Decision-making process: (management) consultant
	b81b	a75b	Decision-making process: competitors/other managers
	b81c	a75c	Decision-making process: organisational information
	b81d	a75d	Decision-making process: No external sources

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
c85	b82	a76	Management of the human resources department: level
c86	b83	a77	Number of employees in human resource department
c87	b84	a78	Independent enterprise
c88	b85	a79	Decisions about strategic human resource management
c89			Broadband supply of establishment
c90			Importance of broadband supply as a location factor
c91	b86	a82	Panel participation

Table 4: LPP Employer Survey – List of variables

Note: For all variables marked with *, the question or the way of response have changed compared to the previous wave.

2.2.2 LPP Employee Survey: Long interviews

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
lpp_betnr	lpp_betnr	lpp_betnr	Establishment identifier
pers_id	pers_id	pers_id	LPP Person-ID
Panel1216*	panel1214		Panelcase 2012-2016
		gew_pers_2012	Weighting factor LPP Employee Survey
gew_pers_2016_quer	gew_pers_2014_quer		Weighting factor LPP Employee Survey: Cross
gew_pers_2016_quer_m	gew_pers_2014_quer_m		Weighting factor LPP Employee Survey: Cross (mover)
gew_pers_2016_quer_m_e	gew_pers_2014_quer_m_e		Weighting factor LPP Employee Survey: Cross (mover, exits)
gew_pers_2016_panel	gew_pers_2014_panel		Weighting factor LPP Employee Survey: Panel
gew_pers_2016_panel_m	gew_pers_2014_panel_m		Weighting factor LPP Employee Survey: Panel (mover)
gew_pers_2016_panel_m_e	gew_pers_2014_panel_m_e		Weighting factor LPP Employee Survey: Panel (mover, exits)
lang_w3	lang		Long interview
kurz_w3	kurz		Short interview
H1	G1	F1	Year of birth
H3	G3	F3	Sex
H3b	G3b	F3b	1 st wave: Same establishment as in 2011 2 nd and 3 rd wave: Same establishment as in wave 2 or 2015
H101	G101	F101	Employment situation
H102a	G102a	F102a	Employment situation - differentiated

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
H120aa	G102aa		Functional area
H102b	G102b	F102b	Leadership position
H102c	G102c	F102c	Number of people working under target person
H102d	G102d		Leadership position (years)
H102e	G102e		Line manager: direct reports
H102f	G102f		Line manager: sex
H102h			Quantified target for the proportion of women in management positions
H102i			Target proportion of women in management positions
H104	G104	F104	Employment contract fixed-term/permanent
H104a	G104a	F104a	Full-time/Part-time
H105	G105	F105	Contractual working time (h/week)
H106	G106	F106	Actual working time (h/week)
H107	G107	F107	Overtime
H108a	G108a	F108a	Working hours: shifts
H108b	G108b	F108b	Working hours: fixed time
H108c	G108c	F108c	Working hours: flexible working hours
H108d	G108d	F108d	Working hours: no fixed working hours
H108e	G108e	F108e	Working hours: Other
H108f	G108f	F108f	Working hours: Refuse
H108g	G108g	F108g	Working hours: Do not know
	G110	F110	Work on weekends
H111	G111	F111	Work from home
H111aa	G111aa		No working from home: not allowed
H111ab	G111ab		No working from home: technical requirements do not exist
H111ac	G111ac		No working from home: not possible
H111ad	G111ad		No working from home: supervisor appreciates presence
H111ae	G111ae		No working from home: separation of professional and private life
H111af	G111af		No working from home: cooperation with colleagues more difficult
H111ag	G111ag		No working from home: decreasing chances of being promoted
H111b	G111b		Working from home desired
	G111ca		Working from home desired: save time commuting
	G111cb		Working from home desired: reconcile work and recreational activities
	G111cc		Working from home desired: reconcile work and family
	G111cd		Working from home desired: occupational activities can be performed more efficiently
	G111ce		Working from home desired: increase in effective working hours

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
H112	G112	F112	Work from home (h/week)
H112a	G112a		Working from home: by the hour or full days
	G113	F113	Contractual home-/teleworking
H113a	G113a		Working from home: within or outside working hours
H113a2*	G113a		Working from home: within or outside working hours
H114a	G114a	F114a	Compensation home-/teleworking: financial
H114b	G114b	F114b	Compensation home-/teleworking: time credit
H114c	G114c	F114c	Compensation home-/teleworking: covered by salary
H114d	G114d	F114d	Compensation home-/teleworking: Refuse
H114e	G114e	F114e	Compensation home-/teleworking: Do not know
	G114aa		Experience with working from home: save time commuting
	G114ab		Experience with working from home: reconcile job with family/private activities
	G114ac		Experience with working from home: occupational activities can be performed more efficiently
	G114ad		Experience with working from home: work longer weekly hours
	G114ae		Experience with working from home: contact to colleagues suffers
	G114af		Experience with working from home: superior believes I work less
	G114ag		Experience with working from home: boundary between work and free time becomes blurred
H115	G115	F115	Business phone calls during leisure time
H200a	G200a		Offer of further vocational training
H201	G201	F201	Further vocational training
H202	G202	F202	Further vocational training: release, cost absorption
H203	G203	F203	Further vocational training: full cost absorption (days)
		F203a	In-house further training or qualification activities
H204	G204	F204	Appraisal interview
H205	G205	F205	Appraisal interview: duration (min)
H206	G206	F206	Appraisal interview: objectives fixed in writing
H208a	G208a	F208a	Personnel development: knowledge and competences
H208b	G208b	F208b	Personnel development: promotion if expected to fit new position best
H208c	G208c	F208c	Personnel development: promotion if outstanding job performance
H208d	G208d	F208d	Personnel development: promotion mostly not related to professional criteria

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
H208e	G208e	F208e	Personnel development: disadvantage in personnel decisions
H208aa	G208aa		Regular performance assessment
H208ba	G208ba		Skills in comparison to colleagues
H208bb	G208bb		Work effort in comparison to colleagues
H209	G209	F209	Concerned about job security
H210			Number of appraisal interviews (last year)
H211			Appraisal interview(s) found useful
H212			Compensation components calculated by using a formula
H301a	G301a	F301a	Work conditions: decisions
H301b	G301b	F301b	Work conditions: task variety
H301c	G301c	F301c	Work conditions: other jobs depend directly on my job
H301d	G301d	F301d	Work conditions: my job depends on the work of others
H301e	G301e	F301e	Work conditions: physical effort
H301f	G301f	F301f	Work conditions: ambient conditions
H301g	G301g	F301g	Work conditions: time pressure
	G301h		Work conditions: huge volume of information through modern means of communication
	G301i		Work conditions: free time often working time due to modern means of communication
	G301aa		Digitalization: use of ICT
	G301ba		Digitalization: changes in workplace equipment
	G301ca		Digitalization effects: physical relief
	G301cb		Digitalization effects: fewer skills needed
	G301cc		Digitalization effects: more freedom of choice
	G301cd		Digitalization effects: further training necessary
	G301ce		Digitalization effects: increase in performance
	G301cf		Digitalization effects: carry out multiple tasks simultaneously
	G301da		Digitalization: machines will take over job
H303a	G303a	F303a	Work-Family: interference with family life
H303b	G303b	F303b	Work-Family: family responsibilities
H303c	G303c	F303c	Work-Family: strain
H303d	G303d	F303d	Work-Family: put off doing things at work
H303e	G303e	F303e	Work-Family: things at work don't get done
H303f	G303f	F303f	Work-Family: home life interferes with work
H304	G304		Care for person in need of assistance
H305	G305		Care for person in need of assistance (h/day)
H401	G401	F401	Performance-related bonuses
H401a	G401a	F401a	Performance-related bonuses: contractual commitment
H401b	G401b	F401b	Performance-related bonuses: amount contractually agreed at target attainment (%)

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
H401c	G401c	F401c	Performance-related bonuses: actual payments (Euro)- 2015
H401d	G401d	F401d	Performance-related bonuses: bonuses without contractual commitment (Euro)- 2016
		F406	Company pension scheme
		F407	Claims to company pension scheme (if so, since when?)
	G402		Claims to company pension scheme
H501a	G501a	F501a	Corporate culture: good understanding
H501b	G501b	F501b	Corporate culture: long-term plans
H501c	G501c	F501c	Corporate culture: confidence
H501d	G501d	F501d	Corporate culture: good guidance
H501e	G501e	F501e	Corporate culture: understanding
H501f	G501f	F501f	Corporate culture: insufficient performance
H501g	G501g	F501g	Corporate culture: no discrimination
H501h	G501h	F501h	Corporate culture: clear communication
		F501i	Corporate culture: planning of contents and time requirements
H501j	G501j		Corporate culture: charitable and non-profit projects
H501k			Corporate culture: Creating meaning through work
H501aa	G501aa	F501aa	Commitment: rest of my life
H501ab	G501ab	F501ab	Commitment: personal meaning
H501ac	G501ac	F501ac	Commitment: problems are my own
H501ad	G501ad	F501ad	Commitment: no belonging
H501ae	G501ae	F501ae	Commitment: not emotionally attached
H501af	G501af	F501af	Commitment: no part of the family
H502a	G502a	F502a	Collegiality: receive help from colleagues
H502b	G502b	F502b	Collegiality: help colleagues
H502c	G502c	F502c	Collegiality: criticism/harassment/exposure
H503	G503	F503	Job satisfaction
H504	G504	F504	Income satisfaction
H507a	G507a	F507a	Fairness: income
H507b	G507b	F507b	Fairness: decision procedures
H507c	G507c	F507c	Fairness: supervisor
H508a	G508a	F508a	Changing job
H508aa	G508aa		Reasons for change of employer
H508ba	G508ba		Expected occupational improvements: better pay & benefits
H508bb	G508bb		Expected occupational improvements: better superiors
H508bc	G508bc		Expected occupational improvements: career and further training opportunities
H508bd	G508bd		Expected occupational improvements: work contents

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
H508be	G508be		Expected occupational improvements: work volume
H508bf	G508bf		Expected occupational improvements: working hours
H508bg	G508bg		Expected occupational improvements: fair treatment
H508bh	G508bh		Expected occupational improvements: a securer job
H508bi	G508bi		Expected occupational improvements: other improvements
H508ca	G508ca		Expected private improvements: closeness to partner/family
H508cb	G508cb		Expected private improvements: private new start
H508cc	G508cc		Expected private improvements: shorter distance
H508cd	G508cd		Expected private improvements: work-life balance
H508ce	G508ce		Expected private improvements: other improvements
H508d	G508d		Active job search or contacted by another employer
H508e	G508e		Concrete job offer
H508f	G508f		Highest wage/salary offer (Euro)
H508ga	G508ga		No job change: external offer not better
H508gb	G508gb		No job change: higher wage, better working conditions
H508gc	G508gc		No job change: private reasons
H508gd	G508gd		No job change: other reasons
H508ge	G508ge		No job change: Refuse
H508gf	G508gf		No job change: Do not know
H508ha	G508ha		Offer employer: pay raise and/or benefits
H508hb	G508hb		Offer employer: promotion (prospects)
H508hc	G508hc		Offer employer: working hours
H508hd	G508hd		Offer employer: further training possibilities
H508he	G508he		Offer employer: work contents
H508hf	G508hf		Offer employer: work volume
H508hg	G508hg		Offer employer: job security
H508hh	G508hh		Offer employer: other improvements
H508hi	G508hi		Offer employer: Refuse
H508hj	G508hj		Offer employer: Do not know
H508hk			Employer offer: Possibility of home-office
H508hl			Employer offer: work-life balance
H508i	G508i		Job does not require a long training period
H509a	G509a	F509a	Engagement: energy
H509b	G509b	F509b	Engagement: strong and vigorous
H509c	G509c	F509c	Engagement: enthusiastic

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
H509d	G509d	F509d	Engagement: inspired
H509e	G509e	F509e	Engagement: feel like going to work
H509f	G509f	F509f	Engagement: happy
H509g	G509g	F509g	Engagement: proud
H509h	G509h	F509h	Engagement: immersed
H509i	G509i	F509i	Engagement: carried away
H510			Contacted by other employer (last 12 months)?
H602a	G602a	F602a	No reliance
H602b	G602b	F602b	Trust
H603a	G603a	F603a	Angry when others are better off than me
H603b	G603b	F603b	Guilty when I am better off than others
H605a	G605a	F605a	Big Five: thorough
H605b	G605b	F605b	Big Five: communicative
H605c	G605c	F605c	Big Five: rude
H605d	G605d	F605d	Big Five: original
H605e	G605e	F605e	Big Five: worries
H605f	G605f	F605f	Big Five: forgiving
H605g	G605g	F605g	Big Five: lazy
H605h	G605h	F605h	Big Five: outgoing
H605i	G605i	F605i	Big Five: artistic
H605j	G605j	F605j	Big Five: nervous
H605k	G605k	F605k	Big Five: effective
H605l	G605l	F605l	Big Five: reserved
H605m	G605m	F605m	Big Five: considerate
H605n	G605n	F605n	Big Five: imaginative
H605o	G605o	F605o	Big Five: relaxed
H605p	G605p	F605p	Big Five: eager for knowledge
H606	G606	F606	Risk-taker
H607a	G607a		Self-efficacy: rely on own abilities
H607b	G607b		Self-efficacy: solve problems on my own
H607c	G607c		Self-efficacy: solve challenging and complex tasks
H608a	G608a		Time preference: abstain from things today, afford more tomorrow
H608b	G608b		Time preference: procrastinate things
H609a	G609a		Reciprocity: when harmed on purpose, try to pay back in kind
H609b	G609b		Reciprocity: prepared to return a favour
H610	G610		Altruism: willingness to share without expecting anything in return
H611a			Work-life balance: Thinking about work at home
H611b			Work-life balance: Let working life at work
H611c			Work-life balance: Work issues in family life
H611d			Work-life balance: Leave work behind
H701	G701	F701	Health status
H702	G702	F702	Sick days
H703a	G703a	F703a	Well-being: cheerful and in good spirits

Variable name			Variable label
Wave 3	Wave 2	Wave 1	
H703b	G703b	F703b	Well-being: calm and relaxed
H703c	G703c	F703c	Well-being: active and vigorous
H703d	G703d	F703d	Well-being: fresh and rested
H703e	G703e	F703e	Well-being: interesting things
H704			Went to work sick (number of days)
H801	G801	F801	Highest level of education
H802	G802	F802	Highest level of training qualification
H803	G803	F803	Permanent relationship
H804	G804	F804	Partner lives in same household
H805	G805	F805	Employment of partner
H806	G806	F806	Household size (persons)
H807	G807	F807	Children < 14 years
H808_gr	G808_gr	F808_gr	Age youngest child (years)
H810	G810	F810	Situation of childcare
H811	G811	F811	Nationality
H812	G812	F812	Country of birth: Germany
H813_gr	G813_gr	F813_gr	Country of birth: other (aggregated)
H814_gr	G814_gr	F814_gr	Came to Germany (year) (aggregated)
H815	G815	F815	Country of birth father: Germany
H817	G817	F817	Country of birth mother: Germany
H818	G818	F818	Gross pay
H819	G819	F819	Net pay
H820	G820		Employed outside the agreed scale rate
H821	G821		Wage/salary higher than in collective agreement
	G822		Introduction of minimum wage subject of discussion
	G823		Affectedness minimum wage
	G823aa		Affectedness minimum wage: increase in wage/salary
	G823ab		Affectedness minimum wage: wage/salary increase not received
	G823ac		Affectedness minimum wage: unpaid overtime
	G823ad		Affectedness minimum wage: cut in bonus payments/benefits
	G824		Wage/salary increase of colleagues due to minimum wage
H901	G901	F901	Panel participation
H902	G902	F902	Merging of data

Table 5: LPP Employee Survey: Long interviews – List of variables

Note: For all variables marked with *, the question or the way of response have changed compared to the previous wave.

2.2.3 LPP Employee Survey: Short interviews

Variable name		Variable label
Wave 3	Wave 2	
C02_w3	C02	Termination of employment (year)

Variable name		Variable label
Wave 3	Wave 2	
C03_w3	C03	Termination of employment: way
C04_w3	C04	Termination of employment: initiative
C05_w3	C05	Reasons for termination
C05aa_w3	C05aa	Expected occupational improvements: better pay & benefits
C05ab_w3	C05ab	Expected occupational improvements: better superiors
C05ac_w3	C05ac	Expected occupational improvements: career and further training opportunities
C05ad_w3	C05ad	Expected occupational improvements: work contents
C05ae_w3	C05ae	Expected occupational improvements: work volume
C05af_w3	C05af	Expected occupational improvements: working hours
C05ag_w3	C05ag	Expected occupational improvements: fair treatment
C05ah_w3	C05ah	Expected occupational improvements: a securer job
C05ai_w3	C05ai	Expected occupational improvements: other improvements
C05ba_w3	C05ba	Expected private improvements: closeness to partner/family
C05bb_w3	C05bb	Expected private improvements: private new start
C05bc_w3	C05bc	Expected private improvements: shorter distance to work
C05bd_w3	C05bd	Expected private improvements: work-life balance
C05be_w3	C05be	Expected private improvements: other improvements
C05c_w3	C05c	No long period of vocational adjustment necessary
C07_w3	C07	New job in prospect or signed contract
C08_w3	C08	Search path
C08a_w3	C08a	Number of applications
C09_w3	C09	Highest wage/salary offer (Euro)
C10_w3	C10	Offer former employer
C11a_w3	C11a	Offer former employer: pay raise and/or benefits
C11b_w3	C11b	Offer former employer: promotion (prospects)
C11c_w3	C11c	Offer former employer: working hours
C11d_w3	C11d	Offer former employer: further training possibilities
C11e_w3	C11e	Offer former employer: work contents
C11f_w3	C11f	Offer former employer: work volume
C11g_w3	C11g	Offer former employer: job security
C11h_w3	C11h	Offer former employer: other improvements
C11i_w3	C11i	Offer former employer: Refuse
C11j_w3	C11j	Offer former employer: Do not know
C12_w3	C12	Current employment situation
C14_w3	C14	Start of current employment (year)
C15_w3	C15	Further other employer

Table 6: LPP Employee Survey: Short interviews – List of variables

2.3 Volume structure

Table 7 shows the number of cases and the file sizes of the provided data sets. The first wave of the LPP Employer Survey records data of 1,219 establishments. Of these, 771 were successfully recontacted in the second wave. The LPP employee dataset contains 7,508 employees in the first wave. Of these, 3,271 employees were interviewed again in the second wave (panel), 4,011 employees were newly added (refreshers) so that the LPP employee dataset of the second wave contains information of 7,282 persons in total. In the third wave, refreshment samples were taken in both the establishment and in the employee survey. A

total of 846 establishment (panel: 532, refreshers: 314) and 6,779 employees (panel: 4,299, refreshers: 2,480) were interviewed.

Data set	Number of cases	File size STATA
lpp_employer_1213_v2.dta	1.219 establishments	300 KB
lpp_employee_1213_v2.dta	7,508 employees	1,500 KB
lpp_employer_1415_v2.dta	771 establishments	600 KB
lpp_employee_1415_v2.dta	7,282 employees	3,200 KB
lpp_employer_1617_v1.dta	846 establishments	650 KB
lpp_employee_1617_v1.dta	6,779 employees	2,800 KB

Table 7: Volume structure

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. 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).

As in the first and second wave, the survey is divided into the following theme complexes: '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. Around 80 percent of the questions are identical to the waves before. For the remaining 20 percent, new priorities were defined.

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. A new focus are detailed questions regarding the reasons why employees leave involuntarily. A new addition was the question about the importance of selected evaluation features for staffing. The questionnaire no longer contains questions about how highly qualified applicants are handled or about the recruitment and integration of persons from abroad.

The second area "Personnel development" covers topics such as employee appraisals, career opportunities, promotions and qualification measures and has remained virtually unchanged. Only the questions about additional training and its certification are no longer included. On the other hand, a new question has been added regarding the calculation of variable compensation components.

This is followed by the third question module "Compensation structure", which contains information on performance management, collective bargaining, company pensions and the salary system within the establishment. The following questions were removed: a) variable remuneration components in the functional areas, and b) the way that the company pension scheme is financed. A new question was added concerning the importance of various criteria in deciding salary increases.

The fourth survey block "Commitment, values and corporate culture" has been greatly expanded and now covers the donation behaviour of companies in addition to the previous topics employee retention, diversity and working at home. The topics relating to women in management positions and working at home have been expanded. A particular focus is on the reasons why working at home is not possible and on quantitative targets to increase the

proportion of women in management positions. The questions about voluntary certification measures and goals for promoting diversity have been dropped.

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 the number of days employees were absent due to sick leave, decision-making processes and ownership structures. While external sources of information such as support for management decision-making have been removed, the current quality of broadband coverage and its importance is a new focus.

Kantar Public 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, 2016b).

3.1.2 Population

In each wave of the survey, private enterprises in Germany with a minimum of 50 employees subject to social security contributions constituted the population and, as a result, the target population for inferences. Excluded from the population were:

- WZ2008 industry codes "A" (Agriculture, Forestry, Fisheries) and "O" (Public Administration, Defence, Social Security),
- establishments which are majority owned by the public sector, and
- establishments that are charitable, benevolent or ecclesiastical.

3.1.3 Sample

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 is drawn from the establishment file of the Federal Employment Agency (Bundesagentur für Arbeit – BA). Sampling date is June 30th 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.¹

The gross sample of the third wave included all establishments from the second wave, which had not excluded participation in future waves either in the IAB Establishment Panel of 2015 or in the second wave of the establishment survey. In addition, the establishments were included in the panel again if:

- the establishment could not be contacted in 2014,
- the establishment had no time in 2014,
- there was a refusal to participate in 2014 and a willingness to participate in 2016, or

¹ For further information on the IAB Establishment Panel, see Fischer et al. (2009) as well as the FDZ homepage: http://fdz.iab.de/de/FDZ_Establishment_Data/IAB_Establishment_Panel.aspx

- the 2014 questionnaire had been received too late.

To counteract panel mortality, a refreshment sample was drawn. The selection population for all of these establishments included all establishments that had participated in the IAB Establishment Panel in 2015, had over 50 employees subject to social security contributions and were not yet part of the LPP. From these companies, a stratified random sample was drawn.² The sample was stratified by company size, economy sector and region. With 846 valid and timely interviews received, the response rate based on the described gross sample of 78 percent was at a high level (Gensicke and Tschersich, 2016b).

3.2 Data preparation

3.2.1 Data correction

Kantar Public was in charge of the data correction of the employer survey. It was conducted analogously to the prior waves (Gensicke and Tschersich, 2015, 2016a, 2016b).

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 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.

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. c05 'I do not know').

According to research literature, traits that are difficult to answer and sensitive meet with relatively high item-nonresponse, while factual or neutral questions often have hardly any missing values (Groves et al., 2009; Schnell, 2012). This was also evident in the LPP. For example, the entry "no information" always turned up particularly frequently when it came to questions about sick days, and gross and net salary.

² A detailed description of the drawing matrices and the drawing process can be found in the method report by Bellmann et al. (2015) and Gensicke and Tschersich (2016b).

3.2.2 Data organisation

The variable names of the LPP Employer Survey consist of a leading letter ('c' for marking the second survey wave), the double-digit questionnaire number as well as one or two additional letters for possible sub-categories (e.g. c46bb). 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'³. 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. These are the establishment identifier (*lpp_betnr*), the IAB Establishment Panel ID (*idnum*) as well as two weighting factors (*gew_betnr_2016_V1*, *gew_betnr_2016_V2*). The employer data set also contains stratification variables which originate from the IAB Establishment Panel 2016. These are *region_2016*, *branche_2016* and *svb_2016*. 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 five establishment sizes.

3.2.3 Weighting

To correct the disproportionate sample approach of the survey and distortions due to non-responses, Kantar Public provided weighting factors.

For the calculation, all 846 establishments were divided into a target matrix⁴ and subsequently extrapolated to a target value of 70,141 establishments that resulted from the BA's establishment file as of 30/06/2015. A two-tier method was applied, which differentiated between panel and refreshment establishments. Failure corrections were calculated for establishments that did not participate between 2014 and 2016. For the refreshment sample, design weights⁵ were calculated using the stratification matrix. These two approaches resulted in factors that served as the input weight for the second step of the weighting. During the second step, Kantar Public adjusted the weighting to structural characteristics and the number of employees subject to social security contributions, using the stratification matrix described above as a basis.

While the refreshment was corrected for repeaters between 2014 and 2016, design weights were calculated using the stratification matrix for the establishments of the replenishment sample. Both approaches resulted in factors that served as the input weight for the second step of the weighting. In the second step, Kantar Public carried out an adjustment of the weighting to structural features and the number of employees subject to social security contributions, whereby the stratification matrix described at the beginning acted as a basis. In the end every establishment received a weight which was put together/consisted of the first and the second level of the weighting process and balanced disproportional stratification as well as the data outage caused by branch, region and establishment size. Ultimately, each

³ Link to the questionnaire: http://fdz.iab.de/de/Integrated_Establishment_and_Individual_Data/lpp.aspx

⁴ The solmatrix was based on the five sectors and four company size classes and cross-tabulated by region.

⁵ Design weights are formed by the inverse of the inclusion probability using the stratification matrix.

establishment received a weighting, which consisted of the first and second stage of the weighting procedure and thus compensated for the disproportionate stratification as well as the data loss due to the industry, region and size class of the establishment.

As the staff number in some establishments has decreased to under 50 employees subject to social insurance contribution between the two survey waves, two versions of the weighting factor are offered. In version 1, these smaller establishments are assigned to size category "50-99 SVB" and included in the weighting accordingly. In version 2, they are assigned to the factor 0 and are therefore not included in the weighting and thus excluded from evaluations. This reduces the number of cases. The weighting factors have been added as additional variables *gew_betr_2016_V1* and *gew_betr_2016_V2* to the LPP establishment data set.

3.2.4 Anonymisation

For reasons of data protection the detailed information on the reasons of changes (questions 33 and 50) 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.

As in the first and second wave, the LPP Employee Survey is divided into the topics 'Personal characteristics and employment', 'HR development', 'Work conditions and workloads', 'Remuneration', 'Commitment, values and corporate culture', 'Personality and attitudes', 'Health' and 'Sociodemography'. Analogously to the LPP Employer Survey, the employee survey was designed to yield a panel character over time.

In the first block 'Personal characteristics and employment' data on sex and the age of the respondents as well as information on working at home and their current employment is collected (e.g. occupational status, limited employment and working hours). While questions about women in leadership positions have been added, the block "home office" has been shortened. Also, one question about working at the weekend has been omitted.

The topic 'HR development' deals with questions on further education, appraisal interviews, target agreements, performance appraisals as well as on the employees' perception of job security. Questions about a) the number of appraisal interviews in 2016, b) the evaluation of the usefulness of appraisal interviews, and c) variable wage components that depend on the rate of target achievement have been newly added. No questions in this block were omitted.

The section "Work conditions and workloads" asks about selected job characteristics such as noise and extreme temperatures at work, work-life balance, and looking after relatives who are in need of care. Questions about digitalization of the workplace have been removed.

The focus of the section "Remuneration" in the second wave was about performance-related payments. It asked, whether those payments were based on contractual regulations and how high they were. These questions were retained in the third wave and supplemented by adding a question on the establishment pension scheme.

The section "Commitment, values and corporate culture" revolves around commitment, (i.e. the emotional attachment of the employee to the establishment) plus her/his relations to colleagues, as well as satisfaction with work and income. The block with questions about changing employer and looking for an alternative job was expanded to include a question about incentives from other employers. In addition to job and income satisfaction, employees were asked to provide information on how motivated and happy they felt at work and whether they had thought about changing employers in the last 12 months. If a change was considered, not only the motives for the change but also the hoped-for improvements were asked about.

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). Further, a block containing questions about interference between work and family life has been added. Kampkötter et al. (2016) give an overview of the scales used and present definitions, origin and internal consistency. In this block, it should be noted that only first-time respondents were asked questions regarding trust, sensitivity to injustice, personality and risk behaviour, as these are considered to remain constant over time. For the panel members, the information must therefore be transferred from the first and second wave, respectively. The Stata programs for panel creation can be used for this purpose. Provided on the FDZ website, they also contain a code to transfer the values.

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. This section now also asked how many days in 2016 the respondents went to work even if they should have reported sick. No questions were deleted.

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, earnings). Questions about the personal relevance as regards the statutory minimum wage are not included anymore.

Panel persons that changed establishments between survey waves but still belong to the study target group, i.e. they are subject to social insurance contribution, were surveyed in a short interview in addition to the long interview. Among others, this short interview enquires for the reasons of terminating the former employment relationship, expected improvements of the job change and search channels. This affected 166 persons.

Additionally, there are 342 panel cases who were no longer employed subject to social insurance contribution, e.g. because they went into retirement or are incapable of working. As these persons are thus no longer part of the LPP target group, only a short interview was conducted with them.

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. The survey was conducted on the telephone (CATI). No pretest was used in the third wave. The field phase started on 2 February 2017 and was completed by 30 July 2017.

4.1.2 Population

The population of the LPP Employee Survey covers all persons subject to social insurance contributions who were employed at an establishment belonging to the population of the employer survey on a certain target date. The data 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.

4.1.3 Sample

The main aim of the LPP is to provide a data basis for high-quality longitudinal analysis. However, the dropping out of a certain number of cases is unavoidable. In the third wave, it was therefore important to ensure that, in line with the panel character of the survey, as many people as possible from the previous wave were questioned once more. Also, it was advisable that the employees come from one of the LPP establishments surveyed to enable establishment and employee information to be linked. To generate a data base that was as large as possible and to keep the net sample constant between the waves, an additional refreshment sample was drawn.

The panel sample comprised all persons who were willing to participate in the initial survey, who did not withdraw their agreement to participate, and who took part in the first two or only the second wave of the survey. Participants in the first wave of interviews, who were temporarily not represented in the second wave, were also part of the panel group. This applied to 7,463 persons. A more detailed description of the panel composition can be found in the method report (Schütz et al., 2017).

As a second segment, the gross sample included a refreshment sample consisting of persons subject to social insurance contributions at establishments according to the BeH on 31/12/2015⁶ that had taken part in the IAB Establishment Survey in 2016 as well as in the additional survey or that at least did not decline to participate completely. The dataset of addresses from the IAB sent to infas contained 30,703 addresses but only 23,186 of them could be used as the others were either data duplicates or it was impossible to determine a phone number. Overall 2,480 new respondents and 3,948 panel respondents took part in the long interview (see Table 8).

⁶ 31.12.2015 was chosen because the employee reports were received with a time delay, resulting in a trade-off when the sample is drawn between as up-to-date data as possible on the one hand and a complete data basis on the other. Therefore, the end of the year was chosen as the key date to ensure a high degree of completeness of the data and to limit the time interval between sampling and survey.

	Long interview	Short interview	Total
Refresher	x		2,480
Panel persons still working in the same establishment	x		3,782
Panel persons working in a different establishment	x	x	175
Panel persons no longer part of the target group		x	342
Realized Interviews	6,437	517	6,779

Table 8: LPP Employee Survey – Realized interviews

4.2 Data preparation

4.2.1 Data correction

Data checking and correction of the individual data was conducted by infas analogously to the first and second wave. 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 lie within pre-determined value ranges and open questions correspond to plausibility requirements.

Out of a total of 6,445 realized long interviews, 17 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 (Schütz et al., 2017).

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. H112 '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 ('H'), the number of the question according to the questionnaire as well as one or two additional letters for possible sub-categories (e.g. H502a or H501ab). The variable names of the short interviews begin with the letter "C" and are structured identically to the long interviews (e.g. C02 or C05ai) and contain an additional suffix referring to the wave of the long interview (_w3). 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 person identifier (*pers_id*), the establishment identifier (*lpp_betnr*) as well as weighting factors, which will be dealt with in the next section. The dummy variable *panel1216* which specifies whether the person already participated in the first wave or whether he or she is a refresher was newly added as were the two variables *lang_w3* and *kurz_w3*. They indicate whether a long or short interview was conducted with the employee and can be helpful for sample restriction.

4.2.3 Weighting

Due to the disproportional sample selection for the employer panel⁷ and the varying sizes of the establishments, the employees had unequal probabilities of ending up in the gross sample. To avoid biased analyses based on different inclusion probabilities and nonresponse, the dataset contains weighting factors.

For panel cases that also took part in the second wave, longitudinal panel weights were calculated by multiplying the initial weights of the second wave – calculated based on Logit models⁸ - and the inverse realization probabilities of participating.

For panel cases that participated in the first wave but not in the second wave, the probability of a) non-participation in the second wave and b) participation in the third wave were calculated based on Logit models,⁹ and thereafter multiplied.

The longitudinal weight of this group was finally calculated by multiplying the initial weight of the first wave with the inverse of realization probabilities of participating in the second survey.

For the refreshment sample, the product of the selection probability for establishments and the selection probability for employees was calculated in a first step. Afterwards, this product was adjusted by way of probabilities based on Logit models of a) actual inclusion of the selected cases and b) the probability of realisation. A more detailed description of weighting offerw the method reports (Dickmann et al., 2015, 2016; Schütz et al., 2017).

Both cross-sectional weights and longitudinal panel weights were provided. Depending on the employment group, different populations were included:

- „With movers and with exits“
- „With movers and without exits“
- „Without movers and without exits“

⁷ Detailed descriptions of the sample drawings of the IAB Establishment Panel can be found in the methodological reports at: <http://www.iab.de/de/erhebungen/iab-betriebspanel.aspx>

⁸ The independent variables used here are: state place of work, gender, age group, full-time/part-time job, daily wage (quantiles).

⁹ The independent variables used here are: state place of work, gender, age group, full-time/part-time job, daily wage (quantiles).

Table 9 provides an overview of the weights included in the dataset. The cross-sectional weight *gew_pers_2016_quer_m_e* takes into account all respondents of the second wave, i.e. panel cases, refreshers, movers (mover) and persons who are no longer part of the target group (exits) and is hence populated for all 6,779 observations. *gew_pers_2016_m* excludes persons who were no longer part of the target group and hence applies to all persons who participated in the long interview. *gew_pers_2016_quer* additionally excludes movers and thus refers only to refreshers and panel persons who were still employed in the same establishment as in the previous wave. Analogously, the division into the various different employee groups was performed for the longitudinal panel weights. They were used to compare individual changes between the waves.

		Weight	Pa- nel	Refres- her	Movers (Mover)	Exits (Exits)	Total
3 rd Wave	Longitudi- nal	gew_pers_2016_quer	x	x			6,262
		gew_pers_2016_quer_m	x	x	x		6,428
		gew_pers_2016_quer_m_e	x	x	x	x	6,779
	Cross-sec- tional (Panel)						
		gew_pers_2016_panel	x				3,603
		gew_pers_2016_panel_m	x		x		3,756
		gew_pers_2016_panel_m_e	x		x	x	4,081

Table 9: LPP Employee Survey – Weighting factors

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 (H808_gr)
- Country of birth: The values of this variable are classified into four groups (H813_gr)
- Year in which the individual came to Germany: The values of this variable are classified into five groups (H814_gr)

4.2.5 Agreement to panel participation and merging of data

Consent to linkage with the administrative BA data as well as with further survey data was requested from all persons in the refreshment sample and from the panel sample who had not yet declared their willingness during the first two waves. Furthermore they were asked whether they agree to be contacted for a repeated interview in two years. Table 10 shows that in total 91.2 percent of the participants agreed to the merging of the survey data with other data. The willingness to participate is significantly higher in the panel persons (95.8 %) than in the persons who were first-time respondents in the second wave (83.2 %). 97.4 percent of the employees are willing to participate in the panel (Table 11).

In total 5,811 out of 6,437 employees (90.3 %) have agreed both to the merging of their data and to a repeated interview. The respondents who no longer belong to the target group were not asked for their participation or panel willingness.

		Interviews		
		Refresher	Panel	Total
Agreement to the merging of data	Permission	2,063 (83.2 %)	4,120 (95.8 %)	6,183 (91.2 %)
	No permission	417 (16.8 %)	179 (4.2 %)	596 (8.8 %)

Table 10: LPP Employee Survey – Agreement to merging of data

		Interviews		
		Refresher	Panel	Total
Willingness to participate	Permission	2,316 (93.4 %)	3,957 (100 %)	6,273 (97.4 %)
	No permission	164 (6.6 %)	/	164 (2.6 %)

Table 11: LPP Employee Survey – Agreement to panel participation

The employee data set which is available for researchers contains all 6,779 employees. The linkage between employer and employee information is only possible for those employees that agreed to the merging of the data.

5 Data use

5.1 Data access

The LPP data product that is available for external researchers contains the LPP Employer and Employee Survey from both waves as well as all waves of the original data of the IAB Establishment Panel.¹⁰

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). 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. Together with this, it is not possible to identify employees who agreed to merge to data and employees who did not agree as colleagues. The linked-employer-employee-dataset contains 6,910 observations. This number results from the fact that there are both establishments in which no employee interviews were realized and establishments in which no employee was willing to participate. The following Stata code can be used to link establishment and employee survey:

```
use lpp_employer_1617_v1.dta, clear
merge 1:m lpp_betnr using lpp_employee_1617_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*. Here again, it is ensured that only employees that agreed to merge their data can be associated with the respective establishment information. The following Stata code can be used:¹¹

```
use lpp_employer_1617_v1.dta, clear
merge 1:1 idnum using iabbp_2016.dta
drop if _merge == 2
```

¹⁰ 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](#).

¹¹ Exemplarily for the IAB Establishment Panel wave 2016.

The individual survey waves of the Employee Survey can be compiled via the LPP-personal-identifier (*pers_id*), while the various roles of the LPP establishment Survey can be combined via the *idnum*.

```
use lpp_employee_1415_v1, clear
merge 1:1 pers_id lpp_employee_1617_v1.dta
drop if _merge == 2
```

```
use lpp_employer_1415_v1, clear
merge 1:1 idnum lpp_employer_1617_v1.dta
drop if _merge == 2
```

To support users with the creation of panel datasets, the FDZ website provides Stata programs under the support tools. They are available for the LPP Employer Survey and Employee Survey and include the variables contained in both waves respectively. For the employee dataset, the program moreover includes a code to transfer the characteristics. Questions that were only directed at first-time respondents, such as regarding the personality or migration background, were carried over to the latest wave.

6 Description of variables: LPP Employer Survey 1617

6.1 Identification and background information

6.1.1 Establishment identifier

Variable label	Establishment identifier
Variable name	lpp_betnr
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2016, LPP Employee Survey 2017
Notes	The establishment identifier is provided for the linkage between LPP Employer Survey and LPP Employee Survey.

6.1.2 IAB-Establishment-Panel-ID

Variable label	IAB-Establishment-Panel-ID
Variable name	idnum
Question	-
Detailed description, values	Numerical
Origin	IAB Establishment Panel
Data set/wave	LPP Employer Survey 2016
Notes	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 Variant 1

Variable label	Weighting factor LPP Employer Survey Variant 1
Variable name	gew_betr_2016_V1
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2016
Notes	Establishments whose staff number dropped below 50 employees subject to social insurance contribution are assigned to size category "50-99 SVB" and are weighted accordingly.

6.1.4 Weighting factor LPP Employer Survey Variant 2

Variable label	Weighting factor LPP Employer Survey Variant 2
Variable name	gew_betr_2016_V2
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2016
Notes	Establishments whose staff number dropped below 50 employees subject to social insurance contribution are not weighted and thus are assigned the weighting factor 0.

6.1.5 Industry acc. to stratification matrix

Variable label	Industry acc. to stratification matrix
Variable name	branche_2016
Question	-
Detailed description, values	1 Processing industry 2 Metal and electrical industry, automotive sector 3 Commerce, traffic, communication 4 Company-related services, financial services 5 IT, communication and other services
Origin	Generated, IAB Establishment Panel
Data set/wave	LPP Employer Survey 2016
Notes	<p>The values include the following industries:</p> <ul style="list-style-type: none"> - 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, jewellery, musical instruments, sports goods, games and toys and other products; Building construction and civil engineering; Building installation and building completion - Metal and electrical industry, automotive sector: Manufacture of basic metals; Manufacture of fabricated metal products (not includ-

	<p>ing 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; Repair of machinery installation equipment</p> <ul style="list-style-type: none"> - Commerce, traffic, communication: Sales, maintenance and repair of motor vehicles; Wholesale and commission trade; Retail trade, petrol stations; Transport and Warehousing - 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 labour; Hawking, security agencies, landscaping, other economic services - IT, communication and other services: Information, Communication; Hotel Business and Gastronomy; Education; Human Health; Recreational, cultural and sporting activities; Repair of computers and consumer goods; Other services (laundry/hairdressing)
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6.1.6 Region acc. to stratification matrix

Variable label	Region acc. to stratification matrix
Variable name	region_2016
Question	-
Detailed description, values	1 North 2 East 3 South 4 West
Origin	Generated, IAB Establishment Panel
Data set/wave	LPP Employer Survey 2016
Notes	<p>The values include the following federal states:</p> <ul style="list-style-type: none"> - North: Lower Saxony, Schleswig-Holstein, Hamburg, Bremen - East: Berlin, Brandenburg, Mecklenburg-Western Pomerania, Saxony, Saxony-Anhalt, Thuringia - South: Bavaria, Baden-Wuerttemberg - West: North Rhine-Westphalia, Hesse, Saarland, Rhineland-Palatinate

6.1.7 Employees acc. to stratification matrix

Variable label	Employees acc. to stratification matrix
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Variable name	svb_2016
Question	-
Detailed description, values	1 0-49 employees 2 50-99 employees 3 100-249 employees 4 250-499 employees 5 500 or more employees
Origin	Generated, IAB Establishment Panel
Data set/wave	LPP Employer Survey 2016

6.2 HR planning and recruitment

6.2.1 Staffing plan

Variable label	Staffing plan
Variable name	c01
Question	Does your establishment/office have a staffing plan?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.2 Staffing plan (written form)

Variable label	Staffing plan (written form)
Variable name	c02
Question	Is the staffing plan available in written (or electronic) form?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.3 Staffing plan (term)

Variable label	Staffing plan (term)
Variable name	c03
Question	How long-term is the staffing plan? For less than 3 years or for 3 years and more?
Detailed description, values	1 For less than 3 years 2 For 3 years and more

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.4 Analysis of the age structure

Variable label	Analysis of the age structure
Variable name	c04
Question	Do you systematically analyse the age structure of employees in your establishment/office?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.5 Social networks for personnel recruitment

Variable label	Social networks for personnel recruitment
Variable name	c05
Question	Does your establishment/office use social networks for personnel recruitment, e.g. Facebook, Xing or LinkedIn?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.6 Recruitment via social networks: Direct search

Variable label	Recruitment via social networks: Direct search
Variable name	c06a
Question	How does your establishment/office use social networks for recruiting? To directly search, select and contact applicants
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.7 Recruitment via social networks: Job offers

Variable label	Recruitment via social networks: Job offers
Variable name	c06b

Question	How does your establishment/office use social networks for recruiting? To publish job offers
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.8 Recruitment via social networks: Information and presentation

Variable label	Recruitment via social networks: Information and presentation
Variable name	c06c
Question	How does your establishment/office use social networks for recruiting? To spread information and present the company
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.9 Recruitment via social networks

Variable label	Recruitment via social networks
Variable name	c07
Question	Have you directly addressed applicants employed by another company via social networks such as Xing, LinkedIn etc. in the past two years?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.10 Social networks: with management responsibility

Variable label	Social networks: with management responsibility
Variable name	c08a
Question	Were the applicants designated for jobs with or without management responsibility? For jobs with management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire

Data set/wave	LPP Employer Survey 2016
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6.2.11 Social networks: without management responsibility

Variable label	Social networks: without management responsibility
Variable name	c08b
Question	Were the applicants designated for jobs with or without management responsibility? For jobs without management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.12 Recruitment via private recruitment agency

Variable label	Recruitment via private recruitment agency
Variable name	c09
Question	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?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.13 Recruitment agency: with management responsibility

Variable label	Recruitment agency: with management responsibility
Variable name	c10a
Question	Were the applicants designated for jobs with or without management responsibility? For jobs with management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.14 Recruitment agency: without management responsibility

Variable label	Recruitment agency: without management responsibility
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Variable name	c10b
Question	Were the applicants designated for jobs with or without management responsibility? For jobs without management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.15 Number of applications for skilled jobs

Variable label	Number of applications for skilled jobs
Variable name	c11
Question	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?
Detailed description, values	Numerical -1 No skilled job vacancies
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.16 Period from job advertisement to signing of contract

Variable label	Period from job advertisement to signing of contract
Variable name	c12
Question	To fill a vacancy for a skilled job: How long was the average time from advertising the job to signing the contract in the past two years?
Detailed description, values	1 <1 month 2 1-3 months 3 3-6 months 4 >6 months -1 No vacancy filled
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.17 Selection instruments: Job interview

Variable label	Selection instruments: Job interview
Variable name	c13a

Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? Job interview
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.18 Selection instruments: Assessment Center

Variable label	Selection instruments: Assessment Center
Variable name	c13b
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? Assessment Center
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.19 Selection instruments: Intelligence or skills test

Variable label	Selection instruments: Intelligence or skills test
Variable name	c13c
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? Intelligence or skills test
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.20 Selection instruments: Personality or behavioural test

Variable label	Selection instruments: Personality or behavioural test
Variable name	c13d
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? Personality or behavioural test

Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.21 Selection instruments: short sample work

Variable label	Selection instruments: short sample work
Variable name	c13e
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? Short sample work
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.22 Selection instruments: others

Variable label	Selection instruments: others
Variable name	c13f
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? Other
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.23 Duration of job interview (h): with management responsibility

Variable label	Duration of job interview (h): with management responsibility
Variable name	c14a
Question	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. For jobs with management responsibility
Detailed description, values	Numerical

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.24 Duration of job interview (h): without management responsibility

Variable label	Duration of job interview (h): without management responsibility
Variable name	c14b
Question	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. For jobs without management responsibility
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.25 Job matching process: Professional competence

Variable label	Job matching process: Professional competence
Variable name	c15a
Question	For the criteria below, please indicate how important they are when filling a position in your company. 1 means "unimportant" and 5 means "very important". You can scale your answer with the numbers in between. Professional competence
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.26 Job matching process: Personal skills

Variable label	Job matching process: Personal skills
Variable name	c15b

Question	For the criteria below, please indicate how important they are when filling a position in your company. 1 means “unimportant” and 5 means “very important”. You can scale your answer with the numbers in between. Personal skills such as communication, presentation, self-management
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.27 Job matching process: Ethical values

Variable label	Job matching process: Ethical values
Variable name	c15c
Question	For the criteria below, please indicate how important they are when filling a position in your company. 1 means “unimportant” and 5 means “very important”. You can scale your answer with the numbers in between. Ethical values, e.g. integrity, social responsibility
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.28 Job matching process: Intelligence, cognitive abilities

Variable label	Job matching process: Intelligence, cognitive abilities
Variable name	c15d

Question	For the criteria below, please indicate how important they are when filling a position in your company. 1 means “unimportant” and 5 means “very important”. You can scale your answer with the numbers in between. General intelligence and cognitive abilities
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.29 Voluntary drop outs during probationary period (%)

Variable label	Voluntary drop outs during probationary period (%)
Variable name	c16a
Question	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? Voluntary drop outs
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.30 Involuntary drop outs during probationary period (%)

Variable label	Involuntary drop outs during probationary period (%)
Variable name	c16b
Question	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?

	Involuntary drop outs
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.31 No employees in probationary period

Variable label	No employees in probationary period
Variable name	c16c
Question	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? We had no employees in probationary period in the past two years
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.32 No new hires

Variable label	No new hires
Variable name	c16d
Question	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? We had no new hires in the past two years
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.33 Cause of dismissal (%): Unsuitable

Variable label	Cause of dismissal (%): Unsuitable
Variable name	c17a

Question	Referring to the employees of question 16 who dropped out involuntarily in the last two years: what percentage of these dismissals were due to the following reasons? A: Not qualified (technically and/or personally)
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.34 Cause of dismissal (%): No need after all

Variable label	Cause of dismissal (%): No need after all
Variable name	c17b
Question	Referring to the employees of question 16 who dropped out involuntarily in the last two years: what percentage of these dismissals were due to the following reasons? B: No requirement anymore/ altered economical circumstances
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.35 Cause of dismissal (%): Gross misconduct

Variable label	Cause of dismissal (%): Gross misconduct
Variable name	c17c
Question	Referring to the employees of question 16 who dropped out involuntarily in the last two years: what percentage of these dismissals were due to the following reasons? C: gross misconduct of the employee (constructive dismissal)
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.2.36 Cause of dismissal (%): Other reasons

Variable label	Cause of dismissal (%): Other reasons
Variable name	c17d
Question	Referring to the employees of question 16 who dropped out involuntarily in the last two years: what percentage of these dismissals were due to the following reasons? D: Other reasons (e.g. severe illness)
Detailed description, values	Percentage

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3 HR development

6.3.1 Appraisal interviews

Variable label	Appraisal interviews
Variable name	c18
Question	Do you conduct structured appraisal interviews in your establishment/office at least once a year?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.2 Appraisal interviews: management staff

Variable label	Appraisal interviews: management staff
Variable name	c19a
Question	With whom do you conduct the structured appraisal interviews? With management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.3 Share of appraisal interviews: management staff

Variable label	Share of appraisal interviews: management staff
Variable name	c19aproz
Question	With whom do you conduct the structured appraisal interviews? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.4 Appraisal interviews: without management responsibility

Variable label	Appraisal interviews: without management responsibility
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Variable name	c19b
Question	With whom do you conduct the structured appraisal interviews? B: With employees without management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.5 Share of appraisal interviews: without management responsibility

Variable label	Share of appraisal interviews: without management responsibility
Variable name	c19bproz
Question	With whom do you conduct the structured appraisal interviews? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.6 Target agreements (written form)

Variable label	Target agreements (written form)
Variable name	c20
Question	Does your establishment have target agreements?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.7 Target agreements (written form): management staff

Variable label	Target agreements (written form): management staff
Variable name	c21a
Question	For whom are the target agreements available in written form? With management staff
Detailed description, values	1 Yes 2 No

	* The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.8 Share of target agreements (written form): management staff

Variable label	Share of target agreements (written form): management staff
Variable name	c21aproz
Question	For whom are the written target agreements available? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.9 Target agreements (written form): without management responsibility

Variable label	Target agreements (written form): without management responsibility
Variable name	c21b
Question	For whom are the written target agreements available? With employees without management responsibility
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.10 Share of target agreements (written form): without management responsibility

Variable label	Share of target agreements (written form): without management responsibility
Variable name	c21bproz
Question	For whom are the written target agreements available? With a share of ____
Detailed description, values	Percentage

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.11 Formula-based calculation of variable pay components by means of degree of achievement of objectives

Variable label	Formula-based calculation of variable pay components by means of degree of achievement of objectives
Variable name	c22
Question	Are variable wage components calculated with a formula, based directly on the degree of goal achievement of the employee?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.12 Development plans

Variable label	Development plans
Variable name	c23
Question	Are there any development plans for employees in your establishment/office?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.13 Development plans: management staff

Variable label	Development plans: management staff
Variable name	c24a
Question	For whom are development plans available? With management staff
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.14 Share of development plans: management staff

Variable label	Share of development plans: management staff
Variable name	c24aproz
Question	For whom are development plans available? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.15 Development plans: without management responsibility

Variable label	Development plans: without management responsibility
Variable name	c24b
Question	For whom are development plans available? With employees without management responsibility
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.16 Share of development plans: without management responsibility

Variable label	Share of development plans: without management responsibility
Variable name	c24bproz
Question	For whom are development plans available? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.17 Implementation of development plans

Variable label	Implementation of development plans
Variable name	c25

Question	Do you systematically review the implementation of the development plans?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.18 Performance appraisal

Variable label	Performance appraisal
Variable name	c26
Question	Is a review of the performance of the employees carried out by the respective supervisor in your establishment/office at least once a year?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.19 Performance appraisal: management staff

Variable label	Performance appraisal: management staff
Variable name	C27a
Question	For whom are the annual performance appraisals issued? With management staff
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.20 Share of performance appraisal: management staff

Variable label	Share of performance appraisal: management staff
Variable name	c27aproz
Question	For whom are the annual performance appraisals issued? With a share of ____
Detailed description, values	Percentage

Origin	Questionare
Data set/wave	LPP Employer Survey 2016

6.3.21 Performance appraisal: without management responsibility

Variable label	Performance appraisal: without management responsibility
Variable name	c27b
Question	For whom are the annual performance appraisals issued? With employees without management responsibility
Detailed description, values	1 Yes 2 No * The nature of the answering sheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.22 Share of performance appraisal: without management responsibility

Variable label	Share of performance appraisal: without management responsibility
Variable name	c27bproz
Question	For whom are the annual performance appraisals issued? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.23 Distribution recommendation for performance appraisal

Variable label	Distribution recommendation for performance appraisal
Variable name	c28
Question	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.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire

Data set/wave	LPP Employer Survey 2016
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6.3.24 Distribution recommendation: management staff

Variable label	Distribution recommendation: management staff
Variable name	c29a
Question	For whom are distribution recommendations issued? With management staff
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.25 Share of distribution recommendation: management staff

Variable label	Share of distribution recommendation: management staff
Variable name	c29aproz
Question	For whom are distribution recommendations issued? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.26 Distribution recommendation: without management responsibility

Variable label	Distribution recommendation: without management responsibility
Variable name	c29b
Question	For whom are distribution recommendations issued? With employees without management responsibility
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.27 Share of distribution recommendation: without management responsibility

Variable label	Share of distribution recommendation: without management responsibility
Variable name	c29bproz
Question	For whom are distribution recommendations issued? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.28 Conduction of performance appraisal

Variable label	Conduction of performance appraisal
Variable name	c30
Question	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?
Detailed description, values	1 Superior 2 Group of superiors
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.29 Evaluation rounds: management staff

Variable label	Evaluation rounds: management staff
Variable name	c31a
Question	For whom are these evaluation rounds meant? With management staff
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.30 Share of evaluation rounds: management staff

Variable label	Share of evaluation rounds: management staff
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Variable name	c31aproz
Question	For whom are these evaluation rounds meant? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.31 Evaluation rounds: without management responsibility

Variable label	Evaluation rounds: without management responsibility
Variable name	c31b
Question	For whom are these evaluation rounds meant? With employees without management responsibility
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.32 Share of evaluation rounds: without management responsibility

Variable label	Share of evaluation rounds: without management responsibility
Variable name	c31bproz
Question	For whom are these evaluation rounds meant? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.1 Changes to target agreements and performance assessments

Variable label	Changes to target agreements and performance assessments
Variable name	c32
Question	Now let us talk about changes to target agreements and performance assessments. Have there been changes in these two areas in the past

	two years? This includes the introduction, removal, extension and reduction of the respective measure.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.2 Change: Introduction target agreements

Variable label	Change: Introduction target agreements
Variable name	c33a
Question	Please specify the change and select the reasons for it from the list below: Changes to target agreements: Introduction
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.3.3 Change: Removal target agreements

Variable label	Change: Removal target agreements
Variable name	c33b
Question	Please specify the change and select the reasons for it from the list below: Changes to target agreements: Removal
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.3.4 Change: Extension target agreements

Variable label	Change: Extension target agreements
Variable name	c33c
Question	Please specify the change and select the reasons for it from the list below: Changes to target agreements: Extension to other employees
Detailed description, values	0 Not marked

	1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.3.5 Change: Reduction target agreements

Variable label	Change: Reduction target agreements
Variable name	c33d
Question	Please specify the change and select the reasons for it from the list below: Changes to target agreements: Reduction to fewer employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.3.6 Change: Introduction performance assessments

Variable label	Change: Introduction performance assessments
Variable name	c33e
Question	Please specify the change and select the reasons for it from the list below: Changes to performance assessments: Introduction
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.3.7 Change: Removal performance assessments

Variable label	Change: Removal performance assessments
Variable name	c33f
Question	Please specify the change and select the reasons for it from the list below: Changes to performance assessments: Removal
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

Notes	The reasons for the change are not provided.
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6.3.8 Change: Extension performance assessments

Variable label	Change: Extension performance assessments
Variable name	c33g
Question	Please specify the change and select the reasons for it from the list below: Changes to performance assessments: Extension to other employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.3.9 Change: Reduction performance assessments

Variable label	Change: Reduction performance assessments
Variable name	c33h
Question	Please specify the change and select the reasons for it from the list below: Changes to performance assessments: Reduction to fewer employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.3.10 Change in employee assessment only or accompanied by other changes

Variable label	Change in employee assessment only or accompanied by other changes
Variable name	c33i
Question	Do these changes affect the area of employee assessment only or are they accompanied by changes in other fields?
Detailed description, values	1 Change in employee assessment only 2 Change accompanied by other changes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.11 Inefficiency: discussion with employee

Variable label	Inefficiency: discussion with employee
Variable name	c34a
Question	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. 1 means "is not applicable", 5 "is fully applicable". You can grade your answers with the numbers in between. A: The management staff openly discusses the problems with the employee in question.
Detailed description, values	1 Not applicable 2 Rather not applicable 3 Partially 4 Rather applicable 5 Fully applicable
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.12 Inefficiency: HR development measures

Variable label	Inefficiency: HR development measures
Variable name	c34b
Question	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. 1 means "is not applicable", 5 "is fully applicable". You can grade your answers with the numbers in between. B: HR development measures are purposefully offered to correct performance problems.
Detailed description, values	1 Not applicable 2 Rather not applicable 3 Partially 4 Rather applicable 5 Fully applicable
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.13 Inefficiency: another position in establishment

Variable label	Inefficiency: another position in establishment
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Variable name	c34c
Question	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. 1 means "is not applicable", 5 "is fully applicable". You can grade your answers with the numbers in between. C: We try to find another position in the establishment/office if there are permanent performance problems.
Detailed description, values	1 Not applicable 2 Rather not applicable 3 Partially 4 Rather applicable 5 Fully applicable
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.14 Inefficiency: dismissal

Variable label	Inefficiency: dismissal
Variable name	c34d
Question	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. 1 means "is not applicable", 5 "is fully applicable". You can grade your answers with the numbers in between. D: Employees who permanently show poor working performance will be dismissed or urged to leave the establishment/office.
Detailed description, values	1 Not applicable 2 Rather not applicable 3 Partially 4 Rather applicable 5 Fully applicable
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.15 Promotion: professional competence

Variable label	Promotion: professional competence
Variable name	c35a
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. 1

	stands for the least important criterion, 2, means the second least important one and so on till the most important criterion graded 5. A: Professional competence
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.16 Promotion: personal skills

Variable label	Promotion: personal skills
Variable name	c35b
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. 1 stands for the least important criterion, 2, means the second least important one and so on till the most important criterion graded 5. B: Personal skills such as communication, presentation, self-management
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.17 Promotion: ethical values

Variable label	Promotion: ethical values
Variable name	c35c

Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. 1 stands for the least important criterion, 2, means the second least important one and so on till the most important criterion graded 5. C: Ethical values, e.g. integrity, social responsibility
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.18 Promotion: intelligence, cognitive skills

Variable label	Promotion: intelligence, cognitive skills
Variable name	c35d
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. 1 stands for the least important criterion, 2, means the second least important one and so on till the most important criterion graded 5. D: General intelligence and cognitive skills
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.19 Promotion: period of employment

Variable label	Promotion: period of employment
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Variable name	c35e
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. 1 stands for the least important criterion, 2, means the second least important one and so on till the most important criterion graded 5. E: Period of employment
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.20 Promotion of qualification measures for unskilled employees

Variable label	Promotion of qualification measures for unskilled employees
Variable name	c36
Question	Have you actively promoted measures for the qualification of previously unskilled employees over the past two years that have enabled them to obtain a formal education or training qualification, e.g. through time off or cost sharing? This includes e.g. retraining or professional requalification
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.21 Promotion of qualification leading to higher educational qualification

Variable label	Promotion of qualification leading to higher educational qualification
Variable name	c37
Question	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.

Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.22 Promoted employees: vocational training

Variable label	Promoted employees: vocational training
Variable name	c38a
Question	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? Employees with completed vocational training
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.23 Promoted employees: graduates

Variable label	Promoted employees: graduates
Variable name	c38b
Question	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? Graduates
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.3.24 Number of training graduates left at their own request

Variable label	Number of training graduates left at their own request
Variable name	c39
Question	How many of 2016 training graduates have left or will leave your establishment/office at their own request, although you would like to continue employing them?
Detailed description, values	Numerical -1 No training graduates

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4 Remuneration structure

6.4.1 Collective agreement

Variable label	Collective agreement
Variable name	c40
Question	Does your establishment/office have an industrial collective agreement or a company tariff agreement concluded between your establishment/office and trade unions?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.2 Escape clause for variable remuneration

Variable label	Escape clause for variable remuneration
Variable name	c41
Question	Does the collective agreement permit variable remuneration components for employees covered by collective agreement, e.g. by an escape clause?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.3 Variable remuneration

Variable label	Variable remuneration
Variable name	c42
Question	Does your establishment/office have a salary system with variable proportions?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.4 Variable remuneration: with/without management responsibility

Variable label	Variable remuneration: with/without management responsibility
Variable name	c43
Question	Is the salary system with variable proportions applicable to management staff only or also for employees without management responsibilities?
Detailed description, values	1 Only management staff 2 All employees
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.5 Variable remuneration: without management responsibility (%)

Variable label	Variable remuneration: without management responsibility (%)
Variable name	c44
Question	What percentage of the employees without management responsibilities obtains remuneration with variable proportions?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.6 Variable remuneration: proportion management staff (%)

Variable label	Variable remuneration: proportion management staff (%)
Variable name	c45a
Question	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. Management staff
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.7 Variable remuneration: proportion employees (%)

Variable label	Variable remuneration: proportion employees (%)
Variable name	c45b

Question	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. Some of the employees without management responsibilities
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.8 Variable remuneration management staff: Business success (%)

Variable label	Variable remuneration management staff: Business success (%)
Variable name	c46aa
Question	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? Please give an average value. A: Management Staff - Business success
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

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

Variable label	Variable remuneration management staff: Success of unit (%)
Variable name	c46ab
Question	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? Please give an average value. B: Management Staff - Success of the organisation unit, team or workgroup
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.10 Variable remuneration management staff: Personal achievements (%)

Variable label	Variable remuneration management staff: Personal achievements (%)
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Variable name	c46ac
Question	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? Please give an average value. C: Management Staff - Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.11 Variable remuneration employees: Business success (%)

Variable label	Variable remuneration employees: Business success (%)
Variable name	c46ba
Question	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? Please give an average value. A: Employees without management responsibilities - Business success
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.12 Variable remuneration employees: Personal achievements (%)

Variable label	Variable remuneration employees: Personal achievements (%)
Variable name	c46bb
Question	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? Please give an average value. B: Employees without management responsibilities - Success of the organisation unit, team or workgroup
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.13 Variable remuneration employees: Success of unit (%)

Variable label	Variable remuneration employees: Success of unit (%)
Variable name	c46bc
Question	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? Please give an average value. C: Employees without management responsibilities - Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.14 Voluntary special payments or one-time payments

Variable label	Voluntary special payments or one-time payments
Variable name	c47
Question	Does your establishment/office generally make voluntary payments, which are not contractually agreed (e.g. by collective agreement, work contract) such as special payments or one-time payments for special achievements of the entire staff?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.15 Amount voluntary special payments or one-time payments (Euro)

Variable label	Amount voluntary special payments or one-time payments (Euro)
Variable name	c48
Question	What was the amount of such payments per employee in 2015?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.16 Changes remuneration structure

Variable label	Changes remuneration structure
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Variable name	c49
Question	Now let us talk about changes in the remuneration structure. Have there been changes in this area in the past two years? This includes the introduction, removal, extension and reduction of the respective measure.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.17 Change: Introduction variable remuneration

Variable label	Change: Introduction variable remuneration
Variable name	c50a
Question	Please specify the change and select the reasons for it from the list below: New introduction of variable remuneration
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.4.18 Change: Extension variable remuneration

Variable label	Change: Extension variable remuneration
Variable name	c50b
Question	Please specify the change and select the reasons for it from the list below: Extension of the variable remuneration to other groups of employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.4.19 Change: Cancellation variable remuneration

Variable label	Change: Cancellation variable remuneration
Variable name	c50c
Question	Please specify the change and select the reasons for it from the list below:

	Cancellation of variable remuneration (for all or some employees)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.4.20 Change: Increase variable remuneration

Variable label	Change: Increase variable remuneration
Variable name	c50d
Question	Please specify the change and select the reasons for it from the list below: Increase of the variable remuneration share
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.4.21 Change: Decrease variable remuneration

Variable label	Change: Decrease variable remuneration
Variable name	c50e
Question	Please specify the change and select the reasons for it from the list below: Decrease of the variable remuneration share
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.4.22 Change: Changed weighting of criteria

Variable label	Change: Changed weighting of criteria
Variable name	c50f
Question	Please specify the change and select the reasons for it from the list below:

	Changed weighting of criteria (indiv. performance/team performance/business success)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the change are not provided.

6.4.23 Change in the remuneration system only or accompanied by other changes

Variable label	Change in the remuneration system only or accompanied by other changes
Variable name	c50g
Question	Do these changes affect the area of employee assessment only or are they accompanied by changes in other fields?
Detailed description, values	1 Change in remuneration system only 2 Change accompanied by other changes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.24 Decision criteria for salary increase: Individual performance

Variable label	Decision criteria for salary increase: Individual performance
Variable name	c51a
Question	How important are the following criteria for decisions about raises in salary for employees that may eventually exceed over existing wage adaptations. 1 means "unimportant" and 5 means "very important". You can grade your answer with the numbers in between. A: Reward for individual performance
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.25 Decision criteria for salary increase: Supporting colleagues

Variable label	Decision criteria for salary increase: Supporting colleagues
Variable name	c51b

Question	How important are the following criteria for decisions about raises in salary for employees that may eventually exceed over existing wage adaptations. 1 means "unimportant" and 5 means "very important". You can grade your answer with the numbers in between. B: Reward for supporting colleagues
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.26 Decision criteria for salary increase: Retaining employees

Variable label	Decision criteria for salary increase: Retaining employees
Variable name	c51c
Question	How important are the following criteria for decisions about raises in salary for employees that may eventually exceed over existing wage adaptations. 1 means "unimportant" and 5 means "very important". You can grade your answer with the numbers in between. C: Binding employees whose departure is to be prevented
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.27 Decision criteria for salary increase: New qualifications

Variable label	Decision criteria for salary increase: New qualifications
Variable name	c51d
Question	How important are the following criteria for decisions about raises in salary for employees that may eventually exceed over existing wage adaptations. 1 means "unimportant" and 5 means "very important". You can grade your answer with the numbers in between. D: Obtaining new qualifications

Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.28 Decision criteria for salary increase: Duration of employment

Variable label	Decision criteria for salary increase: Duration of employment
Variable name	c51e
Question	How important are the following criteria for decisions about raises in salary for employees that may eventually exceed over existing wage adaptations. 1 means "unimportant" and 5 means "very important". You can grade your answer with the numbers in between. E: Duration of employment
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.29 Company pension scheme

Variable label	Company pension scheme
Variable name	c52
Question	Is a company pension scheme offered for one, more or all employees of your establishment/office? This refers to all forms of pension benefits, benevolent funds, direct insurances, pension funds and pension schemes.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.4.30 Company pension scheme: Percentage of work force (%)

Variable label	Company pension scheme: Percentage of work force (%)
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Variable name	c53
Question	What percentage of staff in your establishment/office is promised a future company pension scheme?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5 Commitment, values and corporate culture

6.5.1 Employee survey

Variable label	Employee survey
Variable name	c54
Question	Does your establishment/office regularly conduct employee surveys?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.2 Employee survey: communicated to all employees

Variable label	Employee survey: communicated to all employees
Variable name	c55
Question	Are the results of the survey communicated to all employees?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.3 Employee survey: process to develop solutions for flaws

Variable label	Employee survey: process to develop solutions for flaws
Variable name	c56
Question	Is there a systematically process to develop solutions for flaws, which were identified in the employee surveys?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire

Data set/wave	LPP Employer Survey 2016
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6.5.4 Employee loyalty: flexible working hours

Variable label	Employee loyalty: flexible working hours
Variable name	c57a
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means “unimportant”, 5 “very important”. You can grade your opinion with the numbers in between. A: Flexible working hours
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.5 Employee loyalty: remuneration

Variable label	Employee loyalty: remuneration
Variable name	c57b
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means “unimportant”, 5 “very important”. You can grade your opinion with the numbers in between. B: Remuneration
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.6 Employee loyalty: voluntarily additional benefits

Variable label	Employee loyalty: voluntarily additional benefits
Variable name	c57c
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means “unimportant”, 5 “very important”. You can grade your opinion with the numbers in between. C: Voluntarily additional benefits
Detailed description, values	1 Unimportant till 5 Very important

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.7 Employee loyalty: career development prospects

Variable label	Employee loyalty: career development prospects
Variable name	c57d
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means "unimportant", 5 "very important". You can grade your opinion with the numbers in between. D: Career development prospects
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.8 Employee loyalty: general working atmosphere

Variable label	Employee loyalty: general working atmosphere
Variable name	c57e
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means "unimportant", 5 "very important". You can grade your opinion with the numbers in between. E: General working atmosphere
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.9 Employee loyalty: contact between management and employees

Variable label	Employee loyalty: contact between management and employees
Variable name	c57f
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means "unimportant", 5 "very important". You can grade your opinion with the numbers in between. F: Personal contact between management and employees

Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.10 Employee loyalty: work-family balance

Variable label	Employee loyalty: work-family balance
Variable name	c57g
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means “unimportant”, 5 “very important”. You can grade your opinion with the numbers in between. G: Work-family balance
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.11 Promotion of diversity and equal opportunities

Variable label	Promotion of diversity and equal opportunities
Variable name	c58
Question	Does your establishment/office have a written strategy to promote diversity and equal opportunities of the staff in terms of characteristics such as sex, age, nationality, culture, religion or sexual orientation?
Detailed description, values	1 Yes 2 No, but in planning 3 No and not in planning
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.12 Increase of women in management set as goal

Variable label	Increase of women in management set as goal
Variable name	c59
Question	Do you pursue the goal to increase the proportion of women in management positions?
Detailed description, values	1 Yes 2 No

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.13 No increase of proportion of women: proportion already high

Variable label	No increase of proportion of women: proportion already high
Variable name	c60a
Question	Why not? The proportion of women in management positions is already very high
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.14 No increase of proportion of women: no female candidates available

Variable label	No increase of proportion of women: no female candidates available
Variable name	c60b
Question	Why not? There are no suitable female candidates available
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.15 No increase of proportion of women: proportion for this branch is low

Variable label	No increase of proportion of women: proportion for this branch is low
Variable name	c60c
Question	Why not? For this branch the proportion of women is specifically low
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.16 No increase of proportion of women: only qualifications matter

Variable label	No increase of proportion of women: only qualifications matter
Variable name	c60d

Question	Why not? The decision is merely based on the qualifications
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.17 No increase of proportion of women: other reasons

Variable label	No increase of proportion of women: other reasons
Variable name	c60e
Question	Why not? For other reasons
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.18 Communication of objective to employees: increasing the proportion of women in managerial positions

Variable label	Communication of objective to employees: increasing the proportion of women in managerial positions
Variable name	c61
Question	Has this goal been communicated to the employees?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.19 Objective: proportion of women: Quantitative target

Variable label	Objective: Proportion of women: Quantitative target
Variable name	c62
Question	Have you set a quantitative goal for the proportion of women in management positions, which you want to achieve?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire

Data set/wave	LPP Employer Survey 2016
Notes	The reasons for the changes are not provided.

6.5.20 Objective: proportion of women: top management level (%)

Variable label	Objective: Proportion of women: top management level (%)
Variable name	c62a
Question	What is the intended proportion? A: For the top management
Detailed description, values	Percentage -1 No target set
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Note	The reasons for the changes are not provided.

6.5.21 Objective: proportion of women: second management level (%)

Variable label	Objective: Proportion of women: second management level (%)
Variable name	c62b
Question	What is the intended proportion? B: For the middle management
Detailed description, values	Percentage -1 No target set
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Note	The reasons for the changes are not provided.

6.5.22 Objective: proportion of women: lower management level (%)

Variable label	Objective: Proportion of women: lower management level (%)
Variable name	c62c
Question	What is the aim? C: For the lower management
Detailed description, values	Percentage -1 No target set -2 Maximal two management levels
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Note	The reasons for the changes are not provided.

6.5.23 Objective: proportion of women: deadline set

Variable label	Objective: Proportion of women: deadline set
Variable name	c63
Question	By when do you want to achieve this goal or did your establishment not set a deadline? By the year ____
Detailed description, values	Numeric -1 No deadline set
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.24 Objective: proportion of women: first year of deadline introduction

Variable label	Objective: Proportion of women: first year of deadline introduction
Variable name	c64
Question	In which year has your establishment set a goal like this for the first time? In the year...
Detailed description, values	Numeric
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.25 Company affected by laws on the quota of women in managerial positions

Variable label	Company affected by laws on the quota of women in managerial positions
Variable name	c65
Question	Does the recently published "Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern in Führungspositionen" (Law on the proportion of women) apply to your establishment?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

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

Variable label	Fathers in parental leave for at least 2 months (number)
Variable name	c66
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 2016

6.5.27 Home office

Variable label	Home office
Variable name	c67
Question	Does your establishment/office allow employees to work from home?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.28 Home office not possible: type of work

Variable label	Home office not possible: type of work
Variable name	c68a
Question	Why is it not possible to work at home in your company? The type of the task is not suitable for home-office
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.29 Home office not possible: lack of technical equipment

Variable label	Home office not possible: lack of technical equipment
Variable name	c68b
Question	Why is it not possible to work at home in your company? Our employees do not have the required technical means (e.g. mobile devices, access to company-server)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.30 Home office not possible: data security

Variable label	Home office not possible: data security
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Variable name	c68c
Question	Why is it not possible to work at home in your company? Data protection and data security guidelines do not permit home office
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.31 Home office not possible: Cooperation made difficult

Variable label	Home office not possible: Cooperation made difficult
Variable name	c68d
Question	Why is it not possible to work at home in your company? The temporal or spatial distance would complicate collaboration with colleagues
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.32 Home office not possible: difficult employee control

Variable label	Home office not possible: difficult employee control
Variable name	c68e
Question	Why is it not possible to work at home in your company? The temporal or spatial distance would complicate controlling and management of employees for the direct superiors
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.33 Home office not possible: lack of interest on the part of employees

Variable label	Home office not possible: lack of interest on the part of employees
Variable name	c68f
Question	Why is it not possible to work at home in your company? The majority of our employees is not interested

Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.34 Home office not possible: not considered

Variable label	Home office not possible: not considered
Variable name	c68g
Question	Why is it not possible to work at home in your company? We have never thought about it
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.35 Formal regulations for home office

Variable label	Formal regulations for home office
Variable name	c69
Question	Are there formal regulations (e.g. company agreements) in your establishment referring to mobile working, like i.e. the possibility to work from home?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.36 Formal regulations for home office: year of introduction

Variable label	Formal regulations for home office: year of introduction
Variable name	c70
Question	Since which year does this formal regulation exist?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.37 Home office: on a regular basis, days per week

Variable label	Home office: on a regular basis, days per week
Variable name	c71a
Question	To what extent is working from home possible in your establishment/of- fice? Regularly, ____ days a week
Detailed description, values	numeric
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.38 Home office: on a regular basis, days per month

Variable label	Home office: on a regular basis, days per month
Variable name	c71ba
Question	To what extent is working from home possible in your establishment/of- fice? Regularly, ____ days a month
Detailed description, values	numeric
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.39 Home office: on a regular basis, days per year

Variable label	Home office: on a regular basis, days per year
Variable name	c71bb
Question	To what extent is working from home possible in your establishment/of- fice? Regularly, ____ days a year
Detailed description, values	numeric
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.40 Home office: occasionally

Variable label	Home office: occasionally
Variable name	c71c

Question	To what extent is working from home possible in your establishment/office? Occasionally, under special circumstances (e.g. having workers at home, a child being ill, etc.)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.41 Opportunity of home office in sales/marketing: with management responsibility (%)

Variable label	Opportunity of home office in sales/marketing: with management responsibility (%)
Variable name	c72aa
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: Management staff – Distribution/marketing
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.42 Opportunity of home office in sales/marketing: without management responsibility (%)

Variable label	Opportunity of home office in sales/marketing: without management responsibility (%)
Variable name	c72ab
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: Employees without management responsibility – Distribution/marketing
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.43 Opportunity of home office in sales/marketing: no specification possible

Variable label	Opportunity of home office in sales/marketing: no specification possible
Variable name	c72ac
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: C: Not specified – Distribution/marketing
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.44 Opportunity of home office in production: with management responsibility (%)

Variable label	Opportunity of home office in production: with management responsibility (%)
Variable name	c72ba
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: B: Management staff – Production
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.45 Opportunity of home office in production: without management responsibility (%)

Variable label	Opportunity of home office in production: without management responsibility (%)
Variable name	c72bb
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas:

	Employees without management responsibility – Production
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.46 Opportunity of home office in production: no specification possible

Variable label	Opportunity of home office in production: no specification possible
Variable name	c72bc
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: Not specified – Production
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.47 Opportunity of home office in service: with management responsibility (%)

Variable label	Opportunity of home office in service: with management responsibility (%)
Variable name	c72ca
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: Management staff – Cross-departmental function/ Administration, service
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.48 Opportunity of home office in service: without management responsibility (%)

Variable label	Opportunity of home office in service: without management responsibility (%)
Variable name	c72cb
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: Employees without management responsibility – Cross-departmental function/ Administration, service
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.49 Opportunity of home office in service: no specification possible

Variable label	Opportunity of home office in service: no specification possible
Variable name	c72cc
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: Not specified – Cross-departmental function/ Administration, service
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.50 Devices with mobile Internet: Management staff (%)

Variable label	Devices with mobile Internet: Management staff (%)
Variable name	c73a
Question	Please give an estimate: What percentage of employees with and without managerial responsibility has your establishment/office equipped with mobile devices such as smart phones, tablet computers or notebooks capable of establishing an Internet connection via the mobile network? Management staff

Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.51 Devices with mobile Internet: without management responsibility (%)

Variable label	Devices with mobile Internet: without management responsibility (%)
Variable name	c73b
Question	Please give an estimate: What percentage of employees with and without managerial responsibility has your establishment/office equipped with mobile devices such as smart phones, tablet computers or notebooks capable of establishing an Internet connection via the mobile network? Employees without management responsibilities
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.52 Donations for charitable purposes

Variable label	Donations for charitable purposes
Variable name	c74
Question	Has your establishment donated commodity contributions or money for charitable purposes in 2015?
Detailed description, values	1 Yes 2 No 3 I do not know
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.53 Volume of donations: As percentage of average profits per year

Variable label	Volume of donations: As percentage of average profits per year
Variable name	c75
Question	What percentage of a typical annual profit of your establishment does this donation amount roughly correspond to? By typical annual profit we mean the average profit made in recent years.
Detailed description, values	Percentage

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.54 Share of total donations: Humanitarian aid and health

Variable label	Share of total donations: Humanitarian aid and health
Variable name	c76a
Question	How will the donations made in 2015 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! A: Humanitarian aid and health
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.55 Share of total donations: Environmental and nature protection, animal welfare

Variable label	Share of total donations: Environmental and nature protection, animal welfare
Variable name	c76b
Question	How will the donations made in 2015 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! B: Protection of environment and nature and animals
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.56 Share of total donations: Sport

Variable label	Share of total donations: Sport
Variable name	c76c
Question	How will the donations made in 2015 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! C: Sports

Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.57 Share of total donations: Education

Variable label	Share of total donations: Education
Variable name	c76d
Question	How will the donations made in 2015 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! D: Education
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.58 Share of total donations: Politics

Variable label	Share of total donations: Politics
Variable name	c76e
Question	How will the donations made in 2015 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! E: Politics
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.59 Share of total donations: Art, culture, monument preservation

Variable label	Share of total donations: Art, culture, monument preservation
Variable name	c76f

Question	How will the donations made in 2015 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! F: Art, culture, monument preservation
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.60 Share of total donations: Other

Variable label	Share of total donations: Other
Variable name	c76g
Question	How will the donations made in 2015 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! G: Other
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.61 Motive for donation behaviour: Customer retention and acquisition

Variable label	Motive for donation behaviour: Customer retention and acquisition
Variable name	c77a
Question	How important were the following motives for your donation behaviour? 1 stands for "unimportant", 5 means "very important". With the numbers between them you can grade your answer. A: Retention and acquisition of customers
Detailed description, values	1 = Unimportant till 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.62 Motive for donation behaviour: Employee retention and recruitment

Variable label	Motive for donation behaviour: Employee retention and recruitment
Variable name	c77b

Question	How important were the following motives for your donation behaviour? 1 stands for “unimportant”, 5 means “very important”. With the numbers between them you can grade your answer. B: Retention and recruitment of employees
Detailed description, values	1 = Unimportant till 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.63 Motive for donation behaviour: Social Beliefs

Variable label	Motive for donation behaviour: Social Beliefs
Variable name	c77c
Question	How important were the following motives for your donation behaviour? 1 stands for “unimportant”, 5 means “very important”. With the numbers between them you can grade your answer. C: Social conviction of the owner or the management staff
Detailed description, values	1 = Unimportant till 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.64 Motive for donation behaviour: Other

Variable label	Motive for donation behaviour: Other
Variable name	c77d
Question	How important were the following motives for your donation behaviour? 1 stands for “unimportant”, 5 means “very important”. With the numbers between them you can grade your answer. D: Other
Detailed description, values	1 = Unimportant till 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.5.65 Leave of absence for external voluntary work

Variable label	Leave of absence of employees for external voluntary work
Variable name	c78
Question	Has your company released employees from work for external voluntary work in 2015?
Detailed description, values	1 Yes 2 No 3 I do not know
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6 Structural features

6.6.1 Average number of sick days

Variable label	Average number of sick days
Variable name	c79
Question	How many days per year on average are the employees of your establishment/office absent due to sick leave?
Detailed description, values	Numerical (number of days per employee and year)
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.2 Principal owner

Variable label	Principal owner
Variable name	c80
Question	Who is the principal owner of your establishment/office? If your establishment/office is not independent, who is the owner of the parent company?
Detailed description, values	1 Family, founder 2 Management, entrepreneurship 3 Financial investor 4 Widely held stock on capital market 5 Government property or public sector 6 Other form
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.3 Change of principal owner in the last 2 years

Variable label	Change of principal owner in the last 2 years
Variable name	c81
Question	Has the principal owner changed in the last two years?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.4 Change of management in the last 2 years

Variable label	Change of management in the last 2 years
Variable name	c82
Question	Was there a change in the management of your establishment/office in the last two years?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.5 Change of management: age-related retirement

Variable label	Change of management: age-related retirement
Variable name	c83a
Question	What was the reason for this change? A: Age-related drop out/ Retirement
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.6 Change of management: health-related retirement

Variable label	Change of management: health-related retirement
Variable name	c83b
Question	What was the reason for this change? B: Health-related drop out
Detailed description, values	0 Not marked 1 Yes

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.7 Change of management: another establishment

Variable label	Change of management: another establishment
Variable name	c83c
Question	What was the reason for this change? C: Change of the previous management to another establishment
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.8 Change of management: selling/merging of establishment

Variable label	Change of management: selling/merging of establishment
Variable name	c83d
Question	What was the reason for this change? D: Disposal or consolidation of the establishment
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.9 Change of management: Dismissal

Variable label	Change of management: Dismissal
Variable name	c83e
Question	What was the reason for this change? E: Dismissal
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.10 Cause for change of management: Other

Variable label	Cause for change of management: other
Variable name	c83f

Question	What was the reason for this change? F: Other
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.11 Business model strategy

Variable label	Business model strategy
Variable name	c84
Question	Which of the following strategies describes your business model most likely?
Detailed description, values	1 Cost leadership 2 Quality leadership 3 Both equally
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016
Notes	Change of values compared to the LPP Employer Survey 2012.

6.6.12 Management of the human resources department: level

Variable label	Management of the human resources department: level
Variable name	c85
Question	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?
Detailed description, values	1 1. management level 2 Below 1. management level
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.13 Number of employees in human resource department

Variable label	Number of employees in human resource department
Variable name	c86
Question	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).

Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.14 Independent enterprise

Variable label	Independent enterprise
Variable name	c87
Question	Is your establishment/office an independent enterprise or an independent facility?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.15 Decisions about strategic human resource management

Variable label	Decisions about strategic human resource management
Variable name	c88
Question	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?
Detailed description, values	1 On our own 2 Partly coordinated 3 Establishment not involved
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.16 Broadband supply of establishment

Variable label	Broadband supply of establishment
Variable name	c89
Question	Before we come to an end, let us come briefly to another topic: How would you evaluate the current broadband connection of your company? 1 means "insufficient" and 5 means "very good". With the numbers in between you can grade your answer.
Detailed description, values	1 Insufficient 2 Hardly sufficient 3 Sufficient

	4 Good 5 Very Good
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.6.17 Importance of broadband supply as a location factor

Variable label	Importance of broadband supply as a location factor
Variable name	c90
Question	How important is a good broadband connection for your establishment as a location factor? 1 means "unimportant" and 5 means "very important". With the numbers in between you can grade your answer.
Detailed description, values	1 Unimportant 2 Almost unimportant 3 Partially 4 Important 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

6.7 Panel participation

6.7.1 Panel participation

Variable label	Panel participation
Variable name	c91
Question	Finally just one request: this additional survey will be repeated in the year 2018. 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.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2016

7 Description of variables: LPP Employee Survey 1617

7.1 Identification and background information

7.1.1 Establishment identifier

Variable label	Establishment identifier
Variable name	lpp_betnr
Question	-
Detailed description, values	Numerical This variable is a 10-digit number for employees if they agreed to merging and their employer participated in the survey. Employees have a 9-digit number if they do not agree to merging or if their employer did not participate in the survey. People who change their employer have a 8-digit number.
Origin	Generated
Data set/wave	LPP Employer Survey 2016, LPP Employee Survey 2017
Notes	The establishment identifier is provided for the linkage between LPP Employer Survey and LPP Employee Survey. 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.

7.1.2 LPP Person-ID

Variable label	LPP Person-ID
Variable name	pers_id
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2017
Notes	Artificial person identifier that cannot be linked to any other information

7.1.3 Panelcase 2012-2016

Variable label	Panelcase 2012-2016
Variable name	panel1216
Question	-
Detailed description, values	0 Refresher W3 1 Panel case, last interview in W1

	2 Panel case, last interview in W2
Origin	Generated
Data set/wave	LPP Employee Survey 2017

7.1.4 Weighting factor LPP Employee Survey: Cross

Variable label	Weighting factor LPP Employee Survey: Cross
Variable name	gew_pers_2016_quer
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2017
Notes	Cross-sectional weight valid for all panel cases and refreshers Employment group: „Without movers and without exits“

7.1.5 Weighting factor LPP Employee Survey: Cross (mover)

Variable label	Weighting factor LPP Employee Survey: Cross (mover)
Variable name	gew_pers_2016_quer_m
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2017
Notes	Cross-sectional weight valid for all panel cases and refreshers Employment group: „With movers and without exits“

7.1.6 Weighting factor LPP Employee Survey: Cross (mover, exits)

Variable label	Weighting factor LPP Employee Survey: Cross (mover, exits)
Variable name	gew_pers_2016_quer_m_e
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2017
Notes	Cross-sectional weight valid for all panel cases and refreshers Employment group: „With movers and with exits“

7.1.7 Weighting factor LPP Employee Survey: Panel

Variable label	Weighting factor LPP Employee Survey: Panel
Variable name	gew_pers_2016_panel
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2017
Notes	Panel weight valid for all panel cases Employment group: „Without movers and without exits“

7.1.8 Weighting factor LPP Employee Survey: Panel (mover)

Variable label	Weighting factor LPP Employee Survey: Panel (mover)
Variable name	gew_pers_2016_panel_m
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2017
Notes	Panel weight valid for all panel cases Employment group: „With movers and without exits“

7.1.9 Weighting factor LPP Employee Survey: Panel (mover, exits)

Variable label	Weighting factor LPP Employee Survey: Panel (mover, exits)
Variable name	gew_pers_2016_panel_m_e
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2017
Notes	Panel weight valid for all panel cases Employment group: „With movers and with exits“

7.1.10 Long interview

Variable label	Long interview
Variable name	lang_w3

Question	-
Detailed description, values	0 No 1 Yes
Origin	Generated
Data set/wave	LPP Employee Survey 2017

7.1.11 Short interview

Variable label	Short interview
Variable name	kurz_w3
Question	-
Detailed description, values	0 No 1 Yes
Origin	Generated
Data set/wave	LPP Employee Survey 2017

7.1.12 Year of birth

Variable label	Year of birth
Variable name	H1
Question	First of all could you please tell me when you were born? Please tell me the year.
Detailed description, values	Year
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017
Notes	The month is not specified.

7.1.13 Sex

Variable label	Sex
Variable name	H3
Question	Please enter sex of respondent!
Detailed description, values	1 Male 2 Female
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017
Notes	Question was not read out. Sex of respondent was determined and recorded by the interviewer.

7.1.14 Same establishment as in wave 2 or 2015

Variable label	Same establishment as in wave 2 or 2015
Variable name	H3b
Question	Are you still employed by the same establishment as in <i>Month and year of interview in wave 2</i> ? or Are you still employed by the same establishment as in December 2015?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017
Notes	Answering the question with 'Yes' was prerequisite for participation in the survey.

7.2 Employment

7.2.1 Employment situation

Variable label	Employment situation
Variable name	H101
Question	What is your current employment situation?
Detailed description, values	1 Worker 2 Employee 3 Civil servant 4 Self-employed/Freelancer 5 Freelancer collaborator
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017
Notes	Answering the question with 'Worker' or 'Employee' was prerequisite for participation in the survey.

7.2.2 Employment situation - differentiated

Variable label	Employment situation - differentiated
Variable name	H102a
Question	Are you...
Detailed description, values	1 Unskilled 2 Semi-skilled 3 Skilled

	4 foreman/forewomen 5 master craftsman
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.3 Functional area

Variable label	Functional area
Variable name	H102aa
Question	What functional area are you working in?
Detailed description, values	1 Production 2 Sales/marketing 3 Cross-sectional functions/administration 4 Services
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.4 Leadership position

Variable label	Leadership position
Variable name	H102b
Question	Do you supervise others?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.5 Number of people working under target person

Variable label	Number of people working under target person
Variable name	H102c
Question	How many people work under your direction?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.6 Leadership position (years)

Variable label	Leadership position (years)
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Variable name	H102d
Question	For how many years have you been in charge of other persons regardless of your current position?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.7 Line manager: direct reports

Variable label	Line manager: direct reports
Variable name	H102e
Question	How many direct reports does your line manager presently have?
Detailed description, values	Numerical -6 No superiors
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.8 Line manager: sex

Variable label	Line manager: sex
Variable name	H102f
Question	Is your line manager male or female?
Detailed description, values	1 Male 2 Female -6 No superiors
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.9 Quantified target for the proportion of women in management positions

Variable label	Quantified target for the proportion of women in management positions
Variable name	H102h
Question	Has your company set a quantitative target for the proportion of women in management positions?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.10 Target proportion of women in management positions

Variable label	Target proportion of women in management positions
Variable name	H102i
Question	What is the targeted proportion?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.11 Employment contract fixed-term/permanent

Variable label	Employment contract fixed-term/permanent
Variable name	H104
Question	Do you have a fixed-term or a permanent employment contract?
Detailed description, values	1 Permanent 2 Fixed-term
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.12 Full-time/Part-time

Variable label	Full-time/Part-time
Variable name	H104a
Question	Do you work full-time or part-time?
Detailed description, values	1 Full-time 2 Part-time
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.13 Contractual working time (h/week)

Variable label	Contractual working time (h/week)
Variable name	H105
Question	How many hours per week are stipulated in your contract?
Detailed description, values	Numerical -5 No (fixed) contractual working time -6 More than 90 hours per week
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2017
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7.2.14 Actual working time (h/week)

Variable label	Actual working time (h/week)
Variable name	H106
Question	How many hours a week do you normally work, including regular over-time and long hours?
Detailed description, values	Numerical -4 Working hours strongly fluctuate -5 Very long working hours
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.15 Overtime

Variable label	Overtime
Variable name	H107
Question	If you do work overtime, is the work paid, compensated with time-off, or not compensated at all?
Detailed description, values	0 Generally does not work overtime 1 Time-off 2 Paid 3 Partly paid, partly time-off 4 Not compensated at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.16 Working hours: shifts

Variable label	Working hours: shifts
Variable name	H108a
Question	Which of the following applies to your occupation with regard to your working hours? 1: You work in shifts.
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.17 Working hours: fixed time

Variable label	Working hours: fixed time
Variable name	H108b
Question	Which of the following applies to your occupation with regard to your working hours? 2: You have fixed times for the beginning and the end of work.
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.18 Working hours: flexible working hours

Variable label	Working hours: flexible working hours
Variable name	H108c
Question	Which of the following applies to your occupation with regard to your working hours? 3: You have flexible working hours.
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.19 Working hours: no fixed working hours

Variable label	Working hours: no fixed working hours
Variable name	H108d
Question	Which of the following applies to your occupation with regard to your working hours? 4: You have no fixed working hours.
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.20 Working hours: Other

Variable label	Working hours: Other
Variable name	H108e

Question	Which of the following applies to your occupation with regard to your working hours? 5: Other
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.21 Working hours: Refuse

Variable label	Working hours: Refuse
Variable name	H108f
Question	Which of the following applies to your occupation with regard to your working hours? 7: Refuse
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.22 Working hours: Do not know

Variable label	Working hours: Do not know
Variable name	H108g
Question	Which of the following applies to your occupation with regard to your working hours? 8: Do not know
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.23 Work from home

Variable label	Work from home
Variable name	H111
Question	Do you work from home for your employer – even if only occasionally?
Detailed description, values	1 Yes 2 No

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.24 No working from home: not allowed

Variable label	No working from home: not allowed
Variable name	H111aa
Question	What are the reasons why you are not working from home? Please select the answer that applies to you. I am not working from home, ... A: because I am not allowed to, although it is technically feasible.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.25 No working from home: technical requirements do not exist

Variable label	No working from home: technical requirements do not exist
Variable name	H111ab
Question	What are the reasons why you are not working from home? Please select the answer that applies to you. I am not working from home, ... B: because the technical requirements do not exist.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.26 No working from home: not possible

Variable label	No working from home: not possible
Variable name	H111ac
Question	What are the reasons why you are not working from home? Please select the answer that applies to you. I am not working from home, ... C: because I cannot perform my professional activity at home.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.27 No working from home: supervisor appreciates presence

Variable label	No working from home: supervisor appreciates presence
Variable name	H111ad
Question	What are the reasons why you are not working from home? Please select the answer that applies to you. I am not working from home, ... D: because my superiors highly appreciate my presence in the workplace.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.28 No working from home: separation of professional and private life

Variable label	No working from home: separation of professional and private life
Variable name	H111ae
Question	What are the reasons why you are not working from home? Please select the answer that applies to you. I am not working from home, ... E: because I want to keep private and professional life separate.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.29 No working from home: cooperation with colleagues more difficult

Variable label	No working from home: cooperation with colleagues more difficult
Variable name	H111af
Question	What are the reasons why you are not working from home? Please select the answer that applies to you. I am not working from home, ... F: because this would make it more difficult to work with my colleagues.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.30 No working from home: decreasing chances of being promoted

Variable label	No working from home: decreasing chances of being promoted
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Variable name	H111ag
Question	What are the reasons why you are not working from home? Please select the answer that applies to you. I am not working from home, ... G: because I fear that this would impair my chances of being promoted.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.31 Working from home desired

Variable label	Working from home desired
Variable name	H111b
Question	Would you like to work from home? If yes: Are you thinking of working from home on a regular or an occasional basis?
Detailed description, values	1 Yes, occasionally 2 Yes, regularly 3 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.32 Work from home (h/week)

Variable label	Work from home (h/week)
Variable name	H112
Question	How many hours a week on average do you work from home?
Detailed description, values	Numerical -5 Irregularly
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.33 Working from home: by the hour or full days

Variable label	Working from home: by the hour or full days
Variable name	H112a
Question	Do you work from home by the hour only or also full days?
Detailed description, values	1 Hourly only 2 Full days 3 Both

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.34 Working from home: within or outside working hours

Variable label	Working from home: within or outside working hours
Variable name	H113a
Question	Do you work from home during normal working hours or outside of working hours in your free time?
Detailed description, values	1 Within working hours 2 Outside working hours 3 Both
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.35 Does the work at home take place within or outside the contractual working hours?

Variable label	Does the work at home take place within or outside the contractual working hours?
Variable name	H113a2
Question	Does the work take place at home within your contractually agreed weekly working hours or does it go beyond that?
Detailed description, values	1 Within working hours 2 Outside working hours 3 Both * This question was asked 50% of respondents. The word normal has been replaced by the word contractually.
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.36 Compensation home-/teleworking: financial

Variable label	Compensation home-/teleworking: financial
Variable name	H114a
Question	Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary? 1: Financial compensation
Detailed description, values	0 Not marked 1 Yes

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.37 Compensation home-/teleworking: time credit

Variable label	Compensation home-/teleworking: time credit
Variable name	H114b
Question	Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary? 2: Time credit
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.38 Compensation home-/teleworking: covered by salary

Variable label	Compensation home-/teleworking: covered by salary
Variable name	H114c
Question	Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary? 3: Covered by salary
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.39 Compensation home-/teleworking: Refuse

Variable label	Compensation home-/teleworking: Refuse
Variable name	H114d
Question	Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary? 7: Refuse
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.40 Compensation home-/teleworking: Do not know

Variable label	Compensation home-/teleworking: Do not know
Variable name	H114e
Question	Do you receive any compensation for your working at home financially or in form of time credit or is it covered by your salary? 8: Do not know
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.2.41 Business phone calls during leisure time

Variable label	Business phone calls during leisure time
Variable name	H115
Question	How often do you receive business phone calls during your leisure time or how often do you answer business e-mails?
Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3 HR development

7.3.1 Offer of further vocational training

Variable label	Offer of further vocational training
Variable name	H200a
Question	Has your employer offered you vocational further training courses since 1 January 2016? <i>or</i> Has your employer offered you vocational further training courses since <i>Start date MMJJJJ C13/C14?</i>
Detailed description, values	1 Yes 2 No
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2017
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7.3.2 Further vocational training

Variable label	Further vocational training
Variable name	H201
Question	Have you taken part in any courses of further vocational training since 1 January 2016? <i>or</i> Have you taken part in any courses of further vocational training since <i>Start date MMJJJJ C13/C14?</i>
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.3 Further vocational training: release, cost absorption

Variable label	Further vocational training: release, cost absorption
Variable name	H202
Question	Have you been released from work by your employer for several courses or has he/she (partly) borne the costs?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.4 Further vocational training: full cost absorption (days)

Variable label	Further vocational training: full cost absorption (days)
Variable name	H203
Question	How many days in the last year 2016 <i>or</i> since <i>Start date MMJJJJ</i> did you take part in further vocational training for which your employer released you from work or bore all costs?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.5 Appraisal interview

Variable label	Appraisal interview
Variable name	H204
Question	Did you have an appraisal interview with your superior last year (2016) <i>or</i> since <i>Start date MMJJJJ C13/C14</i> (e.g. on your professional growth or staff assessment) Please consider only appraisal interviews for which an appointment was made.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.6 Appraisal interview: duration (min)

Variable label	Appraisal interview: duration (min)
Variable name	H205
Question	How many minutes did the appraisal interview approximately last?
Detailed description, values	Numerical -6 There was no appraisal interview with appointment
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.7 Appraisal interview: objectives fixed in writing

Variable label	Appraisal interview: objectives fixed in writing
Variable name	H206
Question	Did your superior agree with you on the objectives fixed in writing during the appraisal interview?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.8 Personnel development: knowledge and competences

Variable label	Personnel development: knowledge and competences
Variable name	H208a

Question	To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively. A: Our establishment is palpably interested in further development of my professional knowledge and competences.
Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

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

Variable label	Personnel development: promotion if expected to fit new position best
Variable name	H208b
Question	To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively. B: In our establishment, employees expected to fit the new position best are predominantly promoted.
Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.10 Personnel development: promotion if outstanding job performance

Variable label	Personnel development: promotion if outstanding job performance
Variable name	H208c
Question	To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively.

	C: In our establishment, employees characterised by outstanding job performance are predominantly promoted.
Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.11 Personnel development: promotion mostly not related to professional criteria

Variable label	Personnel development: promotion mostly not related to professional criteria
Variable name	H208d
Question	To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively. D: In our establishment, promotion is mostly not related to professional criteria or performances.
Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.12 Personnel development: disadvantage in personnel decisions

Variable label	Personnel development: disadvantage in personnel decisions
Variable name	H208e
Question	To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively. 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.

Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.13 Regular performance assessment

Variable label	Regular performance assessment
Variable name	H208aa
Question	Is your own performance regularly assessed by a superior as part of an agreed procedure?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.14 Skills in comparison to colleagues

Variable label	Skills in comparison to colleagues
Variable name	H208ba
Question	Now please assess your own skills and work effort compared to your colleagues in the establishment. Compared to my colleagues, my skills are ...
Detailed description, values	1 Much higher 2 Slightly higher 3 Similar 4 Slightly lower 5 Much lower
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.15 Work effort in comparison to colleagues

Variable label	Work effort in comparison to colleagues
Variable name	H208bb
Question	Now please assess your own skills and work effort compared to your colleagues in the company.

	Compared to my colleagues, my work effort is...
Detailed description, values	1 Much higher 2 Slightly higher 3 Similar 4 Slightly lower 5 Much lower
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.16 Concerned about job security

Variable label	Concerned about job security
Variable name	H209
Question	Are you concerned about your job security?
Detailed description, values	1 Very concerned 2 Somewhat concerned 3 Not concerned at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.17 Number of appraisal interviews (last year)

Variable label	Number of appraisal interviews (last year)
Variable name	H210
Question	How many appraisal interviews did you have with your superior since... last year (2016) or Start date MMJJJJ C13/C14?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.18 Appraisal interview(s) found useful

Variable label	Appraisal interview(s) found useful
Variable name	H211
Question	How much do you agree with the following statements? I found the appraisal interview(s) useful.

Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.3.19 Compensation components calculated by using a formula

Variable label	Compensation components calculated by using a formula
Variable name	H212
Question	Are variable compensation components calculated from your degree of target achievement using a formula?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4 Work conditions and workloads

7.4.1 Work conditions: decisions

Variable label	Work conditions: decisions
Variable name	H301a
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. A: The job allows me to make a lot of decisions on my own.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.2 Work conditions: task variety

Variable label	Work conditions: task variety
Variable name	H301b

Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. B: The job involves a great deal of task variety.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.3 Work conditions: other jobs depend directly on my job

Variable label	Work conditions: other jobs depend directly on my job
Variable name	H301c
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. C: Other jobs depend directly on my job.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

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

Variable label	Work conditions: my job depends on the work of others
Variable name	H301d
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. D: The job depends on the work of many different people for its completion.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral

	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.5 Work conditions: physical effort

Variable label	Work conditions: physical effort
Variable name	H301e
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. E: The job requires a lot of physical effort.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.6 Work conditions: ambient conditions

Variable label	Work conditions: ambient conditions
Variable name	H301f
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. F: At work I am exposed to unpleasant ambient conditions such as noise, extreme temperature, unpleasant lightning or odours.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.7 Work conditions: time pressure

Variable label	Work conditions: time pressure
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Variable name	H301g
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. G: I often have time pressure over a long period or I have to deal with several important tasks at the same time.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.8 Work-Family: interference with family life

Variable label	Work-Family: interference with family life
Variable name	H303a
Question	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. A: The demands of my work interfere with my home and family life.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.9 Work-Family: family responsibilities

Variable label	Work-Family: family responsibilities
Variable name	H303b
Question	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. B: The amount of time my job takes up makes it difficult to fulfill family responsibilities.

Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.10 Work-Family: strain

Variable label	Work-Family: strain
Variable name	H303c
Question	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. C: My job produces strain that makes it difficult to fulfil family duties.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.11 Work-Family: put off doing things at work

Variable label	Work-Family: put off doing things at work
Variable name	H303d
Question	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. D: I have to put off doing things at work because of demands on my time at home.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2017
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7.4.12 Work-Family: things at work don't get done

Variable label	Work-Family: things at work don't get done
Variable name	H303e
Question	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. E: Things I want to do at work don't get done because of the demands of my family or spouse/partner.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.13 Work-Family: home life interferes with work

Variable label	Work-Family: home life interferes with work
Variable name	H303f
Question	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. F: My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.14 Care for person in need of assistance

Variable label	Care for person in need of assistance
Variable name	H304

Question	Are you caring for a person in need of assistance or support due to old age, disease or disability?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.4.15 Care for person in need of assistance (h/day)

Variable label	Care for person in need of assistance (h/day)
Variable name	H305
Question	How many hours each day do you spend caring for and supporting persons in need of assistance on an average working day?
Detailed description, values	Numerical -5 Irregularly
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.5 Remuneration

7.5.1 Performance-related bonuses

Variable label	Performance-related bonuses
Variable name	H401
Question	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.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.5.2 Performance-related bonuses: contractual commitment

Variable label	Performance-related bonuses: contractual commitment
Variable name	H401a
Question	Are these payments ...
Detailed description, values	1 based on a contractual commitment 2 without a contractual commitment 3 combination of both

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

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

Variable label	Performance-related bonuses: amount contractually agreed at target attainment (%)
Variable name	H401b
Question	What is the amount contractually agreed at full target attainment, measured as a percentage of the basic salary?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.5.4 Performance-related bonuses: actual payments (Euro) – 2015

Variable label	Performance-related bonuses: actual payments (Euro) – 2015
Variable name	H401c
Question	What was the actual amount of performance-related payments in 2015?
Detailed description, values	Numerical -5 No variable payments in 2015
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.5.5 Performance-related bonuses: bonuses without contractual commitment (Euro) – 2016

Variable label	Performance-related bonuses: bonuses without contractual commitment (Euro) – 2016
Variable name	H401d
Question	You have specified that you receive bonuses or extra payments without a contractual commitment. What was the amount of these extra payments in 2016? <i>or</i> You have specified that you also receive bonuses or extra payments without a contractual commitment. What was the amount of these extra payments in 2016?
Detailed description, values	Numerical -5 No extra payments in 2016

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6 Commitment, values and corporate culture

7.6.1 Corporate culture: good understanding

Variable label	Corporate culture: good understanding
Variable name	H501a
Question	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. A: People have a good understanding of what the organization is trying to do.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.2 Corporate culture: long-term plans

Variable label	Corporate culture: long-term plans
Variable name	H501b
Question	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. B: Everyone who works here is well aware of the long-term plans and direction of this company.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.3 Corporate culture: confidence

Variable label	Corporate culture: confidence
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Variable name	H501c
Question	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. C: Supervisors show that they have confidence in those they manage.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.4 Corporate culture: good guidance

Variable label	Corporate culture: good guidance
Variable name	H501d
Question	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. D: Supervisors can be relied upon to give good guidance to people.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.5 Corporate culture: understanding

Variable label	Corporate culture: understanding
Variable name	H501e
Question	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. E: Supervisors show an understanding of the people who work for them.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral

	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.6 Corporate culture: insufficient performance

Variable label	Corporate culture: insufficient performance
Variable name	H501f
Question	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. F: If the superiors of this establishment are dissatisfied with the personal performance of their employees, they talk openly with them about it.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.7 Corporate culture: no discrimination

Variable label	Corporate culture: no discrimination
Variable name	H501g
Question	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. G: No one working here is discriminated because of his/her sex, age, nationality, religious affiliation, handicap, sexual orientation or skin colour.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.8 Corporate culture: clear communication

Variable label	Corporate culture: clear communication
Variable name	H501h
Question	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. H: The superiors clearly communicate requirements and objectives.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.9 Corporate culture: charitable and non-profit projects

Variable label	Corporate culture: charitable and non-profit projects
Variable name	H501j
Question	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. J: Management also supports charitable and non-profit projects outside the company.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.10 Corporate culture: Creating meaning through work

Variable label	Corporate culture: Creating meaning through work
Variable name	H501k
Question	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. K: My work helps me to experience my life as meaningful

Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.11 Commitment: rest of my life

Variable label	Commitment: rest of my life
Variable name	H501aa
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. A: I would be very happy to spend the rest of my career with this organization.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.12 Commitment: personal meaning

Variable label	Commitment: personal meaning
Variable name	H501ab
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. B: This organization has a great deal of personal meaning for me.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.13 Commitment: problems are my own

Variable label	Commitment: problems are my own
Variable name	H501ac
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. C: I really feel as if this organization's problems are my own.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.14 Commitment: no belonging

Variable label	Commitment: no belonging
Variable name	H501ad
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. D: I do not feel a strong sense of "belonging" to my organization.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.15 Commitment: not emotionally attached

Variable label	Commitment: not emotionally attached
Variable name	H501ae
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. E: I do not feel "emotionally attached" to this organization.

Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.16 Commitment: no part of the family

Variable label	Commitment: no part of the family
Variable name	H501af
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. F: I do not feel like "part of the family" at my organization.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.17 Collegiality: receive help from colleagues

Variable label	Collegiality: receive help from colleagues
Variable name	H502a
Question	The following questions refer to the relation to your colleagues and your superiors. A: How often do you receive help and support from colleagues if required?
Detailed description, values	1 Always 2 Often 3 Sometimes 4 Rarely 5 (Almost) never -6 I do not have superiors/ colleagues
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2017
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7.6.18 Collegiality: help colleagues

Variable label	Collegiality: help colleagues
Variable name	H502b
Question	The following questions refer to the relation to your colleagues and your superiors. B: How often do you offer helping your colleagues?
Detailed description, values	1 Always 2 Often 3 Sometimes 4 Rarely 5 (Almost) never -6 I do not have superiors/ colleagues
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.19 Collegiality: criticism/harassment/exposure

Variable label	Collegiality: criticism/harassment/exposure
Variable name	H502c
Question	The following questions refer to the relation to your colleagues and your superiors. C: How often do you feel wrongly criticised, harassed or denounced by your colleagues or superiors?
Detailed description, values	1 Always 2 Often 3 Sometimes 4 Rarely 5 (Almost) never -6 I do not have superiors/ colleagues
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.20 Job satisfaction

Variable label	Job satisfaction
Variable name	H503

Question	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”.
Detailed description, values	0 = Totally unhappy till 10 = Totally happy
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.21 Income satisfaction

Variable label	Income satisfaction
Variable name	G504
Question	How satisfied are you today with your income? Please answer on a scale from 0 to 10, where 0 means “totally unhappy” and 10 means “totally happy”.
Detailed description, values	0 = Totally unhappy till 10 = Totally happy
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.22 Fairness: income

Variable label	Fairness: income
Variable name	H507a
Question	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. A: I believe that I am being rewarded fairly at work.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.23 Fairness: decision procedures

Variable label	Fairness: decision procedures
Variable name	H507b

Question	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. B: The rules and procedures to make decisions are fair.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.24 Fairness: supervisor

Variable label	Fairness: supervisor
Variable name	H507c
Question	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. C: The way my supervisor treats me is fair.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.25 Changing job

Variable label	Changing job
Variable name	H508a
Question	How many times in the past 12 months have you thought about changing your job? Was this...
Detailed description, values	1 daily 2 a few times a week 3 a few times a month 4 a few times a year 5 never

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.26 Reasons for change of employer

Variable label	Reasons for change of employer
Variable name	H508aa
Question	What prompted you to consider changing employers? Was it due to professional reasons only, private reasons only or a combination of both?
Detailed description, values	1 Professional reasons 2 Private reasons 3 Combination of both
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.27 Expected occupational improvements: better pay & benefits

Variable label	Expected occupational improvements: better pay & benefits
Variable name	H508ba
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... A: better payment & additional benefits
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.28 Expected occupational improvements: better superiors

Variable label	Expected occupational improvements: better superiors
Variable name	H508bb
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know.

	I hoped that changing jobs would result in ... B: better superiors
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.29 Expected occupational improvements: career and further training opportunities

Variable label	Expected occupational improvements: career and further training opportunities
Variable name	H508bc
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... C: better career & further training opportunities
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.30 Expected occupational improvements: work contents

Variable label	Expected occupational improvements: work contents
Variable name	H508bd
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... D: different work content

Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.31 Expected occupational improvements: work volume

Variable label	Expected occupational improvements: work volume
Variable name	H508be
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... E: different work volume
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.32 Expected occupational improvements: working hours

Variable label	Expected occupational improvements: working hours
Variable name	H508bf
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... F: more favourable working hours
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.33 Expected occupational improvements: fair treatment

Variable label	Expected occupational improvements: fair treatment
Variable name	H508bg
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... G: fair treatment by colleagues and superiors
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.34 Expected occupational improvements: a securer job

Variable label	Expected occupational improvements: a securer job
Variable name	H508bh
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... H: a securer job
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.35 Expected occupational improvements: other improvements

Variable label	Expected occupational improvements: other improvements
Variable name	H508bi

Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... I: other
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.36 Expected private improvements: closeness to partner/family

Variable label	Expected private improvements: closeness to partner/family
Variable name	H508ca
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of ... A: more closeness to my partner or my family
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.37 Expected private improvements: private new start

Variable label	Expected private improvements: private new start
Variable name	H508cb
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know.

	I hoped that changing jobs would benefit my private life in terms of ... B: a private new start
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.38 Expected private improvements: shorter distance

Variable label	Expected private improvements: shorter distance
Variable name	H508cc
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of ... C: shorter distance to work
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.39 Expected private improvements: work-life balance

Variable label	Expected private improvements: work-life balance
Variable name	H508cd
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of ... D: better reconciliation of work and private life
Detailed description, values	1 Fully applies 2 Largely applies

	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.40 Expected private improvements: other improvements

Variable label	Expected private improvements: other improvements
Variable name	H508ce
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of ... E: other improvements
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.41 Active job search or contacted by another employer

Variable label	Active job search or contacted by another employer
Variable name	H508d
Question	During the past twelve months, have you actively been looking for another job or were you contacted by another employer?
Detailed description, values	1 Yes, looked actively 2 Yes, contacted by other employer 3 Both 4 Neither
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.42 Concrete job offer

Variable label	Concrete job offer
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Variable name	H508e
Question	Were you offered at least one concrete job as a result?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.43 Highest wage/salary offer (Euro)

Variable label	Highest wage/salary offer (Euro)
Variable name	H508f
Question	What was the highest salary or wage you were offered when you applied for jobs? Please indicate the gross monthly wage offered.
Detailed description, values	Numerical -6 No wage offer made
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.44 No job change: external offer not better

Variable label	No job change: external offer not better
Variable name	H508ga
Question	Why have you stayed with your employer? 1: The external offer was not better than my initial situation.
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.45 No job change: higher wage, better working conditions

Variable label	No job change: higher wage, better working conditions
Variable name	H508gb
Question	Why have you stayed with your employer? 2: As a result of the external offer, my employer offered me a higher wage and/or better working conditions.
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2017
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7.6.46 No job change: private reasons

Variable label	No job change: private reasons
Variable name	H508gc
Question	Why have you stayed with your employer? 3: Private reasons
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.47 No job change: other reasons

Variable label	No job change: other reasons
Variable name	H508gd
Question	Why have you stayed with your employer? 4: Other reasons
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.48 No job change: Refuse

Variable label	No job change: Refuse
Variable name	H508ge
Question	Why have you stayed with your employer? 7: Refuse
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.49 No job change: Do not know

Variable label	No job change: Do not know
Variable name	H508gf
Question	Why have you stayed with your employer?

	8: Do not know
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.50 Offer employer: pay raise and/or benefits

Variable label	Offer employer: pay raise and/or benefits
Variable name	H508ha
Question	Which benefits did your employer offer you? 1: pay raise and/or additional benefits
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.51 Offer employer: promotion (prospects)

Variable label	Offer employer: promotion (prospects)
Variable name	H508hb
Question	Which benefits did your employer offer you? 2: promotion or the prospect of being promoted
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.52 Offer employer: working hours

Variable label	Offer employer: working hours
Variable name	H508hc
Question	Which benefits did your employer offer you? 3: better working hours / better location of the working hours
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.53 Offer employer: further training possibilities

Variable label	Offer employer: further training possibilities
Variable name	H508hd
Question	Which benefits did your employer offer you? 4: better or concrete further training possibilities
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.54 Offer employer: work contents

Variable label	Offer employer: work contents
Variable name	H508he
Question	Which benefits did your employer offer you? 5: changed work contents or a different position in the establishment
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.55 Offer employer: work volume

Variable label	Offer employer: work volume
Variable name	H508hf
Question	Which benefits did your employer offer you? 6: changed work volume or workload
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.56 Offer employer: job security

Variable label	Offer employer: job security
Variable name	H508hg
Question	Which benefits did your employer offer you? 7: prospect of better job security, e.g. through a permanent contract

Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.57 Offer employer: other improvements

Variable label	Offer employer: other improvements
Variable name	H508hh
Question	Which benefits did your employer offer you? 8: other improvements
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.58 Offer employer: Refuse

Variable label	Offer employer: Refuse
Variable name	H508hi
Question	Which benefits did your employer offer you? 97: Refuse
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.59 Offer employer: Do not know

Variable label	Offer employer: Do not know
Variable name	H508hj
Question	Which benefits did your employer offer you? 98: Do not know
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.60 Employer offer: Possibility of home-office

Variable label	Employer offer: Possibility of home-office
Variable name	H508hk
Question	Which benefits did your employer offer you? 9: The ability to work mobile
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.61 Employer offer: work-life balance

Variable label	Employer offer: work-life balance
Variable name	H508hl
Question	Which benefits did your employer offer you? 10: A better work-life balance
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.62 Job does not require a long training period

Variable label	Job does not require a long training period
Variable name	H508i
Question	In how far does the following statement apply to your current job? The skills and knowledge required for my job could easily be acquired by a successor without a long period of vocational adjustment.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.63 Engagement: energy

Variable label	Engagement: energy
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Variable name	H509a
Question	I now read some statements about perceiving work. Please think about how often you feel like this. A: At my work, I feel bursting with energy.
Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.64 Engagement: strong and vigorous

Variable label	Engagement: strong and vigorous
Variable name	H509b
Question	I now read some statements about perceiving work. Please think about how often you feel like this. B: At my job, I feel strong and vigorous.
Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.65 Engagement: enthusiastic

Variable label	Engagement: enthusiastic
Variable name	H509c
Question	I now read some statements about perceiving work. Please think about how often you feel like this. C: I am enthusiastic about my job.
Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.66 Engagement: inspired

Variable label	Engagement: inspired
Variable name	H509d
Question	I now read some statements about perceiving work. Please think about how often you feel like this. D: My job inspires me.
Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.67 Engagement: feel like going to work

Variable label	Engagement: feel like going to work
Variable name	H509e
Question	I now read some statements about perceiving work. Please think about how often you feel like this. E: When I get up in the morning, I feel like going to work.
Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.68 Engagement: happy

Variable label	Engagement: happy
Variable name	H509f
Question	I now read some statements about perceiving work. Please think about how often you feel like this. F: I feel happy when I am working intensely.

Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.69 Engagement: proud

Variable label	Engagement: proud
Variable name	H509g
Question	I now read some statements about perceiving work. Please think about how often you feel like this. G: I am proud of the work that I do.
Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.70 Engagement: immersed

Variable label	Engagement: immersed
Variable name	H509h
Question	I now read some statements about perceiving work. Please think about how often you feel like this. H: I am immersed in my work.
Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.71 Engagement: carried away

Variable label	Engagement: carried away
Variable name	H509i
Question	I now read some statements about perceiving work. Please think about how often you feel like this. I: I get carried away when I am working.
Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.6.72 Contacted by other employer (last 12 months)?

Variable label	Contacted by other employer (last 12 months)?
Variable name	H510
Question	Have you been contacted by another employer within the last twelve-months?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7 Personality and attitudes

7.7.1 No reliance

Variable label	No reliance
Variable name	H602a
Question	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. A: Nowadays one can't rely on anyone.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.2 Trust

Variable label	Trust
Variable name	H602b
Question	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. B: On the whole one can trust people.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.3 Angry when others are better off than me

Variable label	Angry when others are better off than me
Variable name	H603a
Question	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. A: It makes me angry when others are undeservingly better off than me.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.4 Guilty when I am better off than others

Variable label	Guilty when I am better off than others
Variable name	H603b

Question	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. B: I feel guilty when I am better off than others for no reason.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.5 Big Five: thorough

Variable label	Big Five: thorough
Variable name	H605a
Question	I see myself as someone who... A: does a thorough job
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.6 Big Five: communicative

Variable label	Big Five: communicative
Variable name	H605b
Question	I see myself as someone who... B: is communicative, talkative
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.7 Big Five: rude

Variable label	Big Five: rude
Variable name	H605c
Question	I see myself as someone who... C: is sometimes somewhat rude to others
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.8 Big Five: original

Variable label	Big Five: original
Variable name	H605d
Question	I see myself as someone who... D: is original, comes up with new ideas
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.9 Big Five: worries

Variable label	Big Five: worries
Variable name	H605e
Question	I see myself as someone who... E: worries a lot
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.10 Big Five: forgiving

Variable label	Big Five: forgiving
Variable name	H605f
Question	I see myself as someone who... F: has a forgiving nature
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.11 Big Five: lazy

Variable label	Big Five: lazy
Variable name	H605g
Question	I see myself as someone who... G: tends to be lazy
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.12 Big Five: outgoing

Variable label	Big Five: outgoing
Variable name	H605h
Question	I see myself as someone who... H: is outgoing, sociable
Detailed description, values	1 Fully applies 2 Largely applies

	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.13 Big Five: artistic

Variable label	Big Five: artistic
Variable name	H605i
Question	I see myself as someone who... I: values artistic, aesthetic experiences
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.14 Big Five: nervous

Variable label	Big Five: nervous
Variable name	H605j
Question	I see myself as someone who... J: gets nervous easily
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.15 Big Five: effective

Variable label	Big Five: effective
Variable name	H605k
Question	I see myself as someone who... K: does things effectively and efficiently

Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.16 Big Five: reserved

Variable label	Big Five: reserved
Variable name	H605l
Question	I see myself as someone who... L: is reserved
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.17 Big Five: considerate

Variable label	Big Five: considerate
Variable name	H605m
Question	I see myself as someone who... M: is considerate and kind to others
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.18 Big Five: imaginative

Variable label	Big Five: imaginative
Variable name	H605n

Question	I see myself as someone who... N: has an active imagination
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.19 Big Five: relaxed

Variable label	Big Five: relaxed
Variable name	H605o
Question	I see myself as someone who... O: is relaxed, handles stress well
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.20 Big Five: eager for knowledge

Variable label	Big Five: eager for knowledge
Variable name	H605p
Question	I see myself as someone who... P: is eager for knowledge
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.21 Risk-taker

Variable label	Risk-taker
Variable name	H606
Question	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.
Detailed description, values	0 = Risk averse till 10 = Fully prepared to take risks
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.22 Self-efficacy: rely on own abilities

Variable label	Self-efficacy: rely on own abilities
Variable name	H607a
Question	Please tell me again for the next statements whether they fully apply, largely apply, do rather not apply, do not apply at all or whether you do not know. A: I can rely on my own abilities in difficult situations.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.23 Self-efficacy: solve problems on my own

Variable label	Self-efficacy: solve problems on my own
Variable name	H607b
Question	Please tell me again for the next statements whether they fully apply, largely apply, do rather not apply, do not apply at all or whether you do not know. B: I am able to solve most problems on my own.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral

	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.24 Self-efficacy: solve challenging and complex tasks

Variable label	Self-efficacy: solve challenging and complex tasks
Variable name	H607c
Question	Please tell me again for the next statements whether they fully apply, largely apply, do rather not apply, do not apply at all or whether you do not know. C: I can usually solve even challenging and complex tasks well.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.25 Time preference: abstain from things today, afford more tomorrow

Variable label	Time preference: abstain from things today, afford more tomorrow
Variable name	H608a
Question	Please tell me again for the next statements whether they fully apply, largely apply, do rather not apply, do not apply at all or whether you do not know. A: I abstain from certain things today so I can afford more tomorrow.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.26 Time preference: procrastinate things

Variable label	Time preference: procrastinate things
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Variable name	H608b
Question	Please tell me again for the next statements whether they fully apply, largely apply, do rather not apply, do not apply at all or whether you do not know. B: I tend to procrastinate things even though it would be better to do them now.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.27 Reciprocity: when harmed on purpose, try to pay back in kind

Variable label	Reciprocity: when harmed on purpose, try to pay back in kind
Variable name	H609a
Question	Please tell me again for the next statements whether they fully apply, largely apply, do rather not apply, do not apply at all or whether you do not know. A: If someone tries to harm me on purpose, I will try to pay them back in kind even if this is associated with costs for me.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.28 Reciprocity: prepared to return a favour

Variable label	Reciprocity: prepared to return a favour
Variable name	H609b
Question	Please tell me again for the next statements whether they fully apply, largely apply, do rather not apply, do not apply at all or whether you do not know. B: If someone does me a favour, I am prepared to return it.

Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.29 Altruism: willingness to share without expecting anything in return

Variable label	Altruism: willingness to share without expecting anything in return
Variable name	H610
Question	How do you assess your willingness to share with others without expecting anything in return? Please assess your willingness on a scale with 0 meaning: "not at all willing to share without expecting something in return" and 10 meaning: "very willing to share without expecting something in return". The values in between allow you to grade your assessment.
Detailed description, values	0 = No willingness to share at all till 10 = Great willingness to share
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.30 Work-life balance: Thinking about work at home

Variable label	Work-life balance: Thinking about work at home
Variable name	H611a
Question	Please tell me if the following statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. A: I do not like having to think about work when I am at home.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.31 Work-life balance: Let working life at work

Variable label	Work-life balance: Let working life at work
Variable name	H611b

Question	Please tell me if the following statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. B: I prefer leaving my worklife at work.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.32 Work-life balance: Work issues in family life

Variable label	Work-life balance: Work issues in family life
Variable name	H611c
Question	Please tell me if the following statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. C: I don't like it when work-issues have an impact on my family-life
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.7.33 Work-life balance: Leave work behind

Variable label	Work-life balance: Leave work behind
Variable name	H611d
Question	Please tell me if the following statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. D: I would like to be able to leave my work behind when I go home.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.8 Health

7.8.1 Health status

Variable label	Health status
Variable name	H701
Question	How would you describe your current health?
Detailed description, values	1 Very good 2 Good 3 Satisfactory 4 Poor 5 Bad
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.8.2 Sick days

Variable label	Sick days
Variable name	H702
Question	How many days were you unable to work due to illness in 2016? Please state the total number of days, not just the number of days for which you had an official note from your doctor.
Detailed description, values	Numerical -6 None
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.8.3 Well-being: cheerful and in good spirits

Variable label	Well-being: cheerful and in good spirits
Variable name	H703a
Question	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... A: I have felt cheerful and in good spirits.
Detailed description, values	1 All of the time 2 Most of the time 3 More than half of the time 4 Less than half of the time 5 Some of the time 6 At no time

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.8.4 Well-being: calm and relaxed

Variable label	Well-being: calm and relaxed
Variable name	H703b
Question	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... B: I have felt calm and relaxed.
Detailed description, values	1 All of the time 2 Most of the time 3 More than half of the time 4 Less than half of the time 5 Some of the time 6 At no time
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.8.5 Well-being: active and vigorous

Variable label	Well-being: active and vigorous
Variable name	H703c
Question	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... C: I have felt active and vigorous.
Detailed description, values	1 All of the time 2 Most of the time 3 More than half of the time 4 Less than half of the time 5 Some of the time 6 At no time
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.8.6 Well-being: fresh and rested

Variable label	Well-being: fresh and rested
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Variable name	H703d
Question	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... D: I woke up feeling fresh and rested.
Detailed description, values	1 All of the time 2 Most of the time 3 More than half of the time 4 Less than half of the time 5 Some of the time 6 At no time
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.8.7 Well-being: interesting things

Variable label	Well-being: interesting things
Variable name	H703e
Question	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... E: my daily life has been filled with things that interest me.
Detailed description, values	1 All of the time 2 Most of the time 3 More than half of the time 4 Less than half of the time 5 Some of the time 6 At no time
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.8.8 Went to work sick (number of days)

Variable label	Went to work sick (number of days)
Variable name	H704
Question	On how many days in 2016 did you go to work, although you should have stayed at home due to your state of health?
Detailed description, values	Numerical -6 No day

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9 Sociodemography

7.9.1 Highest level of education

Variable label	Highest level of education
Variable name	H801
Question	What is your highest level of education?
Detailed description, values	1 No qualification 2 Lower secondary school certificate 3 Intermediate secondary school certificate 4 University of applied sciences entrance qualification 5 A-level, extended secondary school certificate 8 Another level of education
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.2 Highest level of training qualification

Variable label	Highest level of training qualification
Variable name	H802
Question	What is your highest level of training qualification? Please indicate which of the following is most true for you.
Detailed description, values	1 Apprenticeship, in-firm training 2 Vocational training within the education 3 Master craftsmen's or technical college 4 University of applied sciences degree 5 University degree 6 Another training qualification 7 No training qualification 8 Bachelor at a university (of applied science)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.3 Permanent relationship

Variable label	Permanent relationship
Variable name	H803

Question	Are you in a serious/permanent relationship?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.4 Partner lives in same household

Variable label	Partner lives in same household
Variable name	H804
Question	Does your partner live in the same household?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.5 Employment of partner

Variable label	Employment of partner
Variable name	H805
Question	Is your partner currently gainfully employed? Please tick where appropriate.
Detailed description, values	1 Full-time employed 2 Part-time employed 3 Not gainfully employed
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.6 Household size (persons)

Variable label	Household size (persons)
Variable name	H806
Question	How many people live in your household, children and yourself included?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.7 Children < 14 years

Variable label	Children < 14 years
Variable name	H807
Question	How many of these people are children under the age of 14?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.8 Age youngest child (years)

Variable label	Age youngest child (years)
Variable name	H808_gr
Question	How old is your child? <i>or</i> How old are your children? Please start with the oldest child.
Detailed description, values	Numerical
Origin	Questionnaire, generated
Data set/wave	LPP Employee Survey 2017
Notes	The variable contains the age of the youngest child.

7.9.9 Situation of childcare

Variable label	Situation of childcare
Variable name	H810
Question	Referring to your possibilities to pursue gainful employment, 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"
Detailed description, values	0 = Totally unhappy till 10 = Totally happy
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.10 Nationality

Variable label	Nationality
Variable name	H811

Question	What nationality do you have?
Detailed description, values	1 Just the German citizenship 2 The German and another citizenship 3 Another citizenship -6 Stateless
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.11 Country of birth: Germany

Variable label	Country of birth: Germany
Variable name	H812
Question	Were you born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.12 Country of birth: other (aggregated)

Variable label	Country of birth: other (aggregated)
Variable name	H813_gr
Question	In which country were you born?
Detailed description, values	1 Southern/ Eastern Europe 2 Northern/ Western/ Central Europe 3 Asia 4 Rest of the world
Origin	Questionnaire, generated
Data set/wave	LPP Employee Survey 2017
Notes	<p>The variable contains a grouped version of the countries in which the employees were born. The values include the following countries/continents:</p> <ul style="list-style-type: none"> - Southern/ Eastern Europe: Albania, Andorra, Bosnia and Herzegovina, Bulgaria, Chechen slovakia, Estonia, Greece, Italy, Croatia, Jugoslavia, Latvia, Lithuania, Macedonia, Malta, Moldova, Monaco, Montenegro, Poland, Portugal, Romania, Russia, San Marino, Serbia, Slovenia, Soviet Union, Spain, Turkey, Ukraine, Hungary, Vatican, Belarus, Cyprus - Northern/ Western/ Central Europe: Belgium, Denmark, Finland , France, Great Britain, Ireland, Island, Liechtenstein, Luxembourg,

	Netherlands, Norway, Austria, Sweden, Switzerland, Slovakia, Czech Republic - Asia - Rest of the world: North and South America, Africa, Australia
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7.9.13 Came to Germany (year) (aggregated)

Variable label	Came to Germany (year) (aggregated)
Variable name	H814_gr
Question	When did you come to Germany to live here? Name the year.
Detailed description, values	1 before 1970 2 1970-1979 3 1980-1989 4 1990-1999 5 2000 or later
Origin	Questionnaire, generated
Data set/wave	LPP Employee Survey 2017
Notes	The variable contains a grouped version of the year the employee came to Germany.

7.9.14 Country of birth father: Germany

Variable label	Country of birth father: Germany
Variable name	H815
Question	Was your father born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.15 Country of birth mother: Germany

Variable label	Country of birth mother: Germany
Variable name	H817
Question	Was your mother born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.16 Gross pay

Variable label	Gross pay
Variable name	H818
Question	How much did you earn with your current employer 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.
Detailed description, values	Numerical -6 no money received yet
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.17 Net pay

Variable label	Net pay
Variable name	H819
Question	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)
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.18 Employed outside the agreed scale rate

Variable label	Employed outside the agreed scale rate
Variable name	H820
Question	Are you employed outside the agreed scale rate? This means that your pay is not covered by collective agreement, but is agreed with the employer subject to an individual contract, because you are above the highest pay grade in the collective agreement.
Detailed description, values	1 Yes 2 No -6 No collective agreement
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.9.19 Wage/salary higher than in collective agreement

Variable label	Wage/salary higher than in collective agreement
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Variable name	H821
Question	Is your wage or salary higher than the salary or wage specified in the collective agreement?
Detailed description, values	1 Yes 2 No -6 No collective agreement
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.10 Panel participation and merging of data

7.10.1 Panel participation

Variable label	Panel participation
Variable name	H901
Question	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. 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. Do you agree?
Detailed description, values	1 I agree 2 I do not agree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.10.2 Merging of data

Variable label	Merging of data
Variable name	H902
Question	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 Research in

	<p>Nuremberg. This is, for example, information about previous periods of employment. However, the inclusion of these data requires your agreement.</p> <p>or</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>
Detailed description, values	<p>1 Yes, agreement granted</p> <p>2 No, agreement not granted</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11 Short interviews

7.11.1 Termination of employment (year)

Variable label	Termination of employment (year)
Variable name	C02_w3
Question	When did you terminate your employment with the former establishment and employer? Please tell me the year.
Detailed description, values	Year
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017
Notes	The month is not specified.

7.11.2 Termination of employment: way

Variable label	Termination of employment: way
Variable name	C03_w3
Question	How was the employment relationship terminated in <i>month year</i> ?

Detailed description, values	1 Resignation 2 Business reasons 3 Bankruptcy/closure 4 Mutual agreement 5 Other reasons 6 Illness/Occupational invalidity 7 Fixed-term employment 8 Retirement
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.3 Termination of employment: initiative

Variable label	Termination of employment: initiative
Variable name	C04_w3
Question	At whose initiative was the employment relationship terminated?
Detailed description, values	1 Own initiative 2 Employer's initiative
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.4 Reasons for termination

Variable label	Reasons for termination
Variable name	C05_w3
Question	What prompted you back then to quit the job with your employer? Was it due to professional reasons only, private reasons only or a combination of both?
Detailed description, values	1 Professional reasons 2 Private reasons 3 Combination of both
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.5 Expected occupational improvements: better pay & benefits

Variable label	Expected occupational improvements: better pay & benefits
Variable name	C05aa_w3
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a

	point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... A: better pay & additional benefits
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.6 Expected occupational improvements: better superiors

Variable label	Expected occupational improvements: better superiors
Variable name	C05ab_w3
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... B: better superiors
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.7 Expected occupational improvements: career and further training opportunities

Variable label	Expected occupational improvements: career and further training opportunities
Variable name	C05ac_w3
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring...

	C: better career & further training opportunities
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.8 Expected occupational improvements: work contents

Variable label	Expected occupational improvements: work contents
Variable name	C05ad_w3
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... D: different work content
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.9 Expected occupational improvements: work volume

Variable label	Expected occupational improvements: work volume
Variable name	C05ae_w3
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... E: different work volume
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral

	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.10 Expected occupational improvements: working hours

Variable label	Expected occupational improvements: working hours
Variable name	C05af_w3
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... F: more favourable working hours
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.11 Expected occupational improvements: fair treatment

Variable label	Expected occupational improvements: fair treatment
Variable name	C05ag_w3
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... G: fair treatment by colleagues and superiors
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.12 Expected occupational improvements: a securer job

Variable label	Expected occupational improvements: a securer job
Variable name	C05ah_w3
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... H: a securer job
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.13 Expected occupational improvements: other improvements

Variable label	Expected occupational improvements: other improvements
Variable name	C05ai_w3
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... I: other improvements
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.14 Expected private improvements: closeness to partner/family

Variable label	Expected private improvements: closeness to partner/family
Variable name	C05ba_w3

Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of... A: more closeness to my partner or my family
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.15 Expected private improvements: private new start

Variable label	Expected private improvements: private new start
Variable name	C05bb_w3
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of... B: a private new start
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.16 Expected private improvements: shorter distance to work

Variable label	Expected private improvements: shorter distance to work
Variable name	C05bc_w3
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know.

	I hoped that changing jobs would benefit my private life in terms of... C: shorter distance to work
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.17 Expected private improvements: work-life balance

Variable label	Expected private improvements: work-life balance
Variable name	C05bd_w3
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of... D: better reconciliation of work and private life
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.18 Expected private improvements: other improvements

Variable label	Expected private improvements: other improvements
Variable name	C05be_w3
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of... E: other improvements
Detailed description, values	1 Fully applies 2 Largely applies

	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.19 No long period of vocational adjustment necessary

Variable label	No long period of vocational adjustment necessary
Variable name	C05c_w3
Question	In how far does the following statement hold true for the job with your former employer? The skills and knowledge required for the job with my former employer can easily be acquired by a successor without a long period of vocational adjustment.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.20 New job in prospect or signed contract

Variable label	New job in prospect or signed contract
Variable name	C07_w3
Question	Did you already have a new job prospect or a new employment contract at the time you quit the job with your former employer, <i>if C01/C02 valid answer: that is on End date C01/C02?</i>
Detailed description, values	1 Yes, job in prospect 2 Yes, a new contract 3 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.21 Search path

Variable label	Search path
Variable name	C08_w3

Question	How did you find this job?
Detailed description, values	1 Employment agency/Job Center 2 Private placement agency 3 Job advertisement newspaper 4 Job advertisement internet 5 Through former establishment 6 Family members/friends/neighbours/former colleagues 7 Unsolicited application 8 Headhunted 9 Others
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.22 Number of applications

Variable label	Number of applications
Variable name	C08a_w3
Question	Taken together, how often did you apply until you had the new job prospect or signed the new employment contract? <i>or</i> Taken together, how often did you apply to find a new job?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.23 Highest wage/salary offer (Euro)

Variable label	Highest wage/salary offer (Euro)
Variable name	C09_w3
Question	What was the highest salary or wage you were offered when you applied for jobs? Please indicate the gross monthly wage offered.
Detailed description, values	Numerical -6 No wage offer made
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.24 Offer former employer

Variable label	Offer former employer
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Variable name	C10_w3
Question	Did your former employer offer you better working conditions due to the alternative job offer?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.25 Offer former employer: pay raise and/or benefits

Variable label	Offer former employer: pay raise and/or benefits
Variable name	C11a_w3
Question	What did your former employer offer you as a result? My former employer offered me... 1: pay raise and/or additional benefits
Detailed description, values	0 Not marked 1 Yest
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.26 Offer former employer: promotion (prospects)

Variable label	Offer former employer: promotion (prospects)
Variable name	C11b_w3
Question	What did your former employer offer you as a result? My former employer offered me... 2: promotion or the prospect of being promoted
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.27 Offer former employer: working hours

Variable label	Offer former employer: working hours
Variable name	C11c_w3
Question	What did your former employer offer you as a result? My former employer offered me... 3: better working hours / better location of the working hours

Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.28 Offer former employer: further training possibilities

Variable label	Offer former employer: further training possibilities
Variable name	C11d_w3
Question	What did your former employer offer you as a result? My former employer offered me... 4: better or concrete further training possibilities
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.29 Offer former employer: work contents

Variable label	Offer former employer: work contents
Variable name	C11e_w3
Question	What did your former employer offer you as a result? My former employer offered me... 5: changed work content or a different position in the establishment
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.30 Offer former employer: work volume

Variable label	Offer former employer: work volume
Variable name	C11f_w3
Question	What did your former employer offer you as a result? My former employer offered me... 6: changed work volume or workload
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2017
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7.11.31 Offer former employer: job security

Variable label	Offer former employer: job security
Variable name	C11g_w3
Question	What did your former employer offer you as a result? My former employer offered me... 7: prospect of better job security, e.g. through a permanent contract
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.32 Offer former employer: other improvements

Variable label	Offer former employer: other improvements
Variable name	C11h_w3
Question	What did your former employer offer you as a result? My former employer offered me... 8: other improvements
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.33 Offer former employer: Refuse

Variable label	Offer former employer: Refuse
Variable name	C11i_w3
Question	What did your former employer offer you as a result? 97: Refuse
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.34 Offer former employer: Do not know

Variable label	Offer former employer: Do not know
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Variable name	C11j_w3
Question	What did your former employer offer you as a result? 98: Do not know
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.35 Current employment situation

Variable label	Current employment situation
Variable name	C12_w3
Question	What is your current job situation? You are...
Detailed description, values	1 Employed (employment relationship) 2 Employed (parental leave/maternity leave/etc) 3 Self-employed 4 Unemployed, seeking a job 5 Not employed
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.36 Start of current employment (year)

Variable label	Start of current employment (year)
Variable name	C14_w3
Question	For how long have you been employed with your current employer? Please tell me the year.
Detailed description, values	Year
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

7.11.37 Further other employer

Variable label	Further other employer
Variable name	C15_w3
Question	Have you been employed with another employer since <i>Enddate C01/C02</i> ? <i>or</i>

	Have you been employed by another employer in the time between leaving that establishment and taking up your current employment?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2017

List of abbreviations

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

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