

FDZ-Datenreport

Documentation of labour market data

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LPP – Linked Personnel Panel 1415

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

Sandra Broszeit,
Philipp Grunau,
Stefanie Wolter



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Sandra Broszeit, Philipp Grunau, Stefanie Wolter

(Institute for Employment Research, Nuremberg)

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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.

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Abstract

This data report describes the second wave of the *Linked Personnel Panel (LPP 1415)*. 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 first survey wave was conducted in 2012/2013 and contains information on 1,219 establishments and 7,508 employees. In the second wave 771 establishments and 7,282 employees were interviewed. On the establishment level, the LPP is representative for German establishments with 50 and more employees in the processing industry and in the service sector. The linkage with the IAB Establishment Panel yields a data product that enables longitudinal analyses regarding HR strategies and quality of work in Germany.

Zusammenfassung

Dieser Datenreport beschreibt die zweite Welle des *Linked Personnel Panels (LPP 1415)*. 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 erste Befragungswelle fand 2012/2013 statt und enthält Informationen von 1.219 Betrieben und 7.508 Arbeitnehmerinnen und Arbeitnehmern. In der zweiten Welle wurden 771 Betriebe und 7.282 Beschäftigte befragt. Auf der Betriebsebene ist das LPP repräsentativ für deutsche Betriebe ab 50 Mitarbeitern im verarbeitenden Gewerbe und im Dienstleistungssektor. Durch die Verknüpfung mit dem IAB-Betriebspanel entsteht ein Datenprodukt, das Längsschnittanalysen zu Personalstrategie und Arbeitsqualität in Deutschland ermöglicht.

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

The project is funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the Institute for Employment Research (IAB). We would like to thank our cooperation partners University of Cologne and the Centre for European Economic Research (ZEW) as well as the survey institutes infas and TNS Infratest. Special thanks go to Florian Ochsenschläger for the support in preparing this data report and the working tools.

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

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

1 Introduction

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

The Linked Personnel Panel (LPP) data set, which evolves within the framework of this project, enables representative analyses regarding human resource (HR) work, corporate culture and management instruments in German establishments.

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. No new establishments were added. Of the employees, 3,271 were willing to participate in the new survey (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.

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 Datenreport documents the data of the second 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 methods report for the first wave (Broszeit and Wolter, 2015; 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 sites](#) as well as on the respective [FDZ-Website](#).

2 Data description

2.1 Outline

Content characteristics	
Current data version	LPP 1415
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 2011) Employee survey: Employees subject to social insurance contributions (Reference date: Panel cases: 31 st Dec 2011; Refresher: 31 st Dec 2013)
Number of cases	Employer survey: 771 establishments Employee survey: 7,282 individuals
Period covered	Employer survey: June 2014 to October 2014 Employee survey: March 2015 to August 2015
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	
Method of data collection	Employer survey: Establishments that already participated in the first wave of the survey, agreed to take part again and are part of the sample of the 2014 IAB establishment panel. Stratified according to establishment size, industry and region. Employee survey: Sample of employees from establishments that participated in the 2014 LPP Employer Survey or participated in 2012 and are considered temporary non-responses in 2014. Stratified according to establishment size.
Institutions involved	Institute for Employment Research (IAB), Centre for European Economic Research (ZEW), University Cologne, Federal Ministry of Labour and Social Affairs (BMAS), TNS Infratest Sozialforschung, infas Institute for Applied Social Sciences
Frequency of data collection	Biennial survey
File format and size	Employer survey: STATA (600 KB) Employee survey: STATA (3,200 KB)
File architecture	Employer survey: lpp_employer_1415_v1.dta Employee survey: lpp_employee_1415_v1.dta

Table 2: LPP – Methodological characteristics

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

Table 3: LPP – Data access

2.2 List of variables

2.2.1 LPP Employer Survey

Variable name		Variable label
Wave 2	Wave 1	
lpp_betnr	lpp_betnr	Establishment identifier
idnum	idnum	IAB-Establishment-Panel-ID
	gew_betnr_2012	Weighting factor LPP Employer Survey
gew_betnr_2014_V1		Weighting factor LPP Employer Survey Variant 1
gew_betnr_2014_V2		Weighting factor LPP Employer-Survey Variant 2
branche_2014	branche_2012	Industry acc. to stratification matrix
region_2014	region_2012	Region acc. to stratification matrix
svb_2014	svb_2012	Employees acc. to stratification matrix
b01	a01	Staffing plan
b02	a02	Staffing plan (written form)
b03	a03	Staffing plan (term)

b04	a04	Analysis of the age structure
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)
b06a		Recruitment via social networks: Direct search
b06b		Recruitment via social networks: Job offers
b06c		Recruitment via social networks: Information and presentation
b07	a12	Recruitment via social networks
b08a	a13a	Social networks: with management responsibility
b08b	a13b	Social networks: without management responsibility
b09	a10	Recruitment via private recruitment agency
b10a	a11a	Recruitment agency: with management responsibility
b10b	a11b	Recruitment agency: without management responsibility
b11	a14	Recruitment for skilled jobs from abroad
b12a		Recruitment of foreign nationals: unsolicited applications
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
b14	a15	Number of applications for skilled jobs
b15	a16	Period from job advertisement to signing of contract
b16a		Selection instruments: Job interview
b16b		Selection instruments: Assessment Center
b16c		Selection instruments: Intelligence or skills test
b16d		Selection instruments: Personality or behavioural test
b16e		Selection instruments: short sample work
b16f		Selection instruments: others
b17a	a17a	Duration of job interview (h): with management responsibility
b17b	a17b	Duration of job interview (h): without management responsibility
b18a	a18a	Job matching process: professional competence
b18b	a18b	Job matching process: personal skills
b18c	a18c	Job matching process: ethical values
b18d	a18d	Job matching process: intelligence, cognitive abilities
b19		Dealing with overqualified applicants
b20a	a19a	Voluntary drop outs during probationary period (%)
b20b	a19b	Involuntary drop outs during probationary period (%)
b20c	a19c	No employees in probationary period
b20d	a19d	No new hires
	a20	Temporary workers

	a21	Taking over of temporary workers
b21	a22	Appraisal interviews
b22a	a23a	Appraisal interviews: management staff
b22b	a23b	Appraisal interviews: without management responsibility
b22c	a23c	Appraisal interviews: all employees
b23	a24	Target agreements
b24	a25	Target agreements (written form)
b25a	a26a	Target agreements (written form): management staff
b25b	a26b	Target agreements (written form): without management responsibility
b25c	a26c	Target agreements (written form): all employees
b26	a27	Development plans
b27a	a28a	Development plans: management staff
b27b	a28b	Development plans: without management responsibility
b27c	a28c	Development plans: all employees
b28	a29	Implementation of development plans
b29	a30	Performance appraisal
b30a	a31a	Performance appraisal: management staff
b30b	a31b	Performance appraisal: without management responsibility
b30c	a31c	Performance appraisal: all employees
b31	a32	Distribution recommendation for performance appraisal
b32a	a33a	Distribution recommendation: management staff
b32b	a33b	Distribution recommendation: without management responsibility
b32c	a33c	Distribution recommendation: all employees
b33	a34	Conduction of performance appraisal
b34a	a35a	Evaluation rounds: management staff
b34b	a35b	Evaluation rounds: without management responsibility
b34c	a35c	Evaluation rounds: all employees
b35		Changes to target agreements and performance assessments
b36a		Change: Introduction target agreements
b36b		Change: Removal target agreements
b36c		Change: Extension target agreements
b36d		Change: Reduction target agreements
b36e		Change: Introduction performance assessments
b36f		Change: Removal performance assessments
b36g		Change: Extension performance assessments
b36h		Change: Reduction performance assessments
b36i		Change in employee assessment only or accompanied by other changes
b37a	a36a	Inefficiency: discussion with employee
b37b	a36b	Inefficiency: HR development measures
b37c	a36c	Inefficiency: another position in establishment
b37d	a36d	Inefficiency: dismissal
b38a	a37a	Promotion: professional competence
b38b	a37b	Promotion: personal skills
b38c	a37c	Promotion: ethical values

b38d	a37d	Promotion: intelligence, cognitive skills
b38e	a37e	Promotion: period of employment
b39	a38	Promotion of qualification leading to higher educational qualification
b40a	a39a	Promoted employees: untrained
b40b	a39b	Promoted employees: vocational training
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
b44	a43	Number of training graduates left at their own request
b45	a44	Collective agreement
b46	a45	Escape clause for variable remuneration
b47	a46	Variable remuneration
b48	a47	Variable remuneration: with/without management responsibility
b49	a48	Variable remuneration: without management responsibility (%)
b50a	a49a	Variable remuneration: proportion management staff (%)
b50b	a49b	Variable remuneration: proportion employees (%)
b51aa	a50aa	Variable remuneration management staff: Business success (%)
b51ab	a50ab	Variable remuneration management staff: Success of unit (%)
b51ac	a50ac	Variable remuneration management staff: Personal achievements (%)
b51ba	a50ba	Variable remuneration employees: Business success (%)
b51bb	a50bb	Variable remuneration employees: Success of unit (%)
b51bc	a50bc	Variable remuneration employees: Personal achievements (%)
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 (%)
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
b53		Voluntary special payments or one-time payments
b54		Amount voluntary special payments or one-time payments (Euro)
b55		Changes remuneration structure

b56a		Change: Introduction variable remuneration
b56b		Change: Extension variable remuneration
b56c		Change: Cancellation variable remuneration
b56d		Change: Increase variable remuneration
b56e		Change: Decrease variable remuneration
b56f		Change: Changed weighting of criteria
b56g		Change in the remuneration system only or accompanied by other changes
b57		Company pension scheme
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
	a52	Codes of values, corporate guidelines (written form)
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
b63	a57	Employee survey
b64	a58	Employee survey: communicated to all employees
b65	a59	Employee survey: process to develop solutions for flaws
b66a	a60a	Employee loyalty: flexible working hours
b66b	a60b	Employee loyalty: remuneration
b66c	a60c	Employee loyalty: voluntarily additional benefits
b66d	a60d	Employee loyalty: career development prospects
b66e	a60e	Employee loyalty: general working atmosphere
b66f	a60f	Employee loyalty: contact between management and employees
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
b67	a62	Increase of women in management set as goal
b68a	a63a	No increase of proportion of women: proportion already high

b68b	a63b	No increase of proportion of women: no female candidates available
b68c	a63c	No increase of proportion of women: proportion for this branch is low
b68d	a63d	No increase of proportion of women: only qualifications matter
b68e	a63e	No increase of proportion of women: other reasons
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
b70	a65	Fathers in parental leave for at least 2 months (number)
b71		Home-Office
b72a		Home-Office: occasionally
b72b		Home-Office: at least once a month
b72c		Home-Office: at least once a week
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 (%)
b75a		Devices with mobile Internet: Management staff (%)
b75b		Devices with mobile Internet: without management responsibility (%)
b76	a66	Average number of sick days
	a67	Structure of management
	a68	Number of levels of hierarchy
b77	a69	Principal owner
b78	a70	Change of principal owner in the last 2 years
	a71	Previous owner
b79	a72	Change of management in the last 2 years
	a73a	Change of management: age-related retirement
	a73b	Change of management: health-related retirement
	a73c	Change of management: another establishment
	a73d	Change of management: selling/merging of establishment
	a73e	Change of management: other
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
b82	a76	Management of the human resources department: level
b83	a77	Number of employees in human resource department
b84	a78	Independent enterprise

b85	a79	Decisions about strategic human resource management
b86	a82	Panel participation

Table 4: LPP Employer Survey – List of variables

2.2.2 LPP Employer Survey: Long interviews

Variable name		Variable label
Wave 2	Wave 1	
lpp_betnr	lpp_betnr	Establishment identifier
pers_id	pers_id	LPP Person-ID
panel1214		Panelcase 2012-2014
	gew_pers_2012	Weighting factor LPP Employee Survey
gew_pers_2014_ quer		Weighting factor LPP Employee Survey: Cross
gew_pers_2014_ quer_m		Weighting factor LPP Employee Survey: Cross (mover)
gew_pers_2014_ quer_m_e		Weighting factor LPP Employee Survey: Cross (mover, exits)
gew_pers_2014_ panel		Weighting factor LPP Employee Survey: Panel
gew_pers_2014_ panel_m		Weighting factor LPP Employee Survey: Panel (mover)
gew_pers_2014_ panel_m_e		Weighting factor LPP Employee Survey: Panel (mover, exits)
lang		Long interview
kurz		Short interview
G1	F1	Year of birth
G3	F3	Sex
G3b	F3b	1 st wave: Same establishment as in 2011 2 nd wave: Same establishment as in wave 1 or 2013
G101	F101	Employment situation
G102a	F102a	Employment situation - differentiated
G102aa		Functional area
G102b	F102b	Leadership position
G102c	F102c	Number of people working under target person
G102d		Leadership position (years)
G102e		Line manager: direct reports
G102f		Line manager: sex
G104	F104	Employment contract fixed-term/permanent
G104a	F104a	Full-time/Part-time
G105	F105	Contractual working time (h/week)
G106	F106	Actual working time (h/week)
G107	F107	Overtime
G108a	F108a	Working hours: shifts
G108b	F108b	Working hours: fixed time
G108c	F108c	Working hours: flexible working hours
G108d	F108d	Working hours: no fixed working hours
G108e	F108e	Working hours: Other
G108f	F108f	Working hours: Refuse

G108g	F108g	Working hours: Do not know
G110	F110	Work on weekends
G111	F111	Work from home
G111aa		No working from home: not allowed
G111ab		No working from home: technical requirements do not exist
G111ac		No working from home: not possible
G111ad		No working from home: supervisor appreciates presence
G111ae		No working from home: separation of professional and private life
G111af		No working from home: cooperation with colleagues more difficult
G111ag		No working from home: decreasing chances of being promoted
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
G112	F112	Work from home (h/week)
G112a		Working from home: by the hour or full days
G113	F113	Contractual home-/teleworking
G113a		Working from home: within or outside working hours
G114a	F114a	Compensation home-/teleworking: financial
G114b	F114b	Compensation home-/teleworking: time credit
G114c	F114c	Compensation home-/teleworking: covered by salary
G114d	F114d	Compensation home-/teleworking: Refuse
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
G115	F115	Business phone calls during leisure time
G200a		Offer of further vocational training
G201	F201	Further vocational training
G202	F202	Further vocational training: release, cost absorption
G203	F203	Further vocational training: full cost absorption (days)
	F203a	In-house further training or qualification activities
G204	F204	Appraisal interview
G205	F205	Appraisal interview: duration (min)
G206	F206	Appraisal interview: objectives fixed in writing
G208a	F208a	Personnel development: knowledge and competences
G208b	F208b	Personnel development: promotion if expected to fit new position best
G208c	F208c	Personnel development: promotion if outstanding job performance
G208d	F208d	Personnel development: promotion mostly not related to professional

		criteria
G208e	F208e	Personnel development: disadvantage in personnel decisions
G208aa		Regular performance assessment
G208ba		Skills in comparison to colleagues
G208bb		Work effort in comparison to colleagues
G209	F209	Concerned about job security
G301a	F301a	Work conditions: decisions
G301b	F301b	Work conditions: task variety
G301c	F301c	Work conditions: other jobs depend directly on my job
G301d	F301d	Work conditions: my job depends on the work of others
G301e	F301e	Work conditions: physical effort
G301f	F301f	Work conditions: ambient conditions
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
G303a	F303a	Work-Family: interference with family life
G303b	F303b	Work-Family: family responsibilities
G303c	F303c	Work-Family: strain
G303d	F303d	Work-Family: put off doing things at work
G303e	F303e	Work-Family: things at work don't get done
G303f	F303f	Work-Family: home life interferes with work
G304		Care for person in need of assistance
G305		Care for person in need of assistance (h/day)
G401	F401	Performance-related bonuses
G401a	F401a	Performance-related bonuses: contractual commitment
G401b	F401b	Performance-related bonuses: amount contractually agreed at target attainment (%)
G401c	F401c	Performance-related bonuses: actual payments (Euro)
G401d	F401d	Performance-related bonuses: bonuses without contractual commitment (Euro)
	F406	Company pension scheme
	F407	Claims to company pension scheme (if so, since when?)
G402		Claims to company pension scheme
G501a	F501a	Corporate culture: good understanding
G501b	F501b	Corporate culture: long-term plans
G501c	F501c	Corporate culture: confidence
G501d	F501d	Corporate culture: good guidance

G501e	F501e	Corporate culture: understanding
G501f	F501f	Corporate culture: insufficient performance
G501g	F501g	Corporate culture: no discrimination
G501h	F501h	Corporate culture: clear communication
	F501i	Corporate culture: planning of contents and time requirements
G501j		Corporate culture: charitable and non-profit projects
G501aa	F501aa	Commitment: rest of my life
G501ab	F501ab	Commitment: personal meaning
G501ac	F501ac	Commitment: problems are my own
G501ad	F501ad	Commitment: no belonging
G501ae	F501ae	Commitment: not emotionally attached
G501af	F501af	Commitment: no part of the family
G502a	F502a	Collegiality: receive help from colleagues
G502b	F502b	Collegiality: help colleagues
G502c	F502c	Collegiality: criticism/harassment/exposure
G503	F503	Job satisfaction
G504	F504	Income satisfaction
G507a	F507a	Fairness: income
G507b	F507b	Fairness: decision procedures
G507c	F507c	Fairness: supervisor
G508a	F508a	Changing job
G508aa		Reasons for change of employer
G508ba		Expected occupational improvements: better pay & benefits
G508bb		Expected occupational improvements: better superiors
G508bc		Expected occupational improvements: career and further training opportunities
G508bd		Expected occupational improvements: work contents
G508be		Expected occupational improvements: work volume
G508bf		Expected occupational improvements: working hours
G508bg		Expected occupational improvements: fair treatment
G508bh		Expected occupational improvements: a securer job
G508bi		Expected occupational improvements: other improvements
G508ca		Expected private improvements: closeness to partner/family
G508cb		Expected private improvements: private new start
G508cc		Expected private improvements: shorter distance
G508cd		Expected private improvements: work-life balance
G508ce		Expected private improvements: other improvements
G508d		Active job search or contacted by another employer
G508e		Concrete job offer
G508f		Highest wage/salary offer (Euro)
G508ga		No job change: external offer not better
G508gb		No job change: higher wage, better working conditions
G508gc		No job change: private reasons
G508gd		No job change: other reasons
G508ge		No job change: Refuse
G508gf		No job change: Do not know
G508ha		Offer employer: pay raise and/or benefits
G508hb		Offer employer: promotion (prospects)

G508hc		Offer employer: working hours
G508hd		Offer employer: further training possibilities
G508he		Offer employer: work contents
G508hf		Offer employer: work volume
G508hg		Offer employer: job security
G508hh		Offer employer: other improvements
G508hi		Offer employer: Refuse
G508hj		Offer employer: Do not know
G508i		No long period of vocational adjustment necessary
G509a	F509a	Engagement: energy
G509b	F509b	Engagement: strong and vigorous
G509c	F509c	Engagement: enthusiastic
G509d	F509d	Engagement: inspired
G509e	F509e	Engagement: feel like going to work
G509f	F509f	Engagement: happy
G509g	F509g	Engagement: proud
G509h	F509h	Engagement: immersed
G509i	F509i	Engagement: carried away
G602a	F602a	No reliance
G602b	F602b	Trust
G603a	F603a	Angry when others are better off than me
G603b	F603b	Guilty when I am better off than others
G605a	F605a	Big Five: thorough
G605b	F605b	Big Five: communicative
G605c	F605c	Big Five: rude
G605d	F605d	Big Five: original
G605e	F605e	Big Five: worries
G605f	F605f	Big Five: forgiving
G605g	F605g	Big Five: lazy
G605h	F605h	Big Five: outgoing
G605i	F605i	Big Five: artistic
G605j	F605j	Big Five: nervous
G605k	F605k	Big Five: effective
G605l	F605l	Big Five: reserved
G605m	F605m	Big Five: considerate
G605n	F605n	Big Five: imaginative
G605o	F605o	Big Five: relaxed
G605p	F605p	Big Five: eager for knowledge
G606	F606	Risk-taker
G607a		Self-efficacy: rely on own abilities
G607b		Self-efficacy: solve problems on my own
G607c		Self-efficacy: solve challenging and complex tasks
G608a		Time preference: abstain from things today, afford more tomorrow
G608b		Time preference: procrastinate things
G609a		Reciprocity: when harmed on purpose, try to pay back in kind
G609b		Reciprocity: prepared to return a favour
G610		Altruism: willingness to share without expecting anything in return
G701	F701	Health status

G702	F702	Sick days
G703a	F703a	Well-being: cheerful and in good spirits
G703b	F703b	Well-being: calm and relaxed
G703c	F703c	Well-being: active and vigorous
G703d	F703d	Well-being: fresh and rested
G703e	F703e	Well-being: interesting things
G801	F801	Highest level of education
G802	F802	Highest level of training qualification
G803	F803	Permanent relationship
G804	F804	Partner lives in same household
G805	F805	Employment of partner
G806	F806	Household size (persons)
G807	F807	Children < 14 years
G808_gr	F808_gr	Age youngest child (years)
G810	F810	Situation of childcare
G811	F811	Nationality
G812	F812	Country of birth: Germany
G813_gr	F813_gr	Country of birth: other (aggregated)
G814_gr	F814_gr	Came to Germany (year) (aggregated)
G815	F815	Country of birth father: Germany
G817	F817	Country of birth mother: Germany
G818	F818	Gross pay
G819	F819	Net pay
G820		Employed outside the agreed scale rate
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
G901	F901	Panel participation
G902	F902	Merging of data

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

2.2.3 LPP Employer Survey: Short interviews

C02	Termination of employment (year)
C03	Termination of employment: way
C04	Termination of employment: initiative
C05	Reasons for termination
C05aa	Expected occupational improvements: better pay & benefits
C05ab	Expected occupational improvements: better superiors
C05ac	Expected occupational improvements: career and further training opportunities
C05ad	Expected occupational improvements: work contents
C05ae	Expected occupational improvements: work volume
C05af	Expected occupational improvements: working hours
C05ag	Expected occupational improvements: fair treatment

C05ah	Expected occupational improvements: a securer job
C05ai	Expected occupational improvements: other improvements
C05ba	Expected private improvements: closeness to partner/family
C05bb	Expected private improvements: private new start
C05bc	Expected private improvements: shorter distance to work
C05bd	Expected private improvements: work-life balance
C05be	Expected private improvements: other improvements
C05c	No long period of vocational adjustment necessary
C07	New job in prospect or signed contract
C08	Search path
C08a	Number of applications
C09	Highest wage/salary offer (Euro)
C10	Offer former employer
C11a	Offer former employer: pay raise and/or benefits
C11b	Offer former employer: promotion (prospects)
C11c	Offer former employer: working hours
C11d	Offer former employer: further training possibilities
C11e	Offer former employer: work contents
C11f	Offer former employer: work volume
C11g	Offer former employer: job security
C11h	Offer former employer: other improvements
C11i	Offer former employer: Refuse
C11j	Offer former employer: Do not know
C12	Current employment situation
C14	Start of current employment (year)
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.

Data set	Number of cases	File size STATA
lpp_employer_1213_v1.dta	1.219 establishments	300 KB
lpp_employer_1415_v1.dta	771 establishments	600 KB
lpp_employee_1213_v1.dta	7,508 employees	1,500 KB
lpp_employee_1415_v1.dta	7,282 employees	3,200 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 IAB, ZEW and the University of Cologne. The survey focuses on the design of the establishments' HR management and was conducted under the title 'HR work and corporate culture'. It is closely tied to the IAB Establishment Panel survey in terms of contents and time, which provides two advantages. First, the comprehensive data from the IAB Establishment Panel survey can be linked and then used for detailed analyses. Second, the LPP survey can focus on relevant subjects, because important parameters, such as revenue or staff structure, do not have to be acquired again (BMAS, 2013).

As in the first 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 first wave. 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. Especially the recruitment via social networks is of particular interest. In the second wave, new and detailed questions were added about recruiting foreign nationals, one question on selection instruments of applicants and one question on dealing with applicants that are formally overqualified. The questionnaire no longer contains the topics of temporary employees and questions with regard to recruiting university graduates.

The second area of "HR development" was left almost unchanged. Only one question regarding changes of target agreements and performance assessment was added. Other topics in this module include appraisal interviews with employees, career opportunities, promotions and qualification measures.

This is followed by the third question module that was expanded considerably. Titled "Remuneration structure", it surveys data on performance management, tariff commitment and the salary structure in the establishment. The first-wave question about variable remuneration portions was detailed and divided into functional areas (sales, production and development, cross-sectional functions). Moreover, a question about changes was integrated here as in the second module. With company pension schemes, a wholly new topic was introduced in the establishment survey. The first wave of the employee survey already asked questions on this topic.

The section 'Commitment, values and corporate culture' enquires about measures the establishments use to promote employee loyalty to the establishment, for example regular employee surveys or the participation on certification and auditing measurements. Moreover, this section contains questions about women in leading positions and fathers on parental

leave. Several questions on the use of home offices were newly added. The questions regarding the established corporate guidelines were deleted.

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.

TNS Infratest Sozialforschung conducted the LPP establishment survey including data checking and weighting. Analogous to the IAB Establishment Panel personal-verbal interviews with the opportunity to leave the questionnaire in the establishment for self-completion were used as survey method. For each establishment the respondent to the questionnaire was supposed to be the same person who had already answered the questionnaire of the IAB Establishment Panel (Gensicke and Tschersich, 2016).

3.1.2 Sampling procedure and response rate

The LPP establishment survey builds on the IAB Establishment Panel. The IAB Establishment Panel is a representative employer survey on the determinants of labour demand throughout Germany. Establishments of all business sectors and sizes with at least one employee subject to social insurance contributions are surveyed. The sample of employers to be surveyed is drawn from the establishment file of the Federal Employment Agency (Bundesagentur für Arbeit – BA). Sampling date is June 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 sample for the first wave of the LPP Employer Survey was drawn based on the IAB Establishment Panel wave of 2011. Establishments from the business sectors of agriculture, forestry and fishery, as well as civil service and charity organisations were exempted. Furthermore, the sample was limited to establishments with at least 50 employees liable to social security. Then, a sample stratified by sector, establishment size and region was randomly drawn from the remaining establishments. For a detailed description of the drawing matrices see Bellmann et al. (2015).

In the first wave, 1,219 establishments were interviewed. Of these, 958 were contacted again in writing in the second wave. Establishments that had already refused to participate again in the 2012 additional survey were excluded as were those establishments that did not belong to the gross sample of the 2014 IAB Establishment Panel. No new companies were added. To generate a stable panel, establishments whose number of employees subject to social insurance contribution had dropped below 50 in the meantime were not excluded from the survey. At 82%, the response rate referred to the described gross sample was at a high level with 771 valid interviews received in due time (Gensicke and Tschersich, 2016).

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

3.2 Data preparation

3.2.1 Data correction

TNS Infratest Sozialforschung was in charge of the data correction of the employer survey. It was conducted analogously to the first wave (Gensicke and Tschersich, 2015, 2016).

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. b05 ‘I do not know’).

Questions b17a, b36i, b50a, b51aa-b51bc, b52aa-b52cc, b54 as well as questions b56a-b56g feature a relatively high proportion of ‘No responses’. These are predominantly complex questions that are difficult to answer (e.g. b17a – average hours required for job interviews). All other questions do not show any abnormalities. The ‘No response’ share is always lower than 5 percent there.

3.2.2 Data organisation

The variable names of the LPP Employer Survey consist of a leading letter (‘b’ 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. b03, b18a or b52ab). Section 6 contains a detailed documentation of all variables including questions and values. The survey questionnaire can be found on the FDZ website at ‘working tools’. When working with the data we recommend using of the questionnaire at the same time.

Variables that do not originate from the questionnaire have descriptive names. These are the establishment identifier (*lpp_betnr*), the IAB Establishment Panel ID (*idnum*) as well as two weighting factors. The employer data set also contains stratification variables which originate from the IAB Establishment Panel 2014. These are *region_2014*, *branche_2014* and *svb_2014*. 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 Projection

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

For the calculation, all 771 establishments were divided into a target matrix and subsequently extrapolated to a target value of 64,849 establishments that resulted from the BA's establishment file as of 30/06/2013. A two-tier method was applied: The first step included the correction of the non-responses between 2012 and 2014. In the second step, the weighting was adjusted to the structural characteristics in 2014. Additionally, a correction was performed with regard to the number of employees subject to social insurance contribution in the drawing structure at both levels (Gensicke and Tschersich, 2016).

As the staff number in 28 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 the factor 0, are not included in the weighting and are thus excluded from evaluations. This reduces the case number.

The weighting factors have been added as an additional variables *gew_betr_2014_V1* and *gew_betr_2014_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 36 and 56) 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 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 'Socio-demography'. 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 their current employment is collected (e.g. occupational status, limited employment and working hours). The survey goes much deeper into the topic of working from home compared to the first wave, asking both for personal experiences with home office work and reasons why employees prefer to not work from a home office.

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 assessing skills and work effort compared to colleagues were newly added.

The section 'Work conditions and workloads' enquires about physical effort at work, time pressure as well as the impact of work on the employees' work-family balance. For the first time, the employees' efforts for nursing or caring for people in need of assistance is surveyed. Digitization is another new and highly relevant topic. For example, employees are asked whether the technological equipment of their workplace has changed and how these innovations affect their work.

There were no changes in the section 'Remuneration'. The survey still enquires about performance- and success-related bonuses and company pension schemes.

The complex 'Commitment, values and corporate culture' subjects the affective commitment, (i.e. the emotional attachment of the employee to the establishment) plus the relation to colleagues. Besides their job and income satisfaction, the employees also indicate to what extent they feel motivated and happy at work and whether they thought about changing their job in the past twelve months. If the respondents had considered changing jobs, the reasons for doing so and the desired improvements were also of interest.

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). Kampkötter et al. (2016) give an overview of the scales used and present definitions, origin and statistical properties. Questions regarding self-efficacy, time preference, reciprocity and altruism were newly included. In this block, it has to be observed that only first-time respondents were asked questions regarding trust, sensitivity to injustice, personality and risk behaviour, as they are considered to remain constant over time. Therefore, the information of these persons has to be transferred from the first to the second wave. 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. In this section no question were deleted or newly included.

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). Due to the introduction of the statutory minimum wage by 1 January 2015, questions regarding personal relevance were included. This question block also comprised some questions for first-time respondents only (e.g. education, migration background). The provided Stata programs can be used to transfer the data.

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 103 persons.

Additionally, there are 173 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 second wave. The field phase started on 3 March 2015 and was completed by 1 August 2015.

4.1.2 Sampling procedure and response rate

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

The 7,508 employees of the first wave worked in 861 different establishments. One goal of the second wave was to assure that as many first-wave persons as possible were interviewed again in line with the survey's panel character. Also, the employees had to be from

one of the surveyed LPP establishments to enable linking establishment and employee information.

To determine the gross sample, the establishment basis for the employee survey was therefore defined in a first step. These are establishments for which a valid establishment interview was available for 2012 and 2014 and who had at least one valid employee notification on 31/12/2013. If an establishment did not participate in the survey in 2014, it was nevertheless considered if the non-response was classified as temporary². This yields a population of 863 establishments from which employees were drawn in the second step.

Here, such persons were initially selected who had already given an interview in the first wave, had not refused to participate again and were employed in one of the 863 establishments. This applied to 5,447 persons. To be able to realize a similar number of interviews as in the first wave, a supplemental sample of 38,659 employees was drawn from the 863 establishments.

Out of this total of 44,106 address datasets 32,538 were fit for use (gross sample). The others were data duplicates or it was impossible to determine a phone number. Of the gross sample, 18,338 persons could be contacted and interviewed during the field time. 11,213 of these persons were not willing to participate. A long interview was conducted with 7,109 (Dickmann et al., 2016).

The 7,109 respondents include 103 persons who changed establishments and are still part of the target group. A short interview was conducted with these persons and the 173 panel cases that no longer belonged to the target group. Overall, 7,282 persons were hence surveyed in wave 2 (Table 8).

	Long interview	Short interview	Total
Refresher	x		4,011
Panel persons still working in the same establishment	x		2,995
Panel persons working in a different establishment	x	x	103
Panel persons no longer part of the target group		x	173
Realized Interviews	7,109	276	7,282

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 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.

² Temporary non-responses are accepted for the following reasons: belated returning of the questionnaire, failed to contact the target person in 2014, no participation for time reasons, refused in 2014 but willing to participate again.

Out of a total of 7,122 realized long interviews, 13 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 (Dickmann et al., 2016).

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. G112 '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 ('G'), the number of the question according to the questionnaire as well as one or two additional letters for possible sub-categories (e.g. G502a or G501ab). 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). 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 *panel1214* 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* and *kurz*. They indicate whether a long or short interview was conducted with the employee and can be helpful for sample restriction.

4.2.3 Weighting

The data of the second wave are composed of two groups (panel cases and refreshers) whose affiliation to the sample is determined in different ways. To do justice to this circumstance, a multi-stage calculation process of the weighting factors is necessary.

The final weights of the first wave are the initial weights of the panel sample. Multiplied with the inverse realization probabilities of participating in the second survey determined through Logit models, we obtain the longitudinal panel weights for the panel cases.

Design weights are first calculated for the weighting factors of the refresh sample that correspond to the reciprocal selection probabilities for the gross sample. Subsequently, these design weights are adjusted through non-response modelling.

The calculation of the weighting factors for the two samples is followed by an integration into a common cross-sectional sample.

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

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

Table 9 gives an overview of the weights included in the dataset. The cross-sectional weight *gew_pers_2014_quer_m_e* takes into account all respondents of the second wave, i.e. panel cases, refreshers, movers and persons that are no longer part of the target group³ (exits) and is hence populated for all 7,282 observations. *gew_pers_2014_alle_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_2014_quer* additionally excludes movers and thus refers only to refreshers and panel persons who were still employed in the same establishment as in the first wave. Analogously, the division into the different employee groups was performed for the longitudinal panel weights. They are used to compare individual changes between the waves.

Unlike in the establishment survey, the weighting factors do not constitute projection factors, i.e. the total of weights corresponds to the case number, and the average value of the weighting factors is consequently 1. A detailed description of the weighting methodology is given in the method reports on the survey (Dickmann et al., 2015, 2016).

The collected data is representative for all employees of the surveyed establishments.

		Weight	Panel	Re-fresher	Mover	Exits	Total
2nd wave	Cross section	gew_pers_2014_quer	x	x			7,006
		gew_pers_2014_quer_m	x	x	x		7,109
		gew_pers_2014_quer_m_e	x	x	x	x	7,282
	Longitudinal section (Panel)	gew_pers_2014_panel	x				2,995
		gew_pers_2014_panel_m	x		x		3,098
		gew_pers_2014_panel_m_e	x		x	x	3,271
1st wave	Cross section	gew_pers_2012					7,508

Table 9: LPP Employee Survey – Weighting factors

³ The target group are employees subject to social insurance contributions.

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 (G808_gr)
- Country of birth: The values of this variable are classified into four groups (G813_gr)
- Year in which the individual came to Germany: The values of this variable are classified into five groups (G814_gr)

4.2.5 Agreement to panel participation and merging of data

As in the first wave, at the end of the telephone interview, the employees were asked for their consent to merge the survey data with other data stored in the IAB. Furthermore they were asked whether they agree to be contacted for a repeated interview in two years. They allow analyses over long periods of time as well as the identification of causal effects. Table 10 shows that in total 85.7 per cent of the respondents agreed to the merging of the survey data with other data. The willingness to participate is significantly higher in the panel persons (92.8 percent) than in the persons who were first-time respondents in the second wave (80.2 percent). 93.3 per cent of the employees are willing to participate in the panel (Table 11).

In total 5,856 out of 7,109 employees (88.3%) have agreed both to the merging of their data and to a repeated interview. The 173 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	3,217 (80.2%)	2,875 (92.8%)	6,092 (85.7%)
	No permission	794 (19.8 %)	223 (7.2%)	1,017 (14.3%)

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

		Interviews		
		Refresher	Panel	Total
Willingness to participate	Permission	3,728 (92.9%)	2,903 (93.7%)	6,631 (93.3%)
	No permission	283 (7.1%)	195 (6.3%)	478 (6.7%)

Table 11: LPP Employee Survey – Agreement to panel participation

The employee data set which is available for researchers contains all 7,282 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.⁴

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

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

5.2 Data linkage

The LPP employer and employee data sets can be linked via the identifier *lpp_betnr*. The identifier ensures that only employees who agreed to merge their data can be associated with the respective establishment information. 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 7,341 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_1415_v1.dta, clear
merge 1:m lpp_betnr using lpp_employee_1415_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:⁵

```
use lpp_employer_1415_v1.dta, clear
merge 1:1 idnum using iabbp_2014.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 em-

⁴ 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](#).

⁵ Exemplarily for the IAB Establishment Panel wave 2014.

ployee 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 from the first to second wave.

6 Description of variables: LPP Employer Survey 1415

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 2014, LPP Employee Survey 2014
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 2014
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_2014_V1
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2014
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_2014_V2

Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2014
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_2014
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 2014
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 including machinery and equipment) and structural metal products; Manufacture of precision and optical equipment; Manufacture of machinery and equipment; Manufacture of motor vehicles, trailers and semi-trailers; Reparation of machinery installation equipment - 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

	<p>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</p> <ul style="list-style-type: none"> - IT, communication and other services: Information, Communication; Hotel Business and Gastronomy; Education; Human Health; Recreational, cultural and sporting activities; Reparation 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_2014
Question	-
Detailed description, values	<p>1 North</p> <p>2 East</p> <p>3 South</p> <p>4 West</p>
Origin	Generated, IAB Establishment Panel
Data set/wave	LPP Employer Survey 2014
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
Variable name	svb_2014
Question	-
Detailed description, values	<p>1 0-49 employees</p> <p>2 50-99 employees</p> <p>3 100-249 employees</p> <p>4 250-499 employees</p> <p>5 500 or more employees</p>
Origin	Generated, IAB Establishment Panel
Data set/wave	LPP Employer Survey 2014

6.2 HR planning and recruitment

6.2.1 Staffing plan

Variable label	Staffing plan
Variable name	b01
Question	Does your establishment/office have a staffing plan?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.2 Staffing plan (written form)

Variable label	Staffing plan (written form)
Variable name	b02
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 2014

6.2.3 Staffing plan (term)

Variable label	Staffing plan (term)
Variable name	b03
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 2014

6.2.4 Analysis of the age structure

Variable label	Analysis of the age structure
Variable name	b04
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 2014

6.2.5 Social networks for personnel recruitment

Variable label	Social networks for personnel recruitment
Variable name	b05
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 2014

6.2.1 Recruitment via social networks: Direct search

Variable label	Recruitment via social networks: Direct search
Variable name	b06a
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 2014

6.2.2 Recruitment via social networks: Job offers

Variable label	Recruitment via social networks: Job offers
Variable name	b06b
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 2014

6.2.3 Recruitment via social networks: Information and presentation

Variable label	Recruitment via social networks: Information and presentation
Variable name	b06c
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 2014

6.2.4 Recruitment via social networks

Variable label	Recruitment via social networks
Variable name	b07
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 2014

6.2.5 Social networks: with management responsibility

Variable label	Social networks: with management responsibility
Variable name	b08a
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 2014

6.2.6 Social networks: without management responsibility

Variable label	Social networks: without management responsibility
Variable name	b08b
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 2014

6.2.7 Recruitment via private recruitment agency

Variable label	Recruitment via private recruitment agency
Variable name	b09
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 2014
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6.2.8 Recruitment agency: with management responsibility

Variable label	Recruitment agency: with management responsibility
Variable name	b10a
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 2014

6.2.9 Recruitment agency: without management responsibility

Variable label	Recruitment agency: without management responsibility
Variable name	b10b
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 2014

6.2.10 Recruitment for skilled jobs from abroad

Variable label	Recruitment for skilled jobs from abroad
Variable name	b11
Question	Have you purposefully recruited people from abroad for skilled jobs requiring vocational training, corresponding work experience or a university degree over the past two years?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.11 Recruitment of foreign nationals: unsolicited applications

Variable label	Recruitment of foreign nationals: unsolicited applications
Variable name	b12a
Question	What channels have you used to recruit these foreign nationals for qualified jobs? Unsolicited applications

Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.12 Recruitment of foreign nationals: internal channels

Variable label	Recruitment of foreign nationals: internal channels
Variable name	b12b
Question	What channels have you used to recruit these foreign nationals for qualified jobs? Channels inside the company or group (e.g. international sites or recommendations from staff)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.13 Recruitment of foreign nationals: Job advertisement/Direct search

Variable label	Recruitment of foreign nationals: Job advertisement/Direct search
Variable name	b12c
Question	What channels have you used to recruit these foreign nationals for qualified jobs? The company's own job advertisement/addressing of potential recruits in the target country (e.g. through career fairs, advertisements, company website, social media)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.14 Recruitment of foreign nationals: Federal Employment Agency/EURES

Variable label	Recruitment of foreign nationals: Federal Employment Agency/EURES
Variable name	b12d
Question	What channels have you used to recruit these foreign nationals for qualified jobs? Federal Employment Agency/European Employment Service (EURES)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.15 Recruitment of foreign nationals: Recruitment agency

Variable label	Recruitment of foreign nationals: Recruitment agency
Variable name	b12e
Question	What channels have you used to recruit these foreign nationals for qualified jobs? Recruitment agency
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.16 Recruitment of foreign nationals: other channels

Variable label	Recruitment of foreign nationals: other channels
Variable name	b12f
Question	What channels have you used to recruit these foreign nationals for qualified jobs? Other channels
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.17 Assistance with integration: external offers

Variable label	Assistance with integration: external offers
Variable name	b13a
Question	Do you assist these skilled recruits with integrating in Germany? Yes, we use external offers (e.g. of the Federal Employment Agency, Chamber of Commerce and Industry)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.18 Assistance with integration: measures in company

Variable label	Assistance with integration: measures in company
Variable name	b13b
Question	Do you assist these skilled recruits with integrating in Germany? Yes, we have measures in our company (e.g. mentors, courses)
Detailed description, values	0 Not marked 1 Yes

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.19 No assistance with integration

Variable label	No assistance with integration
Variable name	b13c
Question	Do you assist these skilled recruits with integrating in Germany? No
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.20 Number of applications for skilled jobs

Variable label	Number of applications for skilled jobs
Variable name	b14
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 2014

6.2.21 Period from job advertisement to signing of contract

Variable label	Period from job advertisement to signing of contract
Variable name	b15
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 2014

6.2.22 Selection instruments: Job interview

Variable label	Selection instruments: Job interview
Variable name	b16a
Question	Which of the following selection instruments do you use to recruit ap-

	plicants for qualified positions? Job interview
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.23 Selection instruments: Assessment Center

Variable label	Selection instruments: Assessment Center
Variable name	b16b
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 2014

6.2.24 Selection instruments: Intelligence or skills test

Variable label	Selection instruments: Intelligence or skills test
Variable name	b16c
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 2014

6.2.25 Selection instruments: Personality or behavioural test

Variable label	Selection instruments: Personality or behavioural test
Variable name	b16d
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 2014

6.2.26 Selection instruments: short sample work

Variable label	Selection instruments: short sample work
Variable name	b16e
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 2014

6.2.27 Selection instruments: others

Variable label	Selection instruments: others
Variable name	b16f
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 2014

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

Variable label	Duration of job interview (h): with management responsibility
Variable name	b17a
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 2014

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

Variable label	Duration of job interview (h): without management responsibility
Variable name	b17b
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 2014

6.2.30 Job matching process: professional competence

Variable label	Job matching process: professional competence
Variable name	b18a
Question	Please make a ranking for the criteria given below, which reflects the importance when filling a vacancy in your establishment/office. A: Professional competence
Detailed description, values	1 Most important 2 Second most important 3 Third most important 4 Least important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.31 Job matching process: personal skills

Variable label	Job matching process: personal skills
Variable name	b18b
Question	Please make a ranking for the criteria given below, which reflects the importance when filling a vacancy in your establishment/office. B: Personal skills, e.g. communication, presentation, self-management
Detailed description, values	1 Most important 2 Second most important 3 Third most important 4 Least important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.32 Job matching process: ethical values

Variable label	Job matching process: ethical values
Variable name	b18c
Question	Please make a ranking for the criteria given below, which reflects the importance when filling a vacancy in your establishment/office. C: Ethical values such as integrity, social responsibility
Detailed description, values	1 Most important 2 Second most important 3 Third most important

	4 Least important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.33 Job matching process: intelligence, cognitive abilities

Variable label	Job matching process: intelligence, cognitive abilities
Variable name	b18d
Question	Please make a ranking for the criteria given below, which reflects the importance when filling a vacancy in your establishment/office. D: General intelligence and cognitive abilities
Detailed description, values	1 Most important 2 Second most important 3 Third most important 4 Least important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.34 Dealing with overqualified applicants

Variable label	Dealing with overqualified applicants
Variable name	b19
Question	Which of the following statements is most true for the way you deal with formally overqualified applicants in your establishment/office?
Detailed description, values	1 Equal treatment 2 Preference 3 Consideration in times of shortage 4 Consideration for other positions 5 Sorted out
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.2.35 Voluntary drop outs during probationary period

Variable label	Voluntary drop outs during probationary period (%)
Variable name	b20a
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 2014

6.2.36 Involuntary drop outs during probationary period

Variable label	Involuntary drop outs during probationary period (%)
Variable name	b20b
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 2014

6.2.37 No employees in probationary period

Variable label	No employees in probationary period
Variable name	b20c
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 2014

6.2.38 No new hires

Variable label	No new hires
Variable name	b20d
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	0 Not marked

tion, values	1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3 HR development

6.3.1 Appraisal interviews

Variable label	Appraisal interviews
Variable name	b21
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 2014

6.3.2 Appraisal interviews: management staff

Variable label	Appraisal interviews: management staff
Variable name	b22a
Question	With whom do you conduct the structured appraisal interviews? With management staff
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.3 Appraisal interviews: without management responsibility

Variable label	Appraisal interviews: without management responsibility
Variable name	b22b
Question	With whom do you conduct the structured appraisal interviews? With some of the employees without management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.4 Appraisal interviews: all employees

Variable label	Appraisal interviews: all employees
Variable name	b22c
Question	With whom do you conduct the structured appraisal interviews? With all employees

Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.5 Target agreements

Variable label	Target agreements
Variable name	b23
Question	Does your establishment/office have target agreements?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.6 Target agreements (written form)

Variable label	Target agreements (written form)
Variable name	b24
Question	Are the target agreements available in written form?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.7 Target agreements (written form): management staff

Variable label	Target agreements (written form): management staff
Variable name	b25a
Question	For whom are the written target agreements available? For management staff
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.8 Target agreements (written form): without management responsibility

Variable label	Target agreements (written form): without management responsibility
Variable name	b25b
Question	For whom are the written target agreements available? For some of the employees without management responsibility
Detailed description, values	0 Not marked 1 Yes

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.9 Target agreements (written form): all employees

Variable label	Target agreements (written form): all employees
Variable name	b25c
Question	For whom are the written target agreements available? For all employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.10 Development plans

Variable label	Development plans
Variable name	b26
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 2014

6.3.11 Development plans: management staff

Variable label	Development plans: management staff
Variable name	b27a
Question	For whom are development plans available? For management staff
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.12 Development plans: without management responsibility

Variable label	Development plans: without management responsibility
Variable name	b27b
Question	For whom are development plans available? For some of the employees without management responsibility
Detailed description, values	0 Not marked 1 Yes

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.13 Development plans: all employees

Variable label	Development plans: all employees
Variable name	b27c
Question	For whom are development plans available? For all employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.14 Implementation of development plans

Variable label	Implementation of development plans
Variable name	b28
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 2014

6.3.15 Performance appraisal

Variable label	Performance appraisal
Variable name	b29
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 2014

6.3.16 Performance appraisal: management staff

Variable label	Performance appraisal: management staff
Variable name	b30a
Question	For whom are the annual performance appraisals issued? For management staff
Detailed description, values	0 Not marked 1 Yes

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.17 Performance appraisal: without management responsibility

Variable label	Performance appraisal: without management responsibility
Variable name	b30b
Question	For whom are the annual performance appraisals issued? For some of the employees without management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.18 Performance appraisal: all employees

Variable label	Performance appraisal: all employees
Variable name	b30c
Question	For whom are the annual performance appraisals issued? For all employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.19 Distribution recommendation for performance appraisal

Variable label	Distribution recommendation for performance appraisal
Variable name	b31
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 2014

6.3.20 Distribution recommendation: management staff

Variable label	Distribution recommendation: management staff
Variable name	b32a
Question	For whom are distribution recommendations issued? For management staff

Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.21 Distribution recommendation: without management responsibility

Variable label	Distribution recommendation: without management responsibility
Variable name	b32b
Question	For whom are distribution recommendations issued? For some of the employees without management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.22 Distribution recommendation: all employees

Variable label	Distribution recommendation: all employees
Variable name	b32c
Question	For whom are distribution recommendations issued? For all employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.23 Conduction of performance appraisal

Variable label	Conduction of performance appraisal
Variable name	b33
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 2014

6.3.24 Evaluation rounds: management staff

Variable label	Evaluation rounds: management staff
Variable name	b34a
Question	For whom are these evaluation rounds meant? For management staff

Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.25 Evaluation rounds: without management responsibility

Variable label	Evaluation rounds: without management responsibility
Variable name	b34b
Question	For whom are these evaluation rounds meant? For some of the employees without management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.26 Evaluation rounds: all employees

Variable label	Evaluation rounds: all employees
Variable name	b34c
Question	For whom are these evaluation rounds meant? For all employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.27 Changes to target agreements and performance assessments

Variable label	Changes to target agreements and performance assessments
Variable name	b35
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 2014

6.3.28 Change: Introduction target agreements

Variable label	Change: Introduction target agreements
Variable name	b36a
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 2014
Notes	The reasons for the change are not provided.

6.3.29 Change: Removal target agreements

Variable label	Change: Removal target agreements
Variable name	b36b
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 2014
Notes	The reasons for the change are not provided.

6.3.30 Change: Extension target agreements

Variable label	Change: Extension target agreements
Variable name	b36c
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 2014
Notes	The reasons for the change are not provided.

6.3.31 Change: Reduction target agreements

Variable label	Change: Reduction target agreements
Variable name	b36d
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 2014
Notes	The reasons for the change are not provided.

6.3.32 Change: Introduction performance assessments

Variable label	Change: Introduction performance assessments
Variable name	b36e
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 2014
Notes	The reasons for the change are not provided.

6.3.33 Change: Removal performance assessments

Variable label	Change: Removal performance assessments
Variable name	b36f
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 2014
Notes	The reasons for the change are not provided.

6.3.34 Change: Extension performance assessments

Variable label	Change: Extension performance assessments
Variable name	b36g
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 2014
Notes	The reasons for the change are not provided.

6.3.35 Change: Reduction performance assessments

Variable label	Change: Reduction performance assessments
Variable name	b36h
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 2014
Notes	The reasons for the change are not provided.

6.3.36 Change in employee assessment only or accompanied by other changes

Variable label	Change in employee assessment only or accompanied by other changes
Variable name	b36i
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 2014

6.3.37 Inefficiency: discussion with employee

Variable label	Inefficiency: discussion with employee
Variable name	b37a
Question	How do you and your management staff deal with employees, whose performance is not satisfactory? 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 2014

6.3.38 Inefficiency: HR development measures

Variable label	Inefficiency: HR development measures
Variable name	b37b

Question	How do you and your management staff deal with employees, whose performance is not satisfactory? 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 2014

6.3.39 Inefficiency: another position in establishment

Variable label	Inefficiency: another position in establishment
Variable name	b37c
Question	How do you and your management staff deal with employees, whose performance is not satisfactory? 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 2014

6.3.40 Inefficiency: dismissal

Variable label	Inefficiency: dismissal
Variable name	b37d
Question	How do you and your management staff deal with employees, whose performance is not satisfactory? 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 2014

6.3.41 Promotion: professional competence

Variable label	Promotion: professional competence
Variable name	b38a
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. A: Professional competence
Detailed description, values	1 Most important 2 Second most important 3 Third most important 4 Forth most important 5 Least important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.42 Promotion: personal skills

Variable label	Promotion: personal skills
Variable name	b38b
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. B: Personal skills such as communication, presentation, self-management
Detailed description, values	1 Most important 2 Second most important 3 Third most important 4 Forth most important 5 Least important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.43 Promotion: ethical values

Variable label	Promotion: ethical values
Variable name	b38c
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. C: Ethical values, e.g. integrity, social responsibility
Detailed description, values	1 Most important 2 Second most important 3 Third most important 4 Forth most important 5 Least important
Origin	Questionnaire

Data set/wave	LPP Employer Survey 2014
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6.3.44 Promotion: intelligence, cognitive skills

Variable label	Promotion: intelligence, cognitive skills
Variable name	b38d
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. D: General intelligence and cognitive skills
Detailed description, values	1 Most important 2 Second most important 3 Third most important 4 Forth most important 5 Least important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.45 Promotion: period of employment

Variable label	Promotion: period of employment
Variable name	b38e
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. E: Period of employment
Detailed description, values	1 Most important 2 Second most important 3 Third most important 4 Forth most important 5 Least important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.46 Promotion of qualification leading to higher educational qualification

Variable label	Promotion of qualification leading to higher educational qualification
Variable name	b39
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 2014

6.3.47 Promoted employees: untrained

Variable label	Promoted employees: untrained
Variable name	b40a
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? Previous untrained employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.48 Promoted employees: vocational training

Variable label	Promoted employees: vocational training
Variable name	b40b
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 2014

6.3.49 Promoted employees: graduates

Variable label	Promoted employees: graduates
Variable name	b40c
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 2014

6.3.50 Additional certified qualifications during initial education

Variable label	Additional certified qualifications during initial education
Variable name	b41
Question	Within the scope of the initial education in your establishment/office, do you provide additional certified qualifications or is the initial education limited to the content stated in the training ordinance?

Detailed description, values	1 Additional certified qualifications 2 Only content stated in training ordinance 3 We do not train employees
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.51 Additional qualifications: business sector

Variable label	Additional qualifications: business sector
Variable name	b42a
Question	Part of which area are the training occupations, provided by means of additional training beyond the content of the training ordinance: business area, industrial-technical sector or another recognized training occupation? Business sector
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.52 Additional qualifications: industrial-technical sector

Variable label	Additional qualifications: industrial-technical sector
Variable name	b42b
Question	Part of which area are the training occupations, provided by means of additional training beyond the content of the training ordinance: business area, industrial-technical sector or another recognized training occupation? Industrial-technical sector
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.53 Additional qualifications: other

Variable label	Additional qualifications: other
Variable name	b42c
Question	Part of which area are the training occupations, provided by means of additional training beyond the content of the training ordinance: business area, industrial-technical sector or another recognized training occupation? Other recognized training occupation
Detailed description, values	0 Not marked 1 Yes

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.54 Certified additional qualification: office occupations

Variable label	Certified additional qualification: office occupations
Variable name	b43a
Question	Do you have parts of these additional qualifications certified by external institutions, e.g. chambers or training providers? Yes, in office occupations
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.55 Certified additional qualification: industrial-technical occupations

Variable label	Certified additional qualification: industrial-technical occupations
Variable name	b43b
Question	Do you have parts of these additional qualifications certified by external institutions, e.g. chambers or training providers? Yes, in industrial-technical occupations
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.56 Certified additional qualification: other

Variable label	Certified additional qualification: other
Variable name	b43c
Question	Do you have parts of these additional qualifications certified by external institutions, e.g. chambers or training providers? Yes, in other occupations
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.57 No certified additional qualifications

Variable label	No certified additional qualifications
Variable name	b43d
Question	Do you have parts of these additional qualifications certified by external institutions, e.g. chambers or training providers?

	None
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.3.58 Number of training graduates left at their own request

Variable label	Number of training graduates left at their own request
Variable name	b44
Question	How many of 2014 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 2014

6.4 Remuneration structure

6.4.1 Collective agreement

Variable label	Collective agreement
Variable name	b45
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 2014

6.4.2 Escape clause for variable remuneration

Variable label	Escape clause for variable remuneration
Variable name	b46
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 2014

6.4.3 Variable remuneration

Variable label	Variable remuneration
Variable name	b47
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 2014

6.4.4 Variable remuneration: with/without management responsibility

Variable label	Variable remuneration: with/without management responsibility
Variable name	b48
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 2014

6.4.5 Variable remuneration: without management responsibility (%)

Variable label	Variable remuneration: without management responsibility (%)
Variable name	b49
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 2014

6.4.6 Variable remuneration: proportion management staff (%)

Variable label	Variable remuneration: proportion management staff (%)
Variable name	b50a
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 2014

6.4.7 Variable remuneration: proportion employees (%)

Variable label	Variable remuneration: proportion employees (%)
Variable name	b50b
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 2014

6.4.8 Variable remuneration management staff: Business success (%)

Variable label	Variable remuneration management staff: Business success (%)
Variable name	b51aa
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? A: Management Staff - Business success
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

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

Variable label	Variable remuneration management staff: Success of unit (%)
Variable name	b51ab
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? B: Management Staff - Success of the organisation unit, team or workgroup
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.10 Variable remuneration management staff: Personal achievements (%)

Variable label	Variable remuneration management staff: Personal achievements (%)
Variable name	b51ac
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? C: Management Staff - Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.11 Variable remuneration employees: Business success (%)

Variable label	Variable remuneration employees: Business success (%)
Variable name	b51ba
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? A: Employees without management responsibilities - Business success
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.12 Variable remuneration employees: Success of unit (%)

Variable label	Variable remuneration employees: Success of unit (%)
Variable name	b51bb
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? 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 2014

6.4.13 Variable remuneration employees: Personal achievements (%)

Variable label	Variable remuneration employees: Personal achievements (%)
Variable name	b51bc

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? C: Employees without management responsibilities - Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.14 Variable remuneration sales: Business success (%)

Variable label	Variable remuneration sales: Business success (%)
Variable name	b52aa
Question	Does this distribution of variable remuneration across the three criteria of business success, success of the organisational unit and personal achievements differ between the functional departments of sales, production and cross-sectional functions? If yes, please estimate the distribution of variable remuneration across the three criteria mentioned above in the following functional departments (average across all employees). A: Sales – Business success
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.15 Variable remuneration sales: Success of unit (%)

Variable label	Variable remuneration sales: Success of unit (%)
Variable name	b52ab
Question	Does this distribution of variable remuneration across the three criteria of business success, success of the organisational unit and personal achievements differ between the functional departments of sales, production and cross-sectional functions? If yes, please estimate the distribution of variable remuneration across the three criteria mentioned above in the following functional departments (average across all employees). B: Sales – Success of the organization unit
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.16 Variable remuneration sales: Personal achievements (%)

Variable label	Variable remuneration sales: Personal achievements (%)
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Variable name	b52ac
Question	Does this distribution of variable remuneration across the three criteria of business success, success of the organisational unit and personal achievements differ between the functional departments of sales, production and cross-sectional functions? If yes, please estimate the distribution of variable remuneration across the three criteria mentioned above in the following functional departments (average across all employees). C: Sales – Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.17 Variable remuneration production/ development: Business success (%)

Variable label	Variable remuneration production/ development: Business success (%)
Variable name	b52ba
Question	Does this distribution of variable remuneration across the three criteria of business success, success of the organisational unit and personal achievements differ between the functional departments of sales, production and cross-sectional functions? If yes, please estimate the distribution of variable remuneration across the three criteria mentioned above in the following functional departments (average across all employees). A: Production/development – Business success
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.18 Variable remuneration production/ development: Success unit (%)

Variable label	Variable remuneration production/ development: Success unit (%)
Variable name	b52bb
Question	Does this distribution of variable remuneration across the three criteria of business success, success of the organisational unit and personal achievements differ between the functional departments of sales, production and cross-sectional functions? If yes, please estimate the distribution of variable remuneration across the three criteria mentioned above in the following functional departments (average across all employees). B: Production/development – Success of the organisation unit, team or workgroup
Detailed description, values	Percentage
Origin	Questionnaire

Data set/wave	LPP Employer Survey 2014
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6.4.19 Variable remuneration production/ development: Personal achievements (%)

Variable label	Variable remuneration production/ development: Personal achievements (%)
Variable name	b52bc
Question	Does this distribution of variable remuneration across the three criteria of business success, success of the organisational unit and personal achievements differ between the functional departments of sales, production and cross-sectional functions? If yes, please estimate the distribution of variable remuneration across the three criteria mentioned above in the following functional departments (average across all employees). C: Production/development – Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.20 Variable remuneration cross-departmental function: Business success (%)

Variable label	Variable remuneration cross-departmental function: Business success (%)
Variable name	b52ca
Question	Does this distribution of variable remuneration across the three criteria of business success, success of the organisational unit and personal achievements differ between the functional departments of sales, production and cross-sectional functions? If yes, please estimate the distribution of variable remuneration across the three criteria mentioned above in the following functional departments (average across all employees). A: Cross-sectional functions (HR, IT, finances, ...) – Business success
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.21 Variable remuneration cross-departmental function: Success of unit (%)

Variable label	Variable remuneration cross-departmental function: Success of unit (%)
Variable name	b52cb
Question	Does this distribution of variable remuneration across the three criteria of business success, success of the organisational unit and personal achievements differ between the functional departments of sales, production and cross-sectional functions? If yes, please estimate the distribution of variable remuneration across the three criteria mentioned above in the following functional departments (average across all em-

	ployees). B: Cross-sectional functions (HR, IT, finances, ...) – Success of the organization unit
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.22 Variable remuneration cross-departmental function: Personal achievements (%)

Variable label	Variable remuneration cross-departmental function: Personal achievements (%)
Variable name	b52cc
Question	Does this distribution of variable remuneration across the three criteria of business success, success of the organisational unit and personal achievements differ between the functional departments of sales, production and cross-sectional functions? If yes, please estimate the distribution of variable remuneration across the three criteria mentioned above in the following functional departments (average across all employees). C: Cross-sectional functions (HR, IT, finances, ...) – Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.23 Variable remuneration: No distinction between functional units

Variable label	Variable remuneration: No distinction between functional units
Variable name	b52d
Question	Does this distribution of variable remuneration across the three criteria of business success, success of the organisational unit and personal achievements differ between the functional departments of sales, production and cross-sectional functions? If yes, please estimate the distribution of variable remuneration across the three criteria mentioned above in the following functional departments (average across all employees). There are no differences.
Detailed description, values	1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.24 Voluntary special payments or one-time payments

Variable label	Voluntary special payments or one-time payments
Variable name	b53

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 2014

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

Variable label	Amount voluntary special payments or one-time payments (Euro)
Variable name	b54
Question	What was the amount of such payments per employee in 2013?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.26 Changes remuneration structure

Variable label	Changes remuneration structure
Variable name	b55
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 2014

6.4.27 Change: Introduction variable remuneration

Variable label	Change: Introduction variable remuneration
Variable name	b56a
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 2014
Notes	The reasons for the change are not provided.

6.4.28 Change: Extension variable remuneration

Variable label	Change: Extension variable remuneration
Variable name	b56b
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 2014
Notes	The reasons for the change are not provided.

6.4.29 Change: Cancellation variable remuneration

Variable label	Change: Cancellation variable remuneration
Variable name	b56c
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 2014
Notes	The reasons for the change are not provided.

6.4.30 Change: Increase variable remuneration

Variable label	Change: Increase variable remuneration
Variable name	b56d
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 2014
Notes	The reasons for the change are not provided.

6.4.31 Change: Decrease variable remuneration

Variable label	Change: Decrease variable remuneration
Variable name	b56e

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 2014
Notes	The reasons for the change are not provided.

6.4.32 Change: Changed weighting of criteria

Variable label	Change: Changed weighting of criteria
Variable name	b56f
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 2014
Notes	The reasons for the change are not provided.

6.4.33 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	b56g
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 2014

6.4.34 Company pension scheme

Variable label	Company pension scheme
Variable name	b57
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 2014

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

Variable label	Company pension scheme: Percentage of work force (%)
Variable name	b58
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 2014

6.4.36 Financing company pension scheme: Employees

Variable label	Financing company pension scheme: Employees
Variable name	b59a
Question	What forms of financing of the company pension scheme exist in your establishment/office? Only by employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.37 Financing company pension scheme: Employees and Employers

Variable label	Financing company pension scheme: Employees and Employers
Variable name	b59b
Question	What forms of financing of the company pension plan exist in your establishment/office? Combined by employees and employers
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.4.38 Financing company pension scheme: Employers

Variable label	Financing company pension scheme: Employers
Variable name	b59c
Question	What forms of financing of the company pension plan exist in your establishment/office?

	By the employer only
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5 Commitment, values and corporate culture

6.5.1 Promotion of diversity and equal opportunities

Variable label	Promotion of diversity and equal opportunities
Variable name	b60
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 2014

6.5.2 Certification

Variable label	Certification
Variable name	b61
Question	Does your establishment/office voluntarily participate in certification and auditing processes?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.3 Certification: quality of the workplace

Variable label	Certification: quality of the workplace
Variable name	b62a
Question	In which certification or auditing processes does your establishment/office participate? In certification and auditing processes on the quality of the workplace
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.4 Certification: work-family balance

Variable label	Certification: work-family balance
Variable name	b62b
Question	In which certification or auditing processes does your establishment/office participate? In certification and auditing processes on work-family balance
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.5 Certification: health management

Variable label	Certification: health management
Variable name	b62c
Question	In which certification or auditing processes does your establishment/office participate? In certification and auditing processes on health management
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.6 Certification: process quality

Variable label	Certification: process quality
Variable name	b62d
Question	In which certification or auditing processes does your establishment/office participate? In certification and auditing processes on process quality (QM)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.7 Certification: other issues

Variable label	Certification: other issues
Variable name	b62e
Question	In which certification or auditing processes does your establishment/office participate? In certification and auditing processes on other issues
Detailed description, values	0 Not marked 1 Yes

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.8 Employee survey

Variable label	Employee survey
Variable name	b63
Question	Does your establishment/office regularly conduct employee surveys?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.9 Employee survey: communicated to all employees

Variable label	Employee survey: communicated to all employees
Variable name	b64
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 2014

6.5.10 Employee survey: process to develop solutions for flaws

Variable label	Employee survey: process to develop solutions for flaws
Variable name	b65
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 2014

6.5.11 Employee loyalty: flexible working hours

Variable label	Employee loyalty: flexible working hours
Variable name	b66a
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? A: Flexible working hours
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire

Data set/wave	LPP Employer Survey 2014
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6.5.12 Employee loyalty: remuneration

Variable label	Employee loyalty: remuneration
Variable name	b66b
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? B: Remuneration
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.13 Employee loyalty: voluntarily additional benefits

Variable label	Employee loyalty: voluntarily additional benefits
Variable name	b66c
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? C: Voluntarily additional benefits
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.14 Employee loyalty: career development prospects

Variable label	Employee loyalty: career development prospects
Variable name	b66d
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? D: Career development prospects
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.15 Employee loyalty: general working atmosphere

Variable label	Employee loyalty: general working atmosphere
Variable name	b66e
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? E: General working atmosphere
Detailed description	1 Unimportant till 5 Very important

tion, values	
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.16 Employee loyalty: contact between management and employees

Variable label	Employee loyalty: contact between management and employees
Variable name	b66f
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? F: Personal contact between management and employees
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.17 Employee loyalty: work-family balance

Variable label	Employee loyalty: work-family balance
Variable name	b66g
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? G: Work-family balance
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.18 Increase of women in management set as goal

Variable label	Increase of women in management set as goal
Variable name	b67
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 2014

6.5.19 No increase of proportion of women: proportion already high

Variable label	No increase of proportion of women: proportion already high
Variable name	b68a
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 2014

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

Variable label	No increase of proportion of women: no female candidates available
Variable name	b68b
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 2014

6.5.21 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	b68c
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 2014

6.5.22 No increase of proportion of women: only qualifications matter

Variable label	No increase of proportion of women: only qualifications matter
Variable name	b68d
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 2014

6.5.23 No increase of proportion of women: other reasons

Variable label	No increase of proportion of women: other reasons
Variable name	b68e
Question	Why not? For other reasons
Detailed description	0 Not marked

tion, values	1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.24 Measures proportion of women: mentoring programs

Variable label	Measures proportion of women: mentoring programs
Variable name	b69a
Question	Which measures do you use to pursue this goal? With mentoring programs
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.25 Measures proportion of women: female promotion measures

Variable label	Measures proportion of women: female promotion measures
Variable name	b69b
Question	Which measures do you use to pursue this goal? With female promotion measures
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.26 Measures proportion of women: measures of further training

Variable label	Measures proportion of women: measures of further training
Variable name	b69c
Question	Which measures do you use to pursue this goal? With particular measures of further training
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.27 Measures proportion of women: quantitative target for the proportion

Variable label	Measures proportion of women: quantitative target for the proportion
Variable name	b69d
Question	Which measures do you use to pursue this goal? With a quantitative target for the proportion of women in management positions
Detailed description	0 Not marked

tion, values	1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

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

Variable label	Measures proportion of women: development prospects for part-time employees
Variable name	b69e
Question	Which measures do you use to pursue this goal? With career development prospects also for part-time employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.29 Measures proportion of women: flexible working-time models

Variable label	Measures proportion of women: flexible working-time models
Variable name	b69f
Question	Which measures do you use to pursue this goal? With flexible working-time models
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.30 Measures proportion of women: other measures

Variable label	Measures proportion of women: other measures
Variable name	b69g
Question	Which measures do you use to pursue this goal? With other measures
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

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

Variable label	Fathers in parental leave for at least 2 months (number)
Variable name	b70
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 2014

6.5.32 Home-Office

Variable label	Home-Office
Variable name	b71
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 2014

6.5.33 Home-Office: occasionally

Variable label	Home-Office: occasionally
Variable name	b72a
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 2014

6.5.34 Home-Office: at least once a month

Variable label	Home-Office: at least once a month
Variable name	b72b
Question	To what extent is working from home possible in your establishment/office? Regularly, at least once a month
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.35 Home-Office: at least once a week

Variable label	Home-Office: at least once a week
Variable name	b72c

Question	To what extent is working from home possible in your establishment/office? Regularly, at least once a week
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.36 Home-Office (entitled): Management staff (%)

Variable label	Home-Office (entitled): Management staff (%)
Variable name	b73a
Question	Referring to the employees with and without managerial responsibility, what is the percentage of employees in each group that could make use of this opportunity? (entitled employees) Management staff
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.37 Home-Office (entitled): without management responsibility (%)

Variable label	Home-Office (entitled): without management responsibility (%)
Variable name	b73b
Question	Referring to the employees with and without managerial responsibility, what is the percentage of employees in each group that could make use of this opportunity? (entitled employees) Employees without management responsibilities
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.38 Home-Office (users): Management staff (%)

Variable label	Home-Office (users): Management staff (%)
Variable name	b74a
Question	Referring to all entitled employees with and without managerial responsibility, what is the percentage of employees in each group that actually use this opportunity? (actual users) Management staff
Detailed description, values	Percentage
Origin	Questionnaire

Data set/wave	LPP Employer Survey 2014
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6.5.39 Home-Office (users): without management responsibility (%)

Variable label	Home-Office (users): without management responsibility (%)
Variable name	b74b
Question	Referring to all entitled employees with and without managerial responsibility, what is the percentage of employees in each group that actually use this opportunity? (actual users) Employees without management responsibilities
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.5.40 Devices with mobile Internet: Management staff (%)

Variable label	Devices with mobile Internet: Management staff (%)
Variable name	b75a
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 2014

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

Variable label	Devices with mobile Internet: without management responsibility (%)
Variable name	b75b
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 2014

6.6 Structural features

6.6.1 Average number of sick days

Variable label	Average number of sick days
Variable name	b76
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 2014

6.6.2 Principal owner

Variable label	Principal owner
Variable name	b77
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 2014

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	b78
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 2014

6.6.4 Change of management in the last 2 years

Variable label	Change of management in the last 2 years
Variable name	b79
Question	Was there a change in the management of your establishment/office in the last two years?
Detailed description	1 Yes

tion, values	2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.6.5 Business model strategy

Variable label	Business model strategy
Variable name	b80
Question	Which of the following strategies describes your business model most likely?
Detailed description, values	1 Rather cost leadership 2 Rather quality leadership 3 Both equally
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014
Notes	Change of values compared to the LPP Employer Survey 2012.

6.6.6 Decision-making process: (management) consultant

Variable label	Decision-making process: (management) consultant
Variable name	b81a
Question	Which of the following external sources of information have you used in the last two years as support for decision-making processes of the management? A: (Management) consultant
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.6.7 Decision-making process: competitors/other managers

Variable label	Decision-making process: competitors/other managers
Variable name	b81b
Question	Which of the following external sources of information have you used in the last two years as support for decision-making processes of the management? B: Communication with competitors/other managers
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.6.8 Decision-making process: organisational information

Variable label	Decision-making process: organisational information
Variable name	b81c
Question	Which of the following external sources of information have you used in the last two years as support for decision-making processes of the management? C: Organisational information
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.6.9 Decision-making process: No external sources

Variable label	Decision-making process: No external sources
Variable name	b81d
Question	Which of the following external sources of information have you used in the last two years as support for decision-making processes of the management? D: No external sources of information were used
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2014

6.6.10 Management of the human resources department: level

Variable label	Management of the human resources department: level
Variable name	b82
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 2014

6.6.11 Number of employees in human resource department

Variable label	Number of employees in human resource department
Variable name	b83
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 2014

6.6.12 Independent enterprise

Variable label	Independent enterprise
Variable name	b84
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 2014

6.6.13 Decisions about strategic human resource management

Variable label	Decisions about strategic human resource management
Variable name	b85
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 2014

6.7 Panel participation

6.7.1 Panel participation

Variable label	Panel participation
Variable name	b86
Question	Finally just one request: this additional survey will be repeated in the year 2016. 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 2014

7 Description of variables: LPP Employee Survey 1415

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 that agreed to merging of data and a 9-digit number for employees that did not agree to merging of data.
Origin	Generated
Data set/wave	LPP Employer Survey 2014, LPP Employee Survey 2015
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 2015
Notes	Artificial person identifier that cannot be linked to any other information

7.1.3 Panelcase 2012-2014

Variable label	Panelcase 2012-2014
Variable name	panel1214
Question	-
Detailed description, values	0 Refresher 1 Panel case
Origin	Generated
Data set/wave	LPP Employee Survey 2015

7.1.4 Weighting factor LPP Employee Survey: Cross

Variable label	Weighting factor LPP Employee Survey: Cross
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Variable name	gew_pers_2014_quer
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2015
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_2014_quer_m
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2015
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_2014_quer_m_e
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2015
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_2014_panel
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2015

Notes	Panel weight valid for all panel cases Employment group: „Without movers and without exits“
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7.1.8 Weighting factor LPP Employee Survey: Panel (mover)

Variable label	Weighting factor LPP Employee Survey: Panel (mover)
Variable name	gew_pers_2014_panel_m
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2015
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_2014_panel_m_e
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2015
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
Question	-
Detailed description, values	0 No 1 Yes
Origin	Generated
Data set/wave	LPP Employee Survey 2015

7.1.11 Short interview

Variable label	Short interview
Variable name	kurz
Question	-
Detailed description	0 No

tion, values	1 Yes
Origin	Generated
Data set/wave	LPP Employee Survey 2015

7.1.12 Year of birth

Variable label	Year of birth
Variable name	G1
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 2015
Notes	The month is not specified.

7.1.13 Sex

Variable label	Sex
Variable name	G3
Question	Please enter sex of respondent!
Detailed description, values	1 Male 2 Female
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015
Notes	Question was not read out. Sex of respondent was determined and recorded by the interviewer.

7.1.14 Same establishment as in wave 1 or 2013

Variable label	Same establishment as in wave 1 or 2013
Variable name	G3b
Question	Are you still employed by the same establishment as in <i>Month and year of interview in wave 1</i> ? or Are you still employed by the same establishment as in December 2013?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015
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	G101
Question	What is your current employment situation?
Detailed description, values	1 Worker 2 Employee 3 Civil servant 4 Self-employed/ Freelancer 5 Freelancer collaborator 6 Family worker
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015
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	G102a
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 2015

7.2.3 Functional area

Variable label	Functional area
Variable name	G102aa
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 2015

7.2.4 Leadership position

Variable label	Leadership position
Variable name	G102b
Question	Do you supervise others?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.5 Number of people working under target person

Variable label	Number of people working under target person
Variable name	G102c
Question	How many people work under your direction?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.6 Leadership position (years)

Variable label	Leadership position (years)
Variable name	G102d
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 2015

7.2.7 Line manager: direct reports

Variable label	Line manager: direct reports
Variable name	G102e
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 2015

7.2.8 Line manager: sex

Variable label	Line manager: sex
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Variable name	G102f
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 2015

7.2.9 Employment contract fixed-term/permanent

Variable label	Employment contract fixed-term/permanent
Variable name	G104
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 2015

7.2.10 Full-time/Part-time

Variable label	Full-time/Part-time
Variable name	G104a
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 2015

7.2.11 Contractual working time (h/week)

Variable label	Contractual working time (h/week)
Variable name	G105
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 2015

7.2.12 Actual working time (h/week)

Variable label	Actual working time (h/week)
Variable name	G106
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 2015

7.2.13 Overtime

Variable label	Overtime
Variable name	G107
Question	If you do work overtime, is the work paid, compensated with time-off, or not compensated at all?
Detailed description, values	1 Time-off 2 Paid 3 Partly paid, partly time-off 4 Not compensated at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.14 Working hours: shifts

Variable label	Working hours: shifts
Variable name	G108a
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 Marked
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.15 Working hours: fixed time

Variable label	Working hours: fixed time
Variable name	G108b
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 Marked
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.16 Working hours: flexible working hours

Variable label	Working hours: flexible working hours
Variable name	G108c
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 Marked
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.17 Working hours: no fixed working hours

Variable label	Working hours: no fixed working hours
Variable name	G108d
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 Marked
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.18 Working hours: Other

Variable label	Working hours: Other
Variable name	G108e
Question	Which of the following applies to your occupation with regard to your working hours? 5: Other
Detailed description, values	0 Not marked 1 Marked
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.19 Working hours: Refuse

Variable label	Working hours: Refuse
Variable name	G108f
Question	Which of the following applies to your occupation with regard to your working hours? 7: Refuse
Detailed description, values	0 Not marked 1 Marked

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.20 Working hours: Do not know

Variable label	Working hours: Do not know
Variable name	G108g
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 Marked
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.21 Work on weekends

Variable label	Work on weekends
Variable name	G110
Question	Do you also work on weekends?
Detailed description, values	1 Yes, regularly 2 Yes, sometimes 3 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.22 Work from home

Variable label	Work from home
Variable name	G111
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 2015

7.2.23 No working from home: not allowed

Variable label	No working from home: not allowed
Variable name	G111aa
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	1 Applies

tion, values	2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.24 No working from home: technical requirements do not exist

Variable label	No working from home: technical requirements do not exist
Variable name	G111ab
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 2015

7.2.25 No working from home: not possible

Variable label	No working from home: not possible
Variable name	G111ac
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 2015

7.2.26 No working from home: supervisor appreciates presence

Variable label	No working from home: supervisor appreciates presence
Variable name	G111ad
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 2015

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

Variable label	No working from home: separation of professional and private life
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Variable name	G111ae
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 2015

7.2.28 No working from home: cooperation with colleagues more difficult

Variable label	No working from home: cooperation with colleagues more difficult
Variable name	G111af
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 2015

7.2.29 No working from home: decreasing chances of being promoted

Variable label	No working from home: decreasing chances of being promoted
Variable name	G111ag
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 2015

7.2.30 Working from home desired

Variable label	Working from home desired
Variable name	G111b
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 2015

7.2.31 Working from home desired: save time commuting

Variable label	Working from home desired: save time commuting
Variable name	G111ca
Question	Why would you like to work from home? Please tell me whether the following statements apply to you. I would like to work from home ... A: to save time commuting to work
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.32 Working from home desired: reconcile work and recreational activities

Variable label	Working from home desired: reconcile work and recreational activities
Variable name	G111cb
Question	Why would you like to work from home? Please tell me whether the following statements apply to you. I would like to work from home ... B: to better reconcile work and recreational activities
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.33 Working from home desired: reconcile work and family

Variable label	Working from home desired: reconcile work and family
Variable name	G111cc
Question	Why would you like to work from home? Please tell me whether the following statements apply to you. I would like to work from home ... C: to better reconcile work and family
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.34 Working from home desired: occupational activities can be performed more efficiently

Variable label	Working from home desired: occupational activities can be performed more efficiently
Variable name	G111cd

Question	Why would you like to work from home? Please tell me whether the following statements apply to you. I would like to work from home ... D: because some professional activities can be performed more efficiently at home
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.35 Working from home desired: increase in effective working hours

Variable label	Working from home desired: increase in effective working hours
Variable name	G111ce
Question	Why would you like to work from home? Please tell me whether the following statements apply to you. I would like to work from home ... E: because it would allow me to increase my effective working hours
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.36 Work from home (h/week)

Variable label	Work from home (h/week)
Variable name	G112
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 2015

7.2.37 Working from home: by the hour or full days

Variable label	Working from home: by the hour or full days
Variable name	G112a
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 2015

7.2.38 Contractual home-/teleworking

Variable label	Contractual home-/teleworking
Variable name	G113
Question	Is this home or teleworking agreed on by contract?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.39 Working from home: within or outside working hours

Variable label	Working from home: within or outside working hours
Variable name	G113a
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 2015

7.2.40 Compensation home-/teleworking: financial

Variable label	Compensation home-/teleworking: financial
Variable name	G114a
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 Marked
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.41 Compensation home-/teleworking: time credit

Variable label	Compensation home-/teleworking: time credit
Variable name	G114b
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 Marked
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2015
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7.2.42 Compensation home-/teleworking: covered by salary

Variable label	Compensation home-/teleworking: covered by salary
Variable name	G114c
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 Marked
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.43 Compensation home-/teleworking: Refuse

Variable label	Compensation home-/teleworking: Refuse
Variable name	G114d
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 Marked
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.44 Compensation home-/teleworking: Do not know

Variable label	Compensation home-/teleworking: Do not know
Variable name	G114e
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 Marked
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.45 Experience with working from home: save time commuting

Variable label	Experience with working from home: save time commuting
Variable name	G114aa
Question	What experiences have you made with working from home? A: Working at home allows me to save time commuting.
Detailed description	1 Fully applies

tion, values	2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.2.46 Experience with working from home: reconcile job with family/private activities

Variable label	Experience with working from home: reconcile job with family/private activities
Variable name	G114ab
Question	What experiences have you made with working from home? B: Working at home allows me to better reconcile my job with family and private activities.
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 2015

7.2.47 Experience with working from home: occupational activities can be performed more efficiently

Variable label	Experience with working from home: occupational activities can be performed more efficiently
Variable name	G114ac
Question	What experiences have you made with working from home? C: I can perform some occupational activities more efficiently 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 2015

7.2.48 Experience with working from home: work longer weekly hours

Variable label	Experience with working from home: work longer weekly hours
Variable name	G114ad
Question	What experiences have you made with working from home?

	D: Working at home allows me to work longer weekly 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 2015

7.2.49 Experience with working from home: contact to colleagues suffers

Variable label	Experience with working from home: contact to colleagues suffers
Variable name	G114ae
Question	What experiences have you made with working from home? E: The contact to my colleagues suffers when I work 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 2015

7.2.50 Experience with working from home: superior believes I work less

Variable label	Experience with working from home: superior believes I work less
Variable name	G114af
Question	What experiences have you made with working from home? F: My superiors believe that I work less at home than in the office.
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 2015

7.2.51 Experience with working from home: boundary between work and free time becomes blurred

Variable label	Experience with working from home: boundary between work and free time becomes blurred
Variable name	G114ag
Question	What experiences have you made with working from home?

	G: Working at home blurs the boundary between work and free 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 2015

7.2.52 Business phone calls during leisure time

Variable label	Business phone calls during leisure time
Variable name	G115
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 2015

7.3 HR development

7.3.1 Offer of further vocational training

Variable label	Offer of further vocational training
Variable name	G200a
Question	Has your employer offered you vocational further training courses since 1 January 2014? <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 2015

7.3.2 Further vocational training

Variable label	Further vocational training
Variable name	G201
Question	Have you taken part in any courses of further vocational training since 1 January 2014?

	<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 2015

7.3.3 Further vocational training: release, cost absorption

Variable label	Further vocational training: release, cost absorption
Variable name	G202
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 2015

7.3.4 Further vocational training: full cost absorption (days)

Variable label	Further vocational training: full cost absorption (days)
Variable name	G203
Question	How many days in the last year 2014 <i>or</i> since <i>Start date MMJJJJ C13/C14</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 2015

7.3.5 Appraisal interview

Variable label	Appraisal interview
Variable name	G204
Question	Did you have an appraisal interview with your superior last year (2014) <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	1 Yes

tion, values	2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.3.6 Appraisal interview: duration (min)

Variable label	Appraisal interview: duration (min)
Variable name	G205
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 2015

7.3.7 Appraisal interview: objectives fixed in writing

Variable label	Appraisal interview: objectives fixed in writing
Variable name	G206
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 2015

7.3.8 Personnel development: knowledge and competences

Variable label	Personnel development: knowledge and competences
Variable name	G208a
Question	To what extent do you agree/disagree with the following statements? 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 2015

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	G208b
Question	To what extent do you agree/disagree with the following statements?

	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 -6 No opportunities for promotion
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.3.10 Personnel development: promotion if outstanding job performance

Variable label	Personnel development: promotion if outstanding job performance
Variable name	G208c
Question	To what extent do you agree/disagree with the following statements? 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 -6 No opportunities for promotion
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

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	G208d
Question	To what extent do you agree/disagree with the following statements? 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 -6 No opportunities for promotion
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.3.12 Personnel development: disadvantage in personnel decisions

Variable label	Personnel development: disadvantage in personnel decisions
Variable name	G208e
Question	To what extent do you agree/disagree with the following statements? 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 2015

7.3.13 Regular performance assessment

Variable label	Regular performance assessment
Variable name	G208aa
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 2015

7.3.14 Skills in comparison to colleagues

Variable label	Skills in comparison to colleagues
Variable name	G208ba
Question	Now please assess your own skills and work commitment 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 -6 No colleagues
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.3.15 Work effort in comparison to colleagues

Variable label	Work effort in comparison to colleagues
Variable name	G208bb
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 2015

7.3.16 Concerned about job security

Variable label	Concerned about job security
Variable name	G209
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 2015

7.4 Work conditions and workloads

7.4.1 Work conditions: decisions

Variable label	Work conditions: decisions
Variable name	G301a
Question	Which of the following applies to your job? 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 2015

7.4.2 Work conditions: task variety

Variable label	Work conditions: task variety
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Variable name	G301b
Question	Which of the following applies to your job? 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 2015

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	G301c
Question	Which of the following applies to your job? 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 2015

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	G301d
Question	Which of the following applies to your job? 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 2015

7.4.5 Work conditions: physical effort

Variable label	Work conditions: physical effort
Variable name	G301e

Question	Which of the following applies to your job? 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 2015

7.4.6 Work conditions: ambient conditions

Variable label	Work conditions: ambient conditions
Variable name	G301f
Question	Which of the following applies to your job? 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 2015

7.4.7 Work conditions: time pressure

Variable label	Work conditions: time pressure
Variable name	G301g
Question	Which of the following applies to your job? 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 2015

7.4.8 Work conditions: huge volume of information through modern means of communication

Variable label	Work conditions: huge volume of information through modern means of communication
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Variable name	G301h
Question	Which of the following applies to your job? H: My work includes the use of modern means of communication such as e-mail, mobile phone or the Internet which produce a huge volume of information that is difficult to handle.
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 2015

7.4.9 Work conditions: free time often working time due to modern means of communication

Variable label	Work conditions: free time often working time due to modern means of communication
Variable name	G301i
Question	Which of the following applies to your job? I: The modern means of communication such as e-mail, mobile phone or the Internet frequently turn my free time into working 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 2015

7.4.10 Digitalization: use of ICT

Variable label	Digitalization: use of ICT
Variable name	G301aa
Question	Do you use digital information or communication technologies such as computer, the Internet, laptop, tablet computer or smart phone for your professional activity?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.11 Digitalization: changes in workplace equipment

Variable label	Digitalization: changes in workplace equipment
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Variable name	G301ba
Question	Has the technological equipment of your workplace changed during the past five years? Please consider information and communication technologies or new software or computer applications.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.12 Digitalization effects: physical relief

Variable label	Digitalization effects: physical relief
Variable name	G301ca
Question	How do these technological innovations affect your work? The technological innovations ... A: have brought noticeable physical relieve of my work.
Detailed description, values	1 Fully applies 2 Largely applies 3 Does rather not apply 4 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.13 Digitalization effects: fewer skills needed

Variable label	Digitalization effects: fewer skills needed
Variable name	G301cb
Question	How do these technological innovations affect your work? The technological innovations ... B: require fewer skills and competences of me.
Detailed description, values	1 Fully applies 2 Largely applies 3 Does rather not apply 4 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.14 Digitalization effects: more freedom of choice

Variable label	Digitalization effects: more freedom of choice
Variable name	G301cc
Question	How do these technological innovations affect your work? The technological innovations ... C: have given me more freedom to decide how to structure my work.

Detailed description, values	1 Fully applies 2 Largely applies 3 Does rather not apply 4 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.15 Digitalization effects: further training necessary

Variable label	Digitalization effects: further training necessary
Variable name	G301cd
Question	How do these technological innovations affect your work? The technological innovations ... D: require me to permanently develop my skills and competences.
Detailed description, values	1 Fully applies 2 Largely applies 3 Does rather not apply 4 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.16 Digitalization effects: increase in performance

Variable label	Digitalization effects: increase in performance
Variable name	G301ce
Question	How do these technological innovations affect your work? The technological innovations ... E: have noticeably increased my work performance.
Detailed description, values	1 Fully applies 2 Largely applies 3 Does rather not apply 4 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.17 Digitalization effects: carry out multiple tasks simultaneously

Variable label	Digitalization effects: carry out multiple tasks simultaneously
Variable name	G301cf
Question	How do these technological innovations affect your work? The technological innovations ... F: have resulted in an increasing number of tasks that have to be completed simultaneously.
Detailed description	1 Fully applies

tion, values	2 Largely applies 3 Does rather not apply 4 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.18 Digitalization: machines will take over job

Variable label	Digitalization: machines will take over job
Variable name	G301da
Question	How likely do you think it is that the technological development will cause your work to be done by machines in the next ten years?
Detailed description, values	1 Very likely 2 Rather likely 3 Rather unlikely 4 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.19 Work-Family: interference with family life

Variable label	Work-Family: interference with family life
Variable name	G303a
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 2015

7.4.20 Work-Family: family responsibilities

Variable label	Work-Family: family responsibilities
Variable name	G303b
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 fulfil family responsibilities.
Detailed description	1 Fully applies

tion, values	2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.21 Work-Family: strain

Variable label	Work-Family: strain
Variable name	G303c
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 2015

7.4.22 Work-Family: put off doing things at work

Variable label	Work-Family: put off doing things at work
Variable name	G303d
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 2015

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

Variable label	Work-Family: things at work don't get done
Variable name	G303e
Question	In what follows, I have a few questions with regard to work-family bal-

	<p>ance. Please indicate again whether and to what extent the following statements apply to you.</p> <p>E: Things I want to do at work don't get done because of the demands of my family or spouse/partner.</p>
Detailed description, values	<p>1 Fully applies</p> <p>2 Largely applies</p> <p>3 Neutral</p> <p>4 Does rather not apply</p> <p>5 Does not apply at all</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.24 Work-Family: home life interferes with work

Variable label	Work-Family: home life interferes with work
Variable name	G303f
Question	<p>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.</p> <p>F: My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.</p>
Detailed description, values	<p>1 Fully applies</p> <p>2 Largely applies</p> <p>3 Neutral</p> <p>4 Does rather not apply</p> <p>5 Does not apply at all</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.4.25 Care for person in need of assistance

Variable label	Care for person in need of assistance
Variable name	G304
Question	Are you caring for a person in need of assistance or support due to old age, disease or disability?
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

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

Variable label	Care for person in need of assistance (h/day)
Variable name	G305
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 2015

7.5 Remuneration

7.5.1 Performance-related bonuses

Variable label	Performance-related bonuses
Variable name	G401
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 2015

7.5.2 Performance-related bonuses: contractual commitment

Variable label	Performance-related bonuses: contractual commitment
Variable name	G401a
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 2015

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	G401b
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 2015

7.5.4 Performance-related bonuses: actual payments (Euro)

Variable label	Performance-related bonuses: actual payments (Euro)
Variable name	G401c
Question	What was the actual amount of performance-related payments in 2013?
Detailed description, values	Numerical -5 No variable payments in 2013
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

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

Variable label	Performance-related bonuses: bonuses without contractual commitment (Euro)
Variable name	G401d
Question	You have specified that you receive bonuses or extra payments without a contractual commitment. What was the amount of these extra payments in 2014? <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 2014?
Detailed description, values	Numerical -5 No extra payments in 2014
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.5.6 Claims to company pension scheme

Variable label	Claims to company pension scheme
Variable name	G402
Question	Do you currently acquire claims to a company pension plan?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.6 Commitment, values and corporate culture

7.6.1 Corporate culture: good understanding

Variable label	Corporate culture: good understanding
Variable name	G501a
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 unde-

	cided. 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 2015

7.6.2 Corporate culture: long-term plans

Variable label	Corporate culture: long-term plans
Variable name	G501b
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 2015

7.6.3 Corporate culture: confidence

Variable label	Corporate culture: confidence
Variable name	G501c
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 2015

7.6.4 Corporate culture: good guidance

Variable label	Corporate culture: good guidance
Variable name	G501d
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 2015

7.6.5 Corporate culture: understanding

Variable label	Corporate culture: understanding
Variable name	G501e
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 2015

7.6.6 Corporate culture: insufficient performance

Variable label	Corporate culture: insufficient performance
Variable name	G501f
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 2015

7.6.7 Corporate culture: no discrimination

Variable label	Corporate culture: no discrimination
Variable name	G501g
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 2015

7.6.8 Corporate culture: clear communication

Variable label	Corporate culture: clear communication
Variable name	G501h
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 2015

7.6.9 Corporate culture: charitable and non-profit projects

Variable label	Corporate culture: charitable and non-profit projects
Variable name	G501j
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 2015

7.6.10 Commitment: rest of my life

Variable label	Commitment: rest of my life
Variable name	G501aa
Question	What about the following statements? 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 2015

7.6.11 Commitment: personal meaning

Variable label	Commitment: personal meaning
Variable name	G501ab
Question	What about the following statements? 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 2015

7.6.12 Commitment: problems are my own

Variable label	Commitment: problems are my own
Variable name	G501ac

Question	What about the following statements? 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 2015

7.6.13 Commitment: no belonging

Variable label	Commitment: no belonging
Variable name	G501ad
Question	What about the following statements? 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 2015

7.6.14 Commitment: not emotionally attached

Variable label	Commitment: not emotionally attached
Variable name	G501ae
Question	What about the following statements? 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 2015

7.6.15 Commitment: no part of the family

Variable label	Commitment: no part of the family
Variable name	G501af
Question	What about the following statements? 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 2015

7.6.16 Collegiality: receive help from colleagues

Variable label	Collegiality: receive help from colleagues
Variable name	G502a
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 2015

7.6.17 Collegiality: help colleagues

Variable label	Collegiality: help colleagues
Variable name	G502b
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 2015

7.6.18 Collegiality: criticism/harassment/exposure

Variable label	Collegiality: criticism/harassment/exposure
Variable name	G502c

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 2015

7.6.19 Job satisfaction

Variable label	Job satisfaction
Variable name	G503
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 2015

7.6.20 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 2015

7.6.21 Fairness: income

Variable label	Fairness: income
Variable name	G507a
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 2015

7.6.22 Fairness: decision procedures

Variable label	Fairness: decision procedures
Variable name	G507b
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 2015

7.6.23 Fairness: supervisor

Variable label	Fairness: supervisor
Variable name	G507c
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 2015

7.6.24 Changing job

Variable label	Changing job
Variable name	G508a
Question	How many times in the past 12 months have you thought about chang-

	ing 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 2015

7.6.25 Reasons for change of employer

Variable label	Reasons for change of employer
Variable name	G508aa
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 2015

7.6.26 Expected occupational improvements: better pay & benefits

Variable label	Expected occupational improvements: better pay & benefits
Variable name	G508ba
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.6.27 Expected occupational improvements: better superiors

Variable label	Expected occupational improvements: better superiors
Variable name	G508bb
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.6.28 Expected occupational improvements: career and further training opportunities

Variable label	Expected occupational improvements: career and further training opportunities
Variable name	G508bc
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.6.29 Expected occupational improvements: work contents

Variable label	Expected occupational improvements: work contents
Variable name	G508bd
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.6.30 Expected occupational improvements: work volume

Variable label	Expected occupational improvements: work volume
Variable name	G508be
Question	Which occupational improvements or changes did you expect from

	changing jobs? 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 2015

7.6.31 Expected occupational improvements: working hours

Variable label	Expected occupational improvements: working hours
Variable name	G508bf
Question	Which occupational improvements or changes did you expect from changing jobs? F: more favourable working hours
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.6.32 Expected occupational improvements: fair treatment

Variable label	Expected occupational improvements: fair treatment
Variable name	G508bg
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.6.33 Expected occupational improvements: a securer job

Variable label	Expected occupational improvements: a securer job
Variable name	G508bh
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.6.34 Expected occupational improvements: other improvements

Variable label	Expected occupational improvements: other improvements
Variable name	G508bi
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.6.35 Expected private improvements: closeness to partner/family

Variable label	Expected private improvements: closeness to partner/family
Variable name	G508ca
Question	Which private improvements or changes did you expect from changing jobs? 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 2015

7.6.36 Expected private improvements: private new start

Variable label	Expected private improvements: private new start
Variable name	G508cb
Question	Which private improvements or changes did you expect from changing jobs?

	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 2015

7.6.37 Expected private improvements: shorter distance

Variable label	Expected private improvements: shorter distance
Variable name	G508cc
Question	Which private improvements or changes did you expect from changing jobs? 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 2015

7.6.38 Expected private improvements: work-life balance

Variable label	Expected private improvements: work-life balance
Variable name	G508cd
Question	Which private improvements or changes did you expect from changing jobs? 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 2015

7.6.39 Expected private improvements: other improvements

Variable label	Expected private improvements: other improvements
Variable name	G508ce
Question	Which private improvements or changes did you expect from changing

	jobs? 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 2015

7.6.40 Active job search or contacted by another employer

Variable label	Active job search or contacted by another employer
Variable name	G508d
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 2015

7.6.41 Concrete job offer

Variable label	Concrete job offer
Variable name	G508e
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 2015

7.6.42 Highest wage/salary offer (Euro)

Variable label	Highest wage/salary offer (Euro)
Variable name	G508f
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 2015

7.6.43 No job change: external offer not better

Variable label	No job change: external offer not better
Variable name	G508ga
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 2015

7.6.44 No job change: higher wage, better working conditions

Variable label	No job change: higher wage, better working conditions
Variable name	G508gb
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 2015

7.6.45 No job change: private reasons

Variable label	No job change: private reasons
Variable name	G508gc
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 2015

7.6.46 No job change: other reasons

Variable label	No job change: other reasons
Variable name	G508gd
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 2015
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7.6.47 No job change: Refuse

Variable label	No job change: Refuse
Variable name	G508ge
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 2015

7.6.48 No job change: Do not know

Variable label	No job change: Do not know
Variable name	G508gf
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 2015

7.6.49 Offer employer: pay raise and/or benefits

Variable label	Offer employer: pay raise and/or benefits
Variable name	G508ha
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 2015

7.6.50 Offer employer: promotion (prospects)

Variable label	Offer employer: promotion (prospects)
Variable name	G508hb
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 2015

7.6.51 Offer employer: working hours

Variable label	Offer employer: working hours
Variable name	G508hc
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 2015

7.6.52 Offer employer: further training possibilities

Variable label	Offer employer: further training possibilities
Variable name	G508hd
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 2015

7.6.53 Offer employer: work contents

Variable label	Offer employer: work contents
Variable name	G508he
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 2015

7.6.54 Offer employer: work volume

Variable label	Offer employer: work volume
Variable name	G508hf
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 2015

7.6.55 Offer employer: job security

Variable label	Offer employer: job security
Variable name	G508hg
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 2015

7.6.56 Offer employer: other improvements

Variable label	Offer employer: other improvements
Variable name	G508hh
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 2015

7.6.57 Offer employer: Refuse

Variable label	Offer employer: Refuse
Variable name	G508hi
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 2015

7.6.58 Angebot Arbeitgeber: weiß nicht

Variable label	Offer employer: Do not know
Variable name	G508hj
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 2015

7.6.59 No long period of vocational adjustment necessary

Variable label	No long period of vocational adjustment necessary
Variable name	G508i
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 2015

7.6.60 Engagement: energy

Variable label	Engagement: energy
Variable name	G509a
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 2015

7.6.61 Engagement: strong and vigorous

Variable label	Engagement: strong and vigorous
Variable name	G509b
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 2015

7.6.62 Engagement: enthusiastic

Variable label	Engagement: enthusiastic
Variable name	G509c
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 2015

7.6.63 Engagement: inspired

Variable label	Engagement: inspired
Variable name	G509d
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 2015

7.6.64 Engagement: feel like going to work

Variable label	Engagement: feel like going to work
Variable name	G509e
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 2015

7.6.65 Engagement: happy

Variable label	Engagement: happy
Variable name	G509f
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 2015

7.6.66 Engagement: proud

Variable label	Engagement: proud
Variable name	G509g
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 2015

7.6.67 Engagement: immersed

Variable label	Engagement: immersed
Variable name	G509h
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 2015

7.6.68 Engagement: carried away

Variable label	Engagement: carried away
Variable name	G509i
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 2015

7.7 Personality and attitudes

7.7.1 No reliance

Variable label	No reliance
Variable name	G602a
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 2015

7.7.2 Trust

Variable label	Trust
Variable name	G602b

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 2015

7.7.3 Angry when others are better off than me

Variable label	Angry when others are better off than me
Variable name	G603a
Question	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 2015

7.7.4 Guilty when I am better off than others

Variable label	Guilty when I am better off than others
Variable name	G603b
Question	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 2015

7.7.5 Big Five: thorough

Variable label	Big Five: thorough
Variable name	G605a
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 2015

7.7.6 Big Five: communicative

Variable label	Big Five: communicative
Variable name	G605b
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 2015

7.7.7 Big Five: rude

Variable label	Big Five: rude
Variable name	G605c
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 2015

7.7.8 Big Five: original

Variable label	Big Five: original
Variable name	G605d
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 2015

7.7.9 Big Five: worries

Variable label	Big Five: worries
Variable name	G605e
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 2015

7.7.10 Big Five: forgiving

Variable label	Big Five: forgiving
Variable name	G605f
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 2015

7.7.11 Big Five: lazy

Variable label	Big Five: lazy
Variable name	G605g
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 2015

7.7.12 Big Five: outgoing

Variable label	Big Five: outgoing
Variable name	G605h
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 2015

7.7.13 Big Five: artistic

Variable label	Big Five: artistic
Variable name	G605i
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 2015

7.7.14 Big Five: nervous

Variable label	Big Five: nervous
Variable name	G605j
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 2015
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7.7.15 Big Five: effective

Variable label	Big Five: effective
Variable name	G605k
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 2015

7.7.16 Big Five: reserved

Variable label	Big Five: reserved
Variable name	G605l
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 2015

7.7.17 Big Five: considerate

Variable label	Big Five: considerate
Variable name	G605m
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 2015

7.7.18 Big Five: imaginative

Variable label	Big Five: imaginative
Variable name	G605n
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 2015

7.7.19 Big Five: relaxed

Variable label	Big Five: relaxed
Variable name	G605o
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 2015

7.7.20 Big Five: eager for knowledge

Variable label	Big Five: eager for knowledge
Variable name	G605p
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 2015

7.7.21 Risk-taker

Variable label	Risk-taker
Variable name	G606
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 2015

7.7.22 Self-efficacy: rely on own abilities

Variable label	Self-efficacy: rely on own abilities
Variable name	G607a
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 2015

7.7.23 Self-efficacy: solve problems on my own

Variable label	Self-efficacy: solve problems on my own
Variable name	G607b
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 2015

7.7.24 Self-efficacy: solve challenging and complex tasks

Variable label	Self-efficacy: solve challenging and complex tasks
Variable name	G607c
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 2015

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	G608a
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 2015

7.7.26 Time preference: procrastinate things

Variable label	Time preference: procrastinate things
Variable name	G608b
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 2015

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	G609a
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 2015

7.7.28 Reciprocity: prepared to return a favour

Variable label	Reciprocity: prepared to return a favour
Variable name	G609b
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 2015

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	G610
Question	How do you assess your willingness to share with others without expecting anything in return?
Detailed description, values	0 = No willingness to share at all till 10 = Great willingness to share

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.8 Health

7.8.1 Health status

Variable label	Health status
Variable name	G701
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 2015

7.8.2 Sick days

Variable label	Sick days
Variable name	G702
Question	How many days were you unable to work due to illness in the past 12 months? Please state the total number of days, not just the number of days for which you had an official note from your doctor.
Detailed description, values	Numerical -6 None
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.8.3 Well-being: cheerful and in good spirits

Variable label	Well-being: cheerful and in good spirits
Variable name	G703a
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 2015
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7.8.4 Well-being: calm and relaxed

Variable label	Well-being: calm and relaxed
Variable name	G703b
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 2015

7.8.5 Well-being: active and vigorous

Variable label	Well-being: active and vigorous
Variable name	G703c
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 2015

7.8.6 Well-being: fresh and rested

Variable label	Well-being: fresh and rested
Variable name	G703d
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	1 All of the time

tion, values	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 2015

7.8.7 Well-being: interesting things

Variable label	Well-being: interesting things
Variable name	G703e
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 2015

7.9 Sociodemography

7.9.1 Highest level of education

Variable label	Highest level of education
Variable name	G801
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 2015

7.9.2 Highest level of training qualification

Variable label	Highest level of training qualification
Variable name	G802

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
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.3 Permanent relationship

Variable label	Permanent relationship
Variable name	G803
Question	Are you in a serious/permanent relationship?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.4 Partner lives in same household

Variable label	Partner lives in same household
Variable name	G804
Question	Does your partner live in the same household?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.5 Employment of partner

Variable label	Employment of partner
Variable name	G805
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 2015

7.9.6 Household size (persons)

Variable label	Household size (persons)
Variable name	G806
Question	How many people live in your household, children and yourself included?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.7 Children < 14 years

Variable label	Children < 14 years
Variable name	G807
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 2015

7.9.8 Age youngest child (years)

Variable label	Age youngest child (years)
Variable name	G808_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 2015
Notes	The variable contains the age of the youngest child.

7.9.9 Situation of childcare

Variable label	Situation of childcare
Variable name	G810
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 2015

7.9.10 Nationality

Variable label	Nationality
Variable name	G811
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 2015

7.9.11 Country of birth: Germany

Variable label	Country of birth: Germany
Variable name	G812
Question	Were you born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.12 Country of birth: other (aggregated)

Variable label	Country of birth: other (aggregated)
Variable name	G813_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 2015
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, Estonia, Greece, Italy, Croatia, Latvia, Lithuania, Macedonia, Malta, Moldova, Monaco, Montenegro, Poland, Portugal, Romania, Russia, San Marino, Serbia, Slovenia, Spain, Turkey, Ukraine, Hungary, Vatican, Belarus, Cyprus - 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	G814_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 2015
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	G815
Question	Was your father born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.15 Country of birth mother: Germany

Variable label	Country of birth mother: Germany
Variable name	G817
Question	Was your mother born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.16 Gross pay

Variable label	Gross pay
Variable name	G818

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 2015

7.9.17 Net pay

Variable label	Net pay
Variable name	G819
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 2015

7.9.18 Employed outside the agreed scale rate

Variable label	Employed outside the agreed scale rate
Variable name	G820
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 2015

7.9.19 Wage/salary higher than in collective agreement

Variable label	Wage/salary higher than in collective agreement
Variable name	G821
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 2015

7.9.20 Introduction of minimum wage subject of discussion

Variable label	Introduction of minimum wage subject of discussion
Variable name	G822
Question	Have management or other leading staff members in your establishment discussed the issue of introducing a generally applicable minimum wage?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.21 Affectedness minimum wage

Variable label	Affectedness minimum wage
Variable name	G823
Question	Do you consider yourself affected personally by the introduction of a general statutory minimum wage? Do not only think of possible impacts on your wage or your salary.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.22 Affectedness minimum wage: increase in wage/salary

Variable label	Affectedness minimum wage: increase in wage/salary
Variable name	G823aa
Question	In which of the following dimensions are you affected? As a result of the introduction of the statutory minimum wage... A: my hourly wage / salary has increased.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.23 Affectedness minimum wage: wage/salary increase not received

Variable label	Affectedness minimum wage: wage/salary increase not received
Variable name	G823ab
Question	In which of the following dimensions are you affected? As a result of the introduction of the statutory minimum wage...

	B: I have not received an expected wage or salary raise.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.24 Affectedness minimum wage: unpaid overtime

Variable label	Affectedness minimum wage: unpaid overtime
Variable name	G823ac
Question	In which of the following dimensions are you affected? As a result of the introduction of the statutory minimum wage... C: I have to do (more) unpaid extra work or work overtime.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.25 Affectedness minimum wage: cut in bonus payments/benefits

Variable label	Affectedness minimum wage: cut in bonus payments/benefits
Variable name	G823ad
Question	In which of the following dimensions are you affected? As a result of the introduction of the statutory minimum wage... D: voluntary company benefits such as bonuses or other premiums have been cut or cancelled.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.9.26 Wage/salary increase of colleagues due to minimum wage

Variable label	Wage/salary increase of colleagues due to minimum wage
Variable name	G824
Question	Have you noticed that colleagues in your direct working environment have received a salary or wage raise due to the introduction of the minimum wage?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.10 Panel participation and merging of data

7.10.1 Panel participation

Variable label	Panel participation
Variable name	G901
Question	<p>We have now arrived at the end of the interview. Thank you for answering the questions. We would appreciate if the survey was interesting for you. Just one final question to conclude.</p> <p>To find out, if anything and, if yes, what has changed in the world of work within a few years, it is necessary that we can carry out a second interview with all the respondents in two years. If you can resolve to do this, this would be very valuable to the success of the research project. For the purpose of the further survey in the context of this study we must keep your address. Hereby the Data Protection Law requires your agreement. The data will be used in this research project only. A further use of your data for other purposes is not permitted. Your address will be stored separately from the questionnaire and can never be associated with the answers you provided. Your information will remain completely anonymous. After completion of the research project, your address will be permanently deleted.</p> <p>Do you agree?</p>
Detailed description, values	<p>1 I agree</p> <p>2 I do not agree</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.10.2 Merging of data

Variable label	Merging of data
Variable name	G902
Question	<p>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 Nuremberg. This is, for example, information about previous periods of employment. However, the inclusion of these data requires your agreement.</p> <p><i>or</i></p> <p>Even if you disagree with the saving of your address, we still have a request for you that is very important for the research: In order to complete the interview, we would like to include excerpts from other data in the analysis of the survey. These are available at the Institute for Employment Research in Nuremberg. This is, for example, information about previous periods of employment. However, the inclusion of these data requires your agreement.</p> <p>For the purpose of merging these data with the survey data, the Data Protection Law requires your agreement, for which I kindly ask you. When evaluating this information, it is absolutely certain that all data protection regulations are strictly adhered to. Of course, your agree-</p>

	ment is voluntary. You can withdraw it at any time.
Detailed description, values	1 Yes, agreement granted 2 No, agreement not granted
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.11 Short interviews

7.11.1 Termination of employment (year)

Variable label	Termination of employment (year)
Variable name	C02
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 2015
Notes	The month is not specified.

7.11.2 Termination of employment: way

Variable label	Termination of employment: way
Variable name	C03
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 2015

7.11.3 Termination of employment: initiative

Variable label	Termination of employment: initiative
Variable name	C04
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 2015

7.11.4 Reasons for termination

Variable label	Reasons for termination
Variable name	C05
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 2015

7.11.5 Expected occupational improvements: better pay & benefits

Variable label	Expected occupational improvements: better pay & benefits
Variable name	C05aa
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.11.6 Expected occupational improvements: better superiors

Variable label	Expected occupational improvements: better superiors
Variable name	C05ab
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015
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7.11.7 Expected occupational improvements: career and further training opportunities

Variable label	Expected occupational improvements: career and further training opportunities
Variable name	C05ac
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.11.8 Expected occupational improvements: work contents

Variable label	Expected occupational improvements: work contents
Variable name	C05ad
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.11.9 Expected occupational improvements: work volume

Variable label	Expected occupational improvements: work volume
Variable name	C05ae
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.11.10 Expected occupational improvements: working hours

Variable label	Expected occupational improvements: working hours
Variable name	C05af
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.11.11 Expected occupational improvements: fair treatment

Variable label	Expected occupational improvements: fair treatment
Variable name	C05ag
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.11.12 Expected occupational improvements: a securer job

Variable label	Expected occupational improvements: a securer job
Variable name	C05ah
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.11.13 Expected occupational improvements: other improvements

Variable label	Expected occupational improvements: other improvements
Variable name	C05ai
Question	Which occupational improvements or changes did you expect from changing jobs? 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 2015

7.11.14 Expected private improvements: closeness to partner/family

Variable label	Expected private improvements: closeness to partner/family
Variable name	C05ba
Question	Which private improvements or changes did you expect from changing jobs? 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 2015

7.11.15 Expected private improvements: private new start

Variable label	Expected private improvements: private new start
Variable name	C05bb
Question	Which private improvements or changes did you expect from changing jobs? 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 2015

7.11.16 Expected private improvements: shorter distance to work

Variable label	Expected private improvements: shorter distance to work
Variable name	C05bc
Question	Which private improvements or changes did you expect from changing jobs? 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 2015

7.11.17 Expected private improvements: work-life balance

Variable label	Expected private improvements: work-life balance
Variable name	C05bd
Question	Which private improvements or changes did you expect from changing jobs? 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 2015

7.11.18 Expected private improvements: other improvements

Variable label	Expected private improvements: other improvements
Variable name	C05be
Question	Which private improvements or changes did you expect from changing jobs? E: other improvements
Detailed description	1 Fully applies

tion, values	2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.11.19 No long period of vocational adjustment necessary

Variable label	No long period of vocational adjustment necessary
Variable name	C05c
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 2015

7.11.20 New job in prospect or signed contract

Variable label	New job in prospect or signed contract
Variable name	C07
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 2015

7.11.21 Search path

Variable label	Search path
Variable name	C08
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 2015

7.11.22 Number of applications

Variable label	Number of applications
Variable name	C08a
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 2015

7.11.23 Highest wage/salary offer (Euro)

Variable label	Highest wage/salary offer (Euro)
Variable name	C09
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 2015

7.11.24 Offer former employer

Variable label	Offer former employer
Variable name	C10
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 2015

7.11.25 Offer former employer: pay raise and/or benefits

Variable label	Offer former employer: pay raise and/or benefits
Variable name	C11a
Question	What did your former employer offer you as a result? 1: pay raise and/or additional benefits
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.11.26 Offer former employer: promotion (prospects)

Variable label	Offer former employer: promotion (prospects)
Variable name	C11b
Question	What did your former employer offer you as a result? 2: promotion or the prospect of being promoted
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.11.27 Offer former employer: working hours

Variable label	Offer former employer: working hours
Variable name	C11c
Question	What did your former employer offer you as a result? 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 2015

7.11.28 Offer former employer: further training possibilities

Variable label	Offer former employer: further training possibilities
Variable name	C11d
Question	What did your former employer offer you as a result? 4: better or concrete further training possibilities
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.11.29 Offer former employer: work contents

Variable label	Offer former employer: work contents
Variable name	C11e
Question	What did your former employer offer you as a result? 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 2015

7.11.30 Offer former employer: work volume

Variable label	Offer former employer: work volume
Variable name	C11f
Question	What did your former employer offer you as a result? 6: changed work volume or workload
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.11.31 Offer former employer: job security

Variable label	Offer former employer: job security
Variable name	C11g
Question	What did your former employer offer you as a result? 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 2015

7.11.32 Offer former employer: other improvements

Variable label	Offer former employer: other improvements
Variable name	C11h
Question	What did your former employer offer you as a result? 8: other improvements
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.11.33 Offer former employer: Refuse

Variable label	Offer former employer: Refuse
Variable name	C11i
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 2015

7.11.34 Offer former employer: Do not know

Variable label	Offer former employer: Do not know
Variable name	C11j
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 2015

7.11.35 Current employment situation

Variable label	Current employment situation
Variable name	C12
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 2015

7.11.36 Start of current employment (year)

Variable label	Start of current employment (year)
Variable name	C14
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 2015

7.11.37 Further other employer

Variable label	Further other employer
Variable name	C15
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 2015

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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Corresponding author:

Sandra Broszeit
Institute for Employment Research (IAB)
Research Data Centre (FDZ)
Regensburger Str. 104
D-90478 Nürnberg
Phone: +49-911-179-6858
E-Mail: Sandra.Broszeit@iab.de