



RESEARCH DATA CENTRE (FDZ)
of the German Federal Employment Agency (IAB)
at the Institute for Employment Research (IAB)

FDZ-DATENREPORT

Documentation of labour market data

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

Kevin Ruf (IAB), Jan Mackeben (IAB), Tobias Haepf (IAB), Stefanie Wolter (IAB), Philipp Grunau (IAB)



Bundesagentur für Arbeit

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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, those using the reports can ascertain whether the data offered is suitable for their research task; on the other, the data can be used to prepare evaluations.

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Zusammenfassung

Dieser Datenreport beschreibt die vierte Welle des *Linked Personnel Panels (LPP 1819)*. Das LPP – ein Linked-Employer-Employee Datensatz – entsteht im Projekt „Arbeitsqualität und wirtschaftlicher Erfolg“ und erfasst Informationen zu Themen wie Personalarbeit, Unternehmenskultur und Managementinstrumenten bei in Deutschland ansässigen Betrieben.

Die drei bisherigen Befragungswellen enthalten Informationen von 1.219 Betrieben und 7.508 Beschäftigten (Welle 1), 771 Betrieben und 7.282 Beschäftigten (Welle 2), 846 Betrieben und 6.779 Beschäftigten (Welle 3) sowie 769 Betrieben und 6.494 Beschäftigten (Welle 4). Auf der Betriebsebene ist das LPP repräsentativ für privatwirtschaftliche Betriebe in Deutschland mit mindestens 50 sozialversicherungspflichtigen Beschäftigten. Durch die Verknüpfung mit dem IAB-Betriebspanel entsteht ein Datenprodukt, das Längsschnittanalysen zu Personalstrategie und Arbeitsqualität in Deutschland ermöglicht.

Abstract

This data report describes the fourth wave of the *Linked Personnel Panel (LPP 1819)*. The LPP is a linked-employer-employee data set on human resources (HR) work, corporate culture and management instruments in German establishments that evolved within the framework of the project ‘Quality of work and economic success’. The three survey waves contain information from 1,219 establishments, 7,508 employees (wave 1), 771 establishments and 7,282 employees (wave 2), 846 establishments and 6,779 employees (wave 3), and 769 establishments and 6,494 employees (wave 4). The LPP is representative for German private sector establishments with at least 50 employees subject to social security. The linkage with the IAB Establishment Panel yields a data product that enables longitudinal analyses regarding HR strategies and quality of work in Germany.

Keywords

Linked employer/employee data, data documentation, quality of work, HR work, corporate culture, establishment survey, employee survey

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establishments and employees surveyed—without whose voluntary participation this project would not have been possible. We would also like to thank our research assistant Patrick Gleiser for his help in checking data and documents.

The present data report draws on the on the FDZ data reports of the first (Broszeit and Wolter, 2015), second (Broszeit, Grunau and Wolter, 2016), and third wave of the LPP (Mackeben, Ruf, Wolter & Grunau, 2018) where possible.

Details on various access routes, the conditions of use and the application of the data set can be found on the FDZ website at <http://fdz.iab.de>.

1 Introduction

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

The Linked Personnel Panel (LPP) data set, which evolves within the framework of this project, enables representative cross and longitudinal analysis regarding human resource (HR) work, corporate culture and management instruments for German private sector companies with at least 50 employees subject to social security.

In the first wave, 1,219 HR managers from establishments that had also participated in the 2011 and 2012 IAB Establishment Panel were surveyed as well as 7,508 employees of said establishments. Of these establishments, 771 were successfully recontacted in the second wave. Of the employees, 3,271 participate in the second wave (panel persons). 4,011 employees were first-time respondents (refreshers). The LPP employee dataset of the second wave thus contains 7,282 persons in total. In the third wave, refreshment samples were taken, in both the establishment and employee surveys. A total of 846 establishments (panel: 514, refreshers: 332) and 6,779 employees (panel: 4,299, refreshers: 2,480) were interviewed. In the fourth wave, interviews were conducted with 769 establishments (refresher sample: 248) and 6,494 employees (refresher sample: 3,259).

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

The linkage of the surveys produces a linked-employer-employee dataset that reflects establishment as well as employee perspectives. The linkage with the IAB Establishment Panel offers further analytic potential. On the one hand, additional establishment information and developments outside the survey period can be included in evaluations. On the other hand, selection patterns as well as medium- and long-term changes and adjustment reactions can be identified.

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

The FDZ data and method report for the first wave (Broszeit and Wolter, 2015; Bellmann et al., 2015), second wave (Broszeit, Wolter and Grunau, 2016; Bellmann et al., 2015), and third wave

(Mackeben, Ruf, Grunau und Wolter, 2018) can be downloaded at the FDZ website. Detailed information on the IAB Establishment Panel is given by the department 'Establishments and Employment' on the Establishment Panel web site as well as on the respective FDZ-Website.

2 Data description

2.1 Outline

Table 1: Content characteristics

Current data version	LPP 1819
Topics	Establishment characteristics: <ul style="list-style-type: none"> - HR planning and recruitment - HR development - Remuneration structure - Commitment, values and corporate culture - Digitalization - Structural features Individualmerkmale: <ul style="list-style-type: none"> - Personal characteristics - Employment - HR development - Digitalization - 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: 30.06.2017) Employee survey: Employees subject to social security system (Reference date: Panel: 31 th Dec 2011 (w1), 31 th Dec 2013 (w2); Refresher: 31 th Dec 2015 (w3); Refresher: 31 th Dec 2017; (w4); Refresher: 31 th Dec 2017)
Number of cases	Employer survey: 769 establishments (Panel: 521, Refresher: 248) Employee survey: 6.494 individuals (Panel: 3.235, Refresher: 3.259)
Period covered	Employer survey: 2 nd June 2018 to 23 th November 2018 Employee survey: 16 th April 2019 to 06 th October 2019
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 2: Methodological characteristics

Gross sample	<p>Employer survey</p> <p>Panel: Establishments that</p> <ul style="list-style-type: none"> participated in the 3rd wave and did not exclude participation in future surveys either in the IAB Establishment Panel of 2017 or in the 3rd wave. had temporarily failed in the 2nd or 3rd wave. refused participation in the 3rd wave but wanted to participate in 2018. <p>Refreshers: A sample of establishments that gave a valid IAB Establishment Panel interview in 2017 and were not part of the re-sample. Stratified according to establishment size, industry and region.</p> <p>Employee survey:</p> <p>Panel: Persons who declared their panel willingness in the previous waves and</p> <ul style="list-style-type: none"> participated in wave 3 did not change the establishment in the previous wave <p>Refresher: A sample of persons, who were subject to social insurance contributions at the 31st December 2018 and are employed in establishments who participated in both the IAB Establishment Panel 2018 and the supplementary survey or for whom there was no final non-participation.</p>
Mode of the survey	<p>Employer survey Face-to-face interviews</p> <p>Employee survey Telephone interviews</p>
Institutions involved	Institute for Employment Research (IAB), Centre for European Economic Research (ZEW), University of Cologne, Eberhard Karls University of Tübingen, Federal Ministry of Labour and Social Affairs (BMAS), Kantar Public, infas Institute for Applied Social Sciences
Frequency of data collection	Biennial survey
File format and size	<p>Employer survey: STATA (616 KB)</p> <p>Employee survey: STATA (3.359 KB)</p>
File architecture	<p>Employer survey: lpp_employer_1819_v1.dta</p> <p>Employee survey: lpp_employee_1819_v1.dta</p>

Table 3: Data access

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

2.2 List of Variables

2.2.1 LPP-Employer Survey

Table 4: LPP- Employer survey – List of variables

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

Variable name				Variable label
Wave 4	Wave 3	Wave 2	Wave 1	
lpp_betnr	lpp_betnr	lpp_betnr	lpp_betnr	Establishment identifier
idnum	idnum	idnum	idnum	IAB-Establishment-Panel-ID
			gew_betnr_2012	Weighting factor LPP Employer Survey
gew_betnr_2018_V1	gew_betnr_2016_V1	gew_betnr_2014_V1		Weighting factor LPP Employer Survey Variant 1
gew_betnr_2018_V2	gew_betnr_2016_V2	gew_betnr_2014_V2		Weighting factor LPP Employer-Survey Variant 2
branche_2018	branche_2016	branche_2014	branche_2012	Industry acc. to stratification matrix
region_2018	region_2016	region_2014	region_2012	Region acc. to stratification matrix
svb_2018	svb_2016	svb_2014	svb_2012	Employees acc. to stratification matrix
d01	c01	b01	a01	Staffing plan
d02	c02	b02	a02	Staffing plan (written form)
d03	c03	b03	a03	Staffing plan (term)
d04	c04	b04	a04	Analysis of the age structure
d05	c05	b05	a05	Social networks for personnel recruitment
			a06	Recruitment of graduates
			a07	Recruitment from specific university
			a08	University is located in town/city
			a09	Distance to university (km)
d06a	c06a	b06a		Recruitment via social networks: Direct search
d06b	c06b	b06b		Recruitment via social networks: Job offers
d06c	c06c	b06c		Recruitment via social networks: Information and presentation
d07	c07	b07	a12	Recruitment via social networks
d08a	c08a	b08a	a13a	Social networks: with management responsibility
d08b	c08b	b08b	a13b	Social networks: without management responsibility
d09	c09	b09	a10	Recruitment via private recruitment agency
d10a	c10a	b10a	a11a	Recruitment agency: with management responsibility
d10b	c10b	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
d11	c11	b14	a15	Number of applications for skilled jobs
d12	c12	b15	a16	Period from job advertisement to signing of contract
d13a	c13a	b16a		Selection instruments: Job interview
d13b	c13b	b16b		Selection instruments: Assessment Center
d13c	c13c	b16c		Selection instruments: Intelligence or skills test
d13d	c13d	b16d		Selection instruments: Personality or behavioural test
d13e	c13e	b16e		Selection instruments: short sample work
d13f	c13f	b16f		Selection instruments: others
d13g				Selection instruments: algorithms for selection of suitable candidates
d14a	c14a	b17a	a17a	Duration of job interview (h): with management responsibility
d14b	c14b	b17b	a17b	Duration of job interview (h): without management responsibility
d15a	c15a*	b18a	a18a	Job matching process: professional competence
d15b	c15b*	b18b	a18b	Job matching process: personal skills
d15c	c15c*	b18c	a18c	Job matching process: ethical values
d15d	c15d*	b18d	a18d	Job matching process: intelligence, cognitive abilities
		b19		Dealing with overqualified applicants
d16a	c16a	b20a	a19a	Voluntary drop outs during probationary period (%)

d16b	c16b	b20b	a19b	Involuntary drop outs during probationary period (%)
d16c	c16c	b20c	a19c	No employees in probationary period
d16d	c16d	b20d	a19d	No new hires
			a20	Cause of dismissal (%): Unsuitable
			a21	Cause of dismissal (%): No need after all
d17a	c17a			Cause of dismissal (%): Gross misconduct
d17b	c17b			Cause of dismissal (%): Other reasons
d17c	c17c			Temporary workers
d17d	c17d			Taking over of temporary workers
d18	c18	b21	a22	Appraisal interviews
d19a	c19a*	b22a	a23a	Appraisal interviews: management staff
d19aproz	c19aproz			Share of appraisal interviews: management staff
d19b	c19b*	b22b	a23b	Appraisal interviews: without management responsibility
d19bproz	c19bproz			Share of appraisal interviews: without management responsibility
		b22c	a23c	Appraisal interviews: all employees
		b23	a24	Target agreements
d20	c20	b24	a25	Target agreements (written form)
d21a	c21a*	b25a	a26a	Target agreements (written form): management staff
d21aproz	c21aproz			Share of target agreements (written form): management staff
d21b	c21b*	b25b	a26b	Target agreements (written form): without management responsibility
d21bproz	c21bproz			Share of target agreements (written form): without management responsibility
		b25c	a26c	Target agreements (written form): all employees
d22	c22			Formula-based calculation of variable pay components by means of degree of achievement of objectives
d23	c23	b26	a27	Development plans
d24a	c24a*	b27a	a28a	Development plans: management staff
d24aproz	c24aproz			Share of development plans: management staff
d24b	c24b*	b27b	a28b	Development plans: without management responsibility
d24bproz	c24bproz			Share of development plans: without management responsibility
		b27c	a28c	Development plans: all employees
d25	c25	b28	a29	Implementation of development plans

d26	c26	b29	a30	Performance appraisal
d27a	c27a*	b30a	a31a	Performance appraisal: management staff
d27aproz	c27aproz			Share of performance appraisal: management staff
d27b	c27b*	b30b	a31b	Performance appraisal: without management responsibility
d27bproz	c27bproz			Share of performance appraisal: without management responsibility
		b30c	a31c	Performance appraisal: all employees
d28	c28	b31	a32	Distribution recommendation for performance appraisal
d29a	c29a*	b32a	a33a	Distribution recommendation: management staff
d29aproz	c29aproz			Share of distribution recommendation: management staff
d29b	c29b*	b32b	a33b	Distribution recommendation: without management responsibility
d29bproz	c29bproz			Share of distribution recommendation: without management responsibility
		b32c	a33c	Distribution recommendation: all employees
d30	c30	b33	a34	Conduction of performance appraisal
d31a	c31a*	b34a	a35a	Evaluation rounds: management staff
d31aproz	c31aproz			Share of evaluation rounds: management staff
d31b	c31b*	b34b	a35b	Evaluation rounds: without management responsibility
d31bproz	c31bproz			Share of evaluation rounds: without management responsibility
		b34c	a35c	Evaluation rounds: all employees
d32	c32	b35		Changes to target agreements and performance assessments
d33a	c33a	b36a		Change: Introduction target agreements
d33b	c33b	b36b		Change: Removal target agreements
d33c	c33c	b36c		Change: Extension target agreements
d33d	c33d	b36d		Change: Reduction target agreements
d33e	c33e	b36e		Change: Introduction performance assessments
d33f	c33f	b36f		Change: Removal performance assessments
d33g	c33g	b36g		Change: Extension performance assessments
d33h	c33h	b36h		Change: Reduction performance assessments
d33i	c33i	b36i		Change in employee assessment only or accompanied by other changes
d34a	c34a	b37a	a36a	Inefficiency: discussion with employee

d34b	c34b	b37b	a36b	Inefficiency: HR development measures
d34c	c34c	b37c	a36c	Inefficiency: another position in establishment
d34d	c34d	b37d	a36d	Inefficiency: dismissal
d35a	c35a*	b38a	a37a	Promotion: professional competence
d35b	c35b*	b38b	a37b	Promotion: personal skills
d35c	c35c*	b38c	a37c	Promotion: ethical values
d35d	c35d*	b38d	a37d	Promotion: intelligence, cognitive skills
d35e	c35e*	b38e	a37e	Promotion: period of employment
d36	c36			Promotion of qualification measures for unskilled employees
d37	c37	b39	a38	Promotion of qualification leading to higher educational qualification
		b40a	a39a	Promoted employees: untrained
d38a	c38a	b40b	a39b	Promoted employees: vocational training
d38b	c38b	b40c	a39c	Promoted employees: graduates
		b41	a40	Additional certified qualifications during initial education
		b42a	a41a	Additional qualifications: business sector
		b42b	a41b	Additional qualifications: industrial-technical sector
		b42c	a41c	Additional qualifications: other
		b43a	a42a	Certified additional qualification: office occupations
		b43b	a42b	Certified additional qualification: industrial-technical occupations
		b43c	a42c	Certified additional qualification: other
		b43d	a42d	No certified additional qualifications
d39	c39	b44	a43	Number of training graduates left at their own request
d40	c40	b45	a44	Collective agreement
d41	c41	b46	a45	Escape clause for variable remuneration
d42	c42	b47	a46	Variable remuneration
d43	c43	b48	a47	Variable remuneration: with/without management responsibility
d44	c44	b49	a48	Variable remuneration: without management responsibility (%)
d45a	c45a	b50a	a49a	Variable remuneration: proportion management staff (%)
d45b	c45b	b50b	a49b	Variable remuneration: proportion employees (%)
d46aa	c46aa	b51aa	a50aa	Variable remuneration management staff: Business success (%)

d46ab	c46ab	b51ab	a50ab	Variable remuneration management staff: Success of unit (%)
d46ac	c46ac	b51ac	a50ac	Variable remuneration management staff: Personal achievements (%)
d46ba	c46ba	b51ba	a50ba	Variable remuneration employees: Business success (%)
d46bb	c46bb	b51bb	a50bb	Variable remuneration employees: Personal achievements (%)
d46bc	c46bc	b51bc	a50bc	Variable remuneration employees: Success of unit (%)
		b52aa		Variable remuneration sales: Business success (%)
		b52ab		Variable remuneration sales: Success of unit (%)
		b52ac		Variable remuneration sales: Personal achievements (%)
		b52ba		Variable remuneration production/ development: Business success (%)
		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
d47	c47	b53		Voluntary special payments or one-time payments
d48	c48	b54		Amount voluntary special payments or one-time payments (Euro)
d49	c49	b55		Changes remuneration structure
d50a	c50a	b56a		Change: Introduction variable remuneration
d50b	c50b	b56b		Change: Extension variable remuneration
d50c	c50c	b56c		Change: Cancellation variable remuneration
d50d	c50d	b56d		Change: Increase variable remuneration
d50e	c50e	b56e		Change: Decrease variable remuneration
d50f	c50f	b56f		Change: Changed weighting of criteria
d50g	c50g	b56g		Change in the remuneration system only or accompanied by other changes
d51a	c51a			Decision criteria for salary increase: Individual performance

d51b	c51b			Decision criteria for salary increase: Supporting colleagues
d51c	c51c			Decision criteria for salary increase: Retaining employees
d51d	c51d			Decision criteria for salary increase: New qualifications
d51e	c51e			Decision criteria for salary increase: Duration of employment
d52	c52	b57		Company pension scheme
d53	c53	b58		Company pension scheme: Percentage of work force (%)
		b59a		Financing company pension scheme: Employees
		b59b		Financing company pension scheme: Employees and Employers
		b59c		Financing company pension scheme: Employers
			a51	Codes of values, corporate guidelines
			a52	Codes of values, corporate guidelines (written form)
d58	c58	b60		Promotion of diversity and equal opportunities
		b61	a53	Certification
		b62a	a54a	Certification: quality of the workplace
		b62b	a54b	Certification: work-family balance
		b62c	a54c	Certification: health management
		b62d	a54d	Certification: process quality
		b62e	a54e	Certification: other issues
			a55a	Certification reason: employer's attractiveness
			a55b	Certification reason: optimizing results and processes
			a55c	Certification reason: customer's/public image
			a55d	Certification reason: other reasons
			a56a	No certification reason: confusing
			a56b	No certification reason: lacking quality of offerings
			a56c	No certification reason: high effort
			a56d	No certification reason: no benefits
			a56e	No certification reason: other reasons
d54	c54	b63	a57	Employee survey
d55	c55	b64	a58	Employee survey: communicated to all employees

d56	c56	b65	a59	Employee survey: process to develop solutions for flaws
d57a	c57a	b66a	a60a	Employee loyalty: flexible working hours
d57b	c57b	b66b	a60b	Employee loyalty: remuneration
d57c	c57c	b66c	a60c	Employee loyalty: voluntarily additional benefits
d57d	c57d	b66d	a60d	Employee loyalty: career development prospects
d57e	c57e	b66e	a60e	Employee loyalty: general working atmosphere
d57f	c57f	b66f	a60f	Employee loyalty: contact between management and employees
d57g	c57g	b66g	a60g	Employee loyalty: work-family balance
			a61a	High-performance employees: salaries, additional benefits
			a61b	High-performance employees: career opportunities
			a61c	High-performance employees: flexible working conditions
d59	c59	b67	a62	Increase of women in management set as goal
d60a	c60a	b68a	a63a	No increase of proportion of women: proportion already high
d60b	c60b	b68b	a63b	No increase of proportion of women: no female candidates available
d60c	c60c	b68c	a63c	No increase of proportion of women: proportion for this branch is low
d60d	c60d	b68d	a63d	No increase of proportion of women: only qualifications matter
d60e	c60e	b68e	a63e	No increase of proportion of women: other reasons
d61	c61			Communication of objective to employees: increasing the proportion of women in managerial positions
d62	c62			Objective: Proportion of women: Quantitative target
d62a	c62a			Objective: Proportion of women: top management level (%)
d62b	c62b			Objective: Proportion of women: second management level (%)
d62c	c62c			Objective: Proportion of women: lower management level (%)
d63	c63			Objective: Proportion of women: deadline set
d64	c64			Objective: Proportion of women: first year of deadline introduction

d65	c65			Company affected by laws on the quota of women in managerial positions
		b69a	a64a	Measures proportion of women: mentoring programs
		b69b	a64b	Measures proportion of women: female promotion measures
		b69c	a64c	Measures proportion of women: measures of further training
		b69d	a64d	Measures proportion of women: quantitative target for the proportion
		b69e	a64e	Measures proportion of women: development prospects for part-time employees
		b69f	a64f	Measures proportion of women: flexible working-time models
		b69g	a64g	Measures proportion of women: other measures
d66	c66	b70	a65	Fathers in parental leave for at least 2 months (number)
	c67	b71		Home office
	c68a			Home Office not possible: type of work
	c68b			Home Office not possible: lack of technical equipment
	c68c			Home Office not possible: data security
	c68d			Home Office not possible: Cooperation made difficult
	c68e			Home Office not possible: difficult employee control
	c68f			Home Office not possible: lack of interest on the part of employees
	c68g			Home Office not possible: not considered
	c69			Formal regulations for home office
	c70			Formal regulations for home office: year of introduction
	c71a			Home Office: on a regular basis, days per week
	c71ba			Home Office: on a regular basis, days per month
	c71bb			Home Office: on a regular basis, days per year
	c71c	b72a		Home Office: occasionally
		b72b		Home Office: at least once a month
		b72c		Home Office: at least once a week
	c72aa			Opportunity of home office in sales/marketing: with management responsibility (%)
	c72ab			Opportunity of home office in sales/marketing: without management responsibility

	c72ac			Opportunity of home office in sales/marketing: no specification possible
	c72ba			Opportunity of home office in production: with management responsibility (%)
	c72bb			Opportunity of home office in production: without management responsibility (%)
	c72bc			Opportunity of home office in production: no specification possible
	c72ca			Opportunity of home office in service: with management responsibility (%)
	c72cb			Opportunity of home office in service: without management responsibility (%)
	c72cc			Opportunity of home office in service: no specification possible
		b73a		Home Office (entitled): Management staff (%)
		b73b		Home Office (entitled): without management responsibility (%)
		b74a		Home Office (users): Management staff (%)
		b74b		Home Office (users): without management responsibility (%)
d77a	c73a	b75a		Devices with mobile Internet: Management staff (%)
d77b	c73b	b75b		Devices with mobile Internet: without management responsibility (%)
d67	c74			Donations for charitable purposes
d68	c75			Volume of donations: As percentage of average profits per year
d69a	c76a			Share of total donations: Humanitarian aid and health
d69b	c76b			Share of total donations: Environmental and nature protection, animal welfare
d69c	c76c			Share of total donations: Sport
d69d	c76d			Share of total donations: Education
d69e	c76e			Share of total donations: Politics
d69f	c76f			Share of total donations: Art, culture, monument preservation
d69g	c76g			Share of total donations: Other
	c77a			Motive for donation behaviour: Customer retention and acquisition
	c77b			Motive for donation behaviour: Employee retention and recruitment
	c77c			Motive for donation behaviour: Social Beliefs
	c77d			Motive for donation behaviour: Other

c70	c78			Leave of absence of employees for external voluntary work
d71a				New technology: digital distribution channels/data exchange/services
d71b				New technology: big data analytics
d71c				New technology: additive manufacturing processes
d71d				New technology: internet of things
d71e				New technology: cyber-physical systems
d71f				New technology: virtual/augmented reality
d71g				New technology: mobile robots, service robots
d71h				New technology: exoskeletons
d71i				New technology: drones, automated transport systems
d72a				Change in work due to new technologies: unskilled workers (%)
d72b				Change in work due to new technologies: with training (%)
d72c				Change in work due to new technologies: with university degree (%)
d73a				Consequences of new technologies: human resources development, affected employees (%)
d73b				Consequences of new technologies: new fields of operation, affected employees (%)
d73c				Consequences of new technologies: job relocation, affected employees (%)
d73d				Consequences of new technologies: new recruitment, affected employees (%)
d73e				Consequences of new technologies: dismissal, affected employees (%)
d74a				Reduced further training budget due to technology-related further training
d74b				No technology-related further training due to exhaustion of the training budget
d75				Cost share of technology-related further training in the training budget (%)
d76a				Non-introduction of relevant technologies
d76b				Non-introduction of technologies due to lack of skills of employees
d76c				Non-introduction of technologies due to high investment costs
d78	c79	b76	a66	Average number of sick days

			a67	Structure of management
			a68	Number of levels of hierarchy
d79	c80	b77	a69	Principal owner
d80	c81	b78	a70	Change of principal owner in the last 2 years
			a71	Previous owner
d81	c82	b79	a72	Change of management in the last 2 years
d82a	c83a		a73a	Change of management: age-related retirement
d82b	c83b		a73b	Change of management: health-related retirement
d82c	c83c		a73c	Change of management: another establishment
d82d	c83d		a73d	Change of management: selling/merging of establishment
d82e	c83e			Change of management: other
d82f	c83f		a73e	Change of management: Dismissal
d83	c84	b80	a74	Business model strategy
		b81a	a75a	Decision-making process: (management) consultant
		b81b	a75b	Decision-making process: competitors/other managers
		b81c	a75c	Decision-making process: organisational information
		b81d	a75d	Decision-making process: No external sources
d84	c85	b82	a76	Management of the human resources department: level
d85	c86	b83	a77	Number of employees in human resource department
d86	c87	b84	a78	Independent enterprise
d87	c88	b85	a79	Decisions about strategic human resource management
d88				Number of employees in the entire company
	c89			Broadband supply of establishment
	c90			Importance of broadband supply as a location factor
d89*	c91	b86	a82	Panel participation

2.2.2 LPP-Employee Survey: Long interviews

Table 5: LPP- Employee survey long interviews - List of variables

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

Variable name				Variable label
Wave 4	Wave 3	Wave 2	Wave 1	
lpp_betnr	lpp_betnr	lpp_betnr	lpp_betnr	Establishment identifier
pers_id	pers_id	pers_id	pers_id	LPP Person-ID
panel1219	panel1216*	panel1214		Panelcase
			gew_pers_2012	Weighting factor LPP Employee Survey
gew_pers_2018_ quer	gew_pers_2016_ quer	gew_pers_2014_ quer		Weighting factor LPP Employee Survey: Cross
gew_pers_2018_ quer_m	gew_pers_2016_ quer_m	gew_pers_2014_ quer_m		Weighting factor LPP Employee Survey: Cross (mover)
gew_pers_2018_ quer_m_e	gew_pers_2016_ quer_m_e	gew_pers_2014_ quer_m_e		Weighting factor LPP Employee Survey: Cross (mover, exits)
gew_pers_2018_ panel	gew_pers_2016_ panel	gew_pers_2014_ panel		Weighting factor LPP Employee Survey: Panel
gew_pers_2018_ panel_m	gew_pers_2016_ panel_m	gew_pers_2014_ panel_m		Weighting factor LPP Employee Survey: Panel (mover)
gew_pers_2018_ panel_m_e	gew_pers_2016_ panel_m_e	gew_pers_2014_ panel_m_e		Weighting factor LPP Employee Survey: Panel (mover, exits)
modus				Survey mode
lang_w4	lang_w3	lang		Long interview
lang_w4	kurz_w3	kurz		Short interview
I1	H1	G1	F1	Year of birth
I3	H3	G3	F3	Sex
I3b	H3b	G3b	F3b	Same establishment as in previous wave
I6jahr				Start current employment (year)
I101	H101	G101	F101	Employment situation
	H102a	G102a	F102a	Employment situation - differentiated
I102aa	H102aa	G102aa		Functional area
I102b	H102b	G102b	F102b	Leadership position
I102c	H102c	G102c	F102c	Number of people working under target person
I102d	H102d	G102d		Leadership position (years)
	H102e	G102e		Line manager: direct reports
I102f	H102f	G102f		Line manager: sex
	H102h			Quantified target for the proportion of women in management positions

	H102i			Target proportion of women in management positions
I104	H104	G104	F104	Employment contract fixed-term/permanent
I104a	H104a	G104a	F104a	Full-time/Part-time
I105a	H105	G105	F105	Contractual working time (h/week)
I106	H106	G106	F106	Actual working time (h/week)
I107	H107	G107	F107	Overtime
	H108a	G108a	F108a	Working hours: shifts
	H108b	G108b	F108b	Working hours: fixed time
	H108c	G108c	F108c	Working hours: flexible working hours
	H108d	G108d	F108d	Working hours: no fixed working hours
	H108e	G108e	F108e	Working hours: Other
	H108f	G108f	F108f	Working hours: Refuse
	H108g	G108g	F108g	Working hours: Do not know
		G110	F110	Work on weekends
I111	H111	G111	F111	Work from home(Mobile Arbeit)
	H111aa	G111aa		No working from home: not allowed
	H111ab	G111ab		No working from home: technical requirements do not exist
	H111ac	G111ac		No working from home: not possible
	H111ad	G111ad		No working from home: supervisor appreciates presence
	H111ae	G111ae		No working from home: separation of professional and private life
	H111af	G111af		No working from home: cooperation with colleagues more difficult
	H111ag	G111ag		No working from home: decreasing chances of being promoted
I111b	H111b	G111b		Working from home desired
		G111ca		Working from home desired: save time commuting
		G111cb		Working from home desired: reconcile work and recreational activities
		G111cc		Working from home desired: reconcile work and family
		G111cd		Working from home desired: occupational activities can be performed more efficiently
		G111ce		Working from home desired: increase in effective working hours
I112	H112	G112	F112	Work from home (h/week)
I112a	H112a	G112a		Working from home: by the hour or full days
		G113	F113	Contractual home-/teleworking

	H113a	G113a		Working from home: within or outside normal working hours
I113a2	H113a2			Working from home: within or outside contractual working hours
	H114a	G114a	F114a	Compensation home-/teleworking: financial
	H114b	G114b	F114b	Compensation home-/teleworking: time credit
	H114c	G114c	F114c	Compensation home-/teleworking: covered by salary
	H114d	G114d	F114d	Compensation home-/teleworking: Refuse
	H114e	G114e	F114e	Compensation home-/teleworking: Do not know
		G114aa		Experience with working from home: occupational activities can be performed more efficiently
		G114ab		Experience with working from home: work longer weekly hours
		G114ac		Experience with working from home: contact to colleagues suffers
		G114ad		Experience with working from home: superior believes I work less
		G114ae		Experience with working from home: boundary between work and free time becomes blurred
		G114af		Experience with working from home: occupational activities can be performed more efficiently
		G114ag		Experience with working from home: work longer weekly hours
I115	H115	G115	F115	Business phone calls during leisure time
I115aj				Availability outside of regular working hours
I115ak				Availability outside regular working hours unproblematic
I116				Employed until the statutory retirement age
I118				Have a paid secondary employment
I119				Type of secondary activity
I120				Type of self-employment
I121				Main reason for secondary employment
I122				Working time secondary employment (h/week)
I200a	H200a	G200a		Offer of further vocational training

I201	H201	G201	F201	Further vocational training
	H202	G202	F202	Further vocational training: release, cost absorption
I203	H203	G203	F203	Further vocational training: full cost absorption (days)
I203a*			F203a	In-house further training or qualification activities
I204	H204	G204	F204	Appraisal interview
	H205	G205	F205	Appraisal interview: duration (min)
I206	H206	G206	F206	Appraisal interview: objectives fixed in writing
I208a	H208a	G208a	F208a	Personnel development: knowledge and competences
I208b	H208b	G208b	F208b	Personnel development: promotion if expected to fit new position best
I208c	H208c	G208c	F208c	Personnel development: promotion if outstanding job performance
I208d	H208d	G208d	F208d	Personnel development: promotion mostly not related to professional criteria
I208e	H208e	G208e	F208e	Personnel development: disadvantage in personnel decisions
I208aa	H208aa	G208aa		Regular performance assessment
I208ba	H208ba	G208ba		Skills in comparison to colleagues
I208bb	H208bb	G208bb		Work effort in comparison to colleagues
I209	H209	G209	F209	Concerned about job security
I210	H210			Number of appraisal interviews (last year)
I211	H211			Appraisal interview(s) found useful
I212	H212			Compensation components calculated by using a formula
I213a				Agreement: influence on setting of objectives
I213b				Agreement: influence on achievement of objectives
I214aa				Attitude towards gender quota: ensure equality (Split-Half A)
I214ab				Attitude towards gender quota: unfair (Split-Half A)
I214ba				Attitude towards gender quota: ensure equality (Split-Half B)
I214bb				Attitude towards gender quota: unfair (Split-Half B)
I215				Objective appraisal by supervisors
I216				Match between skills and requirements
I221				Team affiliation

I222				Team members not employed by the employer
I223				Number of people in the current team
I224				Number of team members not employed by the employer
I225				Number of current teams
I226				Team members who are not employed by the employer
I227a				Number of people in the largest team
I227b				Number of people in the smallest team
I228				Number of external members in largest team
I229				Frequency of a new cooperation with new team in the last year
I230a				Working elsewhere than the workplace: way to/from work
I230b				Working elsewhere than the workplace: on the way to professional appointments
I230c				Working elsewhere than the workplace: business trips
I230d				Working elsewhere than the workplace: business-clients / other business premises
I231a				ICT usage: data preparation using spreadsheet programs
I231b				ICT usage: software for business applications/processes
I231c				ICT usage: IT-Administration
I231d				ICT usage: administration of databases
I231e				ICT usage: consulting, user support and training in the IT area
I231f				ICT usage: programming using programming language
I231g				ICT usage: data analysis with statistical software
I232a				Communication channels: e-mails
I232b				Communication channels: conference calls/video telephony
I232c				Communication channels: messenger
I232d				Communication channels: microblogging services
I232e				Communication channels: not selected
I232aa				Everyday working life: on-site meeting
I232ab				Everyday working life: meetings by telephone or internet telephony

I232ac				Everyday working life: writing and reading messages
I232ad				Everyday working life: writing/editing texts digitally
I232ae				Everyday working life: data input and processing
I232af				Everyday working life: online research
I232ag				Everyday working life: programming
I232ba				Everyday working life: on-site meeting, duration in minutes
I232bb				Everyday working life: meetings by telephone or Internet telephony, duration in minutes
I232bc				Everyday working life: writing and reading messages, duration in minutes
I232bd				Everyday working life: writing/editing texts digitally, duration in minutes
I232be				Everyday working life: data input and processing, duration in minutes
I232bf				Everyday working life: online research, duration in minutes
I232bg				Everyday working life: programming, duration in minutes
I233				Potential communication time saved (in %)
I234				Willingness to participate in a diary study
I235				Working with tools, devices, machines and equipment
I236				Working time for operation of machines/devices/plant/tools (h/week)
I237				Introduction of new technologies, last 2 years
I238_gr				Technology with strongest influence on work, last 2 years, categorized
I239				New competencies necessary for technologies
I240				Technology replaces previous competencies
I241a				Competence development new technology: internal training courses
I241b				Competence development new technology: external training courses
I241c				Competence development new technology: self-study/trying out

I241d				Competence development new technology: explanation by other persons at the work-place
I242a				Everyday working life new technology: transfer of knowledge about handling
I242b				Everyday working life new technology: primary user in the team
I242c				Everyday working life new technology: suggestions for introduction
I242d				Everyday working life new technology: co-initiation of introduction
I242e				Everyday working life new technology: completing tasks faster
I242f				Everyday working life new technology: completing more tasks
I242g				Everyday working life new technology: improvement of work results
I243				Reading about technology topics in leisure time
I244				Satisfaction with technological equipment
I245				Modernity technological equipment
I301a	H301a	G301a	F301a	Work conditions: decisions
I301b	H301b	G301b	F301b	Work conditions: task variety
I301c	H301c	G301c	F301c	Work conditions: other jobs depend directly on my job
I301d	H301d	G301d	F301d	Work conditions: my job depends on the work of others
I301e	H301e	G301e	F301e	Work conditions: physical effort
I301f	H301f	G301f	F301f	Work conditions: ambient conditions
I301g	H301g	G301g	F301g	Work conditions: time pressure
		G301h		Work conditions: huge volume of information through modern means of communication
		G301i		Work conditions: free time often working time due to modern means of communication
I301aa		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
I301da		G301da		Digitalization: machines will take over job
I303a	H303a	G303a	F303a	Work-Family: interference with family life
I303b	H303b	G303b	F303b	Work-Family: family responsibilities
I303c	H303c	G303c	F303c	Work-Family: strain
I303d	H303d	G303d	F303d	Work-Family: put off doing things at work
I303e	H303e	G303e	F303e	Work-Family: things at work don't get done
I303f	H303f	G303f	F303f	Work-Family: home life interferes with work
I304	H304	G304		Care for person in need of assistance
I305	H305	G305		Care for person in need of assistance (h/day)
I401	H401	G401	F401	Performance-related bonuses
I401a	H401a	G401a	F401a	Performance-related bonuses: contractual commitment
I401b	H401b	G401b	F401b	Performance-related bonuses: amount contractually agreed at target attainment (%)
I401c	H401c	G401c	F401c	Performance-related bonuses: actual payments (Euro)- 2015
	H401d	G401d	F401d	Performance-related bonuses: bonuses without contractual commitment (Euro)- 2016
			F406	Company pension scheme
			F407	Claims to company pension scheme (if so, since when?)
		G402		Claims to company pension scheme
I501a	H501a	G501a	F501a	Corporate culture: good understanding
I501b	H501b	G501b	F501b	Corporate culture: long-term plans
I501c	H501c	G501c	F501c	Corporate culture: confidence
I501d	H501d	G501d	F501d	Corporate culture: good guidance
I501e	H501e	G501e	F501e	Corporate culture: understanding
	H501f	G501f	F501f	Corporate culture: insufficient performance
I501g	H501g	G501g	F501g	Corporate culture: no discrimination
I501h	H501h	G501h	F501h	Corporate culture: clear communication
			F501i	Corporate culture: planning of contents and time requirements
I501j	H501j	G501j		Corporate culture: charitable and non-profit projects
I501k	H501k			Corporate culture: creating meaning through work
I501l				Corporate culture: employer goals and society/environment

I501m				Corporate culture: important contribution to operation
I501n				Corporate culture: meaningful contribution to society
I501aa	H501aa	G501aa	F501aa	Commitment: rest of my life
I501ab	H501ab	G501ab	F501ab	Commitment: personal meaning
I501ac	H501ac	G501ac	F501ac	Commitment: problems are my own
I501ad	H501ad	G501ad	F501ad	Commitment: no belonging
I501ae	H501ae	G501ae	F501ae	Commitment: not emotionally attached
I501af	H501af	G501af	F501af	Commitment: no part of the family
I502a	H502a	G502a	F502a	Collegiality: receive help from colleagues
I502b	H502b	G502b	F502b	Collegiality: help colleagues
I502c	H502c	G502c	F502c	Collegiality: criticism/harassment/exposure
I503	H503	G503	F503	Job satisfaction
I504	H504	G504	F504	Income satisfaction
I507a	H507a	G507a	F507a	Fairness: income
I507b	H507b	G507b	F507b	Fairness: decision procedures
I507c	H507c	G507c	F507c	Fairness: supervisor
I508a	H508a	G508a	F508a	Changing job
I508aa	H508aa	G508aa		Reasons for change of employer
I508ba	H508ba	G508ba		Expected occupational improvements: better pay & benefits
I508bb	H508bb	G508bb		Expected occupational improvements: better superiors
I508bc	H508bc	G508bc		Expected occupational improvements: career and further training opportunities
I508bd	H508bd	G508bd		Expected occupational improvements: work contents
I508be	H508be	G508be		Expected occupational improvements: work volume
I508bf	H508bf	G508bf		Expected occupational improvements: working hours
I508bg	H508bg	G508bg		Expected occupational improvements: fair treatment
I508bh	H508bh	G508bh		Expected occupational improvements: a securer job
I508bi	H508bi	G508bi		Expected occupational improvements: other improvements
I508ca	H508ca	G508ca		Expected private improvements: closeness to partner/family
I508cb	H508cb	G508cb		Expected private improvements: private new start
I508cc	H508cc	G508cc		Expected private improvements: shorter distance

I508cd	H508cd	G508cd		Expected private improvements: work-life balance
I508ce	H508ce	G508ce		Expected private improvements: other improvements
I508d	H508d	G508d		Active job search or contacted by another employer
I508e	H508e	G508e		Concrete job offer
I508f	H508f	G508f		Highest wage/salary offer (Euro)
I508ga	H508ga	G508ga		No job change: external offer not better
I508gb	H508gb	G508gb		No job change: higher wage, better working conditions
I508gc	H508gc	G508gc		No job change: private reasons
I508gd	H508gd	G508gd		No job change: other reasons
I508ge	H508ge	G508ge		No job change: refuse
	H508gh	G508gf		No job change: Do not know
I508ha	H508ha	G508ha		Offer employer: pay raise and/or benefits
I508hb	H508hb	G508hb		Offer employer: promotion (prospects)
I508hc	H508hc	G508hc		Offer employer: working hours
I508hd	H508hd	G508hd		Offer employer: further training possibilities
I508he	H508he	G508he		Offer employer: work contents
I508hf	H508hf	G508hf		Offer employer: work volume
I508hg	H508hg	G508hg		Offer employer: job security
I508hh	H508hh	G508hh		Offer employer: other improvements
I508hi	H508hi	G508hi		Offer employer: refuse
	H508hj	G508hj		Offer employer: do not know
I508hk	H508hk			Employer offer: possibility of home-office
I508hl	H508hl			Employer offer: work-life balance
I508i	H508i	G508i		Job does not require a long training period
I509a	H509a	G509a	F509a	Engagement: energy
I509b	H509b	G509b	F509b	Engagement: strong and vigorous
I509c	H509c	G509c	F509c	Engagement: enthusiastic
I509d	H509d	G509d	F509d	Engagement: inspired
I509e	H509e	G509e	F509e	Engagement: feel like going to work
I509f	H509f	G509f	F509f	Engagement: happy
I509g	H509g	G509g	F509g	Engagement: proud
I509h	H509h	G509h	F509h	Engagement: immersed
I509i	H509i	G509i	F509i	Engagement: carried away
I510	H510			Contacted by other employer (last 12 months)?
I511				Internal job change, last 12 months
I512				Initiative internal job change
I513a				Reasons for internal job changes: higher payment/additional benefits

I513b				Reasons for internal job changes: (prospect of) promotion
I513c				Reasons for internal job changes: better development opportunities
I513d				Reasons for internal job changes: different work content
I513e				Reasons for internal job changes: greater job security
I513f				Reasons for internal job changes: better work-life balance
I513g				Reasons for internal job changes: personal problems with supervisors/colleagues
I513h				Reasons for internal job changes: problems with work content
I513i				Reasons for internal job changes: general restructuring
I514				Active internal job search, last 12 month
I515a				Reasons internal job search: higher payment/additional benefits
I515b				Reasons internal job search: (possibility of) promotion
I515c				Reasons internal job search: better development opportunities
I515d				Reasons internal job search: changed contents of work
I515e				Reasons internal job search: greater job security
I515f				Reasons internal job search: better compatibility of work and private life
I515g				Reasons internal job search: personal problems with supervisors/colleagues
I515h				Reasons internal job search: problem with subject
I515i				Reasons internal job search: general restructuring
I602a	H602a	G602a	F602a	No reliance
I602b	H602b	G602b	F602b	Trust
I603a	H603a	G603a	F603a	Angry when others are better off than me
I603b	H603b	G603b	F603b	Guilty when I am better off than others
I605a	H605a	G605a	F605a	Big Five: thorough
I605b	H605b	G605b	F605b	Big Five: communicative
I605c	H605c	G605c	F605c	Big Five: rude
I605d	H605d	G605d	F605d	Big Five: original
I605e	H605e	G605e	F605e	Big Five: worries

I605f	H605f	G605f	F605f	Big Five: forgiving
I605g	H605g	G605g	F605g	Big Five: lazy
I605h	H605h	G605h	F605h	Big Five: outgoing
I605i	H605i	G605i	F605i	Big Five: artistic
I605j	H605j	G605j	F605j	Big Five: nervous
I605k	H605k	G605k	F605k	Big Five: effective
I605l	H605l	G605l	F605l	Big Five: reserved
I605m	H605m	G605m	F605m	Big Five: considerate
I605n	H605n	G605n	F605n	Big Five: imaginative
I605o	H605o	G605o	F605o	Big Five: relaxed
I605p	H605p	G605p	F605p	Big Five: eager for knowledge
I606	H606	G606	F606	Risk-taker
I607a	H607a	G607a		Self-efficacy: rely on own abilities
I607b	H607b	G607b		Self-efficacy: solve problems on my own
I607c	H607c	G607c		Self-efficacy: solve challenging and complex tasks
I608a	H608a	G608a		Time preference: abstain from things today, afford more tomorrow
I608b	H608b	G608b		Time preference: procrastinate things
I609a	H609a	G609a		Reciprocity: when harmed on purpose, try to pay back in kind
I609b	H609b	G609b		Reciprocity: prepared to return a favour
I610	H610	G610		Altruism: willingness to share without expecting anything in return
I611a	H611a			Work-life balance: Thinking about work at home
I611b	H611b			Work-life balance: Let working life at work
I611c	H611c			Work-life balance: Work issues in family life
I611d	H611d			Work-life balance: Leave work behind
I701	H701	G701	F701	Health status
I702	H702	G702	F702	Sick days
I703a	H703a	G703a	F703a	Well-being: cheerful and in good spirits
I703b	H703b	G703b	F703b	Well-being: calm and relaxed
I703c	H703c	G703c	F703c	Well-being: active and vigorous
I703d	H703d	G703d	F703d	Well-being: fresh and rested
I703e	H703e	G703e	F703e	Well-being: interesting things
I704	H704			Went to work sick (number of days)
I801	H801	G801	F801	Highest level of education
I802	H802	G802	F802	Highest level of training qualification
I803	H803	G803	F803	Permanent relationship
I804	H804	G804	F804	Partner lives in same household
I805	H805	G805	F805	Employment of partner

I806	H806	G806	F806	Household size (persons)
I807	H807	G807	F807	Children < 14 years
I808_gr	H808_gr	G808_gr	F808_gr	Age youngest child (years)
	H810	G810	F810	Situation of childcare
I811	H811	G811	F811	Nationality
I812	H812	G812	F812	Country of birth: Germany
I813_gr	H813_gr	G813_gr	F813_gr	Country of birth: other (aggregated)
I814_gr	H814_gr	G814_gr	F814_gr	Came to Germany (year) (aggregated)
I815	H815	G815	F815	Country of birth father: germany
I817	H817	G817	F817	Country of birth mother: germany
I818	H818	G818	F818	Gross pay
I819	H819	G819	F819	Net pay
	H820	G820		Employed outside the agreed scale rate
	H821	G821		Wage/salary higher than in collective agreement
		G822		Introduction of minimum wage subject of discussion
		G823		Affectedness minimum wage
		G823aa		Affectedness minimum wage: increase in wage/salary
		G823ab		Affectedness minimum wage: wage/salary increase not received
		G823ac		Affectedness minimum wage: unpaid overtime
		G823ad		Affectedness minimum wage: cut in bonus payments/benefits
		G824		Wage/salary increase of colleagues due to minimum wage
I901	H901	G901	F901	Panel participation
I902	H902	G902	F902	Merging of data

2.2.3 LPP-Employee Survey: Short interviews

Table 6: LPP-Employee survey: Short interviews - List of variables

Variable name			Variable label
Wave 4	Wave 3	Wave 2	
C02_w4	C02_w3	C02	Termination of employment (year)
C03_w4	C03_w3	C03	Termination of employment: way
C04_w4	C04_w3	C04	Termination of employment: initiative
C05_w4	C05_w3	C05	Reasons for termination
C05aa_w4	C05aa_w3	C05aa	Expected occupational improvements: better pay & benefits

C05ab_w4	C05ab_w3	C05ab	Expected occupational improvements: better superiors
C05ac_w4	C05ac_w3	C05ac	Expected occupational improvements: career and further training opportunities
C05ad_w4	C05ad_w3	C05ad	Expected occupational improvements: work contents
C05ae_w4	C05ae_w3	C05ae	Expected occupational improvements: work volume
C05af_w4	C05af_w3	C05af	Expected occupational improvements: working hours
C05ag_w4	C05ag_w3	C05ag	Expected occupational improvements: fair treatment
C05ah_w4	C05ah_w3	C05ah	Expected occupational improvements: a securer job
C05ai_w4	C05ai_w3	C05ai	Expected occupational improvements: other improvements
C05ba_w4	C05ba_w3	C05ba	Expected private improvements: closeness to partner/family
C05bb_w4	C05bb_w3	C05bb	Expected private improvements: private new start
C05bc_w4	C05bc_w3	C05bc	Expected private improvements: shorter distance to work
C05bd_w4	C05bd_w3	C05bd	Expected private improvements: work-life balance
C05be_w4	C05be_w3	C05be	Expected private improvements: other improvements
C05c_w4	C05c_w3	C05c	No long period of vocational adjustment necessary
C07_w4	C07_w3	C07	New job in prospect or signed contract
C08_w4	C08_w3	C08	Search path
C08a_w4	C08a_w3	C08a	Number of applications
C08b_w4			Number of job offers
C09_w4	C09_w3	C09	Highest wage/salary offer (Euro)
C10_w4	C10_w3	C10	Offer former employer
C11a_w4	C11a_w3	C11a	Offer former employer: pay raise and/or benefits
C11b_w4	C11b_w3	C11b	Offer former employer: promotion (prospects)
C11c_w4	C11c_w3	C11c	Offer former employer: working hours
C11d_w4	C11d_w3	C11d	Offer former employer: further training possibilities
C11e_w4	C11e_w3	C11e	Offer former employer: work contents
C11f_w4	C11f_w3	C11f	Offer former employer: work volume
C11g_w4	C11g_w3	C11g	Offer former employer: job security
C11h_w4	C11h_w3	C11h	Offer former employer: other improvements
C11i_w4	C11i_w3	C11i	Offer former employer: refuse
C11j_w4	C11j_w3	C11j	Offer former employer: Do not know
C12_w4	C12_w3	C12	Current employment situation
C14_w4	C14_w3	C14	Start of current employment (year)
C15_w4	C15_w3	C15	Further other employer

2.3 Volume structure

Table 7 shows the number of cases and the file sizes of the provided data sets. The first wave of the LPP Employer Survey records data of 1,219 establishments. Of these, 771 were successfully recontacted in the second wave. The LPP employee dataset contains 7,508 employees in the first wave. Of these, 3,271 employees were interviewed again in the second wave (panel), 4,011 employees were newly added (refreshers) so that the LPP employee dataset of the second wave contains information of 7,282 persons in total. In the third wave, refreshment samples were taken in both the establishment and in the employee survey. A total of 846 establishments (panel: 532, refreshers: 314) and 6,779 employees (panel: 4,299, refreshers: 2,480) were interviewed. In the fourth wave, interviews were conducted with 769 establishments (refresher sample: 248) and 6,494 employees (refresher sample: 3,259).

Table 7: Volume structure

Data set	Number of cases	File size STATA
lpp_employer_1213_v1.dta	1,219 establishments	428 KB
lpp_employee_1213_v1.dta	7,508 employees	1,644 KB
lpp_employer_1415_v.dta	771 establishments	597 KB
lpp_employee_1415_v1.dta	7,282 employees	3,131 KB
lpp_employer_1617_v1.dta	846 establishments	648 KB
lpp_employee_1617_v1.dta	6,779 employees	2,791 KB
lpp_employer_1819_v1.dta	769 establishments	616 KB
lpp_employee_1819_v1.dta	6,494 employees	3,359 KB

3 LPP-Employer Survey

3.1 Data collection

3.1.1 Contents and method

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

As in the first and second wave, the survey is divided into the following theme complexes: 'HR planning and recruitment', 'HR development', 'Remuneration structure' and 'Commitment, values and corporate culture'. Furthermore, some questions deal with structural features and changes in the establishment. Around 90 percent of the questions are identical to the previous waves. For the remaining 10 percent, new priorities were defined.

The first block 'HR planning and recruitment' includes the strategic HR planning of the establishments. Besides questions on staffing plans and on the job matching process, this block deals with the recruiting channels of the establishments. A new focus are detailed questions regarding the reasons why employees leave involuntarily. A new addition was the question about the importance of selected evaluation features for staffing. The questionnaire no longer contains questions about how highly qualified applicants are handled or about the recruitment and integration of persons from abroad.

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

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

The fourth survey block 'Commitment, values and corporate culture' has been greatly expanded and now covers the donation behaviour of companies in addition to the previous topics employee retention, diversity and working at home. The topics relating to women in management positions and working at home have been expanded. A particular focus is on the reasons why working at

home is not possible and on quantitative targets to increase the proportion of women in management positions. The questions about voluntary certification measures and goals for promoting diversity have been dropped.

In the fourth wave of the LPP establishment survey, an additional focus was placed on 'digitalization'. The questions partly reflect the employee survey. On the side of the establishment survey, the focus of the 'digitalization' survey block is on the introduction of technologies from Industry 4.0 and their effects on employees. These include consequences for jobs and changes in organisational structures.

Finally, data on structural features is collected. This information relates to the general establishment organization and therefore allows more intensive analyses of the heterogeneity of establishments. Examples are the number of days employees were absent due to sick leave, decision-making processes and ownership structures. While external sources of information such as support for management decision-making have been removed, the current quality of broadband coverage and its importance is a new focus.

Kantar Public conducted the LPP establishment survey including data checking and weighting. Analogous to the IAB Establishment Panel personal-verbal interviews with the opportunity to leave the questionnaire in the establishment for self-completion were used as survey method. For each establishment the respondent to the questionnaire was supposed to be the same person who had already answered the questionnaire of the IAB Establishment Panel (Gensicke and Tschersich, 2018).

3.1.2 Population

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

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

3.1.3 Sample

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

drawn in a disproportionate stratified manner by establishment size, federal state and business sector.¹

The gross sample of the fourth wave included all establishments from the third wave, which had not excluded participation in future waves either in the IAB Establishment Panel of 2017 or in the third wave of the establishment survey.

To counteract panel mortality, a refreshment sample was drawn. The selection population for all of these establishments included all establishments that had participated in the IAB Establishment Panel in 2017, had over 50 employees subject to social security contributions and were not yet part of the LPP. From these companies, a stratified random sample was drawn.² The sample was stratified by company size, economy sector and region. With 769 valid and timely interviews received, the response rate based on the described gross sample of 74 percent was at a high level (Gensicke and Tschersich, 2018).

3.2 Data preparation

3.2.1 Data correction

Kantar Public was in charge of the data correction of the employer survey. It was conducted analogously to the prior waves (Gensicke and Tschersich, 2015, 2016a, 2016b, 2018).

Upon receiving the survey questionnaires, the survey institute checked them for completeness and recorded the data. Any ambiguous or illegible data as well as questions containing handwritten annotations were provided with an error code. Then, the data was checked via computer-based programs with regard to pre-determined parameters. Detected mistakes, incomplete or implausible answers as well as declarations marked with an error code were manually reviewed and corrected. If necessary, the respective responding establishment was called and asked for a new statement. Errors that, despite the telephoned inquiry, could not have been clarified, were assigned the code '-9' and therefore are considered as 'No response' answer. Questionnaires with a high proportion of implausible, faulty or incomplete answers were excluded from further analyses.

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

In the framework of the FDZ data preparation also values that are reported separately in the questionnaire were recoded to '-9 No response' (e.g. c05 'I do not know').

According to research literature, traits that are difficult to answer and sensitive meet with relatively high item-nonresponse, while factual or neutral questions often have hardly any missing values (Groves et al., 2009; Schnell, 2012). This was also evident in the LPP. For example, the entry

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

²A detailed description of the drawing matrices and the drawing process can be found in the method report by Bellmann et al. (2015) and Gensicke and Tschersich (2018).

"no information" always turned up particularly frequently when it came to questions about sick days, and gross and net salary.

3.2.2 Data organisation

The variable names of the LPP Employer Survey consist of a leading letter ('c' for marking the second survey wave), the double-digit questionnaire number as well as one or two additional letters for possible sub-categories (e.g. c46bb). Section 6 contains a detailed documentation of all variables including questions and values. The survey questionnaire can be found on the FDZ website at 'working tools'³. When working with the data we recommend using of the questionnaire at the same time.

Variables that do not originate from the questionnaire have descriptive names. These are the establishment identifier (*lpp_betnr*), the IAB Establishment Panel ID (*idnum*) as well as two weighting factors (*gew_betn_2018_V1*, *gew_betn_2018_V2*). The employer data set also contains stratification variables, which originate from the IAB Establishment Panel 2018. These are *region_2018*, *branche_2018* and *svb_2018*. They indicate the location of the establishment differentiated according to northern, southern, eastern or western region, a classification of sectors divided by five categories as well as five establishment sizes.

3.2.3 Weighting

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

For the calculation, all 769 establishments were divided into a target matrix⁴ and subsequently extrapolated to a target value of 70,141 establishments that resulted from the BA's establishment file as of 30/06/2017. A two-tier method was applied, which differentiated between panel and refreshment establishments. Failure corrections were calculated for establishments that did not participate between 2016 and 2018. For the refreshment sample, design weights⁵ were calculated using the stratification matrix. These two approaches resulted in factors that served as the input weight for the second step of the weighting. During the second step, Kantar Public adjusted the weighting to structural characteristics and the number of employees subject to social security contributions, using the stratification matrix described above as a basis.

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

³ Link to the questionnaire: http://fdz.iab.de/de/Integrated_Establishment_and_Indivi-%20Qual_Data/lpp.aspx

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

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

weighting process and balanced disproportional stratification as well as the data outage caused by branch, region and establishment size. Ultimately, each establishment received a weighting, which consisted of the first and second stage of the weighting procedure and thus compensated for the disproportionate stratification as well as the data loss due to the industry, region and size class of the establishment.

As the staff number in some establishments has decreased to under 50 employees subject to social insurance contribution between the two survey waves, two versions of the weighting factor are offered. In version 1, these smaller establishments are assigned to size category "50-99 SVB" and included in the weighting accordingly. In version 2, they are assigned to the factor 0 and are therefore not included in the weighting and thus excluded from evaluations. This reduces the number of cases. The weighting factors have been added as additional variables *gew_betr_2018_V1* and *gew_betr_2018_V2* to the LPP establishment data set.

3.2.4 Anonymisation

For reasons of data protection the detailed information on the reasons of changes (questions 33 and 50) is not available to external researchers. This information would substantially increase the risk to identify establishments.

4 LPP-Employee Survey

4.1 Data collection

4.1.1 Contents and method

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

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

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

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

The thematic section 'digitalization', which was implemented for the first time in the fourth wave, contains information on the introduction of new technologies and their effects. This includes the dissemination and use of digital information and communication technologies as well as information on working with machines and equipment. Furthermore, the influence of the introduction of new technologies on the change of competencies and the resulting requirement for further training was surveyed.

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

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

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

The subsequent block ‘Personality and attitudes’ contains information on trust in other people, justice sensitivity and on the personal characteristics of the employees. They include, but are not limited to, the so-called ‘Big-Five’ personality traits neuroticism, extraversion, openness to experience, agreeableness and conscientiousness (Barrick and Mount, 1991; Costa and McCrae, 1995). Further, a block containing questions about interference between work and family life has been added. Kampkötter et al. (2016) give an overview of the scales used and present definitions, origin and internal consistency. In this block, it should be noted that only first-time respondents were asked questions regarding trust, sensitivity to injustice, personality and risk behaviour, as these are considered to remain constant over time. For the panel members, the information must therefore be transferred from the first and second wave, respectively. The Stata programs for panel creation can be used for this purpose. Provided on the FDZ website, they also contain a code to transfer the values.

Finally the theme block ‘Health’ gathers data on the current well-being as well as on the number of days the employees were absent due to sick leave in the past twelve months. This section now also asked how many days in 2018 the respondents went to work even if they should have reported sick. No questions were deleted.

The personal and establishment related factors are complemented by the sociodemographic background of the person interviewed (e.g. level of education, household context, migration background, earnings). Questions about the personal relevance as regards the statutory minimum wage are not included anymore.

Panel persons that changed establishments between survey waves but still belong to the study target group, i.e. they are subject to social insurance contribution, were surveyed in a short interview in addition to the long interview. Among others, this short interview enquires for the reasons of terminating the former employment relationship, expected improvements of the job change and search channels. This affected 437 persons.

Additionally, there are 259 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 implementation of the LPP Employee Survey as well as the documentation of the field phase was assigned to infas Institute for Applied Social Sciences. A mixed-mode method was conducted for the first time in the fourth survey wave. No pretest was carried out in the fourth wave. The field phase started on 16 April 2019 and ended on 6 October 2019.

4.1.2 Population

The population of the LPP Employee Survey covers all persons subject to social insurance contributions who were employed at an establishment belonging to the population of the employer survey on a certain target date. The data is based on the Employee History of the IAB (Beschäftigtenhistorik – BeH), which contains all employment notifications captured by the firms. The BeH encompasses all employees subject to social insurance contributions and those in marginal employment. The information is accurate to the day and available for Western Germany since 1975 and for Eastern Germany since 1992.

4.1.3 Sample

The main aim of the LPP is to provide a data basis for high-quality longitudinal analysis. However, the dropping out of a certain number of cases is unavoidable. In the fourth wave, it was therefore important to ensure that, in line with the panel character of the survey, as many people as possible from the previous wave were questioned once more. Also, it was advisable that the employees come from one of the LPP establishments surveyed to enable establishment and employee information to be linked. To generate a data base that was as large as possible and to keep the net sample constant between the waves, an additional refreshment sample was drawn. The number of individuals and establishments that can be linked has decreased during the course of the study due to drop-outs on both sides. Therefore, the goal in the fourth wave of the survey was to retain panel cases, as well as to focus on linkable panel participants and to increase the number of linkable individuals in the refresher sample compared to the previous waves.

The panel sample comprised all persons who were willing to participate in the initial or following survey wave, who did not withdraw their agreement to participate, and who took part in the third wave of the survey. For the first time, temporary losses from the previous survey wave were not included. This applied to 5,119 persons. A more detailed description of the panel composition can be found in the method report (Schütz et al., 2019).

As a second segment, the gross sample included a refreshment sample consisting of persons subject to social insurance contributions at establishments according to the BeH on 31 December 2017⁶ that had taken part in the IAB Establishment Survey in 2018 as well as in the additional survey or that at least did not decline to participate completely. The dataset of addresses from the IAB sent to infas contained 29,959 addresses but only 19,512 (Panelcases: 5,119; Refresher: 14,393) of them could be used as the others were either data duplicates or it was impossible to determine a phone number. Overall 2,480 new respondents and 3,948 panel respondents took part in the long interview (see Table 8).

⁶ 31/12/2017 was chosen because the employee reports were received with a time delay, resulting in a trade-off when the sample is drawn between as up-to-date data as possible on the one hand and a complete data basis on the other. Therefore, the end of the year was chosen as the key date to ensure a high degree of completeness of the data and to limit the time interval between sampling and survey.

Table 8: LPP-Employee Survey – Realized interviews

	Long interview	Short interview	Total
Refresher	x		3,259
Panel persons still working in the same establishment	x		2,798
Panel persons working in a different establishment	x	x	178
Panel persons no longer part of the target group		x	259
Realized Interviews	6,235	437	6,494

4.1.4 Data collection

The data of the first three waves – the data collection was always by telephone - showed extensive problems regarding coverage. According to this, the proportion of persons in the refreshment sample with unknown or untraceable telephone numbers rose from 24.35 percent in wave 1 to 34.96 percent in wave three (Mackeben, 2020). This is in line with the general decline in registered telephone numbers in Germany. Since persons with registered telephone numbers differ from persons with unregistered numbers (Federal Statistical Office 2019), the probability of coverage errors increases (Groves et al. 2019). For this reason, we decide to include an additional survey mode - the internet survey - in wave 4. The persons in the panel sample and the refreshment sample were thus interviewed in wave 4 in a mixed mode design. In order to determine the effect of these procedures for future waves, different constellations were set (Table 9). Persons without a known telephone number were interviewed exclusively via the internet. Further reasons for the mode change and its impact on data quality can be found in Mackeben (2020).

A total of four designs were applied (column 2). In the sequential design, the nonrespondents of the first survey method are followed by a second survey method. This is not known to the respondents in advance. In the simultaneous design, there is a choice between two survey methods. The values indicate how many persons of the refresher and panel sample were allocated to each design. The values in brackets are the response rates (version 1) according to the American Association for Public Opinion Research. Since each design went through different phases—and thus the field time differed—the response rates are not comparable between group 1 and groups 2 and 3. A methodological paper comparing the response rates and non-response errors is currently being prepared. Furthermore, differences in response behavior and in the net samples realized between the survey modes were observed. The frequencies separated by mode illustrate this. A detailed description of these facts will be presented in a method report to be published annually.

Table 9: LPP-Employee survey – Realized interviews for each group

Group	Design	Phases	Type	Panel	Refresher
1	telephone – telephone – web	3	sequential	2,062 (RR1: 56 %)	7,197 (RR1: 10 %)
2	telephone – web	2	sequential	2,061 (RR1: 60%)	7,196 (RR1: 13 %)
3	telephone – web	2	simultaneous	996 (RR1: 60%)	
4	web	3			10,447 (RR1: 16 %)

4.2 Data preparation

4.2.1 Data correction

Data checking and correction of the individual data was conducted by infas. Since the survey has been carried out via computer assisted telephone interviews (CATI) and a web survey (CAWI), 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. Of a total of 6,248 interviews realized, infas declared 28 invalid (Schütz et al., 2019).

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. I112 ‘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 (‘I’), the number of the question according to the questionnaire as well as one or two additional letters for possible sub-categories (e.g. I502a or I501ab). The variable names of the short interviews begin with the letter ‘C’ and are structured identically to the long interviews (e.g. C02 or C05ai) and contain an additional suffix referring to the wave of the long interview (_w4). 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 *panel1219* 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_w4* and *kurz_w4*. They indicate whether a long or short interview was conducted with the employee and can be helpful for sample restriction.

4.2.3 Weighting

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

For panel cases the panel weights were calculated by multiplying the initial weights of the third wave – calculated based on Logit models⁸ – and the inverse realization probabilities of participating. The models used to calculate this response probability include the federal state (place of work), gender, working group, working time (part time or full time) and daily wage (quantiles). Our own analyses have shown that there are other variables that are related to the probability of participation but were not taken into account in the adjustment models. Examples are the survey mode and educational attainment. These variables were not included in order to ensure a uniform panel weighting over the waves.

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

For the refreshment sample, the product of the selection probability for establishments and the selection probability for employees was calculated in a first step. Afterwards, this product was adjusted by way of probabilities based on Logit models of a) actual inclusion of the selected cases and b) the probability of realisation. A more detailed description of weighting offerw the method reports (Schütz et al., 2019).

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

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

Table 10 provides an overview of the weights included in the dataset. The cross-sectional weight *gew_pers_2018_quer_m_e* takes into account all respondents of the fourth wave, i.e. panel cases, refreshers, movers (mover) and persons who are no longer part of the target group (exits) and is hence populated for all 6,779 observations. *gew_pers_2018_m* excludes persons who were no

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

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

longer part of the target group and hence applies to all persons who participated in the long interview. *gew_pers_2018_quer* additionally excludes movers and thus refers only to refreshers and panel persons who were still employed in the same establishment as in the previous wave. Analogously, the division into the various different employee groups was performed for the longitudinal panel weights. They were used to compare individual changes between the waves.

Table 10: LPP-Employee Survey – Weighting factors

		Weight	Panel	Re-fresher	Mover	Exits	Total
4 th Wave	Longi-tudinal	gew_pers_2018_quer	x	x			6,044
		gew_pers_2018_quer_m	x	x	x		6,220
		gew_pers_2018_quer_m_e	x	x	x	x	6,494
	Cross-sectional (Panel)	gew_pers_2018_panel	x				2,785
		gew_pers_2018_panel_m	x		x		2,961
		gew_pers_2018_panel_m_e	x		x	x	3,235

4.2.4 Anonymisation

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

- Technology with strongest influence on work, last 2 years, categorized: This open question has been grouped into eight categories (I238_gr)
- Age of the children: The variable contains only the age of the youngest child (I808_gr)
- Country of birth: The values of this variable are classified into four groups (I813_gr)
- Year in which the individual came to Germany: The values of this variable are classified into five groups (I814_gr)

4.2.5 Agreement to panel participation and merging of data

Consent to linkage with the administrative BA data as well as with further survey data was requested from all persons in the refreshment sample and from the panel sample who had not yet declared their willingness during the first two waves. Furthermore they were asked whether they agree to be contacted for a repeated interview in two years. Table 11 shows that in total 83,7 percent of the participants agreed to the merging of the survey data with other data. The willingness to participate is significantly higher in the panel persons (96.9%) than in the persons who were first-time respondents in the fourth wave (70.7%). This can be attributed to the new CAWI survey mode in particular, in which only 67.7% of the first-time respondents declared linkage consent compared to the CATI mode (82.3%). Among the panel members, the linkage consent increases as a result of repeated participation in subsequent waves. 87.7 percent of the employees are willing to participate in the panel (Table 12). The panel consent of the refreshers in CAWI mode (73.1%) is

lower than in CATI mode (85.7%). Nevertheless, the general panel consent in CATI mode also seems to decline in comparison to the previous wave (93.4%).

In total 5,137 out of 6,422 employees (80. 0%) have agreed both to the merging of their data and to a repeated interview. The 72 respondents who no longer belong to the target group were not asked for their participation or panel willingness.

Table 11: LPP - Employee Survey – Agreement to merging of data

		Interviews		
		Refresher	Panel	Total
Agreement to merging of data	Permission	2,300 (70.7%)	3,135 (96.9%)	5,435 (83.7%)
	No permission	959 (29.4%)	100 (3.1%)	1,059 (16.3%)

Table 12: LPP - Employee Survey – Agreement to panel participation

		Interviews		
		Refresher	Panel	Total
Willingness to participate	Permission	2,458 (75.5 %)	3,167 (97.9 %)	5,625 (86.6 %)
	No permission	801 (24.6 %)	68 (2.1 %)	869 (13.4 %)

The employee data set which is available for researchers contains all 6,494 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 all waves as well as all waves of the original data of the IAB Establishment Panel.⁹

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

In order to be able to use the data, it is first necessary to submit an application to the Research Data Centre (FDZ). When approval has been granted, a data use agreement is concluded with the researcher's institution. Details on applying for the dataset and possibilities for data processing can be found on the FDZ homepage.

5.2 Data linkage

The LPP employer and employee data sets can be linked via the identifier *lpp_betnr*. The identifier ensures that only employees who agreed to merge their data can be associated with the respective establishment information. Together with this, it is not possible to identify employees who agreed to merge to data and employees who did not agree as colleagues. The linked-employer-employee-dataset contains 6,719 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_1819_v1.dta, clear
merge 1:m lpp_betnr using lpp_employee_1819_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:¹⁰

```
use lpp_employer_1819_v1.dta, clear
merge 1:1 idnum using iabbp_2018.dta
```

⁹ 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.

¹⁰ Exemplarily for the IAB Establishment Panel wave 2018.

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

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

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

To support users with the creation of panel datasets, the FDZ website provides Stata programs under the support tools. They are available for the LPP Employer Survey and Employee Survey and include the variables contained in all waves respectively. With this program it is possible to create a data set that is adapted to a specific research question. For example, researchers can choose between an establishment or employee panel, or create a linked employer-employee dataset. Further options allow them to create a balanced panel and select only panel variables. For the employee dataset, the program also includes a code to transfer the characteristics. Questions that were only directed at first-time respondents, such as regarding the personality or migration background, were carried over to the latest wave.

5.3 Number of cases and linkage matrix

Table 13 shows the linkage matrix of employer and employee data. In wave 4, 3,652 out of 6,719 individuals can be linked to establishments of the same wave. For 225 establishments, no employees are available. 2,842 individuals cannot be linked to establishments. These individuals did not declare their linkage consent, are no longer employed by the establishment surveyed, or the establishment was not surveyed. Across all four waves, 67.6 percent of employees can be linked to surveyed establishments. The declining number of linked cases is partly due to the change in survey modes (see Chapter 4.2.5), although a decline in consent can be observed across all waves.

Table 13: Linkage matrix of the LPP employer and employee data

	Wave 1	Wave 2	Wave 3	Wave 4	Total
Employees only	1,211 (15.3%)	1,875 (25.5%)	2,627 (38.1%)	2,842 (42.3%)	8,555 (29.6%)
Employers only	394 (5.0%)	61 (0.8%)	127 (1.8%)	225 (3.4%)	807 (2.8%)
Linked employers and employees	6,297 (79.7%)	5,407 (73.6%)	4,152 (60.1%)	3,652 (54.4%)	19,508 (67.6%)
Total	7,902 (100%)	7,343 (100%)	6,906 (100%)	6,719 (100%)	28,870 (100%)

* Cumulative values that deviate from 100 percent are due to rounding

Table 14 shows the linkage matrix of establishment and employee data for individuals with a long interview. Employees who have only conducted a short interview are not considered here. The Stata data preparation aid for the LPP mentioned in section 5.2 only considers individuals with long interviews.

Table 14: Linkage matrix of the LPP employer and employee data with long interview only

	Wave 1	Wave 2	Wave 3	Wave 4	Total
Employees only	1,211 (15.3%)	1,719 (24.0%)	2,307 (35.2%)	2,770 (41.7%)	8,007 (28.3%)
Employers only	394 (5.0%)	61 (0.9%)	127 (1.9%)	225 (3.4%)	807 (2.9%)
Linked employers and employees	6,297 (79.7%)	5,390 (75.2%)	4,130 (62.9%)	3,652 (54.9%)	19,469 (68.8%)
Total	7,902 (100%)	7,170 (100%)	6,564 (100%)	6,647 (100%)	28,355 (100%)

* Cumulative values that deviate from 100% are due to rounding

6 Description of variables: LPP-Employer Survey 1819

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 2018, LPP Employee Survey 2018
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 2018
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_2018_V1
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2018
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_2018_V2
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2018
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_2018
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 2018
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

	<ul style="list-style-type: none"> - Commerce, traffic, communication: Sales, maintenance and repair of motor vehicles; Wholesale and commission trade; Retail trade, petrol stations; Transport and Warehousing - Company-related services, financial services: Financial and Insurance services; Real estate activities; Legal and tax advice, accounting; Administration, leadership of establishments, consulting; Architecture and engineering offices, technical, physical, chemical support; Research and development; Marketing and market research, design, photography, translation; Veterinary industry; Renting and business activities; Placement and temporary provision of labour; Hawking, security agencies, landscaping, other economic services <p>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)</p>
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6.1.6 Region acc. to stratification matrix

Variable label	Region acc. to stratification matrix
Variable name	region_2018
Question	-
Detailed description, values	1 North 2 East 3 South 4 West
Origin	Generated, IAB Establishment Panel
Data set/wave	LPP Employer Survey 2018
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 <p>West: North Rhine-Westphalia, Hesse, Saarland, Rhineland-Palatinate</p>

6.1.7 Employees acc. to stratification matrix

Variable label	Employees acc. to stratification matrix
Variable name	svb_2018
Question	-
Detailed description, values	1 0-49 employees 2 50-99 employees 3 100-249 employees 4 250-499 employees 5 500 or more employees
Origin	Generated, IAB Establishment Panel

Data set/wave	LPP Employer Survey 2018
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6.2 HR planning and recruitment

6.2.1 Staffing plan

Variable label	Staffing plan
Variable name	d01
Question	Does your establishment/office have a staffing plan?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.2 Staffing plan (written form)

Variable label	Staffing plan (written form)
Variable name	d02
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 2018

6.2.3 Staffing plan (term)

Variable label	Staffing plan (term)
Variable name	d03
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 2018

6.2.4 Analysis of the age structure

Variable label	Analysis of the age structure
Variable name	d04
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 2018
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6.2.5 Social networks for personnel recruitment

Variable label	Social networks for personnel recruitment
Variable name	d05
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 2018

6.2.6 Recruitment via social networks: Direct search

Variable label	Recruitment via social networks: Direct search
Variable name	d06a
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 2018

6.2.7 Recruitment via social networks: Job offers

Variable label	Recruitment via social networks: Job offers
Variable name	d06b
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 2018

6.2.8 Recruitment via social networks: Information and presentation

Variable label	Recruitment via social networks: Information and presentation
Variable name	d06c
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 2018

6.2.9 Recruitment via social networks

Variable label	Recruitment via social networks
Variable name	d07
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 2018

6.2.10 Social networks: with management responsibility

Variable label	Social networks: with management responsibility
Variable name	d08a
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 2018

6.2.11 Social networks: without management responsibility

Variable label	Social networks: without management responsibility
Variable name	d08b
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 2018

6.2.12 Recruitment via private recruitment agency

Variable label	Recruitment via private recruitment agency
Variable name	d09
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 2018

6.2.13 Recruitment agency: with management responsibility

Variable label	Recruitment agency: with management responsibility
Variable name	d10a
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 2018

6.2.14 Recruitment agency: without management responsibility

Variable label	Recruitment agency: without management responsibility
Variable name	d10b
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 2018

6.2.15 Number of applications for skilled jobs

Variable label	Number of applications for skilled jobs
Variable name	d11
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 2018

6.2.16 Period from job advertisement to signing of contract

Variable label	Period from job advertisement to signing of contract
Variable name	d12
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 2018

6.2.17 Selection instruments: Job interview

Variable label	Selection instruments: Job interview
Variable name	d13a
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? A: Job interview
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.18 Selection instruments: Assessment Center

Variable label	Selection instruments: Assessment Center
Variable name	d13b
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? B: Assessment Center
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.19 Selection instruments: Intelligence or skills test

Variable label	Selection instruments: Intelligence or skills test
Variable name	d13c
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? C: Intelligence or skills test
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.20 Selection instruments: Personality or behavioural test

Variable label	Selection instruments: Personality or behavioural test
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Variable name	d13d
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? D: Personality or behavioural test
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.21 Selection instruments: short sample work

Variable label	Selection instruments: short sample work
Variable name	d13e
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? E: Short sample work
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.22 Selection instruments: others

Variable label	Selection instruments: others
Variable name	d13f
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? F: Other
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.23 Selection instruments: algorithms for selection of suitable candidates

Variable label	Selection instruments: algorithms for selection of suitable candidates
Variable name	d13g
Question	Which of the following selection instruments do you use to recruit applicants for qualified positions? G: Algorithms for selection of suitable candidates
Detailed description, values	0 Not marked 1 Yes

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Duration of job interview (h): with management responsibility
Variable name	d14a
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. A: For jobs with management responsibility
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Duration of job interview (h): without management responsibility
Variable name	d14b
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. B: For jobs without management responsibility
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.26 Job matching process: Professional competence

Variable label	Job matching process: Professional competence
Variable name	d15a
Question	For the criteria below, please indicate how important they are when filling a position in your company. 1 means “unimportant” and 5 means “very important”. You can scale your answer with the numbers in between. A: Professional competence
Detailed description, values	1 Unimportant to 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.27 Job matching process: Personal skills

Variable label	Job matching process: Personal skills
Variable name	d15b
Question	For the criteria below, please indicate how important they are when filling a position in your company. 1 means “unimportant” and 5 means “very important”. You can scale your answer with the numbers in between. B: Personal skills such as communication, presentation, self-management
Detailed description, values	1 Unimportant to 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.28 Job matching process: Ethical values

Variable label	Job matching process: Ethical values
Variable name	d15c
Question	For the criteria below, please indicate how important they are when filling a position in your company. 1 means “unimportant” and 5 means “very important”. You can scale your answer with the numbers in between. C: Ethical values, e.g. integrity, social responsibility
Detailed description, values	1 Unimportant to 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.29 Job matching process: Ethical values

Variable label	Job matching process: Intelligence, cognitive abilities
Variable name	d15d
Question	For the criteria below, please indicate how important they are when filling a position in your company. 1 means “unimportant” and 5 means “very important”. You can scale your answer with the numbers in between. D: General intelligence and cognitive abilities
Detailed description, values	1 Unimportant to 5 Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.30 Voluntary drop outs during probationary period (%)

Variable label	Voluntary drop outs during probationary period (%)
Variable name	d16a
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? A: Voluntary drop outs
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.31 Involuntary drop outs during probationary period (%)

Variable label	Involuntary drop outs during probationary period (%)
Variable name	d16b
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? B: Involuntary drop outs
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.32 No employees in probationary period

Variable label	No employees in probationary period
Variable name	d16c
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? C: 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 2018

6.2.33 No new hires

Variable label	No new hires
Variable name	d16d
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? D: We had no new hires in the past two years
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.34 Cause of dismissal (%): Unsuitable

Variable label	Cause of dismissal (%): Unsuitable
Variable name	d17a
Question	Referring to the employees of question 16 who dropped out involuntarily in the last two years: what percentage of these dismissals were due to the following reasons? A: Not qualified (technically and/or personally)
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Cause of dismissal (%): No need after all
Variable name	d17b
Question	Referring to the employees of question 16 who dropped out involuntarily in the last two years: what percentage of these dismissals were due to the following reasons? B: No requirement anymore/ altered economical circumstances
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.36 Cause of dismissal (%): Gross misconduct

Variable label	Cause of dismissal (%): Gross misconduct
Variable name	d17c
Question	Referring to the employees of question 16 who dropped out involuntarily in the last two years: what percentage of these dismissals were due to the following reasons?

	C: gross misconduct of the employee (constructive dismissal)
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.2.37 Cause of dismissal (%): Other reasons

Variable label	Cause of dismissal (%): Other reasons
Variable name	d17d
Question	Referring to the employees of question 16 who dropped out involuntarily in the last two years: what percentage of these dismissals were due to the following reasons? D: Other reasons (e.g. severe illness)
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3 Personalentwicklung

6.3.1 Appraisal interviews

Variable label	Appraisal interviews
Variable name	d18
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 2018

6.3.2 Appraisal interviews: management staff

Variable label	Appraisal interviews: management staff
Variable name	d19a
Question	With whom do you conduct the structured appraisal interviews? A: With management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.3 Share of appraisal interviews: management staff

Variable label	Share of appraisal interviews: management staff
Variable name	d19aproz
Question	With whom do you conduct the structured appraisal interviews? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.4 Appraisal interviews: without management responsibility

Variable label	Appraisal interviews: without management responsibility
Variable name	d19b
Question	With whom do you conduct the structured appraisal interviews? B: With employees without management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.5 Share of appraisal interviews: without management responsibility

Variable label	Share of appraisal interviews: without management responsibility
Variable name	d19bproz
Question	With whom do you conduct the structured appraisal interviews? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.6 Target agreements (written form)

Variable label	Target agreements (written form)
Variable name	d20
Question	Does your establishment have target agreements?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.7 Target agreements (written form): management staff

Variable label	Target agreements (written form): management staff
Variable name	d21a
Question	For whom are the target agreements available in written form? A: With management staff
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Share of target agreements (written form): management staff
Variable name	d21aproz
Question	For whom are the written target agreements available? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.9 Target agreements (written form): without management responsibility

Variable label	Target agreements (written form): without management responsibility
Variable name	d21b
Question	For whom are the written target agreements available? B: With employees without management responsibility
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Share of target agreements (written form): without management responsibility
Variable name	d21bproz
Question	For whom are the written target agreements available? With a share of ____

Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Formula-based calculation of variable pay components by means of degree of achievement of objectives
Variable name	d22
Question	Are variable wage components calculated with a formula, based directly on the degree of goal achievement of the employee?
Detailed description, values	1 Yes No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.12 Development plans

Variable label	Development plans
Variable name	d23
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 2018

6.3.13 Development plans: management staff

Variable label	Development plans: management staff
Variable name	d24a
Question	For whom are development plans available? A: With management staff
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.14 Share of development plans: management staff

Variable label	Share of development plans: management staff
Variable name	d24aproz

Question	For whom are development plans available? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.15 Development plans: without management responsibility

Variable label	Development plans: without management responsibility
Variable name	d24b
Question	For whom are development plans available? B: With employees without management responsibility
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.16 Share of development plans: without management responsibility

Variable label	Share of development plans: without management responsibility
Variable name	d24bproz
Question	For whom are development plans available? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.17 Implementation of development plans

Variable label	Implementation of development plans
Variable name	d25
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 2018

6.3.18 Performance appraisal

Variable label	Performance appraisal
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Variable name	d26
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 2018

6.3.19 Performance appraisal: management staff

Variable label	Performance appraisal: management staff
Variable name	d27a
Question	For whom are the annual performance appraisals issued? A: With management staff
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.20 Share of performance appraisal: management staff

Variable label	Share of performance appraisal: management staff
Variable name	d27aproz
Question	For whom are the annual performance appraisals issued? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.21 Performance appraisal: without management responsibility

Variable label	Performance appraisal: without management responsibility
Variable name	d27b
Question	For whom are the annual performance appraisals issued? B: With employees without management responsibility
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire

Data set/wave	LPP Employer Survey 2018
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6.3.22 Share of performance appraisal: without management responsibility

Variable label	Share of performance appraisal: without management responsibility
Variable name	d27bproz
Question	For whom are the annual performance appraisals issued? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.23 Distribution recommendation for performance appraisal

Variable label	Distribution recommendation for performance appraisal
Variable name	d28
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 2018

6.3.24 Distribution recommendation: management staff

Variable label	Distribution recommendation: management staff
Variable name	d29a
Question	For whom are distribution recommendations issued? A: With management staff
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.25 Share of distribution recommendation: management staff

Variable label	Share of distribution recommendation: management staff
Variable name	d29aproz
Question	For whom are distribution recommendations issued?

	With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.26 Distribution recommendation: without management responsibility

Variable label	Distribution recommendation: without management responsibility
Variable name	d29b
Question	For whom are distribution recommendations issued? B: With employees without management responsibility
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.27 Share of distribution recommendation: without management responsibility

Variable label	Share of distribution recommendation: without management responsibility
Variable name	d29bproz
Question	For whom are distribution recommendations issued? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.28 Conduction of performance appraisal

Variable label	Conduction of performance appraisal
Variable name	d30
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 2018

6.3.29 Evaluation rounds: management staff

Variable label	Evaluation rounds: management staff
Variable name	d31a
Question	For whom are these evaluation rounds meant? A: With management staff
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.30 Share of evaluation rounds: management staff

Variable label	Share of evaluation rounds: management staff
Variable name	d31aproz
Question	For whom are these evaluation rounds meant? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.31 Evaluation rounds: without management responsibility

Variable label	Evaluation rounds: without management responsibility
Variable name	d31b
Question	For whom are these evaluation rounds meant? B: With employees without management responsibility
Detailed description, values	1 Yes 2 No * The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be taken into account in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.32 Share of evaluation rounds: without management responsibility

Variable label	Share of evaluation rounds: without management responsibility
Variable name	d31bproz
Question	For whom are these evaluation rounds meant? With a share of ____

Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.33 Changes to target agreements and performance assessments

Variable label	Changes to target agreements and performance assessments
Variable name	d32
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 2018

6.3.34 Change: Introduction target agreements

Variable label	Change: Introduction target agreements
Variable name	d33a
Question	Please specify the change and select the reasons for it from the list below: A: Changes to target agreements: Introduction
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.35 Change: Removal target agreements

Variable label	Change: Removal target agreements
Variable name	d33b
Question	Please specify the change and select the reasons for it from the list below: B: Changes to target agreements: Removal
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.36 Change: Extension target agreements

Variable label	Change: Extension target agreements
Variable name	d33c
Question	Please specify the change and select the reasons for it from the list below:

	C: Changes to target agreements: Extension to other employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.37 Change: Reduction target agreements

Variable label	Change: Reduction target agreements
Variable name	d33d
Question	Please specify the change and select the reasons for it from the list below: D: Changes to target agreements: Reduction to fewer employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.38 Change: Introduction performance assessments

Variable label	Change: Introduction performance assessments
Variable name	d33e
Question	Please specify the change and select the reasons for it from the list below: E: Changes to performance assessments: Introduction
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.39 Change: Removal performance assessments

Variable label	Change: Removal performance assessments
Variable name	d33f
Question	Please specify the change and select the reasons for it from the list below: F: Changes to performance assessments: Removal
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.40 Change: Extension performance assessments

Variable label	Change: Extension performance assessments
Variable name	d33g
Question	Please specify the change and select the reasons for it from the list below:

	G: Changes to performance assessments: Extension to other employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.41 Change: Reduction performance assessments

Variable label	Change: Reduction performance assessments
Variable name	d33h
Question	Please specify the change and select the reasons for it from the list below: H. Changes to performance assessments: Reduction to fewer employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.42 Change in employee assessment only or accompanied by other changes

Variable label	Change in employee assessment only or accompanied by other changes
Variable name	d33i
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 2018

6.3.43 Inefficiency: Discussion with employee

Variable label	Inefficiency: Discussion with employee
Variable name	d34a
Question	How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office. 1 means "is not applicable", 5 "is fully applicable". You can grade your answers with the numbers in between. A: The management staff openly discusses the problems with the employee in question.
Detailed description, values	1 = Not applicable to 5 = Fully applicable
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.44 Inefficiency: HR development measures

Variable label	Inefficiency: HR development measures
Variable name	d34b
Question	<p>How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office. 1 means “is not applicable”, 5 “is fully applicable”. You can grade your answers with the numbers in between.</p> <p>B: HR development measures are purposefully offered to correct performance problems.</p>
Detailed description, values	1 = Not applicable to 5 = Fully applicable
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.45 Inefficiency: Another position in establishment

Variable label	Inefficiency: Another position in establishment
Variable name	d34c
Question	<p>How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office. 1 means “is not applicable”, 5 “is fully applicable”. You can grade your answers with the numbers in between.</p> <p>C: We try to find another position in the establishment/office if there are permanent performance problems.</p>
Detailed description, values	1 = Not applicable to 5 = Fully applicable
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.46 Inefficiency: Dismissal

Variable label	Inefficiency: Dismissal
Variable name	d34d
Question	<p>How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office. 1 means “is not applicable”, 5 “is fully applicable”. You can grade your answers with the numbers in between.</p> <p>D: Employees who permanently show poor working performance will be dismissed or urged to leave the establishment/office.</p>
Detailed description, values	1 = Not applicable to 5 = Fully applicable
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.47 Promotion: professional competence

Variable label	Promotion: professional competence
Variable name	d35a
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. 1 stands for the least important criterion, 2, means the second least important one and so on till the most important criterion graded 5. A: Professional competence
Detailed description, values	1 = Unimportant to 5 = Very important * The answering sheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.48 Promotion: personal skills

Variable label	Promotion: personal skills
Variable name	d35b
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. 1 stands for the least important criterion, 2, means the second least important one and so on till the most important criterion graded 5. B: Personal skills such as communication, presentation, self-management
Detailed description, values	1 = Unimportant to 5 = Very important * The answering sheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.49 Promotion: ethical values

Variable label	Promotion: ethical values
Variable name	d35c
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. 1 stands for the least important criterion, 2, means the second least important one and so on till the most important criterion graded 5. C: Ethical values, e.g. integrity, social responsibility
Detailed description, values	1 = Unimportant to 5 = Very important * The answering sheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.50 Promotion: intelligence, cognitive skills

Variable label	Promotion: intelligence, cognitive skills
Variable name	d35d
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. 1 stands for the least important criterion, 2, means the second least important one and so on till the most important criterion graded 5. D: General intelligence and cognitive skills
Detailed description, values	1 = Unimportant to 5 = Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.51 Promotion: period of employment

Variable label	Promotion: period of employment
Variable name	d35e
Question	Please make a ranking for the criteria given below, which reflects the importance of promotions of employees in your establishment/office. 1 stands for the least important criterion, 2, means the second least important one and so on till the most important criterion graded 5. E: Period of employment
Detailed description, values	1 = Unimportant to 5 = Very important * The answering scheme to the question has changed. In the second wave the criteria were ranked, while in the third wave the individual importance of the criteria was stated. Longitudinal analyses are therefore problematic.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.52 Promotion of qualification measures for unskilled employees

Variable label	Promotion of qualification measures for unskilled employees
Variable name	d36
Question	Have you actively promoted measures for the qualification of previously unskilled employees over the past two years that have enabled them to obtain a formal education or training qualification, e.g. through time off or cost sharing? This includes e.g. retraining or professional requalification
Detailed description, values	1 Yes 2 No

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.53 Promotion of qualification leading to higher educational qualification

Variable label	Promotion of qualification leading to higher educational qualification
Variable name	d37
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 2018

6.3.54 Promoted employees: vocational training

Variable label	Promoted employees: vocational training
Variable name	d38a
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? A: Employees with completed vocational training
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.55 Promoted employees: graduates

Variable label	Promoted employees: graduates
Variable name	d38b
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? B: Graduates
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.3.56 Number of training graduates left at their own request

Variable label	Number of training graduates left at their own request
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Variable name	d39
Question	How many of 2016 training graduates have left or will leave your establishment/office at their own request, although you would like to continue employing them?
Detailed description, values	Numerical -1 No training graduates
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4 Remuneration structure

6.4.1 Collective agreement

Variable label	Collective agreement
Variable name	d40
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 2018

6.4.2 Escape clause for variable remuneration

Variable label	Escape clause for variable remuneration
Variable name	d41
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 2018

6.4.3 Variable remuneration

Variable label	Variable remuneration
Variable name	d42
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 2018

6.4.4 Variable remuneration: with/without management responsibility

Variable label	Variable remuneration: with/without management responsibility
Variable name	d43
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 2018

6.4.5 Variable remuneration: without management responsibility (%)

Variable label	Variable remuneration: without management responsibility (%)
Variable name	d44
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 2018

6.4.6 Variable remuneration: proportion management staff (%)

Variable label	Variable remuneration: proportion management staff (%)
Variable name	d45a
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. A: Management staff
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.7 Variable remuneration: proportion employees (%)

Variable label	Variable remuneration: proportion employees (%)
Variable name	d45b
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. B: Some of the employees without management responsibilities
Detailed description, values	Percentage

Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.8 Variable remuneration management staff: Business success (%)

Variable label	Variable remuneration management staff: Business success (%)
Variable name	d46aa
Question	What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups? Please give an average value. A: Management Staff - Business success
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Variable remuneration management staff: Success of unit (%)
Variable name	d46ab
Question	What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups? Please give an average value. B: Management Staff - Success of the organisation unit, team or workgroup
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.10 Variable remuneration management staff: Personal achievements (%)

Variable label	Variable remuneration management staff: Personal achievements (%)
Variable name	d46ac
Question	What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups? Please give an average value. C: Management Staff - Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.11 Variable remuneration employees: Business success (%)

Variable label	Variable remuneration employees: Business success (%)
Variable name	d46ba
Question	What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups? Please give an average value. A: Employees without management responsibilities - Business success
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.12 Variable remuneration employees: Personal achievements (%)

Variable label	Variable remuneration employees: Personal achievements (%)
Variable name	d46bb
Question	What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups? Please give an average value. B: Employees without management responsibilities - Success of the organisation unit, team or workgroup
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.13 Variable remuneration employees: Success of unit (%)

Variable label	Variable remuneration employees: Success of unit (%)
Variable name	d46bc
Question	What is the percentage of the criteria such as business successes, success of the organisation unit that of the team or the workgroup respectively, as well as personal achievements in the variable remuneration of both occupational groups? Please give an average value. C: Employees without management responsibilities - Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.14 Voluntary special payments or one-time payments

Variable label	Voluntary special payments or one-time payments
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Variable name	d47
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 2018

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

Variable label	Amount voluntary special payments or one-time payments (Euro)
Variable name	d48
Question	What was the amount of such payments per employee in 2017?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Changes remuneration structure
Variable name	d49
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 2018

6.4.17 Change: Introduction variable remuneration

Variable label	Change: Introduction variable remuneration
Variable name	d50a
Question	Please specify the change and select the reasons for it from the list below: A: New introduction of variable remuneration
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.18 Change: Extension variable remuneration

Variable label	Change: Extension variable remuneration
Variable name	d50b
Question	Please specify the change and select the reasons for it from the list below: B: 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 2018

6.4.19 Change: Cancellation variable remuneration

Variable label	Change: Cancellation variable remuneration
Variable name	d50c
Question	Please specify the change and select the reasons for it from the list below: C: 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 2018

6.4.20 Change: Increase variable remuneration

Variable label	Change: Increase variable remuneration
Variable name	d50d
Question	Please specify the change and select the reasons for it from the list below: D: Increase of the variable remuneration share
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.21 Change: Decrease variable remuneration

Variable label	Change: Decrease variable remuneration
Variable name	d50e
Question	Please specify the change and select the reasons for it from the list below: E: Decrease of the variable remuneration share
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.22 Change: Changed weighting of criteria

Variable label	Change: Changed weighting of criteria
Variable name	d50f
Question	Please specify the change and select the reasons for it from the list below: F: 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 2018

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

Variable label	Change in the remuneration system only or accompanied by other changes
Variable name	d50g
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 2018

6.4.24 Decision criteria for salary increase: Individual performance

Variable label	Decision criteria for salary increase: Individual performance
Variable name	d51a
Question	How important are the following criteria for decisions about raises in salary for employees that may eventually exceed over existing wage adaptations. 1 means "unimportant" and 5 means "very important". You can grade your answer with the numbers in between. A: Reward for individual performance
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.25 Decision criteria for salary increase: Supporting colleagues

Variable label	Decision criteria for salary increase: Supporting colleagues
Variable name	d51b

Question	How important are the following criteria for decisions about raises in salary for employees that may eventually exceed over existing wage adaptations. 1 means "unimportant" and 5 means "very important". You can grade your answer with the numbers in between. B: Reward for supporting colleagues
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.26 Decision criteria for salary increase: Retaining employees

Variable label	Decision criteria for salary increase: Retaining employees
Variable name	d51c
Question	How important are the following criteria for decisions about raises in salary for employees that may eventually exceed over existing wage adaptations. 1 means "unimportant" and 5 means "very important". You can grade your answer with the numbers in between. C: Binding employees whose departure is to be prevented
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.27 Decision criteria for salary increase: New qualifications

Variable label	Decision criteria for salary increase: New qualifications
Variable name	d51d
Question	How important are the following criteria for decisions about raises in salary for employees that may eventually exceed over existing wage adaptations. 1 means "unimportant" and 5 means "very important". You can grade your answer with the numbers in between. D: Obtaining new qualifications
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.28 Decision criteria for salary increase: Duration of employment

Variable label	Decision criteria for salary increase: Duration of employment
Variable name	d51e

Question	How important are the following criteria for decisions about raises in salary for employees that may eventually exceed over existing wage adaptations. 1 means "unimportant" and 5 means "very important". You can grade your answer with the numbers in between. E: Duration of employment
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.4.29 Company pension scheme

Variable label	Company pension scheme
Variable name	d52
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 2018

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

Variable label	Company pension scheme: Percentage of work force (%)
Variable name	d53
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 2018

6.5 Commitment, values and corporate culture

6.5.1 Employee survey

Variable label	Employee survey
Variable name	d54
Question	Does your establishment/office regularly conduct employee surveys?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire

Data set/wave	LPP Employer Survey 2018
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6.5.2 Employee survey: communicated to all employees

Variable label	Employee survey: communicated to all employees
Variable name	d55
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 2018

6.5.3 Employee survey: process to develop solutions for flaws

Variable label	Employee survey: process to develop solutions for flaws
Variable name	d56
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 2018

6.5.4 Employee loyalty: flexible working hours

Variable label	Employee loyalty: flexible working hours
Variable name	d57a
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means "unimportant", 5 "very important". You can grade your opinion with the numbers in between. A: Flexible working hours
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.5 Employee loyalty: remuneration

Variable label	Employee loyalty: remuneration
Variable name	d57b
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means "unimportant", 5 "very important". You can grade your opinion with the numbers in between. B: Remuneration

Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.6 Employee loyalty: voluntarily additional benefits

Variable label	Employee loyalty: voluntarily additional benefits
Variable name	d57c
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means “unimportant”, 5 “very important”. You can grade your opinion with the numbers in between. C: Voluntarily additional benefits
Detailed description, values	1 Unimportant till 5 Very important
Origin	Employee loyalty: voluntarily additional benefits
Data set/wave	LPP Employer Survey 2018

6.5.7 Employee loyalty: career development prospects

Variable label	Employee loyalty: career development prospects
Variable name	d57d
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means “unimportant”, 5 “very important”. You can grade your opinion with the numbers in between. D: Career development prospects
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.8 Employee loyalty: general working atmosphere

Variable label	Employee loyalty: general working atmosphere
Variable name	d57e
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means “unimportant”, 5 “very important”. You can grade your opinion with the numbers in between. E: General working atmosphere
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.9 Employee loyalty: contact between management and employees

Variable label	Employee loyalty: contact between management and employees
Variable name	d57f
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means “unimportant”, 5 “very important”. You can grade your opinion with the numbers in between. F: Personal contact between management and employees
Detailed description, values	1 Unimportant till 5 Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.10 Employee loyalty: work-family balance

Variable label	Employee loyalty: work-family balance
Variable name	d57g
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means “unimportant”, 5 “very important”. You can grade your opinion with the numbers in between. G: Work-family balance
Detailed description, values	Employee loyalty: work-family balance
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.11 Promotion of diversity and equal opportunities

Variable label	Promotion of diversity and equal opportunities
Variable name	d58
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 2018

6.5.12 Increase of women in management set as goal

Variable label	Increase of women in management set as goal
Variable name	d59
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 2018

6.5.13 No increase of proportion of women: proportion already high

Variable label	No increase of proportion of women: proportion already high
Variable name	d60a
Question	Why not? A: 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 2018

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

Variable label	No increase of proportion of women: no female candidates available
Variable name	d60b
Question	Why not? B: There are no suitable female candidates available
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	No increase of proportion of women: proportion for this branch is low
Variable name	d60c
Question	Why not? C: 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 2018

6.5.16 No increase of proportion of women: only qualifications matter

Variable label	No increase of proportion of women: only qualifications matter
Variable name	d60d
Question	Why not?

	D: The decision is merely based on the qualifications
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.17 No increase of proportion of women: other reasons

Variable label	No increase of proportion of women: other reasons
Variable name	d60e
Question	Why not? E: For other reasons
Detailed description, values	No increase of proportion of women: other reasons
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Communication of objective to employees: increasing the proportion of women in managerial positions
Variable name	d61
Question	Has this goal been communicated to the employees?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.19 Objective: Proportion of women: Quantitative target

Variable label	Objective: Proportion of women: Quantitative target
Variable name	d62
Question	Have you set a quantitative goal for the proportion of women in management positions, which you want to achieve?
Detailed description, values	1 Yes 2 No
Origin	Objective: Proportion of women: Quantitative target
Data set/wave	LPP Employer Survey 2018

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

Variable label	Objective: Proportion of women: top management level (%)
Variable name	d62a

Question	What is the intended proportion? A: For the top management
Detailed description, values	Percentage -1 No target set
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Objective: Proportion of women: second management level (%)
Variable name	d62b
Question	What is the intended proportion? B: For the middle management
Detailed description, values	Percentage -1 No target set
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Objective: Proportion of women: lower management level (%)
Variable name	d62c
Question	What is the aim? C: For the lower management
Detailed description, values	Percentage -1 No target set -2 Maximal two management levels
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.23 Objective: Proportion of women: deadline set

Variable label	Objective: Proportion of women: deadline set
Variable name	d63
Question	By when do you want to achieve this goal or did your establishment not set a deadline? By the year ____
Detailed description, values	Numeric -1 No deadline set
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Objective: Proportion of women: first year of deadline introduction
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Variable name	d64
Question	In which year has your establishment set a goal like this for the first time? In the year...
Detailed description, values	Numeric
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Company affected by laws on the quota of women in managerial positions
Variable name	d65
Question	Does the recently published “Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern in Führungspositionen” (Law on the proportion of women) apply to your establishment?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Fathers in parental leave for at least 2 months (number)
Variable name	d66
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 2018

6.5.27 Donations for charitable purposes

Variable label	Donations for charitable purposes
Variable name	d67
Question	Has your establishment donated commodity contributions or money for charitable purposes in 2017?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.28 Volume of donations: As percentage of aver-age profits per year

Variable label	Volume of donations: As percentage of average profits per year
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Variable name	d68
Question	What percentage of a typical annual profit of your establishment does this donation amount roughly correspond to? By typical annual profit we mean the average profit made in recent years.
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.29 Share of total donations: Humanitarian aid and health

Variable label	Share of total donations: Humanitarian aid and health
Variable name	d69a
Question	How will the donations made in 2017 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! A: Humanitarian aid and health
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Share of total donations: Environmental and nature protection, animal welfare
Variable name	d69b
Question	How will the donations made in 2017 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! B: Protection of environment and nature and animals
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.31 Share of total donations: Sport

Variable label	Share of total donations: Sport
Variable name	d69c
Question	How will the donations made in 2017 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! C: Sports

Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.32 Share of total donations: Education

Variable label	Share of total donations: Education
Variable name	d69d
Question	How will the donations made in 2017 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! D: Education
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.33 Share of total donations: Politics

Variable label	Share of total donations: Politics
Variable name	d69e
Question	How will the donations made in 2017 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! E: Politics
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Share of total donations: Art, culture, monument preservation
Variable name	d69f
Question	How will the donations made in 2017 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! F: Art, culture, monument preservation
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.35 Share of total donations: Other

Variable label	Share of total donations: Other
Variable name	d69g
Question	How will the donations made in 2017 be distributed among the following purposes? Please indicate what share of the total amount the respective purpose accounts for. If exact information is not possible, please estimate! G: Other
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.5.36 Leave of absence of employees for external voluntary work

Variable label	Leave of absence of employees for external voluntary work
Variable name	d70
Question	Has your company released employees from work for external voluntary work in 2017?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6 Digitalization

6.6.1 New technology: digital distribution channels/data exchange/services

Variable label	New technology: digital distribution channels/data exchange/services
Variable name	d71a
Question	In the following, I will now read various technologies to you. Please specify, whether the respective technology is used in your company and if so, since when. A: Digital distribution channels, digital data exchange with suppliers, service providers or customers or other digital services
Detailed description, values	1 Yes, since two years ago or longer 2 Yes, since less than 2 years ago 3 Not in operation
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.2 New technology: big data analytics

Variable label	New technology: big data analytics
Variable name	d71b
Question	In the following, I will now read various technologies to you. Please specify, whether the respective technology is used in your company and if so, since when.

	B: Big data analytics
Detailed description, values	1 Yes, since two years ago or longer 2 Yes, since less than 2 years ago 3 Not in operation
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.3 New technology: additive manufacturing processes

Variable label	New technology: additive manufacturing processes
Variable name	d71c
Question	In the following, I will now read various technologies to you. Please specify, whether the respective technology is used in your company and if so, since when. C: Additive manufacturing processes (e.g. 3D printing)
Detailed description, values	1 Yes, since two years ago or longer 2 Yes, since less than 2 years ago 3 Not in operation
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.4 New technology: internet of things

Variable label	New technology: internet of things
Variable name	d71d
Question	In the following, I will now read various technologies to you. Please specify, whether the respective technology is used in your company and if so, since when. D: Internet of things (e.g. RFID chips, e-grains)
Detailed description, values	1 Yes, since two years ago or longer 2 Yes, since less than 2 years ago 3 Not in operation
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.5 New technology: cyber-physical systems

Variable label	New technology: cyber-physical systems
Variable name	d71e
Question	In the following, I will now read various technologies to you. Please specify, whether the respective technology is used in your company and if so, since when. E: Networking and control of machines and plants via the Internet (cyber-physical systems)
Detailed description, values	1 Yes, since two years ago or longer 2 Yes, since less than 2 years ago 3 Not in operation
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.6 New technology: virtual/augmented reality

Variable label	New technology: virtual/augmented reality
Variable name	d71f
Question	In the following, I will now read various technologies to you. Please specify, whether the respective technology is used in your company and if so, since when. F: Virtual/Augmented Reality (e.g. VR glasses, Sensor gloves)
Detailed description, values	1 Yes, since two years ago or longer 2 Yes, since less than 2 years ago 3 Not in operation
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.7 New technology: mobile robots, service robots

Variable label	New technology: mobile robots, service robots
Variable name	d71g
Question	In the following, I will now read various technologies to you. Please specify, whether the respective technology is used in your company and if so, since when. G: Mobile robots, collaborative applications, service robots
Detailed description, values	1 Yes, since two years ago or longer 2 Yes, since less than 2 years ago 3 Not in operation
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.8 New technology: exoskeletons

Variable label	New technology: exoskeletons
Variable name	d71h
Question	In the following, I will now read various technologies to you. Please specify, whether the respective technology is used in your company and if so, since when. H: Exoskeletons (prototypes, partial body systems)
Detailed description, values	1 Yes, since two years ago or longer 2 Yes, since less than 2 years ago 3 Not in operation
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.9 New technology: drones, automated transport systems

Variable label	New technology: drones, automated transport systems
Variable name	d71i
Question	In the following, I will now read various technologies to you. Please specify, whether the respective technology is used in your company and if so, since when. I: Drones, automated transport systems

Detailed description, values	1 Yes, since two years ago or longer 2 Yes, since less than 2 years ago 3 Not in operation
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.10 Change in work due to new technologies: unskilled workers (%)

Variable label	Change in work due to new technologies: unskilled workers (%)
Variable name	d72a
Question	For what percentage of the employees did the introduction of technologies in the last two years affect the equipment of the workplace, the operating method or the work content? Please answer the question regarding all new technologies for unskilled employees, for employees with training and for employees with a higher education degree. A: of unskilled employees
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.11 Change in work due to new technologies: with training (%)

Variable label	Change in work due to new technologies: with training (%)
Variable name	d72b
Question	For what percentage of the employees did the introduction of technologies in the last two years affect the equipment of the workplace, the operating method or the work content? Please answer the question regarding all new technologies for unskilled employees, for employees with training and for employees with a higher education degree. B: of employees with training degree
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.12 Change in work due to new technologies: with university degree (%)

Variable label	Change in work due to new technologies: with university degree (%)
Variable name	d72c
Question	For what percentage of the employees did the introduction of technologies in the last two years affect the equipment of the workplace, the operating method or the work content? Please answer the question regarding all new technologies for unskilled employees, for employees with training and for employees with a higher education degree. C: of employees with higher education

Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.13 Consequences of new technologies: human resources development, affected employees (%)

Variable label	Consequences of new technologies: human resources development, affected employees (%)
Variable name	d73a
Question	These technological changes can have various consequences for jobs, organisational structure or task requirements. What percentage of all employees was affected by the newly introduced technologies in the last two years in terms of the consequences stated below? A: Participation in personnel development programs to be able to use the technology efficiently
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.14 Consequences of new technologies: new fields of operation, affected employees (%)

Variable label	Consequences of new technologies: new fields of operation, affected employees (%)
Variable name	d73b
Question	These technological changes can have various consequences for jobs, organisational structure or task requirements. What percentage of all employees was affected by the newly introduced technologies in the last two years in terms of the consequences stated below? B: Delegation of new tasks on their initial job
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.15 Consequences of new technologies: job relocation, affected employees (%)

Variable label	Consequences of new technologies: job relocation, affected employees (%)
Variable name	d73c
Question	These technological changes can have various consequences for jobs, organisational structure or task requirements. What percentage of all employees was affected by the newly introduced technologies in the last two years in terms of the consequences stated below? C: Transfer to a new position within the company or establishment

Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.16 Consequences of new technologies: new recruitment, affected employees (%)

Variable label	Consequences of new technologies: new recruitment, affected employees (%)
Variable name	d73d
Question	These technological changes can have various consequences for jobs, organisational structure or task requirements. What percentage of all employees was affected by the newly introduced technologies in the last two years in terms of the consequences stated below? D: Recruitment of new employees who work with the new technologies today
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.17 Consequences of new technologies: dismissal, affected employees (%)

Variable label	Consequences of new technologies: dismissal, affected employees (%)
Variable name	d73e
Question	Diese technologischen Veränderungen können verschiedene Konsequenzen für die Tätigkeiten, die Organisationsstruktur oder die Anforderung von Fertigkeiten haben. Wie viel Prozent aller Beschäftigten waren in den letzten zwei Jahren aufgrund der neu eingeführten Technologien von folgenden Konsequenzen betroffen? E: Employees departed from the company due to the newly introduced technologies
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.18 Reduced further training budget due to technology-related further training

Variable label	Reduced further training budget due to technology-related further training
Variable name	d74a
Question	What other consequences did these newly introduced technologies have? Please indicate whether the following statements apply to your establishment. A: Further training to adapt knowledge and skills in the use of new technologies has reduced the budget for other training measures, at least temporarily.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.19 No technology-related further training due to exhaustion of the training budget

Variable label	No technology-related further training due to exhaustion of the training budget
Variable name	d74b
Question	What other consequences did these newly introduced technologies have? Please indicate whether the following statements apply to your establishment. B: Necessary further training to adapt knowledge and skills to use new technologies has been postponed into the future or is not being carried out because the total budget for training programs was or is exhausted.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.20 Cost share of technology-related further training in the training budget (%)

Variable label	Cost share of technology-related further training in the training budget (%)
Variable name	d75
Question	In the last two years, how high was the share of the costs for further training due to technological changes in the total budget you spent on further training as a whole?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.21 Non-introduction of relevant technologies

Variable label	Non-introduction of relevant technologies
Variable name	d76a
Question	Please indicate whether the following statements applied to your company in the last two years. A: Technologies have not been introduced, although they may be relevant to the establishment.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.22 Non-introduction of technologies due to lack of skills of employees

Variable label	Non-introduction of technologies due to lack of skills of employees
Variable name	d76b
Question	Please indicate whether the following statements applied to your company in the last two years. B: Technologies were not introduced because employees did not have the necessary knowledge and skills to use them.

Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.23 Non-introduction of technologies due to high investment costs

Variable label	Non-introduction of technologies due to high investment costs
Variable name	d76c
Question	Please indicate whether the following statements applied to your company in the last two years. C: Technologies were not introduced because the investment would have been too high.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.6.24 Devices with mobile Internet: Management staff (%)

Variable label	Devices with mobile Internet: Management staff (%)
Variable name	d77a
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? A: Management staff
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

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

Variable label	Devices with mobile Internet: without management responsibility (%)
Variable name	d77b
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? B: Employees without management responsibilities
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.7 Structural features

6.7.1 Average number of sick days

Variable label	Average number of sick days
Variable name	d78
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 2018

6.7.2 Principal owner

Variable label	Principal owner
Variable name	d79
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 2018

6.7.3 Change of principal owner in the last 2 years

Variable label	Change of principal owner in the last 2 years
Variable name	d80
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 2018

6.7.4 Change of management in the last 2 years

Variable label	Change of management in the last 2 years
Variable name	c81
Question	Was there a change in the management of your establishment/office in the last two years?

Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.7.5 Change of management: age-related retirement

Variable label	Change of management: age-related retirement
Variable name	d82a
Question	What was the reason for this change? A: Age-related drop out/ Retirement
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.7.6 Change of management: health-related retirement

Variable label	Change of management: health-related retirement
Variable name	d82b
Question	What was the reason for this change? B: Health-related drop out
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.7.7 Change of management: another establishment

Variable label	Change of management: another establishment
Variable name	d82c
Question	What was the reason for this change? C: Change of the previous management to another establishment
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.7.8 Change of management: selling/merging of establishment

Variable label	Change of management: selling/merging of establishment
Variable name	d82d
Question	What was the reason for this change? D: Disposal or consolidation of the establishment

Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.7.9 Change of management: Dismissal

Variable label	Change of management: Dismissal
Variable name	d82e
Question	What was the reason for this change? E: Dismissal
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.7.10 Change of management: other

Variable label	Change of management: other
Variable name	d82f
Question	What was the reason for this change? F: Other
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.7.11 Business model strategy

Variable label	Business model strategy
Variable name	d83
Question	Which of the following strategies describes your business model most likely?
Detailed description, values	1 Cost leadership 2 Quality leadership 3 Both equally
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.7.12 Management of the human resources department: level

Variable label	Management of the human resources department: level
Variable name	d84
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 2018

6.7.13 Number of employees in human resource department

Variable label	Number of employees in human resource department
Variable name	d85
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 2018

6.7.14 Independent enterprise

Variable label	Independent enterprise
Variable name	d86
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 2018

6.7.15 Decisions about strategic human resource management

Variable label	Decisions about strategic human resource management
Variable name	d87
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 2018

6.7.16 Number of employees in the entire company

Variable label	Number of employees in the entire company
Variable name	d88
Question	Please report the number of employees in your entire company within Germany.

Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2018

6.7.17 Panel participation

Variable label	Panel participation
Variable name	c91
Question	Finally just one request: this additional survey will be repeated in the year 2020. 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 2018

7 Description of variables: LPP Employee Survey 1819

7.1 Identification and background information

7.1.1 Establishment identifier

Variable label	Establishment identifier
Variable name	lpp_betnr
Question	-
Detailed description, values	Numerical This variable is a 10-digit number for employees if they agreed to merging and their employer participated in the survey. Employees have a 9-digit number if they do not agree to merging or if their employer did not participate in the survey. People who change their employer have a 8-digit number.
Origin	Generated
Data set/wave	LPP Employer Survey 2018, LPP Employee Survey 2019
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 2019
Notes	Artificial person identifier that cannot be linked to any other information

7.1.3 Panelcase 2012-2019

Variable label	Panelcase 2012-2019
Variable name	panel1219
Question	-
Detailed description, values	0 Refresher W4 1 Panel case, last interview in W1

	2 Panel case, last interview in W2 3 Panel case, last interview in W3
Origin	Generated
Data set/wave	LPP Employee Survey 2019

7.1.4 Weighting factor LPP Employee Survey: Cross

Variable label	Weighting factor LPP Employee Survey: Cross
Variable name	gew_pers_2018_quer
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2019
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_2018_quer_m
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2019
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_2018_quer_m_e
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2019
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_2018_panel
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2019
Notes	Panel weight valid for all panel cases Employment group: „Without movers and without exits“

7.1.8 Weighting factor LPP Employee Survey: Panel (mover)

Variable label	Weighting factor LPP Employee Survey: Panel (mover)
Variable name	gew_pers_2018_panel_m
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2019
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_2018_panel_m_e
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2019
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_w4
Question	-

Detailed description, values	0 No 1 Yes
Origin	Generated
Data set/wave	LPP Employee Survey 2019

7.1.11 Short interview

Variable label	Short interview
Variable name	kurz_w4
Question	-
Detailed description, values	0 No 1 Yes
Origin	Generated
Data set/wave	LPP Employee Survey 2019

7.1.12 Survey Mode

Variable label	Survey Mode
Variable name	Mode
Question	-
Detailed description, values	In wave 4, a mixed-mode method was used for the first time to survey employees. The employees were thus interviewed by telephone or online. For detailed information, see Chapter 4.1.4: 1 CATI 2 CAWI
Origin	Generated
Data set/wave	LPP Employee Survey 2019

7.1.13 Year of birth

Variable label	Year of birth
Variable name	I1
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 2019
Notes	The month is not specified.

7.1.14 Sex

Variable label	Sex
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Variable name	I3
Question	Please enter sex of respondent!
Detailed description, values	1 Male 2 Female
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019
Notes	Question was not read out. Sex of respondent was determined and recorded by the interviewer.

7.1.15 Same establishment as in wave 3 or 2017

Variable label	Same establishment as in wave 3 or 2017
Variable name	I3b
Question	Are you still employed by the same establishment as in <i>Month and year of interview in wave 3?</i> or Are you still employed by the same establishment as in December 2017?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019
Notes	Answering the question with 'Yes' was prerequisite for participation in the survey.

7.1.16 Start current employment (year)

Variable label	Start current employment (year)
Variable name	I6jahr
Question	How long have you been employed by your current employer?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.2 Employment

7.2.1 Employment situation

Variable label	Employment situation
Variable name	I101
Question	What is your current employment situation?

Detailed description, values	1 Worker 2 Employee 3 Civil servant 4 Self-employed/Freelancer 5 Freelancer collaborator
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019
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	I102a
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 2019

7.2.3 Functional area

Variable label	Functional area
Variable name	I102aa
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 2019

7.2.4 Leadership position

Variable label	Leadership position
Variable name	I102b
Question	Do you supervise others?

Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.2.5 Number of people working under target person

Variable label	Number of people working under target person
Variable name	I102c
Question	How many people work under your direction?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.2.6 Leadership position (years)

Variable label	Leadership position (years)
Variable name	I102d
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 2019

7.2.7 Line manager: sex

Variable label	Line manager: sex
Variable name	I102f
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 2019

7.2.8 Employment contract fixed-term/permanent

Variable label	Employment contract fixed-term/permanent
Variable name	I104

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 2019

7.2.9 Full-time/Part-time

Variable label	Full-time/Part-time
Variable name	I104a
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 2019

7.2.10 Contractual working time (h/week)

Variable label	Contractual working time (h/week)
Variable name	I105
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 2019

7.2.11 Actual working time (h/week)

Variable label	Actual working time (h/week)
Variable name	I106
Question	How many hours a week do you normally work, including regular overtime 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 2019

7.2.12 Overtime

Variable label	Overtime
Variable name	I107
Question	If you do work overtime, is the work paid, compensated with time-off, or not compensated at all?
Detailed description, values	0 Generally does not work overtime 1 Time-off 2 Paid 3 Partly paid, partly time-off 4 Not compensated at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.2.13 Work from home

Variable label	Work from home
Variable name	I111
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 2019

7.2.14 Working from home desired

Variable label	Working from home desired
Variable name	I111b
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 2019

7.2.15 Work from home (h/week)

Variable label	Work from home (h/week)
Variable name	I112
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 2019

7.2.16 Working from home: by the hour or full days

Variable label	Working from home: by the hour or full days
Variable name	I112a
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 2019

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

Variable label	Does the work at home take place within or outside the contractual working hours?
Variable name	I113a2
Question	Does the work take place at home within your contractually agreed weekly working hours or does it go beyond that?
Detailed description, values	1 Within working hours 2 Outside working hours 3 Both * This question was asked 5 0% of respondents. The word normal has been replaced by the word contractually.
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.2.18 Business phone calls during leisure time

Variable label	Business phone calls during leisure time
Variable name	I115
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 2019

7.2.19 Availability outside of regular working hours

Variable label	Availability outside of regular working hours
Variable name	I115aj
Question	Which of the following applies to your job? Please state, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. J: I must be regularly available to superiors and colleagues outside regular 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 2019

7.2.20 Availability outside regular working hours unproblematic

Variable label	Availability outside regular working hours unproblematic
Variable name	I115ak
Question	Which of the following applies to your job? Please state, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.K: I have no problem being available for superiors outside of regular 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 2019

7.2.21 Employed until the statutory retirement age

Variable label	Employed until the statutory retirement age
Variable name	I116
Question	At the current state of affairs, do you intend to be employed until the statutory retirement age?
Detailed description, values	1 Yes 2 Yes, but with reduced working time 3 No, planned earlier 4 No, planned later
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2019
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7.2.22 Have a paid secondary employment

Variable label	Have a paid secondary employment
Variable name	I118
Question	Do you currently have at least one paid secondary job in addition to your main job?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.2.23 Type of secondary activity

Variable label	Type of secondary activity
Variable name	I119
Question	What kind of secondary job is that?
Detailed description, values	1: Secondary employment with another employer 2: Self-employment 3: Assisting family member or part-time farmer
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.2.24 Type of self-employment

Variable label	Type of self-employment
Variable name	I120
Question	What kind of self-employment is that?
Detailed description, values	1: Independent jobs via Internet platforms 2: Other self-employed (own business / freelancer)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.2.25 Main reason for secondary employment

Variable label	Main reason for secondary employment
Variable name	I121
Question	What is the main reason for which you have the secondary job?
Detailed description, values	1: Financial reasons 2: Professional development 3: Personal interest / Fun 4: Other reasons
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.2.26 Working time secondary employment (h/week)

Variable label	Working time secondary employment (h/week)
Variable name	I122
Question	How many hours per week do you devote to your secondary job on average?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3 Personalentwicklung

7.3.1 Offer of further vocational training

Variable label	Offer of further vocational training
Variable name	I200a
Question	Has your employer offered you vocational further training courses since 1 January 2016? <i>or</i> Has your employer offered you vocational further training courses since <i>Start date</i> MMJJJJ C13/C14?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.2 Further vocational training

Variable label	Further vocational training
Variable name	I201
Question	Have you taken part in any courses of further vocational training since 1 January 2016? <i>or</i> Have you taken part in any courses of further vocational training since <i>Start date</i> MMJJJJ C13/C14?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.3 Further vocational training: full cost absorption (days)

Variable label	Further vocational training: full cost absorption (days)
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Variable name	I203
Question	How many days in the last year 2016 <i>or</i> since <i>Start date MMJJJJ</i> did you take part in further vocational training for which your employer released you from work or bore all costs?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.4 In-house further training or qualification activities

Variable label	In-house further training or qualification activities
Variable name	I203a
Question	Apart from further training courses: Did you take part in a vocational training or qualification measure at your workplace in the last year 2018?
Detailed description, values	1 Ja 2 Nein
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.5 Appraisal interview

Variable label	Appraisal interview
Variable name	I204
Question	Did you have an appraisal interview with your superior last year (2018) <i>or</i> since <i>Start date MMJJJJ C13/C14</i>
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.6 Appraisal interview: objectives fixed in writing

Variable label	Appraisal interview: objectives fixed in writing
Variable name	I206
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 2019

7.3.7 Personnel development: knowledge and competences

Variable label	Personnel development: knowledge and competences
Variable name	I208a
Question	To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively. A: Our establishment is palpably interested in further development of my professional knowledge and competences.
Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

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

Variable label	Personnel development: promotion if expected to fit new position best
Variable name	I208b
Question	To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively. B: In our establishment, employees expected to fit the new position best are predominantly promoted.
Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.9 Personnel development: promotion if outstanding job performance

Variable label	Personnel development: promotion if outstanding job performance
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Variable name	I208c
Question	To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively. C: In our establishment, employees characterised by outstanding job performance are predominantly promoted.
Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.10 Personnel development: promotion mostly not related to professional criteria

Variable label	Personnel development: promotion mostly not related to professional criteria
Variable name	I208d
Question	To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively. D: In our establishment, promotion is mostly not related to professional criteria or performances.
Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.11 Personnel development: disadvantage in personnel decisions

Variable label	Personnel development: disadvantage in personnel decisions
Variable name	I208e
Question	To what extent do you agree/disagree with the following statements? Please tell me, if you strongly agree, somewhat agree, somewhat disagree or strongly disagree, or neither agree nor disagree with the statements respectively. E: In the past two years with this establishment, I have been disadvantaged in personnel decisions, such as promotion, raise in salary, performance appraisal or further training.

Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.12 Regular performance assessment

Variable label	Regular performance assessment
Variable name	I208aa
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 2019

7.3.13 Skills in comparison to colleagues

Variable label	Skills in comparison to colleagues
Variable name	I208ba
Question	Now please assess your own skills and work effort compared to your colleagues in the establishment. Compared to my colleagues, my skills are ...
Detailed description, values	1 Much higher 2 Slightly higher 3 Similar 4 Slightly lower 5 Much lower
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.14 Work effort in comparison to colleagues

Variable label	Work effort in comparison to colleagues
Variable name	I208bb
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 2019

7.3.15 Concerned about job security

Variable label	Concerned about job security
Variable name	I209
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 2019

7.3.16 Number of appraisal interviews (last year)

Variable label	Number of appraisal interviews (last year)
Variable name	I210
Question	How many appraisal interviews did you have with your superior since... last year (2018) <i>or</i> <i>Start date MMJJJJ C13/C14?</i>
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.17 Appraisal interview(s) found useful

Variable label	Appraisal interview(s) found useful
Variable name	I211
Question	How much do you agree with the following statements? I found the appraisal interview(s) useful.

Detailed description, values	1 Strongly agree 2 Somewhat agree 3 Neither agree nor disagree 4 Somewhat disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.18 Compensation components calculated by using a formula

Variable label	Compensation components calculated by using a formula
Variable name	I212
Question	Are variable compensation components calculated from your degree of target achievement using a formula?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.19 Agreement: influence on setting of objectives

Variable label	Agreement: influence on setting of objectives
Variable name	I213a
Question	How much do you agree with the following statements? A: I can influence the setting of objectives.
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 2019

7.3.20 Agreement: influence on achievement of objectives

Variable label	Agreement: influence on setting of objectives
Variable name	213b
Question	How much do you agree with the following statements? B: With my work, I can influence whether the objectives are achieved.
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 2019

7.3.21 Attitude towards gender quota: ensure equality

Variable label	Attitude towards gender quota: ensure equality
Variable name	I214aa, I214ba
Question	Many companies are concerned with the question of whether they should introduce gender quotas for management positions. How much do you agree with the following statements? A: A gender quota for leadership positions contributes to greater equity between the genders.
Detailed description, values	Split-Half method: Half of the respondents are assigned at random to question I214aa, the other half are assigned to question I214b. Question I214ba follows question I507. 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 2019

7.3.22 Attitude towards gender quota: unfair

Variable label	Attitude towards gender quota: unfair
Variable name	I214ab, I214bb
Question	Many companies are concerned with the question of whether they should introduce gender quotas for management positions. How much do you agree with the following statements? B: A gender quota for leadership positions is unfair because it influences the performance-based competition for leadership positions.
Detailed description, values	Split-Half method: Half of the respondents are assigned at random to question I214ab, the other half are assigned to question I214bb. Question I214bb follows question I507. 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 2019

7.3.23 Objective appraisal by supervisors

Variable label	Objective appraisal by supervisors
Variable name	I215

Question	Is the evaluation based on objective factors such as key figures or rather on the personal assessment of your superior?
Detailed description, values	1 Completely objective 2 Mainly objective 3 Undecided 4 Mainly subjective 5 Completely subjective
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.24 Match between skills and requirements

Variable label	Match between skills and requirements
Variable name	I216
Question	How would you best describe your professional skills in terms of the requirements for performing your job?
Detailed description, values	1 Skills exceed the requirements 2 Skills are below the requirements 3 Skills meet requirements
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.25 Team affiliation

Variable label	Team affiliation
Variable name	I221
Question	We would now like to know more about teamwork. By a team we mean a group of people who work together to complete a task or to achieve an objective. Today, many employees work in changing teams, e.g. because they are involved in various projects. What is it like for you? Are you currently working in ONE team, in several teams or not in a team at all? Please also think about working with people who are not directly employed by your employer.
Detailed description, values	1 Currently in one team 2 Currently in multiple teams 3 No team
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.26 Team members not employed by the employer

Variable label	Team members not employed by the employer
Variable name	I222
Question	Are there people in your current team who are not employed by your employer?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2019
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7.3.27 Number of people in the current team

Variable label	Number of people in the current team
Variable name	I223
Question	If 222 = 1 How many people currently work in your team, including yourself and people who are not employed by your employer? If 222 = 2 How many people currently work in your team, including yourself?
Detailed description, values	Numerical, (range 0-60)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.28 Number of team members not employed by the employer

Variable label	Number of team members not employed by the employer
Variable name	I224
Question	How many of them are currently not directly employed by your employer, but by another employer, or are self-employed?
Detailed description, values	Numerical, (range 0-60)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.29 Number of current teams

Variable label	Number of current teams
Variable name	I225
Question	In how many different teams are you currently working simultaneously?
Detailed description, values	Numerical, (range 2-20)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.30 Team members who are not employed by the employer

Variable label	Team members who are not employed by the employer
Variable name	I226
Question	Are people working in your current teams who are not employed by your employer?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2019
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7.3.31 Number of people in the largest team

Variable label	Number of people in the largest team
Variable name	I227a
Question	<p>If 226 = 1,7</p> <p>How many people currently work in the largest and how many in the smallest of your teams, including yourself and people who are not employed by your employer? If you cannot give exact statements, please estimate.</p> <p>If 226 = 2</p> <p>How many people currently work in the largest and how many in the smallest of your teams, including yourself? If you cannot give exact statements, please estimate.</p> <p>A: People in largest team (range 0-60)</p>
Detailed description, values	Numerical, (range 0-60)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.32 Number of people in the smallest team

Variable label	Number of people in the smallest team
Variable name	I227b
Question	<p>If 226 = 1,7</p> <p>How many people currently work in the largest and how many in the smallest of your teams, including yourself and people who are not employed by your employer? If you cannot give exact statements, please estimate.</p> <p>If 226 = 2</p> <p>How many people currently work in the largest and how many in the smallest of your teams, including yourself? If you cannot give exact statements, please estimate.</p> <p>B: People in smallest team (range 0-60)</p>
Detailed description, values	Numerical, (range 0-60)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.33 Number of external members in largest team

Variable label	Number of external members in largest team
Variable name	I228
Question	Please think of the largest team you are currently working in. How many individuals are currently not directly employed by your employer but by another employer, or are self-employed?

Detailed description, values	Numerical, (range 0-60)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.34 Frequency of a new cooperation with new team in the last year

Variable label	Frequency of a new cooperation with new team in the last year
Variable name	I229
Question	When you think about last year, how often did you start working with a new team? Please think about the restart of a project or a change in the area of responsibility. This is not referring to a change of persons within an existing team.
Detailed description, values	1 At least once a week 2 At least once a month 3 At least once per quarter 4 At least once a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.3.35 Working elsewhere than the workplace: way to/from work

Variable label	Working elsewhere than the workplace: way to/from work
Variable name	I230a
Question	Returning to your work activities outside your workplace: please indicate how often the following situations occur? A: I work on the way to and from 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 2019

7.3.36 Working elsewhere than the workplace: on the way to professional appointments

Variable label	Working elsewhere than the workplace: on the way to professional appointments
Variable name	I230b
Question	Returning to your work activities outside your workplace: please indicate how often the following situations occur? B: I work on the way to professional appointments outside the workplace
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 2019

7.3.37 Working elsewhere than the workplace: business trips

Variable label	Working elsewhere than the workplace: business trips
Variable name	I230c
Question	Returning to your work activities outside your workplace: please indicate how often the following situations occur? C: I am on business trips
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 2019

7.3.38 Working elsewhere than the workplace: business-clients / other business premises

Variable label	Working elsewhere than the workplace: business-clients / other business premises
Variable name	I230d
Question	Returning to your work activities outside your workplace: please indicate how often the following situations occur? D: I work outside of my establishment, e.g. for clients or in other premises of my company
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 2019

7.4 Digitalization

7.4.1 Digitalization: use of ICT

Variable label	Digitalization: use of ICT
Variable name	I301aa
Question	Do you use digital information or communication technologies such as computer, laptop, tablet or smart phone in your professional activity?

Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.2 ICT usage: data preparation using spreadsheet programs

Variable label	ICT usage: data preparation using spreadsheet programs
Variable name	I231a
Question	How often do you carry out the following activities as part of your work? A: Collect or prepare data with spreadsheet programs, such as Excel
Detailed description, values	1 Often 2 Rarely 3 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.3 ICT usage: software for business applications/processes

Variable label	ICT usage: software for business applications/processes
Variable name	I231b
Question	How often do you carry out the following activities as part of your work? B: Use of software for business applications and processes, e.g. software solutions from SAP or comparable providers
Detailed description, values	1 Often 2 Rarely 3 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.4 ICT usage: IT-Administration

Variable label	ICT usage: IT-Administration
Variable name	I231c
Question	How often do you carry out the following activities as part of your work? C: IT administration e.g. of networks, IT systems, servers, operating systems
Detailed description, values	1 Often 2 Rarely 3 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.5 ICT usage: administration of databases

Variable label	ICT usage: administration of databases
Variable name	I231d

Question	How often do you carry out the following activities as part of your work? D: Administration of databases
Detailed description, values	1 Often 2 Rarely 3 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.6 ICT usage: consulting, user support and training in the IT area

Variable label	ICT usage: consulting, user support and training in the IT area
Variable name	I231e
Question	How often do you carry out the following activities as part of your work? E: Consulting, user support and training in IT
Detailed description, values	1 Often 2 Rarely 3 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.7 ICT usage: programming using programming language

Variable label	ICT usage: programming using programming language
Variable name	I231f
Question	How often do you carry out the following activities as part of your work? F: Software development or programming with special programming language
Detailed description, values	1 Often 2 Rarely 3 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.8 ICT usage: data analysis with statistical software

Variable label	ICT usage: data analysis with statistical software
Variable name	I231g
Question	How often do you carry out the following activities as part of your work? G: Analysis of data sets with special statistics software, e.g. programming of machine learning algorithms, creation and evaluation of multivariate regressions, forecasting etc.
Detailed description, values	1 Often 2 Rarely 3 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.9 Communication channels: e-mails

Variable label	Communication channels: e-mails
Variable name	I232a
Question	Which communication channels do you use for professional purposes? A: E-Mails
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.10 Communication channels: conference calls/video telephony

Variable label	communication channels: conference calls/video telephony
Variable name	I232b
Question	Which communication channels do you use for professional purposes? B: Telephone conference calls or video callssuch as Skype or FaceTime
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.11 Communication channels: messenger

Variable label	Communication channels: messenger
Variable name	I232c
Question	Which communication channels do you use for professional purposes? C: Messages via messaging service such as SMS, WhatsApp or other chat programs
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.12 Communication channels: microblogging services

Variable label	Communication channels: microblogging services
Variable name	I232d
Question	Which communication channels do you use for professional purposes? D: Messages via microblogging services such as Twitter or Instagram
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.13 Communication channels: not selected

Variable label	Communication channels: not selected
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Variable name	I232e
Question	Which communication channels do you use for professional purposes? E: Not marked
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.14 Everyday working life: on-site meeting

Variable label	Everyday working life: on-site meeting
Variable name	I232aa
Question	We would like to learn more about the use of information and communication technologies in everyday work. However, it is difficult to obtain reliable information about this. We would like to try this together with you. Just think about what you did on your last ordinary working day. Various activities are now mentioned. Please indicate whether you performed the activity on that day. A: Meetings with those present exclusively on site
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.15 Everyday working life: meetings by telephone or internet telephony

Variable label	Everyday working life: meetings by telephone or internet telephony
Variable name	I232ab
Question	We would like to learn more about the use of information and communication technologies in everyday work. However, it is difficult to obtain reliable information about this. We would like to try this together with you. Just think about what you did on your last ordinary working day. Various activities are now mentioned. Please indicate whether you performed the activity on that day. B: Meetings by telephone or internet calls
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.16 Everyday working life: writing and reading messages

Variable label	Everyday working life: writing and reading messages
Variable name	I232ac
Question	We would like to learn more about the use of information and communication technologies in everyday work. However, it is difficult to obtain reliable information about this. We would like to try this together with you.

	<p>Just think about what you did on your last ordinary working day.</p> <p>Various activities are now mentioned. Please indicate whether you performed the activity on that day.</p> <p>C: Writing and reading messages</p>
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.17 Everyday working life: writing/editing texts digitally

Variable label	Everyday working life: writing/editing texts digitally
Variable name	I232ad
Question	<p>We would like to learn more about the use of information and communication technologies in everyday work. However, it is difficult to obtain reliable information about this. We would like to try this together with you.</p> <p>Just think about what you did on your last ordinary working day.</p> <p>Various activities are now mentioned. Please indicate whether you performed the activity on that day.</p> <p>D: Writing or revising texts on computer, laptop or tablet</p>
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.18 Everyday working life: data input and processing

Variable label	Everyday working life: data input and processing
Variable name	I232ae
Question	<p>We would like to learn more about the use of information and communication technologies in everyday work. However, it is difficult to obtain reliable information about this. We would like to try this together with you.</p> <p>Just think about what you did on your last ordinary working day.</p> <p>Various activities are now mentioned. Please indicate whether you performed the activity on that day.</p> <p>E: Entering or processing data on a computer, laptop or tablet</p>
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.19 Everyday working life: online research

Variable label	Everyday working life: online research
Variable name	I232af

Question	<p>We would like to learn more about the use of information and communication technologies in everyday work. However, it is difficult to obtain reliable information about this. We would like to try this together with you.</p> <p>Just think about what you did on your last ordinary working day.</p> <p>Various activities are now mentioned. Please indicate whether you performed the activity on that day.</p> <p>F: Researching and collecting information online</p>
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.20 Everyday working life: programming

Variable label	Everyday working life: programming
Variable name	I232ag
Question	<p>We would like to learn more about the use of information and communication technologies in everyday work. However, it is difficult to obtain reliable information about this. We would like to try this together with you.</p> <p>Just think about what you did on your last ordinary working day.</p> <p>Various activities are now mentioned. Please indicate whether you performed the activity on that day.</p> <p>G: Programming</p>
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.21 Everyday working life: on-site meeting, duration in minutes

Variable label	Everyday working life: on-site meeting, duration in minutes
Variable name	I232ba
Question	<p>Please estimate how many minutes you spent on it on your last ordinary working day.</p> <p>A: Meetings with those present exclusively on site</p>
Detailed description, values	Numerical, (range 1-720)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.22 Everyday working life: meetings by telephone or Internet telephony, duration in minutes

Variable label	Everyday working life: meetings by telephone or Internet telephony, duration in minutes
Variable name	I232bb

Question	Please estimate how many minutes you spent on it on your last ordinary working day. B: Meetings by telephone or internet calls
Detailed description, values	Numerical, (range 1-720)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.23 Everyday working life: writing and reading messages, duration in minutes

Variable label	Everyday working life: writing and reading messages, duration in minutes
Variable name	I232bc
Question	Please estimate how many minutes you spent on it on your last ordinary working day. C: Writing and reading messages
Detailed description, values	Numerical, (range 1-720)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.24 Everyday working life: writing/editing texts digitally, duration in minutes

Variable label	Everyday working life: writing/editing texts digitally, duration in minutes
Variable name	I232bd
Question	Please estimate how many minutes you spent on it on your last ordinary working day. D: Writing or revising texts on computer, laptop or tablet
Detailed description, values	Numerical, (range 1-720)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.25 Everyday working life: data input and processing, duration in minutes

Variable label	Everyday working life: data input and processing, duration in minutes
Variable name	I232be
Question	Please estimate how many minutes you spent on it on your last ordinary working day. E: Entering or processing data on a computer, laptop or tablet
Detailed description, values	Numerical, (range 1-720)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.26 Everyday working life: online research, duration in minutes

Variable label	Everyday working life: online research, duration in minutes
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Variable name	I232bf
Question	Please estimate how many minutes you spent on it on your last ordinary working day. F: Researching and collecting information online
Detailed description, values	Numerical, (range 1-720)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.27 Everyday working life: programming, duration in minutes

Variable label	Everyday working life: programming, duration in minutes
Variable name	I232bg
Question	Please estimate how many minutes you spent on it on your last ordinary working day. G: Programming
Detailed description, values	Numerical, (range 1-720)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.28 Potential communication time saved (in %)

Variable label	Potential communication time saved (in %)
Variable name	I233
Question	What percentage of the time you spend on communication in a professional context do you think could be cut down on and saved?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.29 Willingness to participate in a diary study

Variable label	Willingness to participate in a diary study
Variable name	I234
Question	This has already helped us a lot. We would like to know in more detail from some respondents what you do during a working day. In a few months' time, we would like to conduct a so-called diary study to record information about a specific working day. Would you be willing to participate in such a study?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.30 Working with tools, devices, machines and equipment

Variable label	Working with tools, devices, machines and equipment
Variable name	I235
Question	<p>If 301aa = 1</p> <p>In the following, we will deal with the work on machines and plants. Do you work with tools, equipment, and machines? Please think of hand tools as well as measuring and diagnostic devices or robots. This is not referring to vehicles, means of transport and office communication.</p> <p>If 301aa = 2,7</p> <p>Do you work with tools, equipment, and machines? Please think of hand tools as well as measuring and diagnostic devices or robots. This is not referring to vehicles, means of transport and office communication.</p>
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.31 Working time for operation of machines/devices/plant/tools (h/week)

Variable label	Working time for operation of machines/devices/plant/tools (h/week)
Variable name	I236
Question	<p>If 301aa = 1</p> <p>Again, think of your last ordinary working day. How many hours did you spend operating machines, technical equipment and systems or tools?</p> <p>If 301aa = 2,7</p> <p>Think of your last ordinary working day. How many hours did you spend operating machines, technical equipment and systems or tools?</p>
Detailed description, values	Numerical, (range 1-12)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.32 Introduction of new technologies, last 2 years

Variable label	Introduction of new technologies, last 2 years
Variable name	I237
Question	<p>If 301aa = 1 and 235 = 1</p> <p>Now we return to all workplace-related technologies. Have new technologies been introduced in your workplace in the last two years? Think of new software programs or computer applications as well as the introduction of new production techniques or machines such as automation or digitalization technologies.</p> <p>If 301aa = 2 and 235 = 2</p> <p>Have new technologies been introduced at your workplace in the last two years?</p> <p>If 301aa = 1 and 235 = 2</p> <p>You have just stated that you use digital information or communication technologies in your professional activity. Have new technologies been introduced at your</p>

	workplace in the last two years? Think also of new software programs or computer applications.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.33 Technology with strongest influence on work, last 2 years, categorized

Variable label	Technology with strongest influence on work, last 2 years, categorized
Variable name	I238_gr
Question	Please name the technology or application that has changed the way you work or your work content most in the last two years.
Detailed description, values	<p>Open naming, aggregated. If several technologies are mentioned, the first one is coded. The following is a rough list, which technologies/application were categorized under the characteristics:</p> <p>1 E-mail, communication and scheduling: e-mail programs, messenger services, intranet, agile working</p> <p>2 Smartphones/mobile phones/tablets: computer, smartphones, cell phones, tablets, laptop, mobile devices, VR</p> <p>3 Web meetings: web meetings, online conferences, online workshops and trainings, telephony</p> <p>4 Collaboration software and clouds: collaboration software, team coordination, cloud computing</p> <p>5 Operating systems, databases and standard software: operating systems, office, graphics, animation, standard software, databases, AI/ML, programming environment, network</p> <p>6 business management software: business processes, accounting, controlling, BI, sales, purchasing, production, warehousing and human resources</p> <p>7 Conventional production equipment: production systems, scanners, cash registers, automatic packing machines, tools, machines</p> <p>8 Modern production equipment: Robotics, Automation, Control Systems, 3D Printing</p> <p>1 E-mail, communication and scheduling</p> <p>2 Smartphones/mobile phones/tablets</p> <p>3 Web meetings</p> <p>4 Collaboration software and clouds</p> <p>5 Operating systems, databases and standard software</p> <p>6 Business management software</p> <p>7 Conventional production equipment</p> <p>8 Modern production equipment</p> <p>-6 No categorization possible</p> <p>-9 No response</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.34 New competencies necessary for technologies

Variable label	New competencies necessary for technologies
Variable name	I239
Question	Now think about this technological change. Does the application or use of this new technology require skills and competencies that you did not possess before?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.35 Technology replaces previous competencies

Variable label	Technology replaces previous competencies
Variable name	I240
Question	Did you also have skills and competences that you do not need anymore to carry out your professional activities now due to the new technology?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.36 Competence development new technology: internal training courses

Variable label	Competence development new technology: internal training courses
Variable name	I241a
Question	Often new skills and competencies have to be acquired to handle a newly introduced technology. Which of the following options have you used to acquire the skills and competences necessary for the new technology just mentioned? A: Internal training courses
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.37 Competence development new technology: external training courses

Variable label	Competence development new technology: external training courses
Variable name	I241b
Question	Often new skills and competencies have to be acquired to handle a newly introduced technology. Which of the following options have you used to acquire the skills and competences necessary for the new technology just mentioned? B: External training courses
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.38 Competence development new technology: self-study/trying out

Variable label	Competence development new technology: self-study/trying out
Variable name	I241c
Question	Often new skills and competencies have to be acquired to handle a newly introduced technology. Which of the following options have you used to acquire the skills and competences necessary for the new technology just mentioned? C: Self-study / learning-by-doing
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.39 Competence development new technology: explanation by other persons at the workplace

Variable label	Competence development new technology: explanation by other persons at the workplace
Variable name	I241d
Question	Often new skills and competencies have to be acquired to handle a newly introduced technology. Which of the following options have you used to acquire the skills and competences necessary for the new technology just mentioned? D: Explanation by other persons at the workplace
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.40 Everyday working life new technology: transfer of knowledge about handling

Variable label	Everyday working life new technology: transfer of knowledge about handling
Variable name	I242a
Question	Here are some statements about the daily work with the new technology. Please tell me if the statements fully apply, largely apply, do rather not apply, or do not apply at all. A: I often pass on knowledge about how to use the new technology to colleagues.
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 2019

7.4.41 Everyday working life new technology: primary user in the team

Variable label	Everyday working life new technology: primary user in the team
Variable name	I242b

Question	Here are some statements about the daily work with the new technology. Please tell me if the statements fully apply, largely apply, do rather not apply, or do not apply at all. B: If 221= 1: In my team I mainly use the new technology / If 221= 2: In my teams I mainly use the new technology.
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 2019

7.4.42 Everyday working life new technology: suggestions for introduction

Variable label	Everyday working life new technology: suggestions for introduction
Variable name	I242c
Question	Here are some statements about the daily work with the new technology. Please tell me if the statements fully apply, largely apply, do rather not apply, or do not apply at all. C: I was able to make suggestions regarding the introduction of the new technology.
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 2019

7.4.43 Everyday working life new technology: co-initiation of introduction

Variable label	Everyday working life new technology: co-initiation of introduction
Variable name	I242d
Question	Here are some statements about the daily work with the new technology. Please tell me if the statements fully apply, largely apply, do rather not apply, or do not apply at all. D: I co-initiated the introduction of the new technology.
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 2019

7.4.44 Everyday working life new technology: completing tasks faster

Variable label	Everyday working life new technology: completing tasks faster
Variable name	I242e
Question	Here are some statements about the daily work with the new technology. Please tell me if the statements fully apply, largely apply, do rather not apply, or do not apply at all. E: The technology allows me to complete my tasks in less 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 2019

7.4.45 Everyday working life new technology: completing more tasks

Variable label	Everyday working life new technology: completing more tasks
Variable name	I242f
Question	Here are some statements about the daily work with the new technology. Please tell me if the statements fully apply, largely apply, do rather not apply, or do not apply at all. F: The technology allows me to do more different tasks overall
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 2019

7.4.46 Everyday working life new technology: improvement of work results

Variable label	Everyday working life new technology: improvement of work results
Variable name	I242g
Question	Here are some statements about the daily work with the new technology. Please tell me if the statements fully apply, largely apply, do rather not apply, or do not apply at all. G: The technology has improved the results of my 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 2019
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7.4.47 Reading about technology topics in leisure time

Variable label	Reading about technology topics in leisure time
Variable name	I243
Question	In your spare time, how often do you read articles in magazines or online (e.g. online magazines or blogs) on technology topics? Please also think about technologies that you use in your spare time.
Detailed description, values	1 Often 2 Rarely 3 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.48 Satisfaction with technological equipment

Variable label	Satisfaction with technological equipment
Variable name	I244
Question	How satisfied are you with the technological equipment at your workplace? Please answer on a scale from 0 to 10, where 0 means “totally dissatisfied” and 10 means “totally satisfied”.
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.49 Modernity technological equipment

Variable label	Modernity technological equipment
Variable name	I245
Question	How modern is the technological equipment of your workplace from your perspective? Please answer on a scale from 0 to 10, where 0 means “completely outdated” and 10 means “completely modern”.
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.4.50 Digitalization: machines will take over job

Variable label	Digitalization: machines will take over job
Variable name	I301da
Question	How likely do you think it is that due to technological development your work will be taken over by machines in the next ten years? Do you think this is...

Detailed description, values	1 Very likely 2 Rather likely 3 Rather unlikely 4 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.5 Work conditions and workloads

7.5.1 Work conditions: decisions

Variable label	Work conditions: decisions
Variable name	I301a
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. A: The job allows me to make a lot of decisions on my own.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.5.2 Work conditions: task variety

Variable label	Work conditions: task variety
Variable name	I301b
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. B: The job involves a great deal of task variety.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.5.3 Work conditions: other jobs depend directly on my job

Variable label	Work conditions: other jobs depend directly on my job
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Variable name	I301c
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. C: Other jobs depend directly on my job.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

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

Variable label	Work conditions: my job depends on the work of others
Variable name	I301d
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. D: The job depends on the work of many different people for its completion.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.5.5 Work conditions: physical effort

Variable label	Work conditions: physical effort
Variable name	I301e
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. E: The job requires a lot of physical effort.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2019
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7.5.6 Work conditions: ambient conditions

Variable label	Work conditions: ambient conditions
Variable name	I301f
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. F: At work I am exposed to unpleasant ambient conditions such as noise, extreme temperature, unpleasant lightning or odours.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.5.7 Work conditions: time pressure

Variable label	Work conditions: time pressure
Variable name	I301g
Question	Which of the following applies to your job? Please tell me, if the statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. G: I often have time pressure over a long period or I have to deal with several important tasks at the same time.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.5.8 Work-Family: interference with family life

Variable label	Work-Family: interference with family life
Variable name	I303a
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 2019

7.5.9 Work-Family: family responsibilities

Variable label	Work-Family: family responsibilities
Variable name	I303b
Question	In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following statements apply to you. B: The amount of time my job takes up makes it difficult to fulfill family responsibilities.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.5.10 Work-Family: strain

Variable label	Work-Family: strain
Variable name	I303c
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 2019

7.5.11 Work-Family: put off doing things at work

Variable label	Work-Family: put off doing things at work
Variable name	I303d
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 2019

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

Variable label	Work-Family: things at work don't get done
Variable name	I303e
Question	In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following statements apply to you. E: Things I want to do at work don't get done because of the demands of my family or spouse/partner.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.5.13 Work-Family: home life interferes with work

Variable label	Work-Family: home life interferes with work
Variable name	I303f
Question	In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following statements apply to you. F: My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral

	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.5.14 Work-Family: home life interferes with work

Variable label	Care for person in need of assistance
Variable name	I304
Question	Are you caring for a person in need of assistance or support due to old age, disease or disability?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.5.15 Work-Family: home life interferes with work

Variable label	Care for person in need of assistance (h/day)
Variable name	I305
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 2019

7.6 Remuneration

7.6.1 Performance-related bonuses

Variable label	Performance-related bonuses
Variable name	I401
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 2019

7.6.2 Performance-related bonuses: contractual commitment

Variable label	Performance-related bonuses: contractual commitment
Variable name	I401a
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 2019

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

Variable label	Performance-related bonuses: amount contractually agreed at target attainment (%)
Variable name	I401b
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 2019

7.6.4 Performance-related bonuses: actual payments (Euro) – 2017

Variable label	Performance-related bonuses: actual payments (Euro) – 2017
Variable name	I401c
Question	What was the actual amount of performance-related payments in 2017?
Detailed description, values	Numerical -5 No variable payments in 2017
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7 Commitment, values and corporate culture

7.7.1 Corporate culture: good understanding

Variable label	Corporate culture: good understanding
Variable name	I501a
Question	I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided.

	A: People have a good understanding of what the organization is trying to do.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.2 Corporate culture: long-term plans

Variable label	Corporate culture: long-term plans
Variable name	I501b
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 2019

7.7.3 Corporate culture: confidence

Variable label	Corporate culture: confidence
Variable name	I501c
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 2019

7.7.4 Corporate culture: good guidance

Variable label	Corporate culture: good guidance
Variable name	I501d
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 2019

7.7.5 Corporate culture: understanding

Variable label	Corporate culture: understanding
Variable name	I501e
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 2019

7.7.6 Corporate culture: no discrimination

Variable label	Corporate culture: no discrimination
Variable name	I501g
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 2019

7.7.7 Corporate culture: clear communication

Variable label	Corporate culture: clear communication
Variable name	I501h
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 2019

7.7.8 Corporate culture: charitable and non-profit projects

Variable label	Corporate culture: charitable and non-profit projects
Variable name	I501j
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 2019

7.7.9 Corporate culture: creating meaning through work

Variable label	Corporate culture: creating meaning through work
Variable name	I501k

Question	I will now read out some statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. K: My work helps me to experience my life as meaningful
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.10 Corporate culture: employer goals and society/environment

Variable label	Corporate culture: employer goals and society/environment
Variable name	I501l
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. L: My employer does not exclusively pursue financial goals, but also goals that benefit society or the environment.
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 2019

7.7.11 Corporate culture: important contribution to operation

Variable label	Corporate culture: important contribution to operation
Variable name	I501m
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. M: I make an important contribution to my business with my 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 2019

7.7.12 Corporate culture: meaningful contribution to society

Variable label	Corporate culture: meaningful contribution to society
Variable name	I501n
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. N: With my work I make a meaningful contribution to society
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 2019

7.7.13 Commitment: rest of my life

Variable label	Commitment: rest of my life
Variable name	I501aa
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. A: I would be very happy to spend the rest of my career with this organization.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.14 Commitment: personal meaning

Variable label	Commitment: personal meaning
Variable name	I501ab
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. B: This organization has a great deal of personal meaning for me.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.15 Commitment: problems are my own

Variable label	Commitment: problems are my own
Variable name	I501ac
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. C: I really feel as if this organization's problems are my own.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.16 Commitment: no belonging

Variable label	Commitment: no belonging
Variable name	I501ad
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. D: I do not feel a strong sense of "belonging" to my organization.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.17 Commitment: not emotionally attached

Variable label	Commitment: not emotionally attached
Variable name	I501ae
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. E: I do not feel "emotionally attached" to this organization.

Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.18 Commitment: no part of the family

Variable label	Commitment: no part of the family
Variable name	I501af
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. F: I do not feel like “part of the family” at my organization.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.19 Collegiality: receive help from colleagues

Variable label	Collegiality: receive help from colleagues
Variable name	I502a
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 2019

7.7.20 Collegiality: help colleagues

Variable label	Collegiality: help colleagues
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Variable name	I502b
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 2019

7.7.21 Collegiality: criticism/harassment/exposure

Variable label	Collegiality: criticism/harassment/exposure
Variable name	I502c
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 2019

7.7.22 Job satisfaction

Variable label	Job satisfaction
Variable name	I503
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 2019

7.7.23 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 2019

7.7.24 Fairness: income

Variable label	Fairness: income
Variable name	I507a
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 2019

7.7.25 Fairness: decision procedures

Variable label	Fairness: decision procedures
Variable name	I507b
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 2019

7.7.26 Fairness: supervisor

Variable label	Fairness: supervisor
Variable name	I507c
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 2019

7.7.27 Changing job

Variable label	Changing job
Variable name	I508a
Question	How many times in the past 12 months have you thought about changing your job? Was this...
Detailed description, values	1 daily 2 a few times a week 3 a few times a month 4 a few times a year 5 never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.28 Reasons for change of employer

Variable label	Reasons for change of employer
Variable name	I508aa
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 2019

7.7.29 Expected occupational improvements: better pay & benefits

Variable label	Expected occupational improvements: better pay & benefits
Variable name	I508ba
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... A: better payment & additional benefits
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.30 Expected occupational improvements: better superiors

Variable label	Expected occupational improvements: better superiors
Variable name	I508bb
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... B: better superiors
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.31 Expected occupational improvements: career and further training opportunities

Variable label	Expected occupational improvements: career and further training opportunities
Variable name	I508bc
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know.

	I hoped that changing jobs would result in ... C: better career & further training opportunities
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.32 Expected occupational improvements: work contents

Variable label	Expected occupational improvements: work contents
Variable name	I508bd
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... D: different work content
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.33 Expected occupational improvements: work volume

Variable label	Expected occupational improvements: work volume
Variable name	I508be
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... E: different work volume
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.34 Expected occupational improvements: working hours

Variable label	Expected occupational improvements: working hours
Variable name	I508bf
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... F: more favourable working hours
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.35 Expected occupational improvements: fair treatment

Variable label	Expected occupational improvements: fair treatment
Variable name	I508bg
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... G: fair treatment by colleagues and superiors
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.36 Expected occupational improvements: a securer job

Variable label	Expected occupational improvements: a securer job
Variable name	I508bh
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ...

	H: a securer job
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.37 Expected occupational improvements: other improvements

Variable label	Expected occupational improvements: other improvements
Variable name	I508bi
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would result in ... I: other
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.38 Expected private improvements: closeness to partner/family

Variable label	Expected private improvements: closeness to partner/family
Variable name	I508ca
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of ... A: more closeness to my partner or my family
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2019
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7.7.39 Expected private improvements: private new start

Variable label	Expected private improvements: private new start
Variable name	I508cb
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of ... B: a private new start
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.40 Expected private improvements: shorter distance

Variable label	Expected private improvements: shorter distance
Variable name	I508cc
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of ... C: shorter distance to work
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.41 Expected private improvements: work-life balance

Variable label	Expected private improvements: work-life balance
Variable name	I508cd

Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of ... D: better reconciliation of work and private life
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.42 Expected private improvements: other improvements

Variable label	Expected private improvements: other improvements
Variable name	I508ce
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of ... E: other improvements
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.43 Active job search or contacted by another employer

Variable label	Active job search or contacted by another employer
Variable name	I508d
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 2019
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7.7.44 Concrete job offer

Variable label	Concrete job offer
Variable name	I508e
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 2019

7.7.45 Highest wage/salary offer (Euro)

Variable label	Highest wage/salary offer (Euro)
Variable name	I508f
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 2019

7.7.46 No job change: external offer not better

Variable label	No job change: external offer not better
Variable name	I508ga
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 2019

7.7.47 No job change: higher wage, better working conditions

Variable label	No job change: higher wage, better working conditions
Variable name	I508gb
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 2019

7.7.48 No job change: private reasons

Variable label	No job change: private reasons
Variable name	I508gc
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 2019

7.7.49 No job change: other reasons

Variable label	No job change: other reasons
Variable name	I508gd
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 2019

7.7.50 No job change: refuse

Variable label	No job change: refuse
Variable name	I508ge
Question	Why have you stayed with your employer? 7: cannot/may not answer
Detailed description, values	The expressions "refused" (508ge) and "do not know" (508gf) from the previous wave have now been combined to "cannot/may not answer". 0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.51 Offer employer: pay raise and/or benefits

Variable label	Offer employer: pay raise and/or benefits
Variable name	I508ha
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 2019

7.7.52 Offer employer: promotion (prospects)

Variable label	Offer employer: promotion (prospects)
Variable name	I508hb
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 2019

7.7.53 Offer employer: working hours

Variable label	Offer employer: working hours
Variable name	I508hc
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 2019

7.7.54 Offer employer: further training possibilities

Variable label	Offer employer: further training possibilities
Variable name	I508hd
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 2019

7.7.55 Offer employer: work contents

Variable label	Offer employer: work contents
Variable name	I508he
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 2019

7.7.56 Offer employer: work volume

Variable label	Offer employer: work volume
Variable name	I508hf
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 2019

7.7.57 Offer employer: job security

Variable label	Offer employer: job security
Variable name	I508hg
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 2019

7.7.58 Offer employer: other improvements

Variable label	Offer employer: other improvements
Variable name	I508hh
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 2019

7.7.59 Offer employer: refuse

Variable label	Offer employer: refuse
Variable name	I508hi
Question	Which benefits did your employer offer you? 97: cannot/may not answer
Detailed description, values	The expressions "refused" (508hi) and "do not know" (508hj) from the previous wave have now been combined to "cannot/may not answer". 0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.60 Employer offer: Possibility of home-office

Variable label	Employer offer: Possibility of home-office
Variable name	I508hk
Question	Which benefits did your employer offer you? 9: The ability to work mobile
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.61 Employer offer: work-life balance

Variable label	Employer offer: work-life balance
Variable name	I508hl
Question	Which benefits did your employer offer you? 10: A better work-life balance
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.62 Job does not require a long training period

Variable label	Job does not require a long training period
Variable name	I508i
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 2019

7.7.63 Engagement: energy

Variable label	Engagement: energy
Variable name	I509a
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 2019

7.7.64 Engagement: strong and vigorous

Variable label	Engagement: strong and vigorous
Variable name	I509b
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 2019

7.7.65 Engagement: enthusiastic

Variable label	Engagement: enthusiastic
Variable name	I509c
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 2019

7.7.66 Engagement: inspired

Variable label	Engagement: inspired
Variable name	I509d
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 2019

7.7.67 Engagement: feel like going to work

Variable label	Engagement: feel like going to work
Variable name	I509e
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 2019

7.7.68 Engagement: happy

Variable label	Engagement: happy
Variable name	I509f
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 2019

7.7.69 Engagement: proud

Variable label	Engagement: proud
Variable name	I509g
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 2019

7.7.70 Engagement: immersed

Variable label	Engagement: immersed
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Variable name	I509h
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 2019

7.7.71 Engagement: carried away

Variable label	Engagement: carried away
Variable name	I509i
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 2019

7.7.72 Contacted by other employer (last 12 months)?

Variable label	Contacted by other employer (last 12 months)?
Variable name	I510
Question	Have you been contacted by another employer within the last twelvemonths?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.73 Internal job change, last 12 months

Variable label	Internal job change, last 12 months
Variable name	I511

Question	Have you changed jobs within your company during the last twelve months? A change of job means a change within the organisation and not merely a change of the location.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.74 Initiative internal job change

Variable label	Initiative internal job change
Variable name	I512
Question	On whose initiative has the change taken place?
Detailed description, values	1 Own initiative 2 Employer's initiative
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.75 Reasons for internal job changes: higher payment/additional benefits

Variable label	Reasons for internal job changes: higher payment/additional benefits
Variable name	I513a
Question	What were the reasons for the job change? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. A: Better pay and/or fringe 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 2019

7.7.76 Reasons for internal job changes: (prospect of) promotion

Variable label	Reasons for internal job changes: (prospect of) promotion
Variable name	I513b
Question	What were the reasons for the job change? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. B: A promotion or the prospect of promotion
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 2019

7.7.77 Reasons for internal job changes: better development opportunities

Variable label	Reasons for internal job changes: better development opportunities
Variable name	I513c
Question	What were the reasons for the job change? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. C: Bettercareer development 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 2019

7.7.78 Reasons for internal job changes: different work content

Variable label	Reasons for internal job changes: different work content
Variable name	I513d
Question	What were the reasons for the job change? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. 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 2019

7.7.79 Reasons for internal job changes: greater job security

Variable label	Reasons for internal job changes: greater job security
Variable name	I513e
Question	What were the reasons for the job change? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. E: The prospect of more job security, for example through a permanent contract
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 2019

7.7.80 Reasons for internal job changes: better work-life balance

Variable label	Reasons for internal job changes: better work-live balance
Variable name	I513f
Question	What were the reasons for the job change? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. F: A better work-life balance
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 2019

7.7.81 Reasons for internal job changes: personal problems with supervisors/colleagues

Variable label	Reasons for internal job changes: personal problems with supervisors/colleagues
Variable name	I513g
Question	What were the reasons for the job change? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. G: Personal problems with superiors or colleagues
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 2019

7.7.82 Reasons for internal job changes: problems with work content

Variable label	Reasons for internal job changes: problems with work content
Variable name	I513h
Question	What were the reasons for the job change? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know.

	H: Problems with the 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 2019

7.7.83 Reasons for internal job changes: general restructuring

Variable label	Reasons for internal job changes: general restructuring
Variable name	I513i
Question	What were the reasons for the job change? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I: A general restructuring
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 2019

7.7.84 Active internal job search, last 12 month

Variable label	Active internal job search, last 12 month
Variable name	I514
Question	Have you actively looked for another job within your company during the last twelve months?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.7.85 Reasons internal job search: higher payment/additional benefits

Variable label	Reasons internal job search: higher payment/additional benefits
Variable name	I515a
Question	For which of the following reasons did you look for another job within your company? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. A: Better pay and/or fringe 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 2019

7.7.86 Reasons internal job search: (possibility of) promotion

Variable label	Reasons internal job search: (possibility of) promotion
Variable name	I515b
Question	For which of the following reasons did you look for another job within your company? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. B: A promotion or the prospect of promotion
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 2019

7.7.87 Reasons internal job search: better development opportunities

Variable label	Reasons internal job search: better development opportunities
Variable name	I515c
Question	For which of the following reasons did you look for another job within your company? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. C: Better career development 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 2019

7.7.88 Reasons internal job search: changed contents of work

Variable label	Reasons internal job search: changed contents of work
Variable name	I515d

Question	For which of the following reasons did you look for another job within your company? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. 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 2019

7.7.89 Reasons internal job search: greater job security

Variable label	Reasons internal job search: greater job security
Variable name	I515e
Question	For which of the following reasons did you look for another job within your company? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. E: The prospect of more job security, for example through a permanent contract
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 2019

7.7.90 Reasons internal job search: better compatibility of work and private life

Variable label	Reasons internal job search: better compatibility of work and private life
Variable name	I515f
Question	For which of the following reasons did you look for another job within your company? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. F: A better work-life balance
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 2019

7.7.91 Reasons internal job search: personal problems with supervisors/colleagues

Variable label	Reasons internal job search: personal problems with supervisors/colleagues
Variable name	I515g
Question	For which of the following reasons did you look for another job within your company? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. G: Personal problems with superiors or colleagues
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 2019

7.7.92 Reasons internal job search: problem with subject

Variable label	Reasons internal job search: problem with subject
Variable name	I515j
Question	For which of the following reasons did you look for another job within your company? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. J: Problems with the 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 2019

7.7.93 Reasons internal job search: general restructuring

Variable label	Reasons internal job search: general restructuring
Variable name	I515i
Question	For which of the following reasons did you look for another job within your company? Please tell me whether an item fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I: A general restructuring
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 2019

7.8 Personality and attitudes

7.8.1 No reliance

Variable label	No reliance
Variable name	I602a
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 2019

7.8.2 Trust

Variable label	Trust
Variable name	I602b
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 2019

7.8.3 Angry when others are better off than me

Variable label	Angry when others are better off than me
Variable name	I603a

Question	We are now interested in your personality. Therefore, I read several statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. A: It makes me angry when others are undeservingly better off than me.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.8.4 Guilty when I am better off than others

Variable label	Guilty when I am better off than others
Variable name	I603b
Question	We are now interested in your personality. Therefore, I read several statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. B: I feel guilty when I am better off than others for no reason.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.8.5 Big Five: thorough

Variable label	Big Five: thorough
Variable name	I605a
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 2019
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7.8.6 Big Five: communicative

Variable label	Big Five: communicative
Variable name	I605b
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 2019

7.8.7 Big Five: rude

Variable label	Big Five: rude
Variable name	I605c
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 2019

7.8.8 Big Five: original

Variable label	Big Five: original
Variable name	I605d
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 2019

7.8.9 Big Five: worries

Variable label	Big Five: worries
Variable name	I605e
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 2019

7.8.10 Big Five: forgiving

Variable label	Big Five: forgiving
Variable name	I605f
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 2019

7.8.11 Big Five: lazy

Variable label	Big Five: lazy
Variable name	I605g
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 2019

7.8.12 Big Five: outgoing

Variable label	Big Five: outgoing
Variable name	I605h
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 2019

7.8.13 Big Five: artistic

Variable label	Big Five: artistic
Variable name	I605i
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 2019

7.8.14 Big Five: nervous

Variable label	Big Five: nervous
Variable name	I605j
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 2019

7.8.15 Big Five: effective

Variable label	Big Five: effective
Variable name	I605k
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 2019

7.8.16 Big Five: reserved

Variable label	Big Five: reserved
Variable name	I605l
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 2019

7.8.17 Big Five: considerate

Variable label	Big Five: considerate
Variable name	I605m
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 2019

7.8.18 Big Five: imaginative

Variable label	Big Five: imaginative
Variable name	I605n
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 2019

7.8.19 Big Five: relaxed

Variable label	Big Five: relaxed
Variable name	I605o
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 2019

7.8.20 Big Five: eager for knowledge

Variable label	Big Five: eager for knowledge
Variable name	I605p
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 2019

7.8.21 Risk-taker

Variable label	Risk-taker
Variable name	I606
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 2019

7.8.22 Self-efficacy: rely on own abilities

Variable label	Self-efficacy: rely on own abilities
Variable name	I607a
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 2019

7.8.23 Self-efficacy: solve problems on my own

Variable label	Self-efficacy: solve problems on my own
Variable name	I607b
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 2019

7.8.24 Self-efficacy: solve challenging and complex tasks

Variable label	Self-efficacy: solve challenging and complex tasks
Variable name	I607c
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 2019

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

Variable label	Time preference: abstain from things today, afford more tomorrow
Variable name	I608a
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 2019

7.8.26 Time preference: procrastinate things

Variable label	Time preference: procrastinate things
Variable name	I608b
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 2019

7.8.27 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	I609a
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 2019

7.8.28 Reciprocity: prepared to return a favour

Variable label	Reciprocity: prepared to return a favour
Variable name	I609b
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 2019

7.8.29 Altruism: willingness to share without expecting anything in return

Variable label	Altruism: willingness to share without expecting anything in return
Variable name	I610
Question	How do you assess your willingness to share with others without expecting anything in return? Please assess your willingness on a scale with 0 meaning: "not at all willing to share without expecting something in return" and 10 meaning: "very willing to share without expecting something in return". The values in between allow you to grade your assessment.
Detailed description, values	0 = No willingness to share at all till 10 = Great willingness to share
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.8.30 Work-life balance: Thinking about work at home

Variable label	Work-life balance: Thinking about work at home
Variable name	I611a
Question	Please tell me if the following statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. A: I do not like having to think about work when I am at home.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.8.31 Work-life balance: Let working life at work

Variable label	Work-life balance: Let working life at work
Variable name	I611b
Question	Please tell me if the following statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. B: I prefer leaving my worklife at work.
Detailed description, values	1 Fully applies 2 Largely applies

	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.8.32 Work-life balance: Work issues in family life

Variable label	Work-life balance: Work issues in family life
Variable name	I611c
Question	Please tell me if the following statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. C: I don't like it when work-issues have an impact on my family-life
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.8.33 Work-life balance: Leave work behind

Variable label	Work-life balance: Leave work behind
Variable name	I611d
Question	Please tell me if the following statements fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. D: I would like to be able to leave my work behind when I go home.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.9 Health

7.9.1 Health status

Variable label	Health status
Variable name	I701

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 2019

7.9.2 Sick days

Variable label	Sick days
Variable name	I702
Question	How many days were you unable to work due to illness in 2016? Please state the total number of days, not just the number of days for which you had an official note from your doctor.
Detailed description, values	Numerical -6 None
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.9.3 Well-being: cheerful and in good spirits

Variable label	Well-being: cheerful and in good spirits
Variable name	I703a
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 2019

7.9.4 Well-being: calm and relaxed

Variable label	Well-being: calm and relaxed
Variable name	I703b

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 2019

7.9.5 Well-being: active and vigorous

Variable label	Well-being: active and vigorous
Variable name	I703c
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 2019

7.9.6 Well-being: fresh and rested

Variable label	Well-being: fresh and rested
Variable name	I703d
Question	The following statements concern your well-being over the last two weeks! Please indicate your feeling for each of the statements. Over the last two weeks... D: I woke up feeling fresh and rested.
Detailed description, values	1 All of the time 2 Most of the time 3 More than half of the time 4 Less than half of the time 5 Some of the time 6 At no time

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.9.7 Well-being: interesting things

Variable label	Well-being: interesting things
Variable name	I703e
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 2019

7.9.8 Went to work sick (number of days)

Variable label	Went to work sick (number of days)
Variable name	I704
Question	On how many days in 2016 did you go to work, although you should have stayed at home due to your state of health?
Detailed description, values	Numerical -6 No day
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.10 Soziodemography

7.10.1 Highest level of education

Variable label	Highest level of education
Variable name	I801
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 2019

7.10.2 Highest level of training qualification

Variable label	Highest level of training qualification
Variable name	I802
Question	What is your highest level of training qualification? Please indicate which of the following is most true for you.
Detailed description, values	1 Apprenticeship, in-firm training 2 Vocational training within the education 3 Master craftsmen's or technical college 4 University of applied sciences degree 5 University degree 6 Another training qualification 7 No training qualification 8 Bachelor at a university (of applied science)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.10.3 Permanent relationship

Variable label	Permanent relationship
Variable name	I803
Question	Are you in a serious/permanent relationship?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.10.4 Partner lives in same household

Variable label	Partner lives in same household
Variable name	I804
Question	Does your partner live in the same household?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire

Data set/wave	LPP Employee Survey 2019
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7.10.5 Employment of partner

Variable label	Employment of partner
Variable name	I805
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 2019

7.10.6 Household size (persons)

Variable label	Household size (persons)
Variable name	I806
Question	How many people live in your household, children and yourself included?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.10.7 Children < 14 years

Variable label	Children < 14 years
Variable name	I807
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 2019

7.10.8 Age youngest child (years)

Variable label	Age youngest child (years)
Variable name	I808_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 2019
Notes	The variable contains the age of the youngest child.

7.10.9 Nationality

Variable label	Nationality
Variable name	I811
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 2019

7.10.10 Country of birth: Germany

Variable label	Country of birth: Germany
Variable name	I812
Question	Were you born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.10.11 Country of birth: other (aggregated)

Variable label	Country of birth: other (aggregated)
Variable name	I813_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 2019
Notes	The variable contains a grouped version of the countries in which the employees were born. The values include the following countries/continents:

	<ul style="list-style-type: none"> - Southern/ Eastern Europe: Albania, Andorra, Bosnia and Herzegovina, Bulgaria, Chechen slovakia, Estonia, Greece, Italy, Croatia, Jugoslavia, Latvia, Lithuania, Macedonia, Malta, Moldova, Monaco, Montenegro, Poland, Portugal, Romania, Russia, San Marino, Serbia, Slovenia, Soviet Union, Spain, Turkey, Ukraine, Hungary, Vatican, Belarus, Cyprus - Northern/ Western/ Central Europe: Belgium, Denmark, Finland , France, Great Britain, Ireland, Island, Liechtenstein, Luxembourg, Netherlands, Norway, Austria, Sweden, Switzerland, Slovakia, Czech Republic - Asia - Rest of the world: North and South America, Africa, Australia
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7.10.12 Came to Germany (year) (aggregated)

Variable label	Came to Germany (year) (aggregated)
Variable name	l814_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 2019
Notes	The variable contains a grouped version of the year the employee came to Germany.

7.10.13 Country of birth father: germany

Variable label	Country of birth father: germany
Variable name	l815
Question	Was your father born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.10.14 Country of birth mother: germany

Variable label	Country of birth mother: germany
Variable name	l817
Question	Was your mother born in Germany?

Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.10.15 Gross pay

Variable label	Gross pay
Variable name	I818
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 2019

7.10.16 Net pay

Variable label	Net pay
Variable name	I819
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 2019

7.11 Panel participation and merging of data

7.11.1 Panel participation

Variable label	Panel participation
Variable name	I901
Question	We have now arrived at the end of the interview. Thank you for answering the questions. We would appreciate if the survey was interesting for you. Just one final question to conclude. To find out, if anything and, if yes, what has changed in the world of work within a few years, it is necessary that we can carry out a second interview with all the respondents in two years. If you can resolve to do this, this would be very valuable to the success of the research project. For the purpose of the further survey in the context of this study we must keep your address. Hereby

	the Data Protection Law requires your agreement. The data will be used in this research project only. A further use of your data for other purposes is not permitted. Your address will be stored separately from the questionnaire and can never be associated with the answers you provided. Your information will remain completely anonymous. After completion of the research project, your address will be permanently deleted. Do you agree?
Detailed description, values	1 I agree 2 I do not agree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.11.2 Merging of data

Variable label	Merging of data
Variable name	I902
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 agreement is voluntary. You can withdraw it at any time.</p>
Detailed description, values	1 Yes, agreement granted 2 No, agreement not granted
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12 Short interviews

7.12.1 Termination of employment (year)

Variable label	Termination of employment (year)
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Variable name	C02_w4
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 2019
Notes	The month is not specified.

7.12.2 Termination of employment: way

Variable label	Termination of employment: way
Variable name	C03_w4
Question	How was the employment relationship terminated in month year?
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 2019

7.12.3 Termination of employment: initiative

Variable label	Termination of employment: initiative
Variable name	C04_w4
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 2019

7.12.4 Reasons for termination

Variable label	Reasons for termination
Variable name	C05_w4
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 2019

7.12.5 Expected occupational improvements: better pay & benefits

Variable label	Expected occupational improvements: better pay & benefits
Variable name	C05aa_w4
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... A: better pay & additional benefits
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.6 Expected occupational improvements: better superiors

Variable label	Expected occupational improvements: better superiors
Variable name	C05ab_w4
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... B: better superiors
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.7 Expected occupational improvements: career and further training opportunities

Variable label	Expected occupational improvements: career and further training opportunities
Variable name	C05ac_w4
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... C: better career & further training opportunities
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.8 Expected occupational improvements: work contents

Variable label	Expected occupational improvements: work contents
Variable name	C05ad_w4
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... D: different work content
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.9 Expected occupational improvements: work volume

Variable label	Expected occupational improvements: work volume
Variable name	C05ae_w4
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know.

	I hoped that changing jobs would bring... E: different work volume
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.10 Expected occupational improvements: working hours

Variable label	Expected occupational improvements: working hours
Variable name	C05af_w4
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... F: more favourable working hours
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.11 Expected occupational improvements: fair treatment

Variable label	Expected occupational improvements: fair treatment
Variable name	C05ag_w4
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... G: fair treatment by colleagues and superiors
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.12 Expected occupational improvements: a securer job

Variable label	Expected occupational improvements: a securer job
Variable name	C05ah_w4
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... H: a securer job
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.13 Expected occupational improvements: other improvements

Variable label	Expected occupational improvements: other improvements
Variable name	C05ai_w4
Question	Which occupational improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would bring... I: other improvements
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.14 Expected private improvements: closeness to partner/family

Variable label	Expected private improvements: closeness to partner/family
Variable name	C05ba_w4

Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of... A: more closeness to my partner or my family
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.15 Expected private improvements: private new start

Variable label	Expected private improvements: private new start
Variable name	C05bb_w4
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of... B: a private new start
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.16 Expected private improvements: shorter distance to work

Variable label	Expected private improvements: shorter distance to work
Variable name	C05bc_w4
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of... C: shorter distance to work
Detailed description, values	1 Fully applies 2 Largely applies

	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.17 Expected private improvements: work-life balance

Variable label	Expected private improvements: work-life balance
Variable name	C05bd_w4
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of... D: better reconciliation of work and private life
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.18 Expected private improvements: other improvements

Variable label	Expected private improvements: other improvements
Variable name	C05be_w4
Question	Which private improvements or changes did you expect from changing jobs? I will read some points to you. Please tell me whether a point fully applies, largely applies, does rather not apply, does not apply at all or whether you do not know. I hoped that changing jobs would benefit my private life in terms of... E: other improvements
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.19 No long period of vocational adjustment necessary

Variable label	No long period of vocational adjustment necessary
Variable name	C05c_w4
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 2019

7.12.20 New job in prospect or signed contract

Variable label	New job in prospect or signed contract
Variable name	C07_w4
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 2019

7.12.21 Search path

Variable label	Search path
Variable name	C08_w4
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 2019

7.12.22 Number of applications

Variable label	Number of applications
Variable name	C08a_w4
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 2019

7.12.23 Number of job offers

Variable label	Number of job offers
Variable name	C08b_w4
Question	How many job offers have you received during your applications?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.24 Highest wage/salary offer (Euro)

Variable label	Highest wage/salary offer (Euro)
Variable name	C09_w4
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 2019

7.12.25 Offer former employer

Variable label	Offer former employer
Variable name	C10_w4

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 2019

7.12.26 Offer former employer: pay raise and/or benefits

Variable label	Offer former employer: pay raise and/or benefits
Variable name	C11a_w4
Question	What did your former employer offer you as a result? My former employer offered me... 1: pay raise and/or additional benefits
Detailed description, values	0 Not marked 1 Yest
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.27 Offer former employer: promotion (prospects)

Variable label	Offer former employer: promotion (prospects)
Variable name	C11b_w4
Question	What did your former employer offer you as a result? My former employer offered me... 2: promotion or the prospect of being promoted
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.28 Offer former employer: working hours

Variable label	Offer former employer: working hours
Variable name	C11c_w4
Question	What did your former employer offer you as a result? My former employer offered me... 3: better working hours / better location of the working hours
Detailed description, values	0 Not marked 1 Yes

Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.29 Offer former employer: further training possibilities

Variable label	Offer former employer: further training possibilities
Variable name	C11d_w4
Question	What did your former employer offer you as a result? My former employer offered me... 4: better or concrete further training possibilities
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.30 Offer former employer: work contents

Variable label	Offer former employer: work contents
Variable name	C11e_w4
Question	What did your former employer offer you as a result? My former employer offered me... 5: changed work content or a different position in the establishment
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.31 Offer former employer: work volume

Variable label	Offer former employer: work volume
Variable name	C11f_w4
Question	What did your former employer offer you as a result? My former employer offered me... 6: changed work volume or workload
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.32 Offer former employer: job security

Variable label	Offer former employer: job security
Variable name	C11g_w4
Question	What did your former employer offer you as a result? My former employer offered me... 7: prospect of better job security, e.g. through a permanent contract
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.33 Offer former employer: other improvements

Variable label	Offer former employer: other improvements
Variable name	C11h_w4
Question	What did your former employer offer you as a result? My former employer offered me... 8: other improvements
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2019

7.12.34 Offer former employer: Refuse

Variable label	Offer former employer: Refuse
Variable name	C11i_w4
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 2019

7.12.35 Offer former employer: Do not know

Variable label	Offer former employer: Do not know
Variable name	C11j_w4
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 2019

7.12.36 Current employment situation

Variable label	Current employment situation
Variable name	C12_w4
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 2019

7.12.37 Start of current employment (year)

Variable label	Start of current employment (year)
Variable name	C14_w4
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 2019

7.12.38 Further other employer

Variable label	Further other employer
Variable name	C15_w4
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 2019

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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