



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

# FDZ-DATENREPORT

Documentation of labour market data

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## 06|2022 EN LPP – Linked Personnel Panel 1221

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

Kevin Ruf (IAB), Jan Mackeben (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.

# Table of Contents

1	Introduction.....	18
2	Data description.....	20
2.1	Outline.....	20
2.2	List of Variables.....	23
2.2.1	LPP-Employer Survey.....	23
2.2.2	LPP-Employee Survey: Long interviews.....	23
2.2.3	LPP-Employee Survey: Short interviews.....	23
2.3	Volume structure.....	23
3	LPP-Employer Survey.....	25
3.1	Data collection.....	25
3.1.1	Contents and method.....	25
3.1.2	Population.....	26
3.1.3	Sample.....	26
3.2	Data preparation.....	27
3.2.1	Data correction.....	27
3.2.2	Data organisation.....	27
3.2.3	Weighting.....	28
3.2.4	Linkage consent.....	29
3.2.5	Anonymisation.....	29
4	LPP-Employee Survey.....	30
4.1	Data collection.....	30
4.1.1	Contents and method.....	30
4.1.2	Population.....	32
4.1.3	Sample.....	32
4.1.4	Data collection.....	33
4.2	Data preparation.....	34
4.2.1	Data correction.....	34
4.2.2	Data organisation.....	34
4.2.3	Weighting.....	35
4.2.4	Anonymisation.....	36
4.2.5	Agreement to panel participation and merging of data.....	36
4.3	Corona Survey.....	37
5	Data use.....	39
5.1	Data access.....	39
5.2	Data linkage.....	39

5.3	Number of cases and linkage matrix.....	40
6	Description of variables: LPP-Employer Survey 1221.....	42
6.1	Identification and background information .....	42
6.1.1	Establishment identifier.....	42
6.1.2	Weighting factor LPP Employer Survey Variant 1 .....	42
6.1.3	Weighting factor LPP Employer Survey Variant 2 .....	42
6.1.4	Industry acc. to stratification matrix .....	43
6.1.5	Region acc. to stratification matrix .....	44
6.1.6	Employees acc. to stratification matrix.....	44
6.1.7	Survey mode.....	45
6.1.8	Linkage consent .....	45
6.2	HR planning and recruitment .....	45
6.2.1	Staffing plan .....	45
6.2.2	Structural analysis: age.....	45
6.2.3	Structural analysis: sex .....	46
6.2.4	Structural analysis: qualification.....	46
6.2.5	Social networks for personnel recruitment .....	46
6.2.6	Recruitment via social networks .....	47
6.2.7	Social networks: with management responsibility .....	47
6.2.8	Social networks: without management responsibility.....	47
6.2.9	Recruitment via private recruitment agency .....	47
6.2.10	Recruitment agency: with management responsibility.....	48
6.2.11	Recruitment agency: without management responsibility.....	48
6.2.12	Number of applications for skilled jobs .....	48
6.2.13	Period from job advertisement to signing of contract.....	49
6.2.14	Selection instruments: Job interview.....	49
6.2.15	Selection instruments: Assessment Center.....	49
6.2.16	Selection instruments: Intelligence or skills test .....	50
6.2.17	Selection instruments: Personality or behavioural test .....	50
6.2.18	Selection instruments: short sample work .....	50
6.2.19	Selection instruments: others .....	50
6.2.20	Selection instruments: algorithms for selection of suitable candidates .....	51
6.2.21	Duration of job interview (h): with management responsibility .....	51
6.2.22	Duration of job interview (h): without management responsibility.....	51
6.2.23	Voluntary drop outs during probationary period (%) .....	52
6.2.24	Involuntary drop outs during probationary period (%).....	52
6.2.25	No employees in probationary period .....	53
6.2.26	No new hires .....	53
6.2.27	System for internal recruitment .....	53
6.2.28	Job advertisements published internally .....	54
6.2.29	Active notification to apply for internal positions .....	54
6.2.30	Employee profiles in the internal network.....	54
6.2.31	Independent maintenance of employee profiles.....	54

6.3	Human Resources Development.....	55
6.3.1	Appraisal interviews.....	55
6.3.2	Appraisal interviews: management staff.....	55
6.3.3	Share of appraisal interviews: management staff .....	55
6.3.4	Appraisal interviews managers staff: regularity .....	56
6.3.5	Appraisal interviews: without management responsibility.....	56
6.3.6	Share of appraisal interviews: without management responsibility .....	56
6.3.7	Appraisal interviews without management responsibility: regularity.....	57
6.3.8	Target agreements (written form) .....	57
6.3.9	Target agreements (written form): management staff.....	57
6.3.10	Share of target agreements (written form): management staff .....	58
6.3.11	Target agreement period for managers: weeks .....	58
6.3.12	Target agreement period for managers: months.....	58
6.3.13	Target agreement period for managers: half-year.....	58
6.3.14	Target agreement period for managers: year .....	59
6.3.15	Target agreement period for managers: longer.....	59
6.3.16	Target agreements (written form): without management responsibility.....	59
6.3.17	Share of target agreements (written form): without management responsibility .....	59
6.3.18	Target agreement period without management responsibility: weeks.....	60
6.3.19	Target agreement period without management responsibility: months .....	60
6.3.20	Target agreement period without management responsibility: half-year .....	60
6.3.21	Target agreement period without management responsibility: year.....	60
6.3.22	Target agreement period without management responsibility: longer .....	61
6.3.23	Formula-based calculation of variable pay components by means of degree of achievement of objectives .....	61
6.3.24	Development plans .....	61
6.3.25	Development plans: management staff.....	62
6.3.26	Share of development plans: management staff.....	62
6.3.27	Development plans: without management responsibility .....	62
6.3.28	Share of development plans: without management responsibility.....	63
6.3.29	Implementation of development plans.....	63
6.3.30	Performance appraisal.....	63
6.3.31	Performance appraisal: management staff .....	63
6.3.32	Share of performance appraisal: management staff .....	64
6.3.33	Performance appraisal: without management responsibility .....	64
6.3.34	Share of performance appraisal: without management responsibility.....	64
6.3.35	Distribution recommendation for performance appraisal.....	65
6.3.36	Distribution recommendation: management staff.....	65
6.3.37	Share of distribution recommendation: management staff .....	65
6.3.38	Distribution recommendation: without management responsibility.....	66
6.3.39	Share of distribution recommendation: without management responsibility ....	66
6.3.40	Conduction of performance appraisal .....	66
6.3.41	Evaluation rounds: management staff.....	66

6.3.42	Share of evaluation rounds: management staff .....	67
6.3.43	Evaluation rounds: without management responsibility .....	67
6.3.44	Share of evaluation rounds: without management responsibility .....	67
6.3.45	Changes to target agreements and performance assessments .....	68
6.3.46	Change: Introduction target agreements.....	68
6.3.47	Change: Removal target agreements .....	68
6.3.48	Change: Extension target agreements .....	69
6.3.49	Change: Reduction target agreements.....	69
6.3.50	Change: Introduction performance assessments.....	69
6.3.51	Change: Removal performance assessments .....	69
6.3.52	Change: Extension performance assessments .....	70
6.3.53	Change: Reduction performance assessments.....	70
6.3.54	Change in employee assessment only or accompanied by other changes .....	70
6.3.55	Inefficiency: Discussion with employee .....	71
6.3.56	Inefficiency: HR development measures.....	71
6.3.57	Inefficiency: Another position in establishment .....	71
6.3.58	Inefficiency: Dismissal.....	72
6.3.59	Number of training graduates left at their own request.....	72
6.4	Remuneration structure .....	72
6.4.1	Collective agreement .....	72
6.4.2	Escape clause for variable remuneration.....	73
6.4.3	Variable remuneration .....	73
6.4.4	Variable remuneration: with/without management responsibility .....	73
6.4.5	Variable remuneration: without management responsibility (%) .....	74
6.4.6	Variable remuneration: proportion management staff (%) .....	74
6.4.7	Variable remuneration: proportion employees (%).....	74
6.4.8	Variable remuneration management staff: Business success (%) .....	74
6.4.9	Variable remuneration management staff: Success of unit (%).....	75
6.4.10	Variable remuneration management staff: Personal achievements (%) .....	75
6.4.11	Variable remuneration employees: Business success (%).....	75
6.4.12	Variable remuneration employees: Personal achievements (%) .....	76
6.4.13	Variable remuneration employees: Success of unit (%) .....	76
6.4.14	Financial recognitions independent of regular bonus.....	77
6.4.15	Voluntary special payments or one-time payments .....	77
6.4.16	Amount voluntary special payments or one-time payments (Euro) .....	77
6.4.17	Conversion of wage into time .....	77
6.4.18	Conversion of wage into time: Employees with option (percent) .....	78
6.4.19	Conversion of wage into time: Employees opting for time (percent) .....	78
6.4.20	Changes remuneration structure .....	78
6.4.21	Change: Introduction variable remuneration .....	79
6.4.22	Change: Extension variable remuneration.....	79
6.4.23	Change: Cancellation variable remuneration .....	79
6.4.24	Change: Increase variable remuneration .....	79
6.4.25	Change: Decrease variable remuneration.....	80

6.4.26 Change: Changed weighting of criteria .....	80
6.4.27 Change in the remuneration system only or accompanied by other changes .....	80
6.5 Commitment, values and corporate culture.....	81
6.5.1 Employee survey .....	81
6.5.2 Employee survey: communicated to all employees .....	81
6.5.3 Employee survey: process to develop solutions for flaws .....	81
6.5.4 Employee loyalty: flexible working hours .....	81
6.5.5 Employee loyalty: remuneration .....	82
6.5.6 Employee loyalty: voluntarily additional benefits .....	82
6.5.7 Employee loyalty: career development prospects .....	82
6.5.8 Employee loyalty: general working atmosphere .....	83
6.5.9 Employee loyalty: contact between management and employees .....	83
6.5.10 Employee loyalty: work-family balance .....	83
6.5.11 Employee loyalty: Employee loyalty: mobile work.....	84
6.5.12 Promotion of diversity and equal opportunities .....	84
6.5.13 Strategy for group of people: sex.....	84
6.5.14 Strategy for group of people: age .....	85
6.5.15 Strategy for group of people: origin and religion.....	85
6.5.16 Strategy for group of people: disabilities .....	85
6.5.17 Strategy for group of people: sexual orientation .....	86
6.5.18 Strategy for group of people: others .....	86
6.5.19 Confidant for diversity and equal opportunities.....	86
6.5.20 Increase of women in management set as goal.....	87
6.5.21 No increase of proportion of women: proportion already high .....	87
6.5.22 No increase of proportion of women: no female candidates available .....	87
6.5.23 No increase of proportion of women: proportion for this branch is low .....	88
6.5.24 No increase of proportion of women: only qualifications matter .....	88
6.5.25 No increase of proportion of women: other reasons.....	88
6.5.26 Communication of objective to employees: increasing the proportion of women in managerial positions .....	88
6.5.27 Objective: Proportion of women: Quantitative target.....	89
6.5.28 Objective: Proportion of women: top management level (%).....	89
6.5.29 Objective: Proportion of women: second management level (%) .....	89
6.5.30 Objective: Proportion of women: lower management level (%) .....	90
6.5.31 Objective: Proportion of women: deadline set .....	90
6.5.32 Objective: Proportion of women: first year of deadline introduction .....	90
6.5.33 Company affected by laws on the quota of women in managerial positions.....	90
6.5.34 Measures proportion of women: mentoring programs .....	91
6.5.35 Measures proportion of women: female promotion measures.....	91
6.5.36 Measures proportion of women: measures of further training .....	91
6.5.37 Measures proportion of women: development prospects for part-time employees .....	92
6.5.38 Measures proportion of women: flexible working-time models .....	92
6.5.39 Measures proportion of women: other measures.....	92



6.5.40	Donations for charitable purposes .....	93
6.5.41	Volume of donations: As percentage of aver-age profits per year .....	93
6.5.42	Leave of absence of employees for external voluntary work .....	93
6.5.43	Home office .....	93
6.5.44	Home office not possible: type of work.....	94
6.5.45	Home office not possible: lack of technical equipment .....	94
6.5.46	Home office not possible: data security .....	94
6.5.47	Home office not possible: Cooperation made difficult.....	95
6.5.48	Home office not possible: difficult employee control.....	95
6.5.49	Home office not possible: lack of interest on the part of employees.....	95
6.5.50	Home office not possible: not considered .....	95
6.5.51	Formal regulations for home office .....	96
6.5.52	Formal regulations for home office: year of introduction .....	96
6.5.53	Home office: on a regular basis, days per week .....	96
6.5.54	Home office: on a regular basis, days per month.....	97
6.5.55	Home office: on a regular basis, days per year.....	97
6.5.56	Home office: occasionally .....	97
6.5.57	Opportunity of home office in sales/marketing: with management responsibility (%) .....	97
6.5.58	Opportunity of home office in sales/marketing: without management responsibility.....	98
6.5.59	Opportunity of home office in sales/marketing: no specification possible .....	98
6.5.60	Opportunity of home office in production: with management responsibility (%).....	99
6.5.61	Opportunity of home office in production: without management responsibility (%) .....	99
6.5.62	Opportunity of home office in production: no specification possible .....	99
6.5.63	Opportunity of home office in service: with management responsibility (%) ....	100
6.5.64	Opportunity of home office in service: without management responsibility (%).....	100
6.5.65	Opportunity of home office in service: no specification possible .....	100
6.5.66	Partially autonomous teams .....	101
6.5.67	Agile methods.....	101
6.6	Digitalization .....	101
6.6.1	New technology: digital distribution channels/data exchange/services.....	101
6.6.2	New technology: big data analytics.....	101
6.6.3	New technology: additive manufacturing processes .....	102
6.6.4	New technology: internet of things .....	102
6.6.5	New technology: cyber-physical systems .....	102
6.6.6	New technology: virtual/augmented reality .....	103
6.6.7	New technology: mobile robots, service robots .....	103
6.6.8	New technology: exoskeletons.....	103
6.6.9	New technology: drones, automated transport systems .....	104
6.6.10	New technology: artificial intelligence .....	104



6.6.11	No technology-related further training due to exhaustion of the training budget.....	104
6.6.12	Further training for employees due to new technologies .....	105
6.6.13	Structured transfer of knowledge about technologies to colleagues.....	105
6.6.14	Cost share of technology-related further training in the training budget (%) ....	105
6.6.15	Non-introduction of relevant technologies.....	106
6.6.16	Non-introduction of technologies due to lack of skills of employees.....	106
6.6.17	Non-introduction of technologies due to high investment costs.....	106
6.6.18	Devices with mobile Internet: Management staff (%).....	107
6.6.19	Devices with mobile Internet: without management responsibility (%) .....	107
6.7	Structural features .....	107
6.7.1	Average number of sick days .....	107
6.7.2	Principal owner .....	108
6.7.3	Change of principal owner in the last 2 years .....	108
6.7.4	Change of management in the last 2 years .....	108
6.7.5	Change of management: age-related retirement .....	109
6.7.6	Change of management: health-related retirement .....	109
6.7.7	Change of management: another establishment .....	109
6.7.8	Change of management: selling/merging of establishment .....	109
6.7.9	Change of management: Dismissal .....	110
6.7.10	Change of management: other.....	110
6.7.11	Business model strategy .....	110
6.7.12	Management of the human resources department: level .....	111
6.7.13	Number of employees in human resource department .....	111
6.7.14	Independent enterprise .....	111
6.7.15	Number of employees in the entire company.....	111
7	Description of variables: LPP Employee Survey 1221.....	113
7.1	Identification and background information .....	113
7.1.1	Establishment identifier.....	113
7.1.2	LPP Person-ID.....	113
7.1.3	Panelcase 2012-2021.....	113
7.1.4	Weighting factor LPP Employee Survey: Cross .....	114
7.1.5	Weighting factor LPP Employee Survey: Cross (mover).....	114
7.1.6	Weighting factor LPP Employee Survey: Cross (mover, exits) .....	114
7.1.7	Weighting factor LPP Employee Survey: Panel .....	115
7.1.8	Weighting factor LPP Employee Survey: Panel (mover) .....	115
7.1.9	Weighting factor LPP Employee Survey: Panel (mover, exits).....	115
7.1.10	Long interview .....	116
7.1.11	Short interview.....	116
7.1.12	Survey Mode .....	116
7.1.13	Year of birth .....	117
7.1.14	Sex.....	117
7.1.15	Same establishment as in wave 4 or 2021.....	117

7.1.16	Start current employment (year).....	118
7.2	Employment.....	118
7.2.1	Employment situation .....	118
7.2.2	Short-time work .....	119
7.2.3	Proportion of short-time work (percent).....	119
7.2.4	Short-time work due to covid-19.....	119
7.2.5	Short-time work Duration short-time work due to covid-19 (months) to covid-19 .....	119
7.2.6	Weekly short-time working hours (in %) due to covid-19.....	120
7.2.7	Functional area .....	120
7.2.8	Leadership position .....	120
7.2.9	Number of people working under target person .....	121
7.2.10	Leadership position (years) .....	121
7.2.11	Line manager: sex.....	121
7.2.12	Employment contract fixed-term/permanent .....	122
7.2.13	Full-time/Part-time .....	122
7.2.14	Contractual working time (h/week).....	122
7.2.15	Actual working time (h/week).....	122
7.2.16	Overtime .....	123
7.2.17	Work from home.....	123
7.2.18	No working from home: not allowed.....	123
7.2.19	No working from home: technical requirements do not exist.....	124
7.2.20	No working from home: not possible .....	124
7.2.21	No working from home: supervisor appreciates presence.....	124
7.2.22	No working from home: separation of professional and private life .....	125
7.2.23	No working from home: cooperation with colleagues more difficult .....	125
7.2.24	No working from home: decreasing chances of being promoted .....	126
7.2.25	No working from home: no concentration.....	126
7.2.26	No working from home: workplace conditions.....	126
7.2.27	Working from home desired .....	127
7.2.28	Work from home (h/week) .....	127
7.2.29	Working from home: by the hour or full days.....	127
7.2.30	Does the work at home take place within or outside the contractual working hours? .....	127
7.2.31	Relation work at home and work in the establishment: completely at home....	128
7.2.32	Relation work at home and work in the establishment: partly at home.....	128
7.2.33	Relation work at home and work in the establishment: rotating system.....	129
7.2.34	Relation work at home and work in the establishment: fixed attendance time.	129
7.2.35	Relation work at home and work in the establishment: no regulation.....	129
7.2.36	Relation work at home and work in the establishment: refused .....	130
7.2.37	Business phone calls during leisure time .....	130
7.3	Personnel development .....	130
7.3.1	Offer of further vocational training.....	130

7.3.2	Further vocational training.....	131
7.3.3	Further vocational training: full cost absorption (days) .....	131
7.3.4	In-house further training or qualification activities.....	131
7.3.5	Appraisal interview .....	132
7.3.6	Appraisal interview: objectives fixed in writing .....	132
7.3.7	Personnel development: knowledge and competences .....	132
7.3.8	Personnel development: promotion if expected to fit new position best .....	133
7.3.9	Personnel development: promotion if outstanding job performance.....	133
7.3.10	Personnel development: promotion mostly not related to professional criteria.....	134
7.3.11	Personnel development: disadvantage in personnel decisions.....	134
7.3.12	Regular performance assessment .....	135
7.3.13	Concerned about job security.....	135
7.3.14	Number of appraisal interviews (last year) .....	135
7.3.15	Objective appraisal by supervisors.....	136
7.3.16	Match between skills and requirements .....	136
7.3.17	Team affiliation .....	136
7.3.18	Number of people in the current team.....	137
7.3.19	Number of current teams.....	137
7.3.20	Number of people in main team.....	137
7.3.21	New cooperation with new team in the last year .....	138
7.3.22	Working elsewhere than the workplace: way to/from work.....	138
7.3.23	Working elsewhere than the workplace: on the way to professional appointments.....	138
7.3.24	Working elsewhere than the workplace: business trips .....	139
7.3.25	Working elsewhere than the workplace: business-clients / other business premises .....	139
7.4	Digitalization .....	140
7.4.1	Digitalization: use of ICT .....	140
7.4.2	Communication channels: e-mails.....	140
7.4.3	Communication channels: conference calls / video telephony .....	140
7.4.4	Communication channels: messenger .....	140
7.4.5	Communication channels: microblogging services.....	141
7.4.6	Communication channels: not selected.....	141
7.4.7	Everyday working life: on-site meeting .....	141
7.4.8	Everyday working life: meetings by telephone or internet telephony .....	142
7.4.9	Everyday working life: writing and reading messages.....	142
7.4.10	Everyday working life: writing/editing texts digitally .....	142
7.4.11	Everyday working life: data input and processing .....	143
7.4.12	Everyday working life: online research.....	143
7.4.13	Everyday working life: programming .....	144
7.4.14	Working with tools, devices, machines and equipment.....	144
7.4.15	Working time for operation of machines/devices/plant/tools (h/week) .....	144
7.4.16	Introduction of new technologies, last 2 years .....	145

7.4.17	New competencies necessary for technologies .....	145
7.4.18	Technology replaces previous competencies .....	145
7.4.19	Everyday working life new technology: transfer of knowledge about handling .....	146
7.4.20	Everyday working life new technology: primary user in the team .....	146
7.4.21	Everyday working life new technology: suggestions for introduction .....	147
7.4.22	Everyday working life new technology: co-initiation of introduction .....	147
7.4.23	Everyday working life new technology: completing tasks faster .....	147
7.4.24	Everyday working life new technology: completing more tasks .....	148
7.4.25	Everyday working life new technology: improvement of work results .....	148
7.4.26	Digitalization: machines will take over job .....	148
7.5	Work conditions and workloads .....	149
7.5.1	Work conditions: decisions .....	149
7.5.2	Work conditions: task variety .....	149
7.5.3	Work conditions: other jobs depend directly on my job .....	150
7.5.4	Work conditions: my job depends on the work of others .....	150
7.5.5	Work conditions: physical effort .....	151
7.5.6	Work conditions: ambient conditions .....	151
7.5.7	Work conditions: time pressure .....	151
7.5.8	Working conditions: many important tasks at once .....	152
7.5.9	Work-Family: interference with family life .....	152
7.5.10	Work-Family: family responsibilities .....	153
7.5.11	Work-Family: strain .....	153
7.5.12	Work-Family: put off doing things at work .....	154
7.5.13	Work-Family: things at work don't get done .....	154
7.5.14	Work-Family: home life interferes with work .....	154
7.5.15	Care for person in need of assistance .....	155
7.5.16	Care for person in need of assistance (h/day) .....	155
7.6	Remuneration .....	155
7.6.1	Performance-related bonuses .....	155
7.6.2	Performance-related bonuses: contractual commitment .....	156
7.6.3	Performance-related bonuses: actual payments (Euro) – 2021 .....	156
7.7	Commitment, values and corporate culture .....	156
7.7.1	Corporate culture: good understanding .....	156
7.7.2	Corporate culture: long-term plans .....	157
7.7.3	Corporate culture: confidence .....	157
7.7.4	Corporate culture: good guidance .....	158
7.7.5	Corporate culture: understanding .....	158
7.7.6	Corporate culture: no discrimination .....	159
7.7.7	Corporate culture: clear communication .....	159
7.7.8	Corporate culture: charitable and non-profit projects .....	159
7.7.9	Corporate culture: creating meaning through work .....	160
7.7.10	Corporate culture: employer goals and society/environment .....	160
7.7.11	Corporate culture: important contribution to operation .....	161

7.7.12 Corporate culture: meaningful contribution to society.....	161
7.7.13 Commitment: rest of my life .....	161
7.7.14 Commitment: personal meaning.....	162
7.7.15 Commitment: problems are my own.....	162
7.7.16 Commitment: no belonging.....	163
7.7.17 Commitment: not emotionally attached .....	163
7.7.18 Commitment: no part of the family .....	163
7.7.19 Collegiality: receive help from colleagues.....	164
7.7.20 Collegiality: help colleagues .....	164
7.7.21 Collegiality: criticism/harassment/exposure .....	165
7.7.22 Job satisfaction .....	165
7.7.23 Income satisfaction.....	165
7.7.24 Fairness: income .....	166
7.7.25 Fairness: decision procedures .....	166
7.7.26 Fairness: supervisor .....	166
7.7.27 Changing job.....	167
7.7.28 Reasons for change of employer .....	167
7.7.29 Expected occupational improvements: better pay & benefits.....	168
7.7.30 Expected occupational improvements: better superiors .....	168
7.7.31 Expected occupational improvements: career and further training opportunities.....	168
7.7.32 Expected occupational improvements: work contents.....	169
7.7.33 Expected occupational improvements: work volume.....	169
7.7.34 Expected occupational improvements: working hours.....	170
7.7.35 Expected occupational improvements: fair treatment .....	170
7.7.36 Expected occupational improvements: a securer job .....	171
7.7.37 Expected occupational improvements: other improvements .....	171
7.7.38 Expected private improvements: closeness to partner/family .....	172
7.7.39 Expected private improvements: private new start.....	172
7.7.40 Expected private improvements: shorter distance.....	173
7.7.41 Expected private improvements: work-life balance .....	173
7.7.42 Expected private improvements: other improvements.....	174
7.7.43 Active job search or contacted by another employer .....	174
7.7.44 Concrete job offers.....	174
7.7.45 Highest wage/salary offer (Euro) .....	175
7.7.46 No job change: external offer not better .....	175
7.7.47 No job change: higher wage, better working conditions.....	175
7.7.48 No job change: private reasons .....	176
7.7.49 No job change: other reasons .....	176
7.7.50 No job change: refuse.....	176
7.7.51 Offer employer: pay raise and/or benefits .....	177
7.7.52 Offer employer: promotion (prospects) .....	177
7.7.53 Offer employer: working hours.....	177
7.7.54 Offer employer: further training possibilities.....	177

7.7.55 Offer employer: work contents.....	178
7.7.56 Offer employer: work volume .....	178
7.7.57 Offer employer: job security .....	178
7.7.58 Offer employer: other improvements.....	179
7.7.59 Offer employer: refuse .....	179
7.7.60 Employer offer: Possibility of home-office.....	179
7.7.61 Employer offer: work-life balance .....	180
7.7.62 Job does not require a long training period.....	180
7.7.63 Engagement: energy .....	180
7.7.64 Engagement: strong and vigorous.....	181
7.7.65 Engagement: enthusiastic .....	181
7.7.66 Engagement: inspired .....	182
7.7.67 Engagement: feel like going to work .....	182
7.7.68 Engagement: happy .....	182
7.7.69 Engagement: proud .....	183
7.7.70 Engagement: immersed.....	183
7.7.71 Engagement: carried away .....	184
7.7.72 Contacted by other employer (last 12 months)?.....	184
7.7.73 Internal job change, last 12 months .....	184
7.7.74 Initiative internal job change.....	185
7.7.75 Reasons for internal job changes: higher payment/additional benefits.....	185
7.7.76 Reasons for internal job changes: (prospect of) promotion.....	185
7.7.77 Reasons for internal job changes: better development opportunities .....	186
7.7.78 Reasons for internal job changes: different work content .....	186
7.7.79 Reasons for internal job changes: greater job security.....	186
7.7.80 Reasons for internal job changes: better work-life balance .....	187
7.7.81 Reasons for internal job changes: personal problems with supervisors/colleagues .....	187
7.7.82 Reasons for internal job changes: problems with work content.....	188
7.7.83 Reasons for internal job changes: general restructuring.....	188
7.7.84 Active internal job search, last 12 month .....	188
7.7.85 Reasons internal job search: higher payment/additional benefits.....	189
7.7.86 Reasons internal job search: (possibility of) promotion.....	189
7.7.87 Reasons internal job search: better development opportunities .....	189
7.7.88 Reasons internal job search: changed contents of work.....	190
7.7.89 Reasons internal job search: greater job security.....	190
7.7.90 Reasons internal job search: better compatibility of work and private life .....	191
7.7.91 Reasons internal job search: personal problems with supervisors/colleagues ..	191
7.7.92 Reasons internal job search: problem with subject.....	191
7.7.93 Reasons internal job search: general restructuring.....	192
7.8 Personality and attitudes .....	192
7.8.1 No reliance.....	192
7.8.2 Trust.....	193
7.8.3 Angry when others are better off than me .....	193

7.8.4	Guilty when I am better off than others .....	194
7.8.5	Big Five: thorough .....	194
7.8.6	Big Five: communicative .....	194
7.8.7	Big Five: rude .....	195
7.8.8	Big Five: original .....	195
7.8.9	Big Five: worries .....	196
7.8.10	Big Five: forgiving .....	196
7.8.11	Big Five: lazy .....	196
7.8.12	Big Five: outgoing .....	197
7.8.13	Big Five: artistic .....	197
7.8.14	Big Five: nervous .....	198
7.8.15	Big Five: effective .....	198
7.8.16	Big Five: reserved .....	198
7.8.17	Big Five: considerate .....	199
7.8.18	Big Five: imaginative .....	199
7.8.19	Big Five: relaxed .....	199
7.8.20	Big Five: eager for knowledge .....	200
7.8.21	Risk-taker .....	200
7.8.22	Self-efficacy: rely on own abilities .....	201
7.8.23	Self-efficacy: solve problems on my own .....	201
7.8.24	Self-efficacy: solve challenging and complex tasks .....	201
7.8.25	Time preference: abstain from things today, afford more tomorrow .....	202
7.8.26	Time preference: procrastinate things .....	202
7.8.27	Reciprocity: when harmed on purpose, try to pay back in kind .....	203
7.8.28	Reciprocity: prepared to return a favour .....	203
7.8.29	Altruism: willingness to share without expecting anything in return .....	203
7.8.30	Work-life balance: Thinking about work at home .....	204
7.8.31	Work-life balance: Let working life at work .....	204
7.8.32	Work-life balance: Work issues in family life .....	205
7.8.33	Work-life balance: Leave work behind .....	205
7.9	Health .....	205
7.9.1	Health status .....	205
7.9.2	Sick days .....	206
7.9.3	Well-being: cheerful and in good spirits .....	206
7.9.4	Well-being: calm and relaxed .....	207
7.9.5	Well-being: active and vigorous .....	207
7.9.6	Well-being: fresh and rested .....	207
7.9.7	Well-being: interesting things .....	208
7.9.8	Went to work sick (number of days) .....	208
7.10	Socio-demographics .....	209
7.10.1	Highest level of education .....	209
7.10.2	Highest level of training qualification .....	209
7.10.3	Permanent relationship .....	209



7.10.4	Partner lives in same household .....	210
7.10.5	Employment of partner.....	210
7.10.6	Household size (persons).....	210
7.10.7	Children < 14 years .....	211
7.10.8	Age youngest child (years) .....	211
7.10.9	Nationality .....	211
7.10.10	Country of birth: Germany.....	212
7.10.11	Country of birth: other (aggregated).....	212
7.10.12	Came to Germany (year) (aggregated).....	212
7.10.13	Country of birth father: germany .....	213
7.10.14	Country of birth mother: germany .....	213
7.10.15	Gross pay.....	213
7.10.16	Net pay .....	214
7.11	Panel participation and merging of data .....	214
7.11.1	Panel participation.....	214
7.11.2	Merging of data.....	215
7.12	Short interviews .....	215
7.12.1	Termination of employment (year) .....	215
7.12.2	Termination of employment: way .....	216
7.12.3	Termination of employment: initiative .....	216
7.12.4	Reasons for termination .....	217
7.12.5	Expected occupational improvements: better pay & benefits.....	217
7.12.6	Expected occupational improvements: better superiors .....	217
7.12.7	Expected occupational improvements: career and further training opportunities.....	218
7.12.8	Expected occupational improvements: work contents.....	218
7.12.9	Expected occupational improvements: work volume.....	219
7.12.10	Expected occupational improvements: working hours .....	219
7.12.11	Expected occupational improvements: fair treatment.....	220
7.12.12	Expected occupational improvements: a securer job.....	220
7.12.13	Expected occupational improvements: other improvements .....	221
7.12.14	Expected private improvements: closeness to partner/family.....	221
7.12.15	Expected private improvements: private new start .....	221
7.12.16	Expected private improvements: shorter distance to work.....	222
7.12.17	Expected private improvements: work-life balance.....	222
7.12.18	Expected private improvements: other improvements .....	223
7.12.19	No long period of vocational adjustment necessary.....	223
7.12.20	New job in prospect or signed contract .....	224
7.12.21	Search path .....	224
7.12.22	Number of applications.....	225
7.12.23	Number of job offers.....	225
7.12.24	Highest wage/salary offer (Euro).....	225
7.12.25	Offer former employer.....	225

7.12.26	Offer former employer: pay raise and/or benefits .....	226
7.12.27	Offer former employer: promotion (prospects) .....	226
7.12.28	Offer former employer: working hours .....	226
7.12.29	Offer former employer: further training possibilities .....	227
7.12.30	Offer former employer: work contents .....	227
7.12.31	Offer former employer: work volume .....	227
7.12.32	Offer former employer: job security .....	228
7.12.33	Offer former employer: other improvements .....	228
7.12.34	Offer former employer: refuse .....	228
7.12.35	Current employment situation .....	229
7.12.36	Short-time work .....	229
7.12.37	Proportion of short-time work (percent) .....	229
7.12.38	Short-time work due to COVID-19 .....	230
7.12.39	Duration short-time work due to COVID-19 (months) .....	230
7.12.40	Weekly working hours during short-time work .....	230
7.12.41	Start of current employment (year) .....	231
7.12.42	Further other employer .....	231

## List of Tables

Table 1: Content characteristics .....	20
Table 2: Methodological characteristics .....	21
Table 3: Data access .....	22
Table 4: LPP- Employer survey – List of variables .....	23
Table 5: LPP- Employee survey long interviews - List of variables .....	23
Table 6: LPP-Employee survey: Short interviews - List of variables .....	23
Table 7: Volume structure .....	23
Table 8: LPP-Employee Survey – Realized interviews .....	33
Table 9: LPP-Employee Survey – Weighting factors .....	36
Table 10: LPP - Employee Survey – Agreement to merging of data .....	37
Table 11: LPP - Employee Survey – Agreement to panel participation .....	37
Table 12: Linkage matrix of the LPP employer and employee data .....	41
Table 13: Linkage matrix of the LPP employer and employee data with long interview only .....	41

# Abstract

This data report describes the fifth wave of the *Linked Personnel Panel (LPP 1221)*. 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 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), 769 establishments and 6,494 employees (wave 4) and 770 establishments and 7,397 employees (wave 5). 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

## Acknowledgements

The project is funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the Institute for Employment Research (IAB). We would like to thank our cooperation partners University of Cologne, the Eberhardt-Karls-University of Tuebingen and the Centre for European Economic Research (ZEW) as well as the survey institutes infas and Kantar Public. Special thanks go to all the establishments and employees surveyed—without whose voluntary participation this project would not have been possible. 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, 2020), and third wave of the LPP (Mackeben, Ruf, Wolter & Grunau, 2020) 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 <https://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). In the fifth wave, 770 establishments (refreshers: 430) and 7,397 employees (refreshers: 3,331) were interviewed.

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

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

This data report documents the data of the fourth fifth 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, 2020; Bellmann et al., 2015), third wave (Mackeben, Ruf, Grunau und Wolter, 2020) and fourth wave (Ruf et al., 2020) 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

Category	Description
Current data version	LPP 1221
Topics	<p><b>Establishment characteristics:</b></p> <ul style="list-style-type: none"> <li>- HR planning and recruitment</li> <li>- HR development</li> <li>- Remuneration structure</li> <li>- Commitment, values and corporate culture</li> <li>- Work organization</li> <li>- Digitalization</li> <li>- Structural features</li> </ul> <p><b>Individualmerkmale:</b></p> <ul style="list-style-type: none"> <li>- Personal characteristics</li> <li>- Employment</li> <li>- HR development</li> <li>- Digitalization</li> <li>- Work conditions and workloads</li> <li>- Remuneration</li> <li>- Commitment, values and corporate culture</li> <li>- Personality and attitudes</li> <li>- Health</li> <li>- Sociodemography</li> </ul>
Data unit	<p><b>Employer survey:</b> Establishments with more than 50 employees subject to social insurance contributions (Reference date: 30.06.2021)</p> <p><b>Employee survey:</b> Employees subject to social security system Reference date: Panel: 31<sup>th</sup> Dec 2011 (w1), 31<sup>th</sup> Dec 2013 (w2); Refresher: 31<sup>th</sup> Dec 2015 (w3); Refresher: 31<sup>th</sup> Dec 2017; (w4); Refresher: 31<sup>th</sup> Dec 2021 (w5)</p>
Number of cases	<p><b>Employer survey:</b> 770 establishments (Panel: 340, Refresher: 430)</p> <p><b>Employee survey:</b> 7.397 individuals (Panel: 4.066, Refresher: 3.331)</p>
Period covered	<p><b>Employer survey:</b> 9<sup>nd</sup> June 2020 to 16<sup>th</sup> November 2020</p> <p><b>Employee survey:</b> 15<sup>th</sup> March 2021 to 09<sup>th</sup> September 2021</p>
Time reference	Time of interview

Category	Description
Regional structure	<p><b>Employer survey:</b></p> <ul style="list-style-type: none"> <li>- Northern region: Lower Saxony, Schleswig-Holstein, Hamburg, Bremen</li> <li>- Eastern region: Berlin, Brandenburg, Mecklenburg-Western Pomerania, Saxony, Saxony-Anhalt, Thuringia</li> <li>- Southern region: Bavaria, Baden-Wuerttemberg</li> <li>- Western region: North Rhine-Westphalia, Hesse, Saarland, Rhineland-Palatinate</li> </ul> <p><b>Employee survey:</b> Federal states</p>
Territorial allocation	As of the respective reference data
Citation of data and data documentation	<p><b>Data documentation:</b> Ruf, Kevin; Mackeben, Jan; Wolter, Stefanie; Grunau, Philipp. 2022. „LPP – Linked Personnel Panel 1221, Quality of work and economic success: longitudinal study in German establishments (data documentation on the fifth wave)“. Research Data Centre (FDZ) of the Federal Employment Agency (BA) at the Institute for Employment Research (IAB). DOI: 10.5164/IAB.FDZD.2206.en.v1</p> <p><b>Data:</b> „The data basis of this paper is the Linked Personnel Panel (LPP) 1221. The data were accessed on-site at the Research Data Centre (FDZ) of the Federal Employment Agency (BA) at the Institute for Employment Research (IAB) and/or via remote data access at the FDZ.“ Ruf, Kevin; Mackeben, Jan; Wolter, Stefanie; Grunau, Philipp (2022): FDZ-Datenreport, 06/2022 (de), Nürnberg. DOI: 10.5164/IAB.LPP1221.de.en.v1</p>

Table 2: Methodological characteristics

Category	Description
Gross sample	<p><b>Employer survey</b></p> <p><b>Panel:</b> Establishments that</p> <ul style="list-style-type: none"> <li>• participated in the 4th wave and did not exclude participation in future surveys either in the IAB Establishment Panel of 2021 or in the 4th wave.</li> <li>• had temporarily failed in the 2nd or 3rd wave.</li> <li>• refused participation in the 4rd wave but wanted to participate in 2020.</li> </ul> <p><b>Refreshers:</b> A sample of establishments that gave a valid IAB Establishment Panelinterview in 2021 and were not part of the re-sample. Stratified according to establishment size, industry and region.</p>



Category	Description
	<b>Employee survey:</b> <b>Panel:</b> Persons who declared their panel willingness in the previous waves and <ul style="list-style-type: none"> <li>participated in wave 4</li> <li>did not change the establishment in the previous wave</li> </ul> <b>Refresher:</b> A sample of persons, who were subject to social insurance contributions at the deadline and are employed in establishments who participated in both the IAB Establishment Panel 2020 and the supplementary survey or for whom there was no final non-participation.
Mode of the survey	<b>Employer survey</b> Face-to-face interviews <b>Employee survey</b> Telephone interviews
Institutions involved	Institute for Employment Research (IAB), Centre for European Economic Research (ZEW), University of Cologne, Eberhardt Karls University of Tuebingen, Federal Ministry of Labour and Social Affairs (BMAS), Kantar Public, infas Institute for Applied Social Sciences
Frequency of data collection	Biennial survey
File format and size	<b>Employer survey:</b> STATA (669 KB) <b>Employee survey:</b> STATA (3.454 KB)
File architecture	<b>Employer survey:</b> lpp_employer_1221_w5_v1.dta <b>Employee survey:</b> lpp_employee_1221_w5_v1.dta

Table 3: Data access

Category	Description
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

Table 4 is provided separately as an Excel file on the LPP homepage since LPP 1221.

### 2.2.2 LPP-Employee Survey: Long interviews

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

Table 5 is provided separately as an Excel file on the LPP homepage since LPP 1221.

### 2.2.3 LPP-Employee Survey: Short interviews

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

Table 5 is provided separately as an Excel file on the LPP homepage since LPP 1221.

## 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). In the fifth wave, interviews were conducted with 770 establishments (refresher sample: 430) and 7,397 employees (refresher sample: 3,331).

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

lpp_employer_2021_v1.dta	770 establishments	669 KB
lpp_employee_2021_v1.dta	7,397 employees	3,454 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', 'working organization'. 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. Instead of the previously surveyed recruitment via social networks, this block now includes questions on internal recruitment and employee profiles.

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 the promotion criteria are no longer included. On the other hand, a new question has been added regarding the time period of the target agreements.

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 questions on decision criteria for salary increases were removed. In the fifth wave, new questions were asked about the possibility in the company of converting wage increases or special payments into additional vacation days or shorter weekly working hours.

In addition to the previous topics of employee retention, diversity and working from home, the fourth survey block "Retention, values and corporate culture" now also covers the promotion of diversity and equal opportunities. Questions on measures to increase the proportion of women from wave 2 have again been included in the block and questions on company pension plans have been removed.

In the fifth wave, the survey block "work organization" was collected for the first time. This block includes questions that were already asked in previous waves and deal with the topic of teleworking. These include the prevalence and regularity of teleworking, as well as reasons that

speak against the use of teleworking in the company. Information on autonomously working teams and the application of agile methods in the company are newly collected. The focus on "digitalization" is partly a reflection of the employee survey. On the establishment survey side, the focus of the "digitalization" survey block is on the introduction of technologies from Industry 4.0 and their effects on employees. Consequences for jobs were no longer surveyed, but additional questions on the connection between new technologies and training were included. Finally, a number of structural characteristics were collected that relate to the general organization of the establishment and thus allow more intensive analyses of the heterogeneity of establishments. Absence days of employees, decision-making processes and ownership are examples of questions in this thematic block. Compared to the previous wave, the question on strategic personnel management decisions is no longer included.

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.

Web data collection was offered as an alternative in the fifth wave the first time. 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, 2020).

### 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.<sup>1</sup>

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<sup>1</sup>For further information on the IAB Establishment Panel, see Fischer et al. (2009) as well as the FDZ homepage: [https://fdz.iab.de/de/FDZ\\_Establishment\\_Data/IAB\\_Establishment\\_Panel.aspx](https://fdz.iab.de/de/FDZ_Establishment_Data/IAB_Establishment_Panel.aspx)

The gross sample of the fifth wave included all establishments from the fourth wave, which had not excluded participation in future waves either in the IAB Establishment Panel of 2021 or in the fourth 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 2021, 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.<sup>2</sup> The sample was stratified by company size, economy sector and region. With 770 valid and timely interviews received, the response rate based on the described gross sample of 45,5 percent was at a high level (Gensicke and Tschersich, 2020).

## 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, 2020a, 2020b, 2020, 2020).

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 ''.

In the framework of the FDZ data preparation also values that are reported separately in the questionnaire were recoded to '' (e.g. c05 'I do not know').

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

### 3.2.2 Data organisation

The variable names of the LPP Employer Survey consist of a leading letter ('e' for marking the fifth survey wave), the double-digit questionnaire number as well as one or two additional letters for

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<sup>2</sup> A detailed description of the drawing matrices and the drawing process can be found in the method report by Bellmann et al. (2015) and Gensicke and Tschersich (2020).

possible sub-categories. 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'<sup>3</sup>. 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\_betr\_2020\_V1*, *gew\_betr\_2020\_V2*). The employer data set also contains stratification variables, which originate from the IAB Establishment Panel 2020. These are *region\_2020*, *branche\_2020* and *svb\_2020*. 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 770 establishments were divided into a target matrix<sup>4</sup> and subsequently extrapolated to a target value of 86,713 establishments that resulted from the BA's establishment file as of 30/06/2021. A two-tier method was applied, which differentiated between panel and refreshment establishments. Failure corrections were calculated for establishments that did not participate between 2018 and 2020. For the refreshment sample, design weights<sup>5</sup> 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 2018 and 2020, design weights were calculated using the stratification matrix for the establishments of the replenishment sample. Both approaches resulted in factors that served as the input weight for the second step of the weighting. In the second step, Kantar Public carried out an adjustment of the weighting to structural features and the number of employees subject to social security contributions, whereby the stratification matrix described at the beginning acted as a basis. In the end, every establishment received a weight, which was put together/consisted of the first, and the second level of the weighting process and balanced disproportional stratification as well as the data outage caused by branch, region and establishment size. Ultimately, each 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

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<sup>3</sup> Link to the questionnaire: [Hyperlink](#)

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

<sup>5</sup> Design weights are formed by the inverse of the inclusion probability using the stratification matrix.



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\_2020\_V1* and *gew\_betr\_2020\_V2* to the LPP establishment data set.

#### 3.2.4 Linkage consent

The fifth wave employer questionnaire included a linkage consent question for the first time. A total of 724 of the 770 establishments in the fifth wave agreed to the linkage, which corresponds to a willingness to agree of 94.03 percent. These establishments can be linked with the employee survey, the establishment panel and the previous waves.

#### 3.2.5 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 on short-time work during the Corona pandemic were added, the questions on part-time work and accessibility outside working hours were dropped. Questions from the third wave on home office were included again.

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 on competence development, everyday working life, ICT use, gender quotas and external team members were dropped in the fifth wave. No new questions were included in this block.

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 (in wave 4 introduced) 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. This block was held constant.

In the section "Working conditions and workloads", questions are asked about selected job characteristics, such as noise and extreme temperatures at work, work-life balance and caring for family members in need of care. Questions on digitalization at work are no longer covered. No new questions were included in this topic block.

In the fourth wave, the focus of the "Compensation" section was on performance- and success-based payments. Questions were asked, for example, as to whether these payments were made on the basis of contractual arrangements. In the third wave, questions on company pensions were added.

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). Kampkötter et al. (2020) 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 2020 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 138 persons.

Additionally, there are 273 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 fifth wave. The field phase started on 15 March 2021 and ended on 9 September 2021.

#### 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 fifth 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 fourth wave of the survey. A more detailed description of the panel composition can be found in the method report (Schütz et al., 2021).

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 2021 that had taken part in the IAB Establishment Survey in 2020 as well as in the additional survey or that at least did not decline to participate completely. The dataset of addresses from the IAB sent to infas contained 30,396 addresses but only 16,976 (Panelcases: 5,633; Refresher: 11,343) of them could be used as the others were either data duplicates or it was impossible to determine a phone number. Overall 3,331 new respondents and 3,793 panel respondents took part in the long interview (see Table 8).

Table 8: LPP-Employee Survey – Realized interviews

	<b>Long interview</b>	<b>Short interview</b>	<b>Total</b>
Refresher	x		3,331
Panel persons still working in the same establishment	x		3,655
Panel persons working in a different establishment	x	x	138
Panel persons no longer part of the target group		x	273
<b>Realized Interviews</b>	<b>7,124</b>	<b>411</b>	<b>7,397</b>

#### 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 2021), the probability of coverage errors increases (Groves et al. 2009). 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. 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). To test the long-term effects of the mode change, the fourth wave survey design was maintained in the 5th wave.

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.

## 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 (Schütz et al., 2021).

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 ". 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 ('J'), 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. J502a or J501ab) and contain an additional suffix referring to the wave of the long interview (\_w5). 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 *panel1221* 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\_w5* and *kurz\_w5*. 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 panel<sup>6</sup> 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 fourth wave – calculated based on Logit models<sup>7</sup> – 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 offer the method reports (Schütz et al., 2021).

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 9 provides an overview of the weights included in the dataset. The cross-sectional weight *gew\_pers\_2020\_quer\_m\_e* takes into account all respondents of the fifth 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 observations. The variable *gew\_pers\_2020\_m* excludes persons who were no longer part of the target group and hence applies to all persons who participated in the long interview. *gew\_pers\_2020\_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.

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<sup>6</sup> Detailed descriptions of the sample drawings of the IAB Establishment Panel can be found in the methodological reports at: <https://www.iab.de/de/erhebungen/iab-betriebspanel.aspx/>

<sup>7</sup> The independent variables used here are: state place of work, gender, age group, full-time/part-time job, daily wage (quantiles).



Table 9: LPP-Employee Survey – Weighting factors

		<b>Weight</b>	<b>Panel</b>	<b>Refresher</b>	<b>Mover</b>	<b>Exits</b>	<b>Total</b>
<b>5<sup>th</sup> Wave</b>	<b>Longitudinal</b>	gew_pers_2020_quer	x	x			6,969
		gew_pers_2020_quer_m	x	x	x		7,106
		gew_pers_2020_quer_m_e	x	x	x	x	7,397
	<b>Cross-sectional (Panel)</b>	gew_pers_2020_panel	x				3,638
		gew_pers_2020_panel_m	x		x		3,775
		gew_pers_2020_panel_m_e	x		x	x	4,066

#### 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 (J238\_gr)
- Age of the children: The variable contains only the age of the youngest child (J808\_gr)
- Country of birth: The values of this variable are classified into four groups (J813\_gr)
- Year in which the individual came to Germany: The values of this variable are classified into five groups (J814\_gr)

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

Consent to linkage with the administrative BA data as well as with further survey data was requested from all persons in the refreshment sample and from the panel sample who had not yet declared their willingness during the first two waves. Furthermore, they were asked whether they agree to be contacted for a repeated interview in two years. Table 10 shows that in total 95,3 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 (98,4%) than in the persons who were first-time respondents in the fifth wave (91,5%). The high linkage consent rate in the fifth wave was achieved by a more efficient survey method. In the first four waves, the linkage consent question was always asked at the end of the survey (argumentation: shorter survey time if panel participation in the next wave). This procedure always led to linkage of about 80 percent. In the fifth wave, the willingness to cooperate (argumentation: shorter survey duration) was asked at the beginning of the questionnaire. Individuals who did not agree to participate in this question were asked again at the end of the questionnaire about their willingness to participate (argumentation: data quality).

Panel members without linkage consent will be asked again in the subsequent waves. Thus, the share of willingness to participate increases through renewed questioning in the follow-up waves. A total of 91.7 percent of the employees were willing to participate in the panel (table 12).

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

		Interviews		
		Refresher	Panel	Total
<b>Agreement to merging of data</b>	Permission	3,049 (91,5%)	4,001 (98,4%)	5,435 (83.7%)
	No permission	282 (8,5%)	65 (1,6%)	347 (4,7%)

Table 11: LPP - Employee Survey – Agreement to panel participation

		Interviews		
		Refresher	Panel	Total
<b>Willingness to participate</b>	Permission	2,718 (81,6 %)	4,066 (100 %)	5,625 (86.6 %)
	No permission	613 (18,4 %)	0 (0 %)	613 (8.3 %)

The employee data set which is available for researchers contains all 7,397 employees. The linkage between employer and employee information is only possible for those employees that agreed to the merging of the data.

### 4.3 Corona Survey

Since August 2021, the Corona Special Survey can be requested as a supplementary module to the LPP, which is documented in a separate data report (Frodermann et al., 08|2021). The Corona special survey is an online supplementary survey focusing on everyday working life as well as its changes during the Covid 19 pandemic and consists of three panel waves from 2020. This dataset includes employees who already participated in the fourth wave of the LPP employee survey in 2021, use ICT in their everyday working life, and were willing to participate in a diary study (see Sections 7.4.1 and 7.4.29). These restrictions applied to 2,103 of the 6,494 respondents, 1,212 of whom participated in the first wave of the special survey, 909 of whom participated in the second wave, and 682 of whom participated in the third wave.

In order to analyse the impact of the Corona pandemic on the working day of employees, seven blocks of topics are collected in the survey. The first block, "A. Introductory questions," addresses, among other things, the prevalence and use of short-time work in German establishments. In this context, the distribution of COVID-19 in the company is also recorded. The second block, "B. Working hours," covers the effects of the Corona pandemic on working hours, flexitime accounts and overtime. This is followed by the third block of questions, "C. Productivity and satisfaction," which collects information on everyday work. The fourth block, "D. Mobile work" is devoted to home office during the Corona pandemic. Here, in particular, the extent and reasons why home

office is not possible are recorded. The fifth block, "E. Communication and team work," covers the extent to which the Corona pandemic affected communication and teamwork. The sixth block focuses on "F. Compatibility of career and family". In the last block, "G. General Information" about the person is collected in order to check the correctness of the information. All interviews were conducted by means of an online survey (CAWI).

External researchers can request the Corona Special Survey data as an extension module in a research project using the LPP data. Existing projects can request this additional module by means of an extension request. Unfortunately, a linkage with the LPP-ADIAB is not possible.

## 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.<sup>8</sup>

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

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

### 5.2 Data linkage

The LPP employer and employee data sets can be linked via the identifier *lpp\_betnr*. The identifier ensures that only employees who agreed to merge their data can be associated with the respective establishment information. Together with this, it is not possible to identify employees who agreed to merge to data and employees who did not agree as colleagues. The linked-employer-employee-dataset contains 7,612 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:

---

**Box 1: Linkage example of employer and employee survey (Stata)**

```
use lpp_employer_1221_w5_v1.dta, clear
merge 1:m lpp_betnr using lpp_employee_1221_w5_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 *lpp\_betnr*. 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:<sup>9</sup>

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<sup>9</sup> Exemplarily for the IAB Establishment Panel wave 2018.

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**Box 2: Linkage example of employer survey and establishment panel (Stata)**

```
use lpp_employer_1221_w5_v1.dta, clear
merge 1:1 lpp_betnr using lpp_1221_iabbp_2020.dta
```

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*.

---

**Box 3: Linking example of employee survey and establishment panel (Stata)**

```
use lpp_employee_1221_w5_v1, clear
merge 1:1 lpp_betnr using lpp_1221_iabbp_2020.dta
drop if _merge == 2
```

---

**Box 4: Linking example of employee survey waves (Stata)**

```
use lpp_employee_1221_w5_v1.dta, clear
merge 1:1 pers_id using lpp_employee_1221_w4_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 12 shows the linkage matrix of employer and employee data. In wave 5, 3,806 out of 7,397 individuals can be linked to establishments of the same wave. For 225 establishments, no employees are available. 3,591 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 12: Linkage matrix of the LPP employer and employee data

	<b>Wave 1</b>	<b>Wave 2</b>	<b>Wave 3</b>	<b>Wave 4</b>	<b>Wave 5</b>	<b>Total</b>
<b>Employees only</b>	1,662 (21 %)	2,164 (29.4 %)	2,780 (40.2 %)	2,960 (44 %)	3,591 (47.2 %)	13,157 (36 %)
<b>Employers only</b>	403 (5.1 %)	74 (1 %)	140 (2.2 %)	238 (3.5 %)	217 (2.9 %)	1,072 (2.9 %)
<b>Linked employers and employees</b>	5,846 (73.9 %)	5,118 (69.6 %)	3,999 (57.8 %)	3,534 (52.5 %)	3,806 (50 %)	22,303 (61.1 %)
<b>Total</b>	7,911 (100 %)	7,356 (100 %)	6,919 (100 %)	6,732 (100 %)	7,614 (100 %)	36,532 (100 %)

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

Table 13 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 13: Linkage matrix of the LPP employer and employee data with long interview only

	<b>Wave 1</b>	<b>Wave 2</b>	<b>Wave 3</b>	<b>Wave 4</b>	<b>Wave 5</b>	<b>Total</b>
<b>Employees only</b>	1,662 (21 %)	2,008 (28 %)	2,460 (37,4 %)	2,701 (41,7 %)	3,318 (45,2 %)	12,149 (42,2 %)
<b>Employers only</b>	403 (5,1 %)	74 (1 %)	140 (2,1 %)	238 (3,7 %)	217 (3 %)	1072 (3 %)
<b>Linked employers and employees</b>	5,646 (73,9 %)	5,101 (71 %)	3,977 (60,5 %)	3,534 (54,6 %)	3,806 (51,9 %)	22,264 (62,7 %)
<b>Total</b>	7,911 (100 %)	7,183 (100 %)	6,577 (100 %)	6,473 (100 %)	7,341 (100 %)	35,485 (100 %)

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

## 6 Description of variables: LPP-Employer Survey 1221

### 6.1 Identification and background information

#### 6.1.1 Establishment identifier

Category	Description
Variable label	Establishment identifier
Variable name	lpp_betnr
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2020, LPP Employee Survey 2021
Notes	The establishment identifier is provided for the linkage between LPP Employer Survey and LPP Employee Survey.

#### 6.1.2 Weighting factor LPP Employer Survey Variant 1

Category	Description
Variable label	Weighting factor LPP Employer Survey Variant 1
Variable name	gew_betr_2020_V1
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2020
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.

#### 6.1.3 Weighting factor LPP Employer Survey Variant 2

Category	Description
Variable label	Weighting factor LPP Employer Survey Variant 2
Variable name	gew_betr_2020_V2
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2020

Category	Description
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.

#### 6.1.4 Industry acc. to stratification matrix

Category	Description
Variable label	Industry acc. to stratification matrix
Variable name	branche_2020
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 2020
Notes	<p>The values include the following industries:</p> <ul style="list-style-type: none"> <li>- Processing industry: Mining and quarrying, electricity, gas and water supply; Energy and water supply, water and scrap disposal, recycling; Manufacture of food products; Manufacture of textiles and clothing, tanning and dressing of leather; Manufacture of wood products, paper, print products; Manufacture of chemicals, coke, refined petroleum products and nuclear fuel; Manufacture of rubber and plastic products; Manufacture of other non-metallic mineral products; Manufacture of electrical equipment, office machinery and computers; Manufacture of furniture, jewellery, musical instruments, sports goods, games and toys and other products; Building construction and civil engineering; Building installation and building completion</li> <li>- Metal and electrical industry, automotive sector: Manufacture of basic metals; Manufacture of fabricated metal products (not including machinery and equipment) and structural metal products; Manufacture of precision and optical equipment; Manufacture of machinery and equipment; Manufacture of motor vehicles, trailers and semi-trailers; Reparation of machinery installation equipment</li> <li>- Commerce, traffic, communication: Sales, maintenance and repair of motor vehicles; Wholesale and commission trade; Retail trade, petrol stations; Transport and Warehousing</li> <li>- Company-related services, financial services: Financial and Insurance services; Real estate activities; Legal and tax advice, accounting; Administration, leadership of establishments, consulting; Architecture and engineering offices, technical, physical, chemical support; Research and development; Marketing and market research, design, photography, translation; Veterinary industry; Renting and business activities; Placement</li> </ul>



Category	Description
	and temporary provision of labour; Hawking, security agencies, landscaping, other economic services  IT, communication and other services: Information, Communication; Hotel Business and Gastronomy; Education; Human Health; Recreational, cultural and sporting activities; Reparation of computers and consumer goods; Other services (laundry/hairdressing)

#### 6.1.5 Region acc. to stratification matrix

Category	Description
Variable label	Region acc. to stratification matrix
Variable name	region_2020
Question	-
Detailed description, values	1 North 2 East 3 South 4 West
Origin	Generated, IAB Establishment Panel
Data set/wave	LPP Employer Survey 2020
Notes	The values include the following federal states: <ul style="list-style-type: none"> <li>- North: Lower Saxony, Schleswig-Holstein, Hamburg, Bremen</li> <li>- East: Berlin, Brandenburg, Mecklenburg-Western Pomerania, Saxony, Saxony-Anhalt, Thuringia</li> <li>- South: Bavaria, Baden-Wuerttemberg</li> </ul> West: North Rhine-Westphalia, Hesse, Saarland, Rhineland-Palatinate

#### 6.1.6 Employees acc. to stratification matrix

Category	Description
Variable label	Employees acc. to stratification matrix
Variable name	svb_2020
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 2020

### 6.1.7 Survey mode

Category	Description
Variable label	Survey mode
Variable name	Modus_2020
Question	-
Detailed description, values	0 PAPI 1 CAPI/CAWI
Origin	Generated
Data set/wave	LPP Employer Survey 2020

### 6.1.8 Linkage consent

Category	Description
Variable label	Linkage consent
Variable name	e01
Question	The informative value of this survey can be significantly increased if we link your information for research purposes with data available at the Institute for Employment Research. Of course, all data protection rules will be respected here as well. Do you agree to this?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

## 6.2 HR planning and recruitment

### 6.2.1 Staffing plan

Category	Description
Variable label	Staffing plan
Variable name	e01
Question	Does your establishment/office have a staffing plan?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.2.2 Structural analysis: age

Category	Description
Variable label	Structural analysis: age
Variable name	e02a
Question	Do you systematically analyse the structure of employees in your establishment/office in terms of...

Category	Description
	A: Age
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.2.3 Structural analysis: sex

Category	Description
Variable label	Structural analysis: sex
Variable name	e02b
Question	Do you systematically analyse the structure of employees in your establishment/office in terms of... B: Sex
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.2.4 Structural analysis: qualification

Category	Description
Variable label	Structural analysis: qualification
Variable name	e02c
Question	Do you systematically analyse the structure of employees in your establishment/office in terms of... C: Qualification
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.2.5 Social networks for personnel recruitment

Category	Description
Variable label	Social networks for personnel recruitment
Variable name	e03
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 2020

### 6.2.6 Recruitment via social networks

Category	Description
Variable label	Recruitment via social networks
Variable name	e04
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 2020

### 6.2.7 Social networks: with management responsibility

Category	Description
Variable label	Social networks: with management responsibility
Variable name	e05a
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 2020

### 6.2.8 Social networks: without management responsibility

Category	Description
Variable label	Social networks: without management responsibility
Variable name	e05b
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 2020

### 6.2.9 Recruitment via private recruitment agency

Category	Description
Variable label	Recruitment via private recruitment agency
Variable name	e06
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?

Category	Description
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.2.10 Recruitment agency: with management responsibility

Category	Description
Variable label	Recruitment agency: with management responsibility
Variable name	e07a
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 2020

#### 6.2.11 Recruitment agency: without management responsibility

Category	Description
Variable label	Recruitment agency: without management responsibility
Variable name	e07b
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 2020

#### 6.2.12 Number of applications for skilled jobs

Category	Description
Variable label	Number of applications for skilled jobs
Variable name	e08
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

Category	Description
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Period from job advertisement to signing of contract
Variable name	e09
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 month 1-3 months 3-6 months 4 >6 months -1 No vacancy filled
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.2.14 Selection instruments: Job interview

Category	Description
Variable label	Selection instruments: Job interview
Variable name	e10a
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 2020

### 6.2.15 Selection instruments: Assessment Center

Category	Description
Variable label	Selection instruments: Assessment Center
Variable name	e10b
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 2020

#### 6.2.16 Selection instruments: Intelligence or skills test

Category	Description
Variable label	Selection instruments: Intelligence or skills test
Variable name	e10c
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 2020

#### 6.2.17 Selection instruments: Personality or behavioural test

Category	Description
Variable label	Selection instruments: Personality or behavioural test
Variable name	e10d
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 2020

#### 6.2.18 Selection instruments: short sample work

Category	Description
Variable label	Selection instruments: short sample work
Variable name	e10e
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 2020

#### 6.2.19 Selection instruments: others

Category	Description
Variable label	Selection instruments: others

Category	Description
Variable name	e10f
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 2020

#### 6.2.20 Selection instruments: algorithms for selection of suitable candidates

Category	Description
Variable label	Selection instruments: algorithms for selection of suitable candidates
Variable name	e10g
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 2020

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

Category	Description
Variable label	Duration of job interview (h): with management responsibility
Variable name	e11a
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 2020

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

Category	Description
Variable label	Duration of job interview (h): without management responsibility
Variable name	e11b



Category	Description
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 2020

#### 6.2.23 Voluntary drop outs during probationary period (%)

Category	Description
Variable label	Voluntary drop outs during probationary period (%)
Variable name	e12a
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 2020

#### 6.2.24 Involuntary drop outs during probationary period (%)

Category	Description
Variable label	Involuntary drop outs during probationary period (%)
Variable name	e12b
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 2020

#### 6.2.25 No employees in probationary period

Category	Description
Variable label	No employees in probationary period
Variable name	e12c
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 2020

#### 6.2.26 No new hires

Category	Description
Variable label	No new hires
Variable name	e12d
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 2020

#### 6.2.27 System for internal recruitment

Category	Description
Variable label	System for internal recruitment
Variable name	e13
Question	Do you have a system for structured internal recruitment?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire

Category	Description
Data set/wave	LPP Employer Survey 2020

#### 6.2.28 Job advertisements published internally

Category	Description
Variable label	Job advertisements published internally
Variable name	e14
Question	Are job vacancy announcements published internally and accessible to all employees?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.2.29 Active notification to apply for internal positions

Category	Description
Variable label	Active notification to apply for internal positions
Variable name	e15
Question	Are your employees actively encouraged to apply for new jobs internally on a regular basis?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.2.30 Employee profiles in the internal network

Category	Description
Variable label	Employee profiles in the internal network
Variable name	e16
Question	Do employees in your company have the option of displaying your employee profiles on an internal network such as an intranet?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.2.31 Independent maintenance of employee profiles

Category	Description
Variable label	Independent maintenance of employee profiles
Variable name	e17

Category	Description
Question	Can employees maintain and update this profile on their own?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

## 6.3 Human Resources Development

### 6.3.1 Appraisal interviews

Category	Description
Variable label	Appraisal interviews
Variable name	e18
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 2020

### 6.3.2 Appraisal interviews: management staff

Category	Description
Variable label	Appraisal interviews: management staff
Variable name	e19a*
Question	With whom do you conduct the structured appraisal interviews? A: For management staff
Detailed description, values	1 Yes 2 No * The type of question response and the values of the characteristic values have changed. This should be considered in analyses. Second wave: 0 = Not checked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.3.3 Share of appraisal interviews: management staff

Category	Description
Variable label	Share of appraisal interviews: management staff
Variable name	e19aproz
Question	With whom do you conduct the structured appraisal interviews?

Category	Description
	With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.4 Appraisal interviews managers staff: regularity

Category	Description
Variable label	Appraisal interviews managers staff: regularity
Variable name	e19b
Question	At what interval do these appraisal interviews take place?
Detailed description, values	1 Annually 2 Semi-annually 3 Quarterly 4 More frequently
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.5 Appraisal interviews: without management responsibility

Category	Description
Variable label	Appraisal interviews: without management responsibility
Variable name	e19c
Question	With whom do you conduct the structured appraisal interviews? C: With employees without management responsibility
Detailed description, values	1 Yes 2 No * The type of question response and the values of the characteristic values have changed. This should be considered in analyses. Second wave: 0 = Not checked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.6 Share of appraisal interviews: without management responsibility

Category	Description
Variable label	Share of appraisal interviews: without management responsibility
Variable name	e19cproz
Question	With whom do you conduct the structured appraisal interviews? With a share of ____

Category	Description
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.3.7 Appraisal interviews without management responsibility: regularity

Category	Description
Variable label	Appraisal interviews without management responsibility: regularity
Variable name	e19d
Question	At what intervals do these appraisal interviews take place?
Detailed description, values	1 Annually 2 Semi-annually 3 Quarterly 4 More frequently
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.3.8 Target agreements (written form)

Category	Description
Variable label	Target agreements (written form)
Variable name	e20
Question	Does your establishment have target agreements?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Target agreements (written form): management staff
Variable name	e21a
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 considered in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.10 Share of target agreements (written form): management staff

Category	Description
Variable label	Share of target agreements (written form): management staff
Variable name	e21aproz
Question	For whom are the written target agreements available in written form? With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.11 Target agreement period for managers: weeks

Category	Description
Variable label	Target agreement period for managers: weeks
Variable name	e21ba
Question	To which time frame do the target agreements with management staff refer?
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.12 Target agreement period for managers: months

Category	Description
Variable label	Target agreement period for managers: months
Variable name	e21bb
Question	To which time frame do the target agreements with management staff refer?
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.13 Target agreement period for managers: half-year

Category	Description
Variable label	Target agreement period for managers: half-year
Variable name	e21bc
Question	To which time frame do the target agreements with management staff refer?
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.14 Target agreement period for managers: year

Category	Description
Variable label	Target agreement period for managers: year
Variable name	e21bd
Question	To which time frame do the target agreements with management staff refer?
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.15 Target agreement period for managers: longer

Category	Description
Variable label	Target agreement period for managers: longer
Variable name	e21be
Question	To which time frame do the target agreements with management staff refer?
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Target agreements (written form): without management responsibility
Variable name	e21c
Question	For whom are the written target agreements available in written form? C: 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 2020

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

Category	Description
Variable label	Share of target agreements (written form): without management responsibility
Variable name	e21cproz
Question	For whom are the written target agreements available? C: With employees without management responsibility



Category	Description
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.18 Target agreement period without management responsibility: weeks

Category	Description
Variable label	Target agreement period without management responsibility: weeks
Variable name	e21da
Question	To which time frame do these target agreements without management responsibility refer?
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.19 Target agreement period without management responsibility: months

Category	Description
Variable label	Target agreement period without management responsibility: months
Variable name	e21db
Question	To which time frame do these target agreements without management responsibility refer?
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.20 Target agreement period without management responsibility: half-year

Category	Description
Variable label	Target agreement period without management responsibility: half-year
Variable name	e21dc
Question	To which time frame do these target agreements without management responsibility refer?
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.21 Target agreement period without management responsibility: year

Category	Description
Variable label	Target agreement period without management responsibility: year

Category	Description
Variable name	e21dd
Question	To which time frame do these target agreements without management responsibility refer?
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.22 Target agreement period without management responsibility: longer

Category	Description
Variable label	Target agreement period without management responsibility: longer
Variable name	e21de
Question	To which time frame do these target agreements without management responsibility refer?
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Formula-based calculation of variable pay components by means of degree of achievement of objectives
Variable name	e22
Question	Are variable wage components calculated with a formula, based directly on the degree of goal achievement of the employee?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.24 Development plans

Category	Description
Variable label	Development plans
Variable name	e23
Question	Are there any development plans for employees in your establishment/office?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire

Category	Description
Data set/wave	LPP Employer Survey 2020

### 6.3.25 Development plans: management staff

Category	Description
Variable label	Development plans: management staff
Variable name	e24a
Question	For whom are development plans available? A: For 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 considered in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.3.26 Share of development plans: management staff

Category	Description
Variable label	Share of development plans: management staff
Variable name	e24aproz
Question	For whom are development plans available? A: For management staff with a share of...
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.3.27 Development plans: without management responsibility

Category	Description
Variable label	Development plans: without management responsibility
Variable name	e24b
Question	For whom are development plans available? B: For 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 considered in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.3.28 Share of development plans: without management responsibility

Category	Description
Variable label	Share of development plans: without management responsibility
Variable name	e24bproz
Question	For whom are development plans available? B: For employees without management responsibility with a share of...
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.3.29 Implementation of development plans

Category	Description
Variable label	Implementation of development plans
Variable name	e25
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 2020

### 6.3.30 Performance appraisal

Category	Description
Variable label	Performance appraisal
Variable name	e26
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 2020

### 6.3.31 Performance appraisal: management staff

Category	Description
Variable label	Performance appraisal: management staff
Variable name	e27a
Question	For whom are the annual performance appraisals issued? A: For management staff
Detailed description, values	1 Yes 2 No

Category	Description
	* The nature of the answering scheme to the question and the values of the characteristic attributes have changed. This should be considered in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.32 Share of performance appraisal: management staff

Category	Description
Variable label	Share of performance appraisal: management staff
Variable name	e27aproz
Question	For whom are the annual performance appraisals issued? A: For management staff with a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.33 Performance appraisal: without management responsibility

Category	Description
Variable label	Performance appraisal: without management responsibility
Variable name	e27b
Question	For whom are the annual performance appraisals issued? B: For 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 considered in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.34 Share of performance appraisal: without management responsibility

Category	Description
Variable label	Share of performance appraisal: without management responsibility
Variable name	e27bproz
Question	For whom are the annual performance appraisals issued? B: For employees without management responsibility with a share of...
Detailed description, values	Percentage
Origin	Questionnaire

Category	Description
Data set/wave	LPP Employer Survey 2020

### 6.3.35 Distribution recommendation for performance appraisal

Category	Description
Variable label	Distribution recommendation for performance appraisal
Variable name	e28
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 2020

### 6.3.36 Distribution recommendation: management staff

Category	Description
Variable label	Distribution recommendation: management staff
Variable name	d29a
Question	For whom are distribution recommendations issued? A: For 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 considered in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.3.37 Share of distribution recommendation: management staff

Category	Description
Variable label	Share of distribution recommendation: management staff
Variable name	e29aproz
Question	For whom are distribution recommendations issued? A: For management staff with a share of...
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.38 Distribution recommendation: without management responsibility

Category	Description
Variable label	Distribution recommendation: without management responsibility
Variable name	e29b
Question	For whom are distribution recommendations issued? B: For 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 considered in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.39 Share of distribution recommendation: without management responsibility

Category	Description
Variable label	Share of distribution recommendation: without management responsibility
Variable name	e29bproz
Question	For whom are distribution recommendations issued? B: For employees without management responsibility with a share of...
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.40 Conduction of performance appraisal

Category	Description
Variable label	Conduction of performance appraisal
Variable name	e30
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 2020

#### 6.3.41 Evaluation rounds: management staff

Category	Description
Variable label	Evaluation rounds: management staff

Category	Description
Variable name	e31a
Question	For whom are these evaluation rounds meant? A: For 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 considered in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.42 Share of evaluation rounds: management staff

Category	Description
Variable label	Share of evaluation rounds: management staff
Variable name	e31aproz
Question	For whom are these evaluation rounds meant? A: For management staff with a share of...
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.43 Evaluation rounds: without management responsibility

Category	Description
Variable label	Evaluation rounds: without management responsibility
Variable name	e31b
Question	For whom are these evaluation rounds meant? B: For 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 considered in analyses. Second wave: 0 = not marked, 1 = Yes.
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.44 Share of evaluation rounds: without management responsibility

Category	Description
Variable label	Share of evaluation rounds: without management responsibility
Variable name	e31bproz



Category	Description
Question	For whom are these evaluation rounds meant? B: For employees without management responsibility with a share of...
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.45 Changes to target agreements and performance assessments

Category	Description
Variable label	Changes to target agreements and performance assessments
Variable name	e32
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 2020

#### 6.3.46 Change: Introduction target agreements

Category	Description
Variable label	Change: Introduction target agreements
Variable name	e33a
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 2020

#### 6.3.47 Change: Removal target agreements

Category	Description
Variable label	Change: Removal target agreements
Variable name	e33b
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

Category	Description
Data set/wave	LPP Employer Survey 2020

#### 6.3.48 Change: Extension target agreements

Category	Description
Variable label	Change: Extension target agreements
Variable name	e33c
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 2020

#### 6.3.49 Change: Reduction target agreements

Category	Description
Variable label	Change: Reduction target agreements
Variable name	e33d
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 2020

#### 6.3.50 Change: Introduction performance assessments

Category	Description
Variable label	Change: Introduction performance assessments
Variable name	e33e
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 2020

#### 6.3.51 Change: Removal performance assessments

Category	Description
Variable label	Change: Removal performance assessments
Variable name	e33f

Category	Description
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 2020

#### 6.3.52 Change: Extension performance assessments

Category	Description
Variable label	Change: Extension performance assessments
Variable name	e33g
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 2020

#### 6.3.53 Change: Reduction performance assessments

Category	Description
Variable label	Change: Reduction performance assessments
Variable name	e33h
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 2020

#### 6.3.54 Change in employee assessment only or accompanied by other changes

Category	Description
Variable label	Change in employee assessment only or accompanied by other changes
Variable name	e33i
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 2020

### 6.3.55 Inefficiency: Discussion with employee

Category	Description
Variable label	Inefficiency: discussion with employee
Variable name	e34a
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 2020

### 6.3.56 Inefficiency: HR development measures

Category	Description
Variable label	Inefficiency: HR development measures
Variable name	e34b
Question	How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office. 1 means “is not applicable”, 5 “is fully applicable”. You can grade your answers with the numbers in between.  B: HR development measures are purposefully offered to correct performance problems.
Detailed description, values	1 = Not applicable to 5 = Fully applicable
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.3.57 Inefficiency: Another position in establishment

Category	Description
Variable label	Inefficiency: another position in establishment
Variable name	e34c
Question	How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office. 1 means “is not applicable”, 5 “is fully applicable”. You can grade your answers with the numbers in between.  C: We try to find another position in the establishment/office if there are permanent performance problems.
Detailed description, values	1 = Not applicable to 5 = Fully applicable

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.3.58 Inefficiency: Dismissal

Category	Description
Variable label	Inefficiency: dismissal
Variable name	e34d
Question	How do you and your management staff deal with employees, whose performance is not satisfactory? Please evaluate to what extent the following statements are applicable to your establishment/office. 1 means “is not applicable”, 5 “is fully applicable”. You can grade your answers with the numbers in between.  D: Employees who permanently show poor working performance will be dismissed or urged to leave the establishment/office.
Detailed description, values	1 = Not applicable to 5 = Fully applicable
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Number of training graduates left at their own request
Variable name	e35
Question	How many of 2020 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 2020

## 6.4 Remuneration structure

### 6.4.1 Collective agreement

Category	Description
Variable label	Collective agreement
Variable name	e36
Question	Does your establishment/office have an industrial collective agreement or a company tariff agreement concluded between your establishment/office and trade unions?

Category	Description
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.4.2 Escape clause for variable remuneration

Category	Description
Variable label	Escape clause for variable remuneration
Variable name	e37
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 2020

#### 6.4.3 Variable remuneration

Category	Description
Variable label	Variable remuneration
Variable name	e38
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 2020

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

Category	Description
Variable label	Variable remuneration: with/without management responsibility
Variable name	e39
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 2020

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

Category	Description
Variable label	Variable remuneration: without management responsibility (%)
Variable name	e40
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 2020

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

Category	Description
Variable label	Variable remuneration: proportion management staff (%)
Variable name	e41a
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 2020

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

Category	Description
Variable label	Variable remuneration: proportion employees (%)
Variable name	e41b
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 2020

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

Category	Description
Variable label	Variable remuneration management staff: Business success (%)
Variable name	e42aa

Category	Description
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 2020

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

Category	Description
Variable label	Variable remuneration management staff: Success of unit (%)
Variable name	e42ab
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 2020

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

Category	Description
Variable label	Variable remuneration management staff: Personal achievements (%)
Variable name	e42ac
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 2020

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

Category	Description
Variable label	Variable remuneration employees: Business success (%)



Category	Description
Variable name	e42ba
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 2020

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

Category	Description
Variable label	Variable remuneration employees: Personal achievements (%)
Variable name	e42bb
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 - Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Variable remuneration employees: Success of unit (%)
Variable name	e42bc
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 - Success of the organisation unit, team or workgroup
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.4.14 Financial recognitions independent of regular bonus

Category	Description
Variable label	Financial recognitions independent of regular bonus
Variable name	e43
Question	Does your establishment provide financial recognition for outstanding performance that can be awarded during the year and independently of the regular bonus, and for which there is usually a separate financial budget?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.4.15 Voluntary special payments or one-time payments

Category	Description
Variable label	Voluntary special payments or one-time payments
Variable name	e44
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 2020

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

Category	Description
Variable label	Amount voluntary special payments or one-time payments (Euro)
Variable name	e45
Question	What was the amount of such payments per employee in 2021?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.4.17 Conversion of wage into time

Category	Description
Variable label	Conversion of wage into time
Variable name	e46
Question	Does your establishment offer employees the option of converting wage increases or special payments into additional vacation days or shorter weekly working

Category	Description
	hours? This does not refer to the right to part-time work under the Part-Time Work and Fixed-Term Employment Act.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.4.18 Conversion of wage into time: Employees with option (percent)

Category	Description
Variable label	Conversion of wage into time: Employees with option (percent)
Variable name	e47
Question	What percentage of employees in your establishment have this choice?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.4.19 Conversion of wage into time: Employees opting for time (percent)

Category	Description
Variable label	Conversion of wage into time: Employees opting for time (percent)
Variable name	e48
Question	What percentage of these employees opt for days off or reduced working hours?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.4.20 Changes remuneration structure

Category	Description
Variable label	Changes remuneration structure
Variable name	e49
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 2020

#### 6.4.21 Change: Introduction variable remuneration

Category	Description
Variable label	Change: Introduction variable remuneration
Variable name	e50a
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 2020

#### 6.4.22 Change: Extension variable remuneration

Category	Description
Variable label	Change: Extension variable remuneration
Variable name	e50b
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 2020

#### 6.4.23 Change: Cancellation variable remuneration

Category	Description
Variable label	Change: Cancellation variable remuneration
Variable name	e50c
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 2020

#### 6.4.24 Change: Increase variable remuneration

Category	Description
Variable label	Change: Increase variable remuneration
Variable name	e50d
Question	Please specify the change and select the reasons for it from the list below: D: Increase of the variable remuneration share

Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.4.25 Change: Decrease variable remuneration

Category	Description
Variable label	Change: Decrease variable remuneration
Variable name	e50e
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 2020

#### 6.4.26 Change: Changed weighting of criteria

Category	Description
Variable label	Change: Changed weighting of criteria
Variable name	e50f
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 2020

#### 6.4.27 Change in the remuneration system only or accompanied by other changes

Category	Description
Variable label	Change in the remuneration system only or accompanied by other changes
Variable name	e50g
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 scheme only 2 Change accompanied by other changes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

## 6.5 Commitment, values and corporate culture

### 6.5.1 Employee survey

Category	Description
Variable label	Employee survey
Variable name	e51
Question	Does your establishment/office regularly conduct employee surveys?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.5.2 Employee survey: communicated to all employees

Category	Description
Variable label	Employee survey: communicated to all employees
Variable name	e52
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 2020

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

Category	Description
Variable label	Employee survey: process to develop solutions for flaws
Variable name	e53
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 2020

### 6.5.4 Employee loyalty: flexible working hours

Category	Description
Variable label	Employee loyalty: flexible working hours
Variable name	e54a

Category	Description
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 to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.5 Employee loyalty: remuneration

Category	Description
Variable label	Employee loyalty: remuneration
Variable name	e54b
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 to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.6 Employee loyalty: voluntarily additional benefits

Category	Description
Variable label	Employee loyalty: voluntarily additional benefits
Variable name	e54c
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 to 5 = Very important
Origin	Employee loyalty: voluntarily additional benefits
Data set/wave	LPP Employer Survey 2020

#### 6.5.7 Employee loyalty: career development prospects

Category	Description
Variable label	Employee loyalty: career development prospects
Variable name	e54d

Category	Description
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 to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.8 Employee loyalty: general working atmosphere

Category	Description
Variable label	Employee loyalty: general working atmosphere
Variable name	e54e
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 to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Employee loyalty: contact between management and employees
Variable name	e54f
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 to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Employee loyalty: work-family balance
Variable name	e54g



Category	Description
Question	How important are in your view the following aspects to strengthen the employee loyalty to your establishment/office? 1 means “unimportant”, 5 “very important”. You can grade your opinion with the numbers in between. G: Work-family balance
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.11 Employee loyalty: Employee loyalty: mobile work

Category	Description
Variable label	Employee loyalty: Employee loyalty: mobile work
Variable name	e54h
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. H: Work-family balance
Detailed description, values	1 = Unimportant till 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.12 Promotion of diversity and equal opportunities

Category	Description
Variable label	Promotion of diversity and equal opportunities
Variable name	e55
Question	Does your establishment/office have a written strategy to promote diversity and equal opportunities?
Detailed description, values	1 Yes 2 No, but in planning 3 No and not in planning
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.13 Strategy for group of people: sex

Category	Description
Variable label	Strategy for group of people: sex
Variable name	e56a
Question	For which of the following groups of people is a strategy in place or planned?

Category	Description
	A: Groups of people of different genders
Detailed description, values	1 Yes 2 No, but in planning 3 No and not in planning
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.14 Strategy for group of people: age

Category	Description
Variable label	Strategy for group of people: age
Variable name	e56b
Question	For which of the following groups of people is a strategy in place or planned? B: Groups of people of different ages
Detailed description, values	1 Yes 2 No, but in planning 3 No and not in planning
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.15 Strategy for group of people: origin and religion

Category	Description
Variable label	Strategy for group of people: origin and religion
Variable name	e56c
Question	For which of the following groups of people is a strategy in place or planned? C: Groups of people of different origin or religion
Detailed description, values	1 Yes 2 No, but in planning 3 No and not in planning
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.16 Strategy for group of people: disabilities

Category	Description
Variable label	Strategy for group of people: disabilities
Variable name	e56d
Question	For which of the following groups of people is a strategy in place or planned? D: Groups of people with disabilities

Category	Description
Detailed description, values	1 Yes 2 No, but in planning 3 No and not in planning
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.17 Strategy for group of people: sexual orientation

Category	Description
Variable label	Strategy for group of people: sexual orientation
Variable name	e56e
Question	For which of the following groups of people is a strategy in place or planned? E: Groups of people with different 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 2020

#### 6.5.18 Strategy for group of people: others

Category	Description
Variable label	Strategy for group of people: others
Variable name	e56f
Question	For which of the following groups of people is a strategy in place or planned? F: Other groups of people
Detailed description, values	1 Yes 2 No, but in planning 3 No and not in planning
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.19 Confidant for diversity and equal opportunities

Category	Description
Variable label	Confidant for diversity and equal opportunities
Variable name	e57
Question	Is there a person of trust or another person responsible for the topics of diversity and equal opportunities in your establishment?
Detailed description, values	1 Yes 2 No

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Increase of women in management set as goal
Variable name	e58
Question	Are you pursuing the goal of increasing the proportion of women in management positions?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	No increase of proportion of women: proportion already high
Variable name	e59a
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 2020

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

Category	Description
Variable label	No increase of proportion of women: no female candidates available
Variable name	e59b
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 2020

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

Category	Description
Variable label	No increase of proportion of women: proportion for this branch is low
Variable name	e59c
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 2020

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

Category	Description
Variable label	No increase of proportion of women: only qualifications matter
Variable name	e59d
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 2020

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

Category	Description
Variable label	No increase of proportion of women: other reasons
Variable name	e59e
Question	Why not? E: For other reasons
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Communication of objective to employees: increasing the proportion of women in managerial positions
Variable name	e61

Category	Description
Question	Has this goal been communicated to the employees?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.27 Objective: Proportion of women: Quantitative target

Category	Description
Variable label	Objective: Proportion of women: Quantitative target
Variable name	e62
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 2020

#### 6.5.28 Objective: Proportion of women: top management level (%)

Category	Description
Variable label	Objective: Proportion of women: top management level (%)
Variable name	e62a
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 2020

#### 6.5.29 Objective: Proportion of women: second management level (%)

Category	Description
Variable label	Objective: Proportion of women: second management level (%)
Variable name	e62b
Question	What is the intended proportion? B: For the middle management
Detailed description, values	Percentage -2 only one management level -1 No target set
Origin	Questionnaire

Category	Description
Data set/wave	LPP Employer Survey 2020

#### 6.5.30 Objective: Proportion of women: lower management level (%)

Category	Description
Variable label	Objective: Proportion of women: lower management level (%)
Variable name	e62c
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 2020

#### 6.5.31 Objective: Proportion of women: deadline set

Category	Description
Variable label	Objective: Proportion of women: deadline set
Variable name	e63
Question	By when do you want to achieve this goal or did your establishment not set a deadline? By the year ____
Detailed description, values	Numerical -1 No deadline set
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.32 Objective: Proportion of women: first year of deadline introduction

Category	Description
Variable label	Objective: Proportion of women: first year of deadline introduction
Variable name	e64
Question	In which year has your establishment set a goal like this for the first time? In the year...
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Company affected by laws on the quota of women in managerial positions

Category	Description
Variable name	e65
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 2020

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

Category	Description
Variable label	Measures proportion of women: mentoring programs
Variable name	e60a
Question	What measures do you use to pursue this goal? With ... A: Mentoring programs
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Measures proportion of women: female promotion measures
Variable name	e60b
Question	What measures do you use to pursue this goal? With ... B: Plans for the promotion of women
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Measures proportion of women: measures of further training
Variable name	e60c
Question	What measures do you use to pursue this goal? With ... C: particular measures of further training



Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Measures proportion of women: development prospects for part-time employees
Variable name	e60d
Question	What measures do you use to pursue this goal? With ... D: Promotion opportunities for part-time employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Measures proportion of women: flexible working-time models
Variable name	e60e
Question	What measures do you use to pursue this goal? With ... E: Flexible working time models
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Measures proportion of women: other measures
Variable name	e60f
Question	What measures do you use to pursue this goal? With ... F: Other measures
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.40 Donations for charitable purposes

Category	Description
Variable label	Donations for charitable purposes
Variable name	e66
Question	Has your establishment donated commodity contributions or money for charitable purposes in 2021?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.41 Volume of donations: As percentage of average profits per year

Category	Description
Variable label	Volume of donations: As percentage of average profits per year
Variable name	e67
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 2020

#### 6.5.42 Leave of absence of employees for external voluntary work

Category	Description
Variable label	Leave of absence of employees for external voluntary work
Variable name	e68
Question	Has your company released employees from work for external voluntary work in 2021?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.43 Home office

Category	Description
Variable label	Home office
Variable name	e69
Question	Does your employees offer employees the opportunity to work from home, i.e. home office?

Category	Description
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.44 Home office not possible: type of work

Category	Description
Variable label	Home office not possible: type of work
Variable name	e70a
Question	Why is it not possible to work from home in your company? A: The type of the task is not suitable for home-office
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.45 Home office not possible: lack of technical equipment

Category	Description
Variable label	Home office not possible: lack of technical equipment
Variable name	e70b
Question	Why is it not possible to work from home in your company? B: Our employees do not have the required technical means (e.g. mobile devices, access to company-server)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.46 Home office not possible: data security

Category	Description
Variable label	Home office not possible: data security
Variable name	e70c
Question	Why is it not possible to work from home in your company? C: Data protection and data security guidelines do not permit home office.
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.47 Home office not possible: Cooperation made difficult

Category	Description
Variable label	Home office not possible: Cooperation made difficult
Variable name	e70d
Question	Why is it not possible to work from home in your company? D: The temporal or spatial distance would complicate collaboration with colleagues
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.48 Home office not possible: difficult employee control

Category	Description
Variable label	Home office not possible: difficult employee control
Variable name	e70e
Question	Why is it not possible to work from home in your company? E: The temporal or spatial distance would complicate controlling and management of employees for the direct superiors
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Home office not possible: lack of interest on the part of employees
Variable name	e70f
Question	Why is it not possible to work from home in your company? F: The majority of our employees have no interest in it.
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.50 Home office not possible: not considered

Category	Description
Variable label	Home office not possible: not considered
Variable name	e70g
Question	Why is it not possible to work from home in your company? G: We have never thought about it.

Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.51 Formal regulations for home office

Category	Description
Variable label	Formal regulations for home office
Variable name	e71
Question	Are there formal regulations (e.g. company agreements) in your establishment referring to mobile working, like i.e. the possibility to work from home?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.52 Formal regulations for home office: year of introduction

Category	Description
Variable label	Formal regulations for home office: year of introduction
Variable name	e72
Question	Since which year does this formal regulation exist? Since the year ____
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.53 Home office: on a regular basis, days per week

Category	Description
Variable label	Home office: on a regular basis, days per week
Variable name	e73a
Question	To what extent is working from home possible in your company/office? A: Regularly ____ days a week
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.54 Home office: on a regular basis, days per month

Category	Description
Variable label	Home office: on a regular basis, days per month
Variable name	e73ba
Question	To what extent is working from home possible in your company? BA: Regularly ___days per month
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.55 Home office: on a regular basis, days per year

Category	Description
Variable label	Home office: on a regular basis, days per year
Variable name	e73bb
Question	To what extent is working from home possible in your company? BB: Regularly ___days per year
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.56 Home office: occasionally

Category	Description
Variable label	Home office: occasionally
Variable name	e73c
Question	To what extent is working from home possible in your company/office? C: Exclusively irregularly, in special situations (e.g. craftsmen in the house, illness of the child, etc.)
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Opportunity of home office in sales/marketing: with management responsibility (%)
Variable name	e74aa

Category	Description
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: A: Management staff - Distribution/Marketing
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.58 Opportunity of home office in sales/marketing: without management responsibility

Category	Description
Variable label	Opportunity of home office in sales/marketing: without management responsibility
Variable name	e74ab
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: B: Employees without management responsibility - Distribution /Marketing
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Opportunity of home office in sales/marketing: no specification possible
Variable name	e74ac
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: C: Not specified - Distribution/Marketing
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Opportunity of home office in production: with management responsibility (%)
Variable name	e74ba
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: A: Management staff - Production
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Opportunity of home office in production: without management responsibility (%)
Variable name	e74bb
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: B: Employees without management responsibility - Production
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.62 Opportunity of home office in production: no specification possible

Category	Description
Variable label	Opportunity of home office in production: no specification possible
Variable name	e74bc
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: C: Not specified - Production
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020



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

Category	Description
Variable label	Opportunity of home office in service: with management responsibility (%)
Variable name	e74ca
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: A: Management staff - Cross-sectional function/administration, service
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Opportunity of home office in service: without management responsibility (%)
Variable name	e74cb
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: B: Employees without management responsibility - Cross-sectional function/administration, service
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.5.65 Opportunity of home office in service: no specification possible

Category	Description
Variable label	Opportunity of home office in service: no specification possible
Variable name	e74cc
Question	Referring to employees with and without management responsibility, how high is the proportion of employees in each group who can make use of the opportunity to work at home (eligible employees)? Please estimate the proportions for each of the following functional areas: C: Not specified - Cross-sectional function/administration, service
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.5.66 Partially autonomous teams

Category	Description
Variable label	Partially autonomous teams
Variable name	e75
Question	Does your establishment work, at least in part, in teams in which employees organize themselves and decisions are made autonomously to a large extent?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.5.67 Agile methods

Category	Description
Variable label	Agile methods
Variable name	e76
Question	Does your establishment use agile methodologies (i.e.: Design Thinking, Personal Kanban, Lean-Startup, Scrum or others)?
Detailed description, values	1 Yes 2 No, but in planning 3 No and not in planning
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

## 6.6 Digitalization

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

Category	Description
Variable label	New technology: digital distribution channels/data exchange/services
Variable name	e77a
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 use
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.6.2 New technology: big data analytics

Category	Description
Variable label	New technology: big data analytics

Category	Description
Variable name	e77b
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 use
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.6.3 New technology: additive manufacturing processes

Category	Description
Variable label	New technology: additive manufacturing processes
Variable name	e77c
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 use
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.6.4 New technology: internet of things

Category	Description
Variable label	New technology: internet of things
Variable name	e77d
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 use
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

### 6.6.5 New technology: cyber-physical systems

Category	Description
Variable label	New technology: cyber-physical systems
Variable name	e77e

Category	Description
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 use
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.6.6 New technology: virtual/augmented reality

Category	Description
Variable label	New technology: virtual/augmented reality
Variable name	e77f
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 use
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.6.7 New technology: mobile robots, service robots

Category	Description
Variable label	New technology: mobile robots, service robots
Variable name	e77g
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 use
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.6.8 New technology: exoskeletons

Category	Description
Variable label	New technology: exoskeletons
Variable name	e77h
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.

Category	Description
	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 use
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.6.9 New technology: drones, automated transport systems

Category	Description
Variable label	New technology: drones, automated transport systems
Variable name	e77i
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 use
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.6.10 New technology: artificial intelligence

Category	Description
Variable label	New technology: artificial intelligence
Variable name	e77j
Question	In the following, I will now read out various technologies to you. Please indicate whether the respective technology is used in your company and, if so, since when. J: Artificial intelligence / Machine learning
Detailed description, values	1 Yes, since two years ago or longer 2 Yes, since less than 2 years ago 3 Not in use
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	No technology-related further training due to exhaustion of the training budget
Variable name	e78b*
Question	What other consequences have these newly introduced technologies had? Please indicate whether the following statements apply to your company.

Category	Description
	B: Necessary further training to adapt knowledge and skills to the handling of new technologies was postponed to the future or is not carried out because the total budget for qualification measures was or is exhausted.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.6.12 Further training for employees due to new technologies

Category	Description
Variable label	Further training for employees due to new technologies
Variable name	e78a
Question	These technological changes can have various consequences for the adaptation of employees' knowledge and skills. Please indicate whether the following statements apply to your company. A: Employees have participated in formal training (internal and external courses) to adapt knowledge and skills in dealing with the new technologies.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.6.13 Structured transfer of knowledge about technologies to colleagues

Category	Description
Variable label	Structured transfer of knowledge about technologies to colleagues
Variable name	e78c
Question	These technological changes can have various consequences for the adaptation of employees' knowledge and skills. Please indicate whether the following statements apply to your company. C: Employees pass on their knowledge and skills in dealing with the new technologies to their colleagues in a structured form.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

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

Category	Description
Variable label	Cost share of technology-related further training in the training budget (%)
Variable name	e79
Question	In the last two years, how high was the share of costs for continuing education, of the total budget you have spent on continuing education in the last two years?

Category	Description
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.6.15 Non-introduction of relevant technologies

Category	Description
Variable label	Non-introduction of relevant technologies
Variable name	e80a
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 2020

#### 6.6.16 Non-introduction of technologies due to lack of skills of employees

Category	Description
Variable label	Non-introduction of technologies due to lack of skills of employees
Variable name	e80b
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 2020

#### 6.6.17 Non-introduction of technologies due to high investment costs

Category	Description
Variable label	Non-introduction of technologies due to high investment costs
Variable name	e80c
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

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.6.18 Devices with mobile Internet: Management staff (%)

Category	Description
Variable label	Devices with mobile Internet: Management staff (%)
Variable name	e81a
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 2020

#### 6.6.19 Devices with mobile Internet: without management responsibility (%)

Category	Description
Variable label	Devices with mobile Internet: without management responsibility (%)
Variable name	e81b
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 2020

## 6.7 Structural features

### 6.7.1 Average number of sick days

Category	Description
Variable label	Average number of sick days
Variable name	e82
Question	How many days per year on average are the employees of your establishment/office absent due to sick leave?



Category	Description
Detailed description, values	Numerical (number of days per employee and year)
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.7.2 Principal owner

Category	Description
Variable label	Principal owner
Variable name	e83
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 2020

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

Category	Description
Variable label	Change of principal owner in the last 2 years
Variable name	e84
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 2020

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

Category	Description
Variable label	Change of management in the last 2 years
Variable name	e85
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 2020

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

Category	Description
Variable label	Change of management: age-related retirement
Variable name	e86a
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 2020

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

Category	Description
Variable label	Change of management: health-related retirement
Variable name	e86b
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 2020

#### 6.7.7 Change of management: another establishment

Category	Description
Variable label	Change of management: another establishment
Variable name	e86c
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 2020

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

Category	Description
Variable label	Change of management: selling/merging of establishment
Variable name	e86d
Question	What was the reason for this change? D: Disposal or consolidation of the establishment

Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

#### 6.7.9 Change of management: Dismissal

Category	Description
Variable label	Change of management: Dismissal
Variable name	e86e
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 2020

#### 6.7.10 Change of management: other

Category	Description
Variable label	Change of management: other
Variable name	e86f
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 2020

#### 6.7.11 Business model strategy

Category	Description
Variable label	Business model strategy
Variable name	e87
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 2020

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

Category	Description
Variable label	Management of the human resources department: level
Variable name	e88
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 2020

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

Category	Description
Variable label	Number of employees in human resource department
Variable name	e89
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 2020

#### 6.7.14 Independent enterprise

Category	Description
Variable label	Independent enterprise
Variable name	e90
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 2020

#### 6.7.15 Number of employees in the entire company

Category	Description
Variable label	Number of employees in the entire company
Variable name	e91
Question	Please report the number of employees in your entire company within Germany.
Detailed description, values	Numerical

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2020

## 7 Description of variables: LPP Employee Survey 1221

### 7.1 Identification and background information

#### 7.1.1 Establishment identifier

Category	Description
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 2020, LPP Employee Survey 2021
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

Category	Description
Variable label	LPP Person-ID
Variable name	pers_id
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2021
Notes	Artificial person identifier that cannot be linked to any other information

#### 7.1.3 Panelcase 2012-2021

Category	Description
Variable label	Panelcase 2012-2021

Category	Description
Variable name	panel1221
Question	-
Detailed description, values	0 Refresher from W5 1 Panelcase
Origin	Generated
Data set/wave	LPP Employee Survey 2021

#### 7.1.4 Weighting factor LPP Employee Survey: Cross

Category	Description
Variable label	Weighting factor LPP Employee Survey: Cross
Variable name	gew_pers_2020_quer
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2021
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)

Category	Description
Variable label	Weighting factor LPP Employee Survey: Cross (mover)
Variable name	gew_pers_2020_quer_m
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2021
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)

Category	Description
Variable label	Weighting factor LPP Employee Survey: Cross (mover, exits)
Variable name	gew_pers_2020_quer_m_e
Question	-

Category	Description
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2021
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

Category	Description
Variable label	Weighting factor LPP Employee Survey: Panel
Variable name	gew_pers_2020_panel
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2021
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)

Category	Description
Variable label	Weighting factor LPP Employee Survey: Panel (mover)
Variable name	gew_pers_2020_panel_m
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2021
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)

Category	Description
Variable label	Weighting factor LPP Employee Survey: Panel (mover, exits)
Variable name	gew_pers_2020_panel_m_e
Question	-



Category	Description
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2021
Notes	Panel weight valid for all panel cases Employment group: „With movers and with exits“

#### 7.1.10 Long interview

Category	Description
Variable label	Long interview
Variable name	lang_w5
Question	-
Detailed description, values	0 No 1 Yes
Origin	Generated
Data set/wave	LPP Employee Survey 2021

#### 7.1.11 Short interview

Category	Description
Variable label	Short interview
Variable name	kurz_w5
Question	-
Detailed description, values	0 No 1 Yes
Origin	Generated
Data set/wave	LPP Employee Survey 2021

#### 7.1.12 Survey Mode

Category	Description
Variable label	Survey Mode
Variable name	modus
Question	-
Detailed description, values	In wave 5, 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

Category	Description
Origin	Generated
Data set/wave	LPP Employee Survey 2021

#### 7.1.13 Year of birth

Category	Description
Variable label	Year of birth
Variable name	J1
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 2021
Notes	The month is not specified.

#### 7.1.14 Sex

Category	Description
Variable label	Sex
Variable name	J3
Question	Please enter sex of respondent!
Detailed description, values	1 Male 2 Female
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021
Notes	Question was not read out. Sex of respondent was determined and recorded by the interviewer.

#### 7.1.15 Same establishment as in wave 4 or 2021

Category	Description
Variable label	Same establishment as in wave 4 or 2021
Variable name	J3b
Question	Are you still employed by the same establishment as in <i>Month and year of interview in wave 4?</i> or Are you still employed by the same establishment as in December 2021?

Category	Description
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021
Notes	Answering the question with 'Yes' was prerequisite for participation in the survey.

#### 7.1.16 Start current employment (year)

Category	Description
Variable label	Start current employment (year)
Variable name	J6jahr
Question	How long have you been employed by your current employer?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

## 7.2 Employment

### 7.2.1 Employment situation

Category	Description
Variable label	Employment situation
Variable name	J101
Question	What is your current employment situation?
Detailed description, values	1 Worker 2 Employee 3 Civil servant 4 Self-employed/Freelancer 5 Freelancer collaborator 6 Assisting family member
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021
Notes	Answering the question with 'Worker' or 'Employee' was prerequisite for participation in the survey.

### 7.2.2 Short-time work

Category	Description
Variable label	Short-time work
Variable name	J101a
Question	Are you currently on short-time work?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.3 Proportion of short-time work (percent)

Category	Description
Variable label	Proportion of short-time work (percent)
Variable name	J101b
Question	To what percentage of your contractually agreed weekly working time before short-time work has your current working time been reduced in short-time work?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.4 Short-time work due to covid-19

Category	Description
Variable label	Short-time work due to covid-19
Variable name	J101c
Question	Were you on short time during the Covid 19 pandemic ("Corona pandemic")?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.5 Short-time work Duration short-time work due to covid-19 (months) to covid-19

Category	Description
Variable label	Duration short-time work due to covid-19 (months)
Variable name	J101d
Question	Were you on short time during the Covid 19 pandemic ("Corona pandemic")?

Category	Description
Detailed description, values	Numerical (0-18 months)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.6 Weekly short-time working hours (in %) due to covid-19

Category	Description
Variable label	Weekly short-time working hours (in %) due to covid-19
Variable name	J101e
Question	If you think of the longest phase of short-time work within the period: To what percentage of your contractual weekly working time were your working hours reduced in short-time work at that time?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.7 Functional area

Category	Description
Variable label	Functional area
Variable name	J102aa
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 2021

#### 7.2.8 Leadership position

Category	Description
Variable label	Leadership position
Variable name	J102b
Question	Do you supervise others?
Detailed description, values	1 Yes 2 No

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.9 Number of people working under target person

Category	Description
Variable label	Number of people working under target person
Variable name	J102c
Question	How many people work under your direction?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.10 Leadership position (years)

Category	Description
Variable label	Leadership position (years)
Variable name	J102d
Question	For how many years have you been in charge of other persons regardless of your current position?
Detailed description, values	Numerical
Origin	Questionnaire; Only for first inquiry
Data set/wave	LPP Employee Survey 2021

### 7.2.11 Line manager: sex

Category	Description
Variable label	Line manager: sex
Variable name	J102f
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 2021

### 7.2.12 Employment contract fixed-term/permanent

Category	Description
Variable label	Employment contract fixed-term/permanent
Variable name	J104
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 2021

### 7.2.13 Full-time/Part-time

Category	Description
Variable label	Full-time/Part-time
Variable name	J104a
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 2021

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

Category	Description
Variable label	Contractual working time (h/week)
Variable name	J105
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 2021

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

Category	Description
Variable label	Actual working time (h/week)
Variable name	J106

Category	Description
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 2021

#### 7.2.16 Overtime

Category	Description
Variable label	Overtime
Variable name	J107
Question	If you do work overtime, is the work paid, compensated with time-off, or not compensated at all?
Detailed description, values	1 Time-off 2 Paid 3 Partly paid, partly time-off 4 Not compensated at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.17 Work from home

Category	Description
Variable label	Work from home
Variable name	J111
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 2021

#### 7.2.18 No working from home: not allowed

Category	Description
Variable label	No working from home: not allowed
Variable name	J111aa
Question	What are the reasons why you do not work at home?



Category	Description
	Please indicate which applies to each of the following statements. AA: I do not work at home because I am not allowed to, although it would be technically possible.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.19 No working from home: technical requirements do not exist

Category	Description
Variable label	No working from home: technical requirements do not exist
Variable name	J111ab
Question	What are the reasons why you do not work at home? Please indicate which applies to each of the following statements.  AB: I don't work at home because the technical requirements are not met.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.20 No working from home: not possible

Category	Description
Variable label	No working from home: not possible
Variable name	J111ac
Question	What are the reasons why you do not work at home? Please indicate which applies to each of the following statements. AC: I don't work at home because I can't do my job at home.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.21 No working from home: supervisor appreciates presence

Category	Description
Variable label	No working from home: supervisor appreciates presence

Category	Description
Variable name	J111ad
Question	What are the reasons why you do not work at home? Please indicate which applies to each of the following statements.  AD: I don't work at home because it is very important to my supervisor that I am present at work.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.22 No working from home: separation of professional and private life

Category	Description
Variable label	No working from home: separation of professional and private life
Variable name	J111ae
Question	What are the reasons why you do not work at home? Please indicate which applies to each of the following statements. AE: I don't work at home because I want to keep my work and private life separate.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.23 No working from home: cooperation with colleagues more difficult

Category	Description
Variable label	No working from home: cooperation with colleagues more difficult
Variable name	J111af
Question	What are the reasons why you do not work at home? Please indicate which applies to each of the following statements. AF: I don't work at home because it would make it more difficult to work with my colleagues.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.24 No working from home: decreasing chances of being promoted

Category	Description
Variable label	No working from home: decreasing chances of being promoted
Variable name	J111ag
Question	What are the reasons why you do not work at home? Please indicate which applies to each of the following statements. AG: I don't work at home because I'm afraid that my chances of promotion will be reduced as a result.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.25 No working from home: no concentration

Category	Description
Variable label	No working from home: no concentration
Variable name	J111ah
Question	What are the reasons why you do not work at home? Please indicate which applies to each of the following statements. AH: I don't work at home because I can't concentrate at home.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.26 No working from home: workplace conditions

Category	Description
Variable label	No working from home: workplace conditions
Variable name	J111ai
Question	What are the reasons why you do not work at home? Please indicate which applies to each of the following statements. AI: I don't work at home because I have better working conditions at the office.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.27 Working from home desired

Category	Description
Variable label	Working from home desired
Variable name	J111b*
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 2021

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

Category	Description
Variable label	Work from home (h/week)
Variable name	J112
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 2021

### 7.2.29 Working from home: by the hour or full days

Category	Description
Variable label	Working from home: by the hour or full days
Variable name	J112a
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 2021

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

Category	Description
Variable label	Does the work at home take place within or outside the contractual working hours?

Category	Description
Variable name	J113a2
Question	Does the work take place at home within your contractually agreed weekly working hours or does it go beyond that?
Detailed description, values	1 Within working hours 2 Outside working hours 3 Both  * This question was asked 50% of respondents. The word normal has been replaced by the word contractually.
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.31 Relation work at home and work in the establishment: completely at home

Category	Description
Variable label	Relation work at home and work in the establishment: completely at home
Variable name	J123aa
Question	How is the relationship between work at home and work at the company regulated for you personally? A: Completely at home
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.2.32 Relation work at home and work in the establishment: partly at home

Category	Description
Variable label	Relation work at home and work in the establishment: partly at home
Variable name	J123ab
Question	How is the relationship between work at home and work at the company regulated for you personally? B: partly at home
Detailed description, values	0 I do not agree 1 I agree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.33 Relation work at home and work in the establishment: rotating system

Category	Description
Variable label	Relation work at home and work in the establishment: rotating system
Variable name	J123ac
Question	How is the relationship between work at home and work at the company regulated for you personally? C: Alternating system
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.34 Relation work at home and work in the establishment: fixed attendance time

Category	Description
Variable label	Relation work at home and work in the establishment: fixed attendance time
Variable name	J123ad
Question	How is the relationship between work at home and work at the company regulated for you personally? D: fixed attendance time
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.35 Relation work at home and work in the establishment: no regulation

Category	Description
Variable label	Relation work at home and work in the establishment: no regulation
Variable name	J123ae
Question	How is the relationship between work at home and work at the company regulated for you personally? E: no regulation
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.36 Relation work at home and work in the establishment: refused

Category	Description
Variable label	Relation work at home and work in the establishment: refused
Variable name	J123af
Question	How is the relationship between work at home and work at the company regulated for you personally? F: denied
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.2.37 Business phone calls during leisure time

Category	Description
Variable label	Business phone calls during leisure time
Variable name	J115
Question	How often do you receive work-related phone calls or answer work-related e-mails during your free time?
Detailed description, values	1 Every day 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 2021

## 7.3 Personnel development

### 7.3.1 Offer of further vocational training

Category	Description
Variable label	Offer of further vocational training
Variable name	J200a
Question	Has your employer offered you vocational further training courses since 1 January 2020?  <i>or</i> Has your employer offered you vocational further training courses since <i>Start date MMJJJJ C13/C14</i> ?
Detailed description, values	1 Yes 2 No

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.3.2 Further vocational training

Category	Description
Variable label	Further vocational training
Variable name	J201
Question	Have you taken part in any courses of further vocational training since 1 January 2020?  <i>or</i> Have you taken part in any courses of further vocational training since <i>Start date MMJJJJ C13/C14</i> ?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

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

Category	Description
Variable label	Further vocational training: full cost absorption (days)
Variable name	J203
Question	How many days in the last year 2020  <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 2021

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

Category	Description
Variable label	In-house further training or qualification activities
Variable name	J203a
Question	Apart from further training courses: Did you take part in a vocational training or qualification measure at your workplace in the last year 2020?



Category	Description
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.3.5 Appraisal interview

Category	Description
Variable label	Appraisal interview
Variable name	J204
Question	Did you have an appraisal interview with your superior last year (2020)  <i>or</i>  since <i>Start date MMJJJJ C13/C14</i> , in which, for example, questions about your professional development or personnel assessment were discussed? Please think only of conversations for which an appointment has been previously scheduled.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.3.6 Appraisal interview: objectives fixed in writing

Category	Description
Variable label	Appraisal interview: objectives fixed in writing
Variable name	J206
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 2021

### 7.3.7 Personnel development: knowledge and competences

Category	Description
Variable label	Personnel development: knowledge and competences
Variable name	J208a

Category	Description
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 2021

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

Category	Description
Variable label	Personnel development: promotion if expected to fit new position best
Variable name	J208b
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 2021

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

Category	Description
Variable label	Personnel development: promotion if outstanding job performance
Variable name	J208c
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.

Category	Description
	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 2021

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

Category	Description
Variable label	Personnel development: promotion mostly not related to professional criteria
Variable name	J208d
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 2021

#### 7.3.11 Personnel development: disadvantage in personnel decisions

Category	Description
Variable label	Personnel development: disadvantage in personnel decisions
Variable name	J208e
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.

Category	Description
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 2021

### 7.3.12 Regular performance assessment

Category	Description
Variable label	Regular performance assessment
Variable name	J208aa
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 2021

### 7.3.13 Concerned about job security

Category	Description
Variable label	Concerned about job security
Variable name	J209
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 2021

### 7.3.14 Number of appraisal interviews (last year)

Category	Description
Variable label	Number of appraisal interviews (last year)
Variable name	J210
Question	How many appraisal interviews did you have with your superior since... last year (2020)

Category	Description
	<i>or</i> How many appraisal interviews has your manager/supervisor conducted with you since <i>start date</i> MMYYYY C13/C14?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.3.15 Objective appraisal by supervisors

Category	Description
Variable label	Objective appraisal by supervisors
Variable name	J215
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 2021

### 7.3.16 Match between skills and requirements

Category	Description
Variable label	Match between skills and requirements
Variable name	J216
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 2021

### 7.3.17 Team affiliation

Category	Description
Variable label	Team affiliation
Variable name	J221
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.

Category	Description
	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 2021

### 7.3.18 Number of people in the current team

Category	Description
Variable label	Number of people in the current team
Variable name	J223
Question	If 222 = 1 How many people currently work in your team, including yourself and people who are not employed by your employer?
Detailed description, values	Numerical, (range 0-60)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.3.19 Number of current teams

Category	Description
Variable label	Number of current teams
Variable name	J225
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 2021

### 7.3.20 Number of people in main team

Category	Description
Variable label	Number of people in main team
Variable name	J227
Question	If 221=2 How many people currently work on your main team, including yourself? If you cannot provide exact information, please estimate.
Detailed description, values	Numerical, (range 2-60)

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.3.21 New cooperation with new team in the last year

Category	Description
Variable label	New cooperation with new team in the last year
Variable name	J229a
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 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.3.22 Working elsewhere than the workplace: way to/from work

Category	Description
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 2021

### 7.3.23 Working elsewhere than the workplace: on the way to professional appointments

Category	Description
Variable label	Working elsewhere than the workplace: on the way to professional appointments
Variable name	J230b
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

Category	Description
	4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.3.24 Working elsewhere than the workplace: business trips

Category	Description
Variable label	Working elsewhere than the workplace: business trips
Variable name	J230c
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 2021

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

Category	Description
Variable label	Working elsewhere than the workplace: business-clients / other business premises
Variable name	J230d
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 2021



## 7.4 Digitalization

### 7.4.1 Digitalization: use of ICT

Category	Description
Variable label	Digitalization: use of ICT
Variable name	J301aa
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 2021

### 7.4.2 Communication channels: e-mails

Category	Description
Variable label	Communication channels: e-mails
Variable name	J232a
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 2021

### 7.4.3 Communication channels: conference calls / video telephony

Category	Description
Variable label	communication channels: conference calls / video telephony
Variable name	J232b
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 2021

### 7.4.4 Communication channels: messenger

Category	Description
Variable label	Communication channels: messenger
Variable name	J232c
Question	Which communication channels do you use for professional purposes? C: Messages via messaging service such as SMS, WhatsApp or other chat programs

Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.4.5 Communication channels: microblogging services

Category	Description
Variable label	Communication channels: microblogging services
Variable name	J232d
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 2021

#### 7.4.6 Communication channels: not selected

Category	Description
Variable label	Communication channels: not selected
Variable name	J232e
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 2021

#### 7.4.7 Everyday working life: on-site meeting

Category	Description
Variable label	Everyday working life: on-site meeting
Variable name	J232aa
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

Category	Description
Data set/wave	LPP Employee Survey 2021

#### 7.4.8 Everyday working life: meetings by telephone or internet telephony

Category	Description
Variable label	Everyday working life: meetings by telephone or internet telephony
Variable name	J232ab
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>B: Meetings by telephone or internet calls</p>
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.4.9 Everyday working life: writing and reading messages

Category	Description
Variable label	Everyday working life: writing and reading messages
Variable name	J232ac
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>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 2021

#### 7.4.10 Everyday working life: writing/editing texts digitally

Category	Description
Variable label	Everyday working life: writing/editing texts digitally
Variable name	J232ad
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>

Category	Description
	Various activities are now mentioned. Please indicate whether you performed the activity on that day. D: Writing or revising texts on computer, laptop or tablet
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.4.11 Everyday working life: data input and processing

Category	Description
Variable label	Everyday working life: data input and processing
Variable name	J232ae
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. E: Entering or processing data on a computer, laptop or tablet
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.4.12 Everyday working life: online research

Category	Description
Variable label	Everyday working life: online research
Variable name	J232af
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. F: Researching and collecting information online
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.4.13 Everyday working life: programming

Category	Description
Variable label	Everyday working life: programming
Variable name	J232ag
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 2021

#### 7.4.14 Working with tools, devices, machines and equipment

Category	Description
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 2021

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

Category	Description
Variable label	Working time for operation of machines/devices/plant/tools (h/week)
Variable name	J236
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>

Category	Description
Detailed description, values	Numerical, (range 1-12)
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.4.16 Introduction of new technologies, last 2 years

Category	Description
Variable label	Introduction of new technologies, last 2 years
Variable name	J237
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 = 1</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 workplace in the last two years? Think also of new software programs or computer applications.</p>
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.4.17 New competencies necessary for technologies

Category	Description
Variable label	New competencies necessary for technologies
Variable name	J239
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	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.4.18 Technology replaces previous competencies

Category	Description
Variable label	Technology replaces previous competencies
Variable name	J240

Category	Description
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 2021

#### 7.4.19 Everyday working life new technology: transfer of knowledge about handling

Category	Description
Variable label	Everyday working life new technology: transfer of knowledge about handling
Variable name	J242a
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 2021

#### 7.4.20 Everyday working life new technology: primary user in the team

Category	Description
Variable label	Everyday working life new technology: primary user in the team
Variable name	J242b
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 2021

#### 7.4.21 Everyday working life new technology: suggestions for introduction

Category	Description
Variable label	Everyday working life new technology: suggestions for introduction
Variable name	J242c
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 2021

#### 7.4.22 Everyday working life new technology: co-initiation of introduction

Category	Description
Variable label	Everyday working life new technology: co-initiation of introduction
Variable name	J242d
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 2021

#### 7.4.23 Everyday working life new technology: completing tasks faster

Category	Description
Variable label	Everyday working life new technology: completing tasks faster
Variable name	J242e
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



Category	Description
	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.4.24 Everyday working life new technology: completing more tasks

Category	Description
Variable label	Everyday working life new technology: completing more tasks
Variable name	J242f
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 2021

#### 7.4.25 Everyday working life new technology: improvement of work results

Category	Description
Variable label	Everyday working life new technology: improvement of work results
Variable name	J242g
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 2021

#### 7.4.26 Digitalization: machines will take over job

Category	Description
Variable label	Digitalization: machines will take over job

Category	Description
Variable name	J301da
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 2021

## 7.5 Work conditions and workloads

### 7.5.1 Work conditions: decisions

Category	Description
Variable label	Work conditions: decisions
Variable name	J301a
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 2021

### 7.5.2 Work conditions: task variety

Category	Description
Variable label	Work conditions: task variety
Variable name	J301b
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

Category	Description
	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

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

Category	Description
Variable label	Work conditions: other jobs depend directly on my job
Variable name	J301c
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 2021

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

Category	Description
Variable label	Work conditions: my job depends on the work of others
Variable name	J301d
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 2021

### 7.5.5 Work conditions: physical effort

Category	Description
Variable label	Work conditions: physical effort
Variable name	J301e
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 2021

### 7.5.6 Work conditions: ambient conditions

Category	Description
Variable label	Work conditions: ambient conditions
Variable name	J301f
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 2021

### 7.5.7 Work conditions: time pressure

Category	Description
Variable label	Work conditions: time pressure
Variable name	J301g
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.

Category	Description
	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 2021

#### 7.5.8 Working conditions: many important tasks at once

Category	Description
Variable label	Working conditions: many important tasks at once
Variable name	J301j
Question	Which is true of your professional activity?  Please tell me in each case whether you fully agree, mostly agree, mostly disagree, or totally disagree with the statement, or whether you are undecided.  J: I often have to manage 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 2021

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

Category	Description
Variable label	Work-Family: interference with family life
Variable name	J303a
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

Category	Description
	5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.5.10 Work-Family: family responsibilities

Category	Description
Variable label	Work-Family: family responsibilities
Variable name	J303b
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 2021

#### 7.5.11 Work-Family: strain

Category	Description
Variable label	Work-Family: strain
Variable name	J303c
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 2021

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

Category	Description
Variable label	Work-Family: put off doing things at work
Variable name	J303d
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 2021

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

Category	Description
Variable label	Work-Family: things at work don't get done
Variable name	J303e
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 2021

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

Category	Description
Variable label	Work-Family: home life interferes with work
Variable name	J303f
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.

Category	Description
	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 2021

#### 7.5.15 Care for person in need of assistance

Category	Description
Variable label	Care for person in need of assistance
Variable name	J304
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 2021

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

Category	Description
Variable label	Care for person in need of assistance (h/day)
Variable name	J305
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 2021

## 7.6 Remuneration

#### 7.6.1 Performance-related bonuses

Category	Description
Variable label	Performance-related bonuses



Category	Description
Variable name	J401
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 2021

### 7.6.2 Performance-related bonuses: contractual commitment

Category	Description
Variable label	Performance-related bonuses: contractual commitment
Variable name	J401a
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 2021

### 7.6.3 Performance-related bonuses: actual payments (Euro) – 2021

Category	Description
Variable label	Performance-related bonuses: actual payments (Euro) – 2021
Variable name	J401c
Question	What was the actual amount of performance-related payments in 2021?
Detailed description, values	Numerical -5 No variable payments in 2021
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

## 7.7 Commitment, values and corporate culture

### 7.7.1 Corporate culture: good understanding

Category	Description
Variable label	Corporate culture: good understanding
Variable name	J501a

Category	Description
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 2021

### 7.7.2 Corporate culture: long-term plans

Category	Description
Variable label	Corporate culture: long-term plans
Variable name	J501b
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 2021

### 7.7.3 Corporate culture: confidence

Category	Description
Variable label	Corporate culture: confidence
Variable name	J501c
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

Category	Description
	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.4 Corporate culture: good guidance

Category	Description
Variable label	Corporate culture: good guidance
Variable name	J501d
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 2021

#### 7.7.5 Corporate culture: understanding

Category	Description
Variable label	Corporate culture: understanding
Variable name	J501e
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 2021

### 7.7.6 Corporate culture: no discrimination

Category	Description
Variable label	Corporate culture: no discrimination
Variable name	J501g
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 2021

### 7.7.7 Corporate culture: clear communication

Category	Description
Variable label	Corporate culture: clear communication
Variable name	J501h
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 2021

### 7.7.8 Corporate culture: charitable and non-profit projects

Category	Description
Variable label	Corporate culture: charitable and non-profit projects
Variable name	J501j
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.

Category	Description
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.9 Corporate culture: creating meaning through work

Category	Description
Variable label	Corporate culture: creating meaning through work
Variable name	J501k
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 2021

#### 7.7.10 Corporate culture: employer goals and society/environment

Category	Description
Variable label	Corporate culture: employer goals and society/environment
Variable name	J501l
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 2021

#### 7.7.11 Corporate culture: important contribution to operation

Category	Description
Variable label	Corporate culture: important contribution to operation
Variable name	J501m
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 2021

#### 7.7.12 Corporate culture: meaningful contribution to society

Category	Description
Variable label	Corporate culture: meaningful contribution to society
Variable name	J501n
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 2021

#### 7.7.13 Commitment: rest of my life

Category	Description
Variable label	Commitment: rest of my life
Variable name	J501aa
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

Category	Description
	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.14 Commitment: personal meaning

Category	Description
Variable label	Commitment: personal meaning
Variable name	J501ab
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 2021

#### 7.7.15 Commitment: problems are my own

Category	Description
Variable label	Commitment: problems are my own
Variable name	J501ac
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 2021

#### 7.7.16 Commitment: no belonging

Category	Description
Variable label	Commitment: no belonging
Variable name	J501ad
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 2021

#### 7.7.17 Commitment: not emotionally attached

Category	Description
Variable label	Commitment: not emotionally attached
Variable name	J501ae
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 2021

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

Category	Description
Variable label	Commitment: no part of the family
Variable name	J501af
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.



Category	Description
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.19 Collegiality: receive help from colleagues

Category	Description
Variable label	Collegiality: receive help from colleagues
Variable name	J502a
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 2021

#### 7.7.20 Collegiality: help colleagues

Category	Description
Variable label	Collegiality: help colleagues
Variable name	J502b
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

Category	Description
Data set/wave	LPP Employee Survey 2021

#### 7.7.21 Collegiality: criticism/harassment/exposure

Category	Description
Variable label	Collegiality: criticism/harassment/exposure
Variable name	J502c
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 2021

#### 7.7.22 Job satisfaction

Category	Description
Variable label	Job satisfaction
Variable name	J503
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 2021

#### 7.7.23 Income satisfaction

Category	Description
Variable label	Income satisfaction
Variable name	J504
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

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.24 Fairness: income

Category	Description
Variable label	Fairness: income
Variable name	J507a
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 2021

#### 7.7.25 Fairness: decision procedures

Category	Description
Variable label	Fairness: decision procedures
Variable name	J507b
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 2021

#### 7.7.26 Fairness: supervisor

Category	Description
Variable label	Fairness: supervisor
Variable name	J507c

Category	Description
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 2021

#### 7.7.27 Changing job

Category	Description
Variable label	Changing job
Variable name	J508a
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 2021

#### 7.7.28 Reasons for change of employer

Category	Description
Variable label	Reasons for change of employer
Variable name	J508aa
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 2021

#### 7.7.29 Expected occupational improvements: better pay & benefits

Category	Description
Variable label	Expected occupational improvements: better pay & benefits
Variable name	J508ba
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 2021

#### 7.7.30 Expected occupational improvements: better superiors

Category	Description
Variable label	Expected occupational improvements: better superiors
Variable name	J508bb
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 2021

#### 7.7.31 Expected occupational improvements: career and further training opportunities

Category	Description
Variable label	Expected occupational improvements: career and further training opportunities

Category	Description
Variable name	J508bc
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 2021

#### 7.7.32 Expected occupational improvements: work contents

Category	Description
Variable label	Expected occupational improvements: work contents
Variable name	J508bd
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 2021

#### 7.7.33 Expected occupational improvements: work volume

Category	Description
Variable label	Expected occupational improvements: work volume
Variable name	J508be

Category	Description
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 2021

#### 7.7.34 Expected occupational improvements: working hours

Category	Description
Variable label	Expected occupational improvements: working hours
Variable name	J508bf
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	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.35 Expected occupational improvements: fair treatment

Category	Description
Variable label	Expected occupational improvements: fair treatment
Variable name	J508bg
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 ...

Category	Description
	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 2021

#### 7.7.36 Expected occupational improvements: a securer job

Category	Description
Variable label	Expected occupational improvements: a securer job
Variable name	J508bh
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 2021

#### 7.7.37 Expected occupational improvements: other improvements

Category	Description
Variable label	Expected occupational improvements: other improvements
Variable name	J508bi
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



Category	Description
	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.38 Expected private improvements: closeness to partner/family

Category	Description
Variable label	Expected private improvements: closeness to partner/family
Variable name	J508ca
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 2021

#### 7.7.39 Expected private improvements: private new start

Category	Description
Variable label	Expected private improvements: private new start
Variable name	J508cb
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

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.40 Expected private improvements: shorter distance

Category	Description
Variable label	Expected private improvements: shorter distance
Variable name	J508cc
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 2021

#### 7.7.41 Expected private improvements: work-life balance

Category	Description
Variable label	Expected private improvements: work-life balance
Variable name	J508cd
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 2021

#### 7.7.42 Expected private improvements: other improvements

Category	Description
Variable label	Expected private improvements: other improvements
Variable name	J508ce
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 2021

#### 7.7.43 Active job search or contacted by another employer

Category	Description
Variable label	Active job search or contacted by another employer
Variable name	J508d
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 2021

#### 7.7.44 Concrete job offers

Category	Description
Variable label	Concrete job offers
Variable name	J508e
Question	Were you offered at least one concrete job as a result?
Detailed description, values	1 Yes 2 No

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.45 Highest wage/salary offer (Euro)

Category	Description
Variable label	Highest wage/salary offer (Euro)
Variable name	J508f
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 2021

#### 7.7.46 No job change: external offer not better

Category	Description
Variable label	No job change: external offer not better
Variable name	J508ga
Question	Why have you stayed with your employer? A: 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 2021

#### 7.7.47 No job change: higher wage, better working conditions

Category	Description
Variable label	No job change: higher wage, better working conditions
Variable name	J508gb
Question	Why have you stayed with your employer? B: 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 2021

#### 7.7.48 No job change: private reasons

Category	Description
Variable label	No job change: private reasons
Variable name	J508gc
Question	Why have you stayed with your employer? C: Private reasons
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.49 No job change: other reasons

Category	Description
Variable label	No job change: other reasons
Variable name	J508gd
Question	Why have you stayed with your employer? D: Other reasons
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.50 No job change: refuse

Category	Description
Variable label	No job change: refuse
Variable name	J508ge
Question	Why have you stayed with your employer? E: 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 2021

#### 7.7.51 Offer employer: pay raise and/or benefits

Category	Description
Variable label	Offer employer: pay raise and/or benefits
Variable name	J508ha
Question	Which benefits did your employer offer you? A: pay raise and/or additional benefits
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.52 Offer employer: promotion (prospects)

Category	Description
Variable label	Offer employer: promotion (prospects)
Variable name	J508hb
Question	Which benefits did your employer offer you? B: promotion or the prospect of being promoted
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.53 Offer employer: working hours

Category	Description
Variable label	Offer employer: working hours
Variable name	J508hc
Question	Which benefits did your employer offer you? C: 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 2021

#### 7.7.54 Offer employer: further training possibilities

Category	Description
Variable label	Offer employer: further training possibilities

Category	Description
Variable name	J508hd
Question	Which benefits did your employer offer you? D: better or concrete further training possibilities
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.55 Offer employer: work contents

Category	Description
Variable label	Offer employer: work contents
Variable name	J508he
Question	Which benefits did your employer offer you? E: 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 2021

#### 7.7.56 Offer employer: work volume

Category	Description
Variable label	Offer employer: work volume
Variable name	J508hf
Question	Which benefits did your employer offer you? F: changed work volume or workload
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.57 Offer employer: job security

Category	Description
Variable label	Offer employer: job security
Variable name	J508hg
Question	Which benefits did your employer offer you?

Category	Description
	G: 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 2021

#### 7.7.58 Offer employer: other improvements

Category	Description
Variable label	Offer employer: other improvements
Variable name	J508hh
Question	Which benefits did your employer offer you? H: other improvements
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.59 Offer employer: refuse

Category	Description
Variable label	Offer employer: refuse
Variable name	J508hi
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 2021

#### 7.7.60 Employer offer: Possibility of home-office

Category	Description
Variable label	Employer offer: Possibility of home-office
Variable name	J508hk
Question	Which benefits did your employer offer you? K: The ability to work mobile



Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.61 Employer offer: work-life balance

Category	Description
Variable label	Employer offer: work-life balance
Variable name	J508hl
Question	Which benefits did your employer offer you? L: A better work-life balance
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.62 Job does not require a long training period

Category	Description
Variable label	Job does not require a long training period
Variable name	J508i
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 2021

#### 7.7.63 Engagement: energy

Category	Description
Variable label	Engagement: energy
Variable name	J509a
Question	I now read some statements about perceiving work. Please think about how often you feel like this.

Category	Description
	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 2021

#### 7.7.64 Engagement: strong and vigorous

Category	Description
Variable label	Engagement: strong and vigorous
Variable name	J509b
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 2021

#### 7.7.65 Engagement: enthusiastic

Category	Description
Variable label	Engagement: enthusiastic
Variable name	J509c
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

Category	Description
Data set/wave	LPP Employee Survey 2021

#### 7.7.66 Engagement: inspired

Category	Description
Variable label	Engagement: inspired
Variable name	J509d
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 2021

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

Category	Description
Variable label	Engagement: feel like going to work
Variable name	J509e
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 2021

#### 7.7.68 Engagement: happy

Category	Description
Variable label	Engagement: happy
Variable name	J509f

Category	Description
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 2021

#### 7.7.69 Engagement: proud

Category	Description
Variable label	Engagement: proud
Variable name	J509g
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 2021

#### 7.7.70 Engagement: immersed

Category	Description
Variable label	Engagement: immersed
Variable name	J509h
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

Category	Description
	5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.71 Engagement: carried away

Category	Description
Variable label	Engagement: carried away
Variable name	J509i
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 2021

#### 7.7.72 Contacted by other employer (last 12 months)?

Category	Description
Variable label	Contacted by other employer (last 12 months)?
Variable name	J510
Question	Have you been contacted by another employer within the last twelve months?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.73 Internal job change, last 12 months

Category	Description
Variable label	Internal job change, last 12 months
Variable name	J511
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.

Category	Description
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.74 Initiative internal job change

Category	Description
Variable label	Initiative internal job change
Variable name	J512
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 2021

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

Category	Description
Variable label	Reasons for internal job changes: higher payment/additional benefits
Variable name	J513a
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 2021

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

Category	Description
Variable label	Reasons for internal job changes: (prospect of) promotion
Variable name	J513b
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

Category	Description
	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.77 Reasons for internal job changes: better development opportunities

Category	Description
Variable label	Reasons for internal job changes: better development opportunities
Variable name	J513c
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 2021

#### 7.7.78 Reasons for internal job changes: different work content

Category	Description
Variable label	Reasons for internal job changes: different work content.
Variable name	J513d
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 2021

#### 7.7.79 Reasons for internal job changes: greater job security

Category	Description
Variable label	Reasons for internal job changes: greater job security

Category	Description
Variable name	J513e
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 2021

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

Category	Description
Variable label	Reasons for internal job changes: better work-live balance
Variable name	J513f
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 2021

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

Category	Description
Variable label	Reasons for internal job changes: personal problems with supervisors/colleagues
Variable name	J513g
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



Category	Description
	5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.82 Reasons for internal job changes: problems with work content

Category	Description
Variable label	Reasons for internal job changes: problems with work content
Variable name	J513h
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 2021

#### 7.7.83 Reasons for internal job changes: general restructuring

Category	Description
Variable label	Reasons for internal job changes: general restructuring
Variable name	J513i
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 2021

#### 7.7.84 Active internal job search, last 12 month

Category	Description
Variable label	Active internal job search, last 12 month
Variable name	J514
Question	Have you actively looked for another job within your company during the last twelve months?

Category	Description
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.7.85 Reasons internal job search: higher payment/additional benefits

Category	Description
Variable label	Reasons internal job search: higher payment/additional benefits
Variable name	J515a
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 2021

#### 7.7.86 Reasons internal job search: (possibility of) promotion

Category	Description
Variable label	Reasons internal job search: (possibility of) promotion
Variable name	J515b
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 2021

#### 7.7.87 Reasons internal job search: better development opportunities

Category	Description
Variable label	Reasons internal job search: better development opportunities

Category	Description
Variable name	J515c
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 2021

#### 7.7.88 Reasons internal job search: changed contents of work

Category	Description
Variable label	Reasons internal job search: changed contents of work
Variable name	J515d
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 2021

#### 7.7.89 Reasons internal job search: greater job security

Category	Description
Variable label	Reasons internal job search: greater job security
Variable name	J515e
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

Category	Description
	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

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

Category	Description
Variable label	Reasons internal job search: better compatibility of work and private life
Variable name	J515f
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 2021

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

Category	Description
Variable label	Reasons internal job search: personal problems with supervisors/colleagues
Variable name	J515g
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 2021

#### 7.7.92 Reasons internal job search: problem with subject

Category	Description
Variable label	Reasons internal job search: problem with subject

Category	Description
Variable name	J515j
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 2021

### 7.7.93 Reasons internal job search: general restructuring

Category	Description
Variable label	Reasons internal job search: general restructuring
Variable name	J515i
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 2021

## 7.8 Personality and attitudes

### 7.8.1 No reliance

Category	Description
Variable label	No reliance
Variable name	J602a
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.

Category	Description
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.8.2 Trust

Category	Description
Variable label	Trust
Variable name	J602b
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 2021

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

Category	Description
Variable label	Angry when others are better off than me
Variable name	J603a
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

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

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

Category	Description
Variable label	Guilty when I am better off than others
Variable name	J603b
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 2021

#### 7.8.5 Big Five: thorough

Category	Description
Variable label	Big Five: thorough
Variable name	J605a
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 2021

#### 7.8.6 Big Five: communicative

Category	Description
Variable label	Big Five: communicative
Variable name	J605b

Category	Description
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 2021

#### 7.8.7 Big Five: rude

Category	Description
Variable label	Big Five: rude
Variable name	J605c
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 2021

#### 7.8.8 Big Five: original

Category	Description
Variable label	Big Five: original
Variable name	J605d
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



Category	Description
Data set/wave	LPP Employee Survey 2021

#### 7.8.9 Big Five: worries

Category	Description
Variable label	Big Five: worries
Variable name	J605e
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 2021

#### 7.8.10 Big Five: forgiving

Category	Description
Variable label	Big Five: forgiving
Variable name	J605f
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 2021

#### 7.8.11 Big Five: lazy

Category	Description
Variable label	Big Five: lazy
Variable name	J605g
Question	I see myself as someone who... G: tends to be lazy

Category	Description
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.8.12 Big Five: outgoing

Category	Description
Variable label	Big Five: outgoing
Variable name	J605h
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 2021

#### 7.8.13 Big Five: artistic

Category	Description
Variable label	Big Five: artistic
Variable name	J605i
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 2021

#### 7.8.14 Big Five: nervous

Category	Description
Variable label	Big Five: nervous
Variable name	J605j
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 2021

#### 7.8.15 Big Five: effective

Category	Description
Variable label	Big Five: effective
Variable name	J605k
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 2021

#### 7.8.16 Big Five: reserved

Category	Description
Variable label	Big Five: reserved
Variable name	J605l
Question	I see myself as someone who... L: is reserved
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral

Category	Description
	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.8.17 Big Five: considerate

Category	Description
Variable label	Big Five: considerate
Variable name	J605m
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 2021

#### 7.8.18 Big Five: imaginative

Category	Description
Variable label	Big Five: imaginative
Variable name	J605n
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 2021

#### 7.8.19 Big Five: relaxed

Category	Description
Variable label	Big Five: relaxed

Category	Description
Variable name	J605o
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 2021

#### 7.8.20 Big Five: eager for knowledge

Category	Description
Variable label	Big Five: eager for knowledge
Variable name	J605p
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 2021

#### 7.8.21 Risk-taker

Category	Description
Variable label	Risk-taker
Variable name	J606
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 2021

#### 7.8.22 Self-efficacy: rely on own abilities

Category	Description
Variable label	Self-efficacy: rely on own abilities
Variable name	J607a
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 2021

#### 7.8.23 Self-efficacy: solve problems on my own

Category	Description
Variable label	Self-efficacy: solve problems on my own
Variable name	J607b
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 2021

#### 7.8.24 Self-efficacy: solve challenging and complex tasks

Category	Description
Variable label	Self-efficacy: solve challenging and complex tasks
Variable name	J607c
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.

Category	Description
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

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

Category	Description
Variable label	Time preference: abstain from things today, afford more tomorrow
Variable name	J608a
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 2021

#### 7.8.26 Time preference: procrastinate things

Category	Description
Variable label	Time preference: procrastinate things
Variable name	J608b
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 2021

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

Category	Description
Variable label	Reciprocity: when harmed on purpose, try to pay back in kind
Variable name	J609a
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 2021

#### 7.8.28 Reciprocity: prepared to return a favour

Category	Description
Variable label	Reciprocity: prepared to return a favour
Variable name	J609b
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 2021

#### 7.8.29 Altruism: willingness to share without expecting anything in return

Category	Description
Variable label	Altruism: willingness to share without expecting anything in return
Variable name	J610
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:



Category	Description
	“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 2021

#### 7.8.30 Work-life balance: Thinking about work at home

Category	Description
Variable label	Work-life balance: Thinking about work at home
Variable name	J611a
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 2021

#### 7.8.31 Work-life balance: Let working life at work

Category	Description
Variable label	Work-life balance: Let working life at work
Variable name	J611b
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 2021

### 7.8.32 Work-life balance: Work issues in family life

Category	Description
Variable label	Work-life balance: Work issues in family life
Variable name	J611c
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 2021

### 7.8.33 Work-life balance: Leave work behind

Category	Description
Variable label	Work-life balance: Leave work behind
Variable name	J611d
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 2021

## 7.9 Health

### 7.9.1 Health status

Category	Description
Variable label	Health status
Variable name	J701
Question	How would you describe your current health?
Detailed description, values	1 Very good

Category	Description
	2 Good 3 Satisfactory 4 Poor 5 Bad
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.9.2 Sick days

Category	Description
Variable label	Sick days
Variable name	J702
Question	How many days were you unable to work due to illness in 2020? 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 2021

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

Category	Description
Variable label	Well-being: cheerful and in good spirits
Variable name	J703a
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 2021

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

Category	Description
Variable label	Well-being: calm and relaxed
Variable name	J703b
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 2021

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

Category	Description
Variable label	Well-being: active and vigorous
Variable name	J703c
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 2021

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

Category	Description
Variable label	Well-being: fresh and rested
Variable name	J703d
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...

Category	Description
	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 2021

#### 7.9.7 Well-being: interesting things

Category	Description
Variable label	Well-being: interesting things
Variable name	J703e
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 2021

#### 7.9.8 Went to work sick (number of days)

Category	Description
Variable label	Went to work sick (number of days)
Variable name	J704
Question	On how many days in 2020 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 2021

## 7.10 Socio-demographics

### 7.10.1 Highest level of education

Category	Description
Variable label	Highest level of education
Variable name	J801
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 2021

### 7.10.2 Highest level of training qualification

Category	Description
Variable label	Highest level of training qualification
Variable name	J802
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 2021

### 7.10.3 Permanent relationship

Category	Description
Variable label	Permanent relationship
Variable name	J803
Question	Are you in a serious/permanent relationship?

Category	Description
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.10.4 Partner lives in same household

Category	Description
Variable label	Partner lives in same household
Variable name	J804
Question	Does your partner live in the same household?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.10.5 Employment of partner

Category	Description
Variable label	Employment of partner
Variable name	J805
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 2021

#### 7.10.6 Household size (persons)

Category	Description
Variable label	Household size (persons)
Variable name	J806
Question	How many people live in your household, children and yourself included?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

### 7.10.7 Children < 14 years

Category	Description
Variable label	Children < 14 years
Variable name	J807
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 2021

### 7.10.8 Age youngest child (years)

Category	Description
Variable label	Age youngest child (years)
Variable name	J808_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 2021
Notes	The variable contains the age of the youngest child.

### 7.10.9 Nationality

Category	Description
Variable label	Nationality
Variable name	J811
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 2021



#### 7.10.10 Country of birth: Germany

Category	Description
Variable label	Country of birth: Germany
Variable name	J812
Question	Were you born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

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

Category	Description
Variable label	Country of birth: other (aggregated)
Variable name	J813_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 2021
Notes	<p>The variable contains a grouped version of the countries in which the employees were born. The values include the following countries/continents:</p> <ul style="list-style-type: none"> <li>- 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</li> <li>- Northern/ Western/ Central Europe: Belgium, Denmark, Finland , France, Great Britain, Ireland, Island, Liechtenstein, Luxembourg, Netherlands, Norway, Austria, Sweden, Switzerland, Slovakia, Czech Republic</li> <li>- Asia</li> <li>- Rest of the world: North and South America, Africa, Australia</li> </ul>

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

Category	Description
Variable label	Came to Germany (year) (aggregated)
Variable name	J814_gr

Category	Description
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 2021
Notes	The variable contains a grouped version of the year the employee came to Germany.

#### 7.10.13 Country of birth father: germany

Category	Description
Variable label	Country of birth father: germany
Variable name	J815
Question	Was your father born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.10.14 Country of birth mother: germany

Category	Description
Variable label	Country of birth mother: germany
Variable name	J817
Question	Was your mother born in Germany?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.10.15 Gross pay

Category	Description
Variable label	Gross pay
Variable name	J818

Category	Description
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 2021

#### 7.10.16 Net pay

Category	Description
Variable label	Net pay
Variable name	J819
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 2021

## 7.11 Panel participation and merging of data

### 7.11.1 Panel participation

Category	Description
Variable label	Panel participation
Variable name	J901
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?

Category	Description
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

Category	Description
Variable label	Merging of data
Variable name	J902
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 2021

## 7.12 Short interviews

### 7.12.1 Termination of employment (year)

Category	Description
Variable label	Termination of employment (year)E
Variable name	C02_w5

Category	Description
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 2021
Notes	The month is not specified.

### 7.12.2 Termination of employment: way

Category	Description
Variable label	Termination of employment: way
Variable name	C03_w5
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 2021

### 7.12.3 Termination of employment: initiative

Category	Description
Variable label	Termination of employment: initiative
Variable name	C04_w5
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 2021

#### 7.12.4 Reasons for termination

Category	Description
Variable label	Reasons for termination
Variable name	C05_w5
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 2021

#### 7.12.5 Expected occupational improvements: better pay & benefits

Category	Description
Variable label	Expected occupational improvements: better pay & benefits
Variable name	C05aa_w5
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 2021

#### 7.12.6 Expected occupational improvements: better superiors

Category	Description
Variable label	Expected occupational improvements: better superiors
Variable name	C05ab_w5
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

Category	Description
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.7 Expected occupational improvements: career and further training opportunities

Category	Description
Variable label	Expected occupational improvements: career and further training opportunities
Variable name	C05ac_w5
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 2021

#### 7.12.8 Expected occupational improvements: work contents

Category	Description
Variable label	Expected occupational improvements: work contents
Variable name	C05ad_w5
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

Category	Description
	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.9 Expected occupational improvements: work volume

Category	Description
Variable label	Expected occupational improvements: work volume
Variable name	C05ae_w5
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 2021

#### 7.12.10 Expected occupational improvements: working hours

Category	Description
Variable label	Expected occupational improvements: working hours
Variable name	C05af_w5
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



Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.11 Expected occupational improvements: fair treatment

Category	Description
Variable label	Expected occupational improvements: fair treatment
Variable name	C05ag_w5
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 2021

#### 7.12.12 Expected occupational improvements: a securer job

Category	Description
Variable label	Expected occupational improvements: a securer job
Variable name	C05ah_w5
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 2021

### 7.12.13 Expected occupational improvements: other improvements

Category	Description
Variable label	Expected occupational improvements: other improvements
Variable name	C05ai_w5
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 2021

### 7.12.14 Expected private improvements: closeness to partner/family

Category	Description
Variable label	Expected private improvements: closeness to partner/family
Variable name	C05ba_w5
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 2021

### 7.12.15 Expected private improvements: private new start

Category	Description
Variable label	Expected private improvements: private new start
Variable name	C05bb_w5

Category	Description
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 2021

#### 7.12.16 Expected private improvements: shorter distance to work

Category	Description
Variable label	Expected private improvements: shorter distance to work
Variable name	C05bc_w5
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 2021

#### 7.12.17 Expected private improvements: work-life balance

Category	Description
Variable label	Expected private improvements: work-life balance
Variable name	C05bd_w5
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...

Category	Description
	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 2021

#### 7.12.18 Expected private improvements: other improvements

Category	Description
Variable label	Expected private improvements: other improvements
Variable name	C05be_w5
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 2021

#### 7.12.19 No long period of vocational adjustment necessary

Category	Description
Variable label	No long period of vocational adjustment necessary
Variable name	C05c_w5
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

Category	Description
	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.20 New job in prospect or signed contract

Category	Description
Variable label	New job in prospect or signed contract
Variable name	C07_w5
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 2021

#### 7.12.21 Search path

Category	Description
Variable label	Search path
Variable name	C08_w5
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 2021

#### 7.12.22 Number of applications

Category	Description
Variable label	Number of applications
Variable name	C08a_w5
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 2021

#### 7.12.23 Number of job offers

Category	Description
Variable label	Number of job offers
Variable name	C08b_w5
Question	How many job offers have you received during your applications?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.24 Highest wage/salary offer (Euro)

Category	Description
Variable label	Highest wage/salary offer (Euro)
Variable name	C09_w5
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 2021

#### 7.12.25 Offer former employer

Category	Description
Variable label	Offer former employer
Variable name	C10_w5

Category	Description
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 2021

#### 7.12.26 Offer former employer: pay raise and/or benefits

Category	Description
Variable label	Offer former employer: pay raise and/or benefits
Variable name	C11a_w5
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 2021

#### 7.12.27 Offer former employer: promotion (prospects)

Category	Description
Variable label	Offer former employer: promotion (prospects)
Variable name	C11b_w5
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 2021

#### 7.12.28 Offer former employer: working hours

Category	Description
Variable label	Offer former employer: working hours
Variable name	C11c_w5
Question	What did your former employer offer you as a result?

Category	Description
	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 2021

#### 7.12.29 Offer former employer: further training possibilities

Category	Description
Variable label	Offer former employer: further training possibilities
Variable name	C11d_w5
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 2021

#### 7.12.30 Offer former employer: work contents

Category	Description
Variable label	Offer former employer: work contents
Variable name	C11e_w5
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 2021

#### 7.12.31 Offer former employer: work volume

Category	Description
Variable label	Offer former employer: work volume
Variable name	C11f_w5
Question	What did your former employer offer you as a result?



Category	Description
	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 2021

#### 7.12.32 Offer former employer: job security

Category	Description
Variable label	Offer former employer: job security
Variable name	C11g_w5
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 2021

#### 7.12.33 Offer former employer: other improvements

Category	Description
Variable label	Offer former employer: other improvements
Variable name	C11h_w5
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 2021

#### 7.12.34 Offer former employer: refuse

Category	Description
Variable label	Offer former employer: refuse
Variable name	C11i_w5
Question	What did your former employer offer you as a result?

Category	Description
	97: Refuse
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.35 Current employment situation

Category	Description
Variable label	Current employment situation
Variable name	C12_w5
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 2021

#### 7.12.36 Short-time work

Category	Description
Variable label	Short-time work
Variable name	C12aa_w5
Question	Are you currently on short-time work?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.37 Proportion of short-time work (percent)

Category	Description
Variable label	Proportion of short-time work (percent)
Variable name	C12a_w5
Question	To what percentage of your contractually agreed weekly working time before short-time work has your current working time been reduced in short-time work?

Category	Description
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.38 Short-time work due to COVID-19

Category	Description
Variable label	Short-time work due to COVID-19
Variable name	C12b_w5
Question	Were you on short time during the Covid 19 pandemic ("Corona pandemic")?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.39 Duration short-time work due to COVID-19 (months)

Category	Description
Variable label	Duration short-time work due to COVID-19 (months)
Variable name	C12c_w5
Question	How many months were you on short-time work from March 2020 to the current date?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.40 Weekly working hours during short-time work

Category	Description
Variable label	Weekly working hours during short-time work
Variable name	C12d_w5
Question	If you think of the longest phase of short-time work within the period: To what percentage of your contractual weekly working time were your working hours reduced in short-time work?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2021

#### 7.12.41 Start of current employment (year)

Category	Description
Variable label	Start of current employment (year)
Variable name	C14_w5
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 2021

#### 7.12.42 Further other employer

Category	Description
Variable label	Further other employer
Variable name	C15_w5
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 2021

## List of abbreviations

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

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