



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

07|2025 EN LPP – Linked Personnel Panel 1224

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

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Bundesagentur für Arbeit

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

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

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Zusammenfassung

Dieser Datenreport beschreibt die sechste Welle des *Linked Personnel Panels (LPP 1224)*. Das LPP – ein Linked-Employer-Employee Datensatz – entsteht im Projekt „Arbeitsqualität und wirtschaftlicher Erfolg“ und erfasst Informationen zu Themen wie Personalarbeit, Unternehmenskultur und Managementinstrumenten bei in Deutschland ansässigen Betrieben. Die bisherigen Befragungswellen enthalten Informationen von 1.219 Betrieben und 7.508 Beschäftigten (Welle 1), 771 Betrieben und 7.282 Beschäftigten (Welle 2), 846 Betrieben und 6.779 Beschäftigten (Welle 3), 769 Betrieben und 6.494 Beschäftigten (Welle 4), 770 Betriebe und 7.397 Beschäftigte (Welle 5), sowie 763 Betriebe und 6.611 Beschäftigte (Welle 6). Auf der Betriebsebene ist das LPP repräsentativ für privatwirtschaftliche Betriebe in Deutschland mit mindestens 50 sozialversicherungspflichtigen Beschäftigten. In Welle 6 wurden erstmals auch 556 kleinere Betriebe mit unter 50 sozialversicherungspflichtigen Beschäftigten befragt, allerdings ohne die dazugehörigen Beschäftigten. Durch die Verknüpfung mit dem IAB-Betriebspanel entsteht ein Datenprodukt, das Längsschnittanalysen zu Personalstrategie und Arbeitsqualität in Deutschland ermöglicht.

Abstract

This data report describes the sixth wave of the *Linked Personnel Panel (LPP 1224)*. 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), 770 establishments and 7,397 employees (wave 5), and as well as 763 establishments and 6,611 employees (wave 6). The LPP is representative for German private sector establishments with at least 50 employees subject to social security. In wave 6, 556 smaller establishments with fewer than 50 employees subject to social insurance contributions were also surveyed for the first time, but without the corresponding employees. 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 Verian (formerly 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 Justus Stadler 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), fourth wave (Ruf et al., 2020), and to the fifth wave (Ruf et al., 2022) 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](#).

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 analyses 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. In the sixth wave, interviews were conducted with 763 establishments (refreshers: 531) and 6,622 employees (refreshers: 4,566), as well as 556 small establishments without employee linkage.

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 sixth wave of the LPP. Besides information on the survey method, contents, sampling, response rates, data preparation, data correction, data organization and projection, the current report contains a detailed description of all variables.

Labels, variable names, questions, values and if appropriate special features of each particular variable are presented.

The FDZ data and method report for the first wave (Broszeit and Wolter, 2015; Bellmann et al., 2015), second wave (Broszeit, Wolter and Grunau, 2020; Bellmann et al., 2015), third wave (Mackeben, Ruf, Grunau und Wolter, 2020), fourth wave (Ruf et al., 2020), and fifth wave (Ruf et al., 2022) can be downloaded at the FDZ website. Detailed information on the IAB Establishment Panel and the BHP can be accessed on the respective [FDZ-Website](#).

2 Data description

2.1 Outline

Table 1: Content characteristics

Category	Description
Current data version	LPP 1224
Topics	<p>Establishment characteristics:</p> <ul style="list-style-type: none"> - HR planning and recruitment - HR development - Remuneration structure - Commitment, values and corporate culture - Work organization - Digitalization - Structural features - Co-Determination - Sexual harassment <p>Individualmerkmale:</p> <ul style="list-style-type: none"> - Personal characteristics - Employment - HR development - Digitalization - Work conditions and workloads - Remuneration - Commitment, values and corporate culture - Personality and attitudes - Health - Sociodemography - Co-Determination - Sexual harassment
Data unit	<p>Employer survey: Establishments with more than 50 employees subject to social insurance contributions as well as small establishments (Reference date: 30.06.2022)</p> <p>Employee survey: Employees subject to social security system Reference date: Panel: 31th Dec 2011 (w1); 31th Dec 2013 (w2); Refresher: 31th Dec 2015 (w3); Refresher: 31th Dec 2017; (w4); Refresher: 31th Dec 2019 (w5); Refresher: 31th Dec 2022 (w6)</p>
Number of cases	Employer survey:

Category	Description
	<p>763 establishments with more than 50 employees subject to social insurance contributions (Panel: 232, Refresher:531), 556 small establishments</p> <p>Employee survey: 6,611 individuals (Panel: 2,045, Refresher:4,566)</p>
Period covered	<p>Employer survey: 3rd July 2023 to 19th January 2024</p> <p>Employee survey: 26th April 2024 to 14th September 2024</p>
Time reference	Time of interview
Regional structure	<p>Employer survey:</p> <ul style="list-style-type: none"> - Northern region: Lower Saxony, Schleswig-Holstein, Hamburg, Bremen - Eastern region: Berlin, Brandenburg, Mecklenburg-Western Pomerania, Saxony, Saxony-Anhalt, Thuringia - Southern region: Bavaria, Baden-Wuerttemberg - Western region: North Rhine-Westphalia, Hesse, Saarland, Rhineland-Palatinate <p>Employee survey: Federal states</p>
Territorial allocation	As of the respective reference data

Table 2: Methodological characteristics

Category	Description
Gross sample	<p>Employer survey</p> <p>Panel: Establishments that</p> <ul style="list-style-type: none"> • participated in the 5th wave, agreed to be interviewed again, and participated in the establishment panel in the survey year had temporarily failed in the 5th wave. • refused participation in the 5th wave but wanted to participate in 2023. <p>Refreshers: A sample of establishments that gave a valid IAB Establishment Panelinterview in 2022 and were not part of the re-sample. Stratified according to establishment size, industry and region.</p> <p>Employee survey:</p> <p>Panel:</p> <ul style="list-style-type: none"> • Persons who declared their panel willingness in the previous waves and participated in wave 5 • did not change the establishment in the previous wave • had temporarily failed in the 5th wave. <p>Refresher:</p>

Category	Description
	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 2023 and the supplementary survey or for whom there was no final non-participation.
Mode of the survey	Employer survey Face-to-face interviews, web survey Employee survey Telephone interviews, web survey
Institutions involved	Institute for Employment Research (IAB), Centre for European Economic Research (ZEW), University of Cologne, Eberhard Karls University of Tuebingen, Federal Ministry of Labour and Social Affairs (BMAS), Variab (formally Kantar Public), infas Institute for Applied Social Sciences
Frequency of data collection	Biennial survey in previous waves, triennial in wave 6
File format and size	Employer survey: STATA (903 KB) Employee survey: STATA (1,911 KB)
File architecture	Employer survey: lpp_employer_1224_w6_v1.dta Employee survey: lpp_employee_1224_w6_v1.dta
Citation of data and data documentation	Data: Ruf, Kevin; Berger, Viktoria; Wolter, Stefanie; Grunau, Philipp (2025): "Linked Personnel Panel (LPP) – Version 1224 v1". Research Data Centre of the Federal Employment Agency (BA) at the Institute for Employment Research (IAB). DOI: 10.5164/IAB.LPP1224.de.en.v1 The data access was provided via on-site use at the Research Data Centre (FDZ) of the German Federal Employment Agency (BA) at the Institute for Employment Research (IAB) and subsequently remote data access. Data documentation: Ruf, Kevin; Berger, Viktoria; Wolter, Stefanie; Grunau, Philipp (2025): LPP – Linked Personnel Panel 1224 – Quality of work and economic success: longitudinal study in German establishments (data documentation on the sixth wave), FDZ-Datenreport 07/2025 (en), Nürnberg. DOI: 10.5164/IAB.FDZD.2507.en.v1
Dataset version	Linked Personnel Panel (LPP) – Version 1224 v1. DOI: 10.5164/IAB.LPP1224.de.en.v1

Table 3: Data access

Category	Description
Data access	Remote data access, on-site use

Category	Description
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 6 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). In the sixth wave, interviews were conducted with 763 establishments (refresher sample: 531) and 6,611 employees (refresher sample: 4,566) as well as 556 small establishments.

The LPP can be linked to the IAB establishment panel and the BHP based on the linkage consent.

Table 7: Volume structure

Data set	Number of cases	File size STATA
lpp_employer_1224_w1_v1.dta	1,219 establishments	425 KB
lpp_employee_1224_w1_v1.dta	7,508 employees	1,647 KB
lpp_employer_1224_w2_v1.dta	771 establishments	595 KB
lpp_employee_1224_w2_v1.dta	7,282 employees	3,134 KB
lpp_employer_1224_w3_v1.dta	846 establishments	647 KB
lpp_employee_1224_w3_v1.dta	6,779 employees	2,794 KB
lpp_employer_1224_w4_v1.dta	769 establishments	614 KB
lpp_employee_1224_w4_v1.dta	6,494 employees	3,356 KB
lpp_employer_1224_w5_v1.dta	770 establishments	671 KB
lpp_employee_1224_w5_v1.dta	7,397 employees	3,457 KB
lpp_employer_1224_w6_v1.dta	1,319 establishments (556 small estab.)	906 KB
lpp_employee_1224_w6_v1.dta	6,611 employees	1,912 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 80 percent of the questions are identical to the previous waves. For the remaining 20 percent, new priorities were defined.

The first block 'HR planning and recruitment' includes the strategic HR planning of the establishments. Besides questions on staffing plans and on the job matching process, this block deals with the recruiting channels of the establishments. Instead of the previously surveyed recruitment via social networks, this block now includes questions on internal recruitment and employee profiles. Additionally, wave 6 contains new questions about freelance networks.

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 changes in target agreements are no longer included.

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 changes in remuneration structure were removed. In the sixth wave, new questions were asked about voluntary additional services by the establishments and the company pension scheme.

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 equal opportunities for groups of people and on the proportion of women have been removed.

The survey block "work organization" from wave 5 has largely been continued. The block consists of questions about the prevalence and regularity of working from home as well as reasons for working from home. Also, cooperation and agile methods are surveyed. Moreover, wave 6 introduces questions about autonomous teams and algorithmic data evaluation.

The survey block focusing on “digitalization” is not included in wave 6 and will be surveyed biennially.

In the sixth wave, the survey blocks “sexual harassment” and “co-determination” were collected for the first time. Regarding co-determination, questions about works councils are included, collecting characteristics such as gender composition and age as well as information on commitment and the situation of the workforce. Regarding sexual harassment, cases of sexual harassment, dealing with and impact of sexual harassment, and measures of prevention are surveyed.

Verian (formerly 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.

As in wave 5, web data collection was offered as an alternative. 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, 2024).

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. In the sixth wave, an additional sample of small establishments with under 50 employees was surveyed, but no employee survey was conducted for these. Excluded from the population were:

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

3.1.3 Sample

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

¹ For further information on the IAB Establishment Panel, see Fischer et al. (2009) as well as the FDZ homepage: <https://fdz.iab.de/en/our-data-products/establishment-data/iab-establishment-panel/>

The gross sample of the sixth wave included all establishments from the fifth wave, which had not excluded participation in future waves either in the IAB Establishment Panel of 2022 or in the fifth wave of the establishment survey. To counteract panel mortality, a refreshment sample was drawn. The selection population included all establishments that had participated in the IAB Establishment Panel in 2022, had over 50 employees subject to social security contributions (apart from additional small establishments) and were not yet part of the LPP. From these companies, a stratified random sample was drawn.² The sample was stratified by company size, economy sector and region. To generate a stable panel, establishments for which the number of employees subject to social security contributions sank below 50, were not removed. Those establishments were treated the same as before. With 763 valid and timely interviews received (excluding small establishments), the response rate based on the described gross sample of 38.1 percent was at a high level (Gensicke and Tschersich, 2024). However, a decrease in the response rate compared to previous waves is noticeable. Additionally, in wave 6, 556 small establishments with less than 50 employees subject to social security contributions were surveyed for the first time. Employees of these small establishments were not interviewed.

3.2 Data preparation

3.2.1 Data correction

Verian (formerly 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, 2016, 2018, 2020, 2024).

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 ‘-9’ (e.g. ‘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

² A detailed description of the drawing matrices and the drawing process can be found in the method report by Bellmann et al. (2015) and Gensicke and Tschersich (2024).

"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 ('f' for marking the sixth survey wave), the double-digit questionnaire number as well as one or two additional letters for possible sub-categories. Questions only posed to small establishments with less than 50 employees subject to social security contributions end on the suffix '_s'. Section 6 contains a detailed documentation of all variables including questions and values. The survey questionnaire can be found on the FDZ website at 'working tools'³. When working with the data we recommend using of the questionnaire at the same time.

Variables that do not originate from the questionnaire have descriptive names. These are the establishment identifier (*lpp_betnr*) as well as three weighting factors (*gew_betr_2020_V1*, *gew_betr_2020_V2*, *gew_betr_2023_V3*). The employer data set also contains stratification variables, which originate from the IAB Establishment Panel 2023. These are *region_2023*, *branche_2023*, *svb_2020_2023*, and *svb_2023_V2*. 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. The variable *Kleinbetrieb* indicates if an establishment was interviewed using the questionnaire for small establishments or the questionnaire for establishment with a minimum of 50 employees subject to social security contributions.

3.2.3 Weighting

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

For the calculation, all 1,319 establishments were divided into a target matrix⁴ and subsequently extrapolated to a target value that resulted from the BA's establishment file as of 30/06/2023. 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 weights⁵ were calculated using the stratification matrix. These two approaches resulted in factors that served as the input weight for the second step of the weighting. During the second step, Verian 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 2020 and 2023, 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

³ Link to the questionnaire: <https://fdz.iab.de/en/our-data-products/integrated-establishment-and-individual-data/lpp/>

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

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

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 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_2023_V1* and *gew_betr_2023_V2* to the LPP establishment data set. The weighting procedure as described was performed for small establishments, as well, with the sole exception that the location of the establishment was differentiated only according to east and west. Since all small establishments employed less than 50 employees subject to social security contributions just one weighting factor – *gew_betr_2023_V3* – was added.

3.2.4 Linkage consent

Since the fifth wave the employer questionnaire includes a linkage consent question. A total of 1,269 of the 1,319 establishments in the sixth wave agreed to the linkage, which corresponds to a willingness to agree of 96,02 percent. These establishments can be linked with the employee survey, the establishment panel and the previous waves. For establishments which agreed to the linkage, the identifier *lpp_betnr* takes a six-figure value. For establishments without linkage consent, *lpp_betnr* takes a three-figure value.

3.2.5 Anonymisation

There are no sensitive variables in the LPP 1224.

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', 'Work conditions and workloads', 'Remuneration', 'Commitment, values and corporate culture', 'Personality and attitudes', 'Health' and 'Sociodemography'. Additionally, wave 6 introduces the topics "Sexual Harassment" and "Co-Determination". The topic "Digitalization" was not surveyed in wave 6 and will be part of the next wave. 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 desired working hours and interruptions of employment were added, the questions on short term work during the Corona pandemic were dropped.

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. In this block, one question regarding the calculation of compensation components from waves 3 and 4 was added again.

The thematic section 'digitalization', which was implemented for the first time in the fourth wave, was not surveyed. The section 'Work conditions and workloads' asks about selected job characteristics such as sitting for a long time, noise and extreme temperatures at work, work-life balance, and looking after relatives who need care. Questions about digitalization of the workplace have been removed.

In the last 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 sixth wave, questions on the company pension scheme from wave 1 were readded.

The newly collected block "Co-Determination" contains information regarding internal information sourcing, share of women in the establishment and assessments of involvement of employees and working conditions. Furthermore, questions about the works council were asked.

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 corporate culture was shortened. Instead, two questions about collegiality were added. 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. In contrast to the fifth wave, motives for the change and hoped-for improvements were not asked about. Instead, the sixth wave includes a new item block about work ethic and corporate culture.

The subsequent block ‘Personality and attitudes’ contains information on trust in other people, justice sensitivity and on the personal characteristics of the employees. They include, but are not limited to, the so-called ‘Big-Five’ personality traits neuroticism, extraversion, openness to experience, agreeableness and conscientiousness (Barrick and Mount, 1991; Costa and McCrae, 1995). Kampkötter et al. (2016) give an overview of the scales used and present definitions, origin and 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. The questions about self-efficacy and work-life balance were removed. 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.

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 also asked how many days in 2023 the respondents went to work even if they should have reported sick. No questions were deleted.

A new block addressing “Sexual Harassment” was surveyed for the first time. This block collects information on the workplace discussion of harassment, raising awareness, and hypothetical consequences of harassment. Additionally, questions on the probability of different scenarios of sexual harassment are included.

The personal and establishment related factors are complemented by the sociodemographic background of the person interviewed (e.g. level of education, household context, nationality, earnings). Questions about the respondent’s and the respondent’s parent’s country of birth are not included anymore. The information about the age of the youngest child is, also, no longer included.

In contrast to the previous waves, 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 no longer surveyed in a short interview. Similarly, panel persons that were not employed and subject to social security contributions at the survey period, were not surveyed in a short interview. It follows that these panel persons are not included in the sixth wave.

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 26 April 2024 and ended on 14 September 2024.

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 sixth 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 aimed that employees come from all surveyed LPP establishments 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 sixth 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 fifth wave of the survey. Additionally, temporary fallouts from wave 5 were contacted who in the fourth wave had agreed to be interviewed again. A more detailed description of the panel composition can be found in the method report (Schütz et al., 2024).

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 2022 that had taken part in the IAB Establishment Survey in 2022 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 38,916 addresses (Panelcases: 4,061; Refresher: 34,855) but only 34,855 of them could be used as the others were either data duplicates or it was impossible to determine a phone number. Overall 4,566 new respondents and 2,045 panel respondents took part in the interview (see Table 8).

Table 8: LPP-Employee Survey – Realized interviews

	Total	Percent
Refresher	4,566	69.1 %
Panel persons still working in the same establishment	2,045	30.9 %
Realized Interviews	6,611	100 %

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 survey design was maintained in the sixth wave.

A total of five designs were applied in wave 6. In the process, nonrespondents of the first survey method are followed by a second survey method. This is not known to the respondents in advance. Table 9 shows the number of valid interviews and response rates for each group of the experiment. A detailed description of the experimental groups can be found in the method report (Schütz et al., 2024). Differences in response behavior and in the net samples realized between the survey modes were observed. A detailed description of these facts is presented in a separately published method report (Saar, Xenia & Mackeben, 2023).

Table 9: Valid interviews per experimental group

Group	Method	Panel cases	Refresher
1	CATI – CAWI	547 (42.9 %)	-
2	CAWI – CATI	773 (49.3 %)	-
3	CAWI – CATI	-	1.452 (15.5 %)
4	CAWI – CAWI	-	3.114 (12.2 %)
5	CAWI – CATI	725 (59.5 %)	-

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., 2024).

In the questionnaire of the LPP Employee Survey, missing categories are either denoted with '7', '97', '997', '9997' etc. for 'Refuse' or with '8', '98', '998', '9998' etc. for 'Do not know'. In order to reduce the probability for incorrect analyses and to permit comparability with the LPP Employee

Survey and the IAB Establishment Panel, consistent missing values have been assigned during the FDZ data preparation. "Refuse" and "Do not know" answers were grouped together under the category '-9'. 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 '6' or '8'. 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. K802 'What is your highest level of training qualification??' – '6 no training qualification').

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 ('K'), the number of the question according to the questionnaire as well as one or two additional letters for possible sub-categories (e.g. K502a or K501ab). K5K5Section 7 contains a detailed documentation of all variable's 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 (*lpp_persid*), the establishment identifier (*lpp_betnr*) as well as weighting factors, which will be dealt with in the next section. Lastly, the dummy variable *panel1224* which specifies whether the person already participated in the first wave or whether he or she is a refresher does not originate from the questionnaire.

4.2.3 Weighting

Due to the disproportional sample selection for the employer panel⁶ 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.

⁶ Detailed descriptions of the sample drawings of the IAB Establishment Panel can be found in the methodological reports at: <https://fdz.iab.de/en/our-data-products/establishment-data/iab-establishment-panel/>

For panel cases the panel weights were calculated by multiplying the initial weights of the fifth wave – calculated based on Logit models ⁷ - and the inverse realization probabilities of participating (Schütz et al., 2024). 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 considered 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.

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.

The weighting factors, unlike in the establishment survey, are not extrapolation factors, meaning that the sum of the weights corresponds to the number of cases and the mean of the weighting factors is accordingly 1. A more detailed description of the weighting methodology can be found in the methodological reports for the survey (Schütz et al., 2024). Both cross-sectional and longitudinal weights are provided for three different populations, with weights for establishment switchers being usable only for waves 1 to 5:

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

Table 10 provides an overview of the weights included in the dataset. The cross-sectional weight *gew_pers_2024_quer* considers all respondents of the sixth wave, i.e. panel cases and refreshers and is hence populated for all observations. The longitudinal panel weight *gew_pers_2024_panel* considers only panel persons and is used to compare individual changes between the waves.

Table 10: LPP-Employee Survey – Weighting factors					
		Weight	Panel	Refresher	Total
6 th Wave	Cross-sectional	gew_pers_2024_quer	x	x	6,611
	Longitudinal (Panel)	gew_pers_2024_panel	x		2,045

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

4.2.4 Anonymisation

There are no sensitive variables in the LPP 1224.

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 previous waves. Furthermore, they were asked whether they agree to be contacted for a repeated interview in two years. Table 11 shows that in total 89.0 percent of the participants agreed to the merging of the survey data with other data. The willingness to participate is significantly higher in the panel persons (96.6 %) than in the persons who were first-time respondents in the sixth wave (85.6 %). The high linkage consent rate in the sixth 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. Since 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). In this process, participants were randomly asked one of three slightly different versions of the questions. 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.

Participants without linkage consent received a five-figure identifier *lpp_betnr* instead of the usual six-figure value. That way, participants cannot have their data merged with the establishment data, but can still be clustered using *lpp_betnr* (see 5.2 and 6.1.1). A total of 85.5 percent of the employees were willing to participate in the panel (table 12).

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

		Interviews		
		Refresher	Panel	Total
Agreement to merging of data	Permission	3,906 (85.6 %)	1,975 (96.6 %)	5,881 (89.0 %)
	No permission	660 (14.5 %)	70 (3.4 %)	730 (11.0 %)

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

		Interviews		
		Refresher	Panel	Total
Willingness to participate in panel	Permission	3,605 (79.0 %)	2,045 (100 %)	5,650 (85.5 %)
	No permission	961 (21.1 %)	0 (0 %)	961 (14.5 %)

The employee data set which is available for researchers contains all 6,611 employees. The linkage between employer and employee information is only possible for those employees that agreed to the merging of the data in cases where the establishment also agreed to the linkage in the establishment survey.

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.

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 data of the IAB Establishment Panel and BHP tailored to the LPP data.⁸

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 (in cases where the establishment also agreed to merge the data). Together with this, it is not possible to identify employees who agreed to merge data and employees who did not agree as colleagues. The following codes are used for the *lpp_betnr*:

6-digit *lpp_betnr*: is assigned to establishments or employees with linkage consent

5-digit *lpp_betnr*: is assigned to or employees without linkage consent

3-digit *lpp_betnr*: is assigned establishments without linkage consent

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_1224_w6_v1.dta, clear
merge 1:m lpp_betnr using lpp_employee_1224_w6_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:⁹

⁸ Detailed information about the IAB Establishment Panel can be found on the establishment panel website of the research area 'Betriebe und Beschäftigung' as well as on the associated FDZ website.

⁹ Exemplarily for the IAB Establishment Panel wave 2023.

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

```
use lpp_employer_1224_w6_v1.dta, clear
merge 1:1 lpp_betnr using lpp_1224_iabbp_2023.dta
```

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

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

```
use lpp_employee_1224_w6_v1, clear
merge m:1 lpp_betnr using lpp_1224_iabbp_2023.dta
drop if _merge == 2
```

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

```
use lpp_employee_1224_w6_v1.dta, clear
merge 1:1 lpp_persid using lpp_employee_1224_w5_v1.dta
drop if _merge == 2
```

Box 5: Linking example of employer survey waves (Stata)

```
use lpp_employer_1224_w6_v1.dta, clear
merge 1:1 lpp_betnr using lpp_employer_1224_w5_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. For the employee dataset, the program also includes a code to transfer the characteristics. Questions that were only directed at first-time respondents, such as regarding the personality or migration background, were carried over to the latest wave.

5.3 Number of cases and linkage matrix

Table 13 shows the linkage matrix of employer and employee data. In the sixth wave, 4,343 out of 6,611 individuals can be linked to establishments of the same wave. For 660 establishments, no employees are available. 2,268 individuals cannot be linked to establishments. These individuals did not declare their linkage consent or the establishment was not surveyed. Across all six waves, 64.5 percent of employees can be linked to surveyed establishments. The declining number of

linked cases is partly due to the change in survey modes (see Chapter 4.2.5), although a decline in consent can be observed across all waves.

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

	Wave 1	Wave 2	Wave 3	Wave 4	Wave 5	Wave 6	Total
Employees only	1,264 (16.0 %)	1,766 (24.1 %)	2,444 (35.4 %)	2,592 (38.6 %)	3,523 (46.3 %)	2,268 (31.2 %)	13,857 (31.7 %)
Employers only	402 (5.1 %)	63 (0.9 %)	131 (1.9 %)	217 (3.2 %)	214 (2.8 %)	660 (9.1 %)	1,687 (3.9 %)
Linked employers and employees	6,244 (78.9 %)	5,516 (75.1 %)	4,335 (62.7 %)	3,902 (58.1 %)	3,874 (50.9 %)	4,343 (59.7 %)	28,214 (64.5 %)
Total	7,910 (100 %)	7,345 (100 %)	6,910 (100 %)	6,711 (100 %)	7,611 (100 %)	7,271 (100 %)	43,758 (100 %)

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

Table 14 shows the linkage matrix of establishment and employee data for individuals with a long interview. Employees from waves 2 to 5 who have only conducted a short interview are not considered here. The Stata data preparation aid for the LPP mentioned in section 5.2 only considers individuals with long interviews.

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

	Wave 1	Wave 2	Wave 3	Wave 4	Wave 5	Wave 6	Total
Employees only	1,264 (16.0 %)	1,713 (23.9 %)	2,258 (34.4 %)	2,421 (37.5 %)	3,302 (45.0 %)	2,268 (31.2 %)	13,226 (31.0 %)
Employers only	402 (5.1 %)	67 (0.9 %)	132 (2.0 %)	222 (3.4 %)	215 (2.9 %)	660 (9.1 %)	1,698 (4.0 %)
Linked employers and employees	6,244 (78.9 %)	5,396 (75.2 %)	4,179 (63.6 %)	3,814 (59.1 %)	3,822 (52.1 %)	4,343 (59.7 %)	27,798 (65.1 %)
Total	7,910 (100 %)	7,176 (100 %)	6,569 (100 %)	6,457 (100 %)	7,339 (100 %)	7,271 (100 %)	42,722 (100 %)

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

When linking establishment and employee data with the BHP or the establishment panel, it may happen that a case number cannot be linked despite linkage consent. There are several possible reasons for this: In the case of the BHP, it is possible that no employees subject to social insurance contributions were reported on the reference date, which can be the case especially for smaller establishments. Furthermore, a change of ownership or other administrative events may result in a change of the internal establishment identifier, while the establishment is still running under the old ID in the LPP. In the establishment Panel, a separate linkage question is asked, which must also be agreed to for a successful link.

5.4 Data extension and sensitive variables

For the LPP, further variables from the BHP are available; see

<https://fdz.iab.de/en/betriebsdaten/establishment-history-panel-bhp-version-7523-v1/>. The BHP is administrative establishment data that can be merged with the survey data of the LPP at establishment level (variable “lpp_betnr”) and year.

It should be noted that information from the BHP is not available for every establishment each year. On the one hand, this is because BHP additional variables can only be made available if a consent to link the survey and the administrative data is given. On the other hand, establishment numbers that were originally drawn for the survey may change over time so that they can no longer be found in the administrative data, as there is no consolidation of establishment numbers in the IAB Establishment Panel in case of repeated interviews, for. Finally, it should be noted that the information from the administrative data may deviate in principle from the survey data of the LPP.

The so-called Basis Establishment File containing basic information from the BHP is provided by default:

Basic variables

- Establishment identifier (lpp_betnr)
- Year (jahr)
- Year of first appearance (grd_jahr)
- Year of last appearance (lzt_jahr)
- No. employees total (az_ges)
- No. full-time (regular workers + others)) (az_vz)
- No. marginal part-time workers (az_gf)
- Mean imputed wage all full-time employees (te_imp_mw)

Upon reasoned request, further establishment variable blocks from the BHP can be provided. In addition, the extension file ‘Worker flows’ (inflows/outflows) can be applied for with a separate justification. A justification is required separately for each additional variable block or each extension file, respectively.

These additional variable blocks or extension files are:

BHP variable blocks (yearly files):

- General employment structure (az_f az_reg az_azubi az_atz az_tz az_f_vz az_f_tz az_reg_vz)

- Structure of employees by educational and vocational qualifications (az_gq az_mq az_hq az_gq_vz az_mq_vz az_hq_vz)
- Employee age structure (az_15_19 az_15_19_vz az_20_24 az_20_24_vz az_25_29 az_25_29_vz az_30_34 az_30_34_vz az_35_39 az_35_39_vz az_40_44 az_40_44_vz az_45_49 az_45_49_vz az_50_54 az_50_54_vz az_55_59 az_55_59_vz az_60_64 az_60_64_vz az_ab65 az_ab65_vz alter_mw alter_mw_vz)
- Research and development activities (az_ingnat)
- Number of employees with non-standard job types (az_leih az_bfr)
- Structure of employees by nationality (az_d az_d_vz az_eu)
- Structure of employees by Blossfeld occupational group (az_bf_agr az_bf_emb az_bf_edi az_bf_evb az_bf_qmb az_bf_qdi az_bf_qvb az_bf_tec az_bf_semi az_bf_ing az_bf_prof az_bf_man)
- Structure of employees by level of requirement (az_niv1 az_niv2 az_niv3 az_niv4)
- Wage structure of full-time employees (az_zens te_imp_med te_imp_p25 te_imp_p75 te_imp_mw_f te_imp_med_f te_imp_med_m te_imp_mw_gq te_imp_med_gq te_imp_mw_mq te_imp_med_mq te_imp_mw_hq te_imp_med_hq te_imp_med_uq te_imp_mw_d te_imp_med_d te_imp_med_a te_imp_sum)

BHP extension files:

- Worker flows (ein_ges ein_f ein_reg ein_gf ein_azubi ein_vz ein_tz ein_f_vz ein_f_tz ein_reg_vz ein_wdr ein_wdr_f ein_bw ein_bw_f ein_bf_agr ein_bf_emb ein_bf_edi ein_bf_evb ein_bf_qmb ein_bf_qdi ein_bf_qvb ein_bf_tec ein_bf_semi ein_bf_ing ein_bf_prof ein_bf_man ein_15_19 ein_20_24 ein_25_29 ein_30_34 ein_35_39 ein_40_44 ein_45_49 ein_50_54 ein_55_59 ein_60_64 ein_ab65 aus_ges aus_f aus_reg aus_gf aus_azubi aus_vz aus_tz aus_f_vz aus_f_tz aus_reg_vz aus_temp aus_temp_f aus_bw aus_bw_f aus_bf_agr aus_bf_emb aus_bf_edi aus_bf_evb aus_bf_qmb aus_bf_qdi aus_bf_qvb aus_bf_tec aus_bf_semi aus_bf_ing aus_bf_prof aus_bf_man aus_15_19 aus_20_24 aus_25_29 aus_30_34 aus_35_39 aus_40_44 aus_45_49 aus_50_54 aus_55_59 aus_60_64 aus_ab65 aus_senio_1 aus_senio_2 aus_senio_3)

More information on the BHP can be found in FDZ-Datenreport 09/2024 (Ganzer et al., 2024).

File names

Variables from the BHP are stored in separate files and can be merged with the survey data via the variables "lpp_betnr" and "jahr", where applicable. The files for version LPP 1224 v1 are named as follows:

Basis Establishment File:

lpp_1224_bhp_basis_v1.dta

Thematic variable blocks in yearly files (YYYY=1993...2023):

lpp_1224_bhp_YYYY_v1.dta

Extension file Worker flows:

lpp_1224_bhp_m06_inflow_v1.dta;

lpp_1224_bhp_m06_outflow_v1.dta

6 Description of variables: LPP-Employer Survey 1224

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 2023, LPP Employee Survey 2024
Notes	The establishment identifier is provided for the linkage between LPP Employer Survey and LPP Employee Survey. 6-digit lpp_betnr: is assigned to establishments that consent to linkage. 3-digit lpp_betnr: is assigned to establishments that do not consent to linkage.

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_2023_V1
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2023
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_2023_V2
Question	-
Detailed description, values	Numerical
Origin	Generated

Category	Description
Data set/wave	LPP Employer Survey 2023
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 Weighting factor LPP Employer Survey Variant 3

Category	Description
Variable label	Weighting factor LPP Employer Survey Variant 3
Variable name	gew_betr_2023_V3
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employer Survey 2023
Notes	Weighting factor only for small establishments, regionally weighted by East and West.

6.1.5 Industry acc. to stratification matrix

Category	Description
Variable label	Industry acc. to stratification matrix
Variable name	branche_2023
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 2023
Notes	The values include the following industries: <ul style="list-style-type: none"> - Processing industry: Mining and quarrying, electricity, gas and water supply; Energy and water supply, water and scrap disposal, recycling; Manufacture of food products; Manufacture of textiles and clothing, tanning and dressing of leather; Manufacture of wood products, paper, print products; Manufacture of chemicals, coke, refined petroleum products and nuclear fuel; Manufacture of rubber and plastic products; Manufacture of other non-metallic mineral products; Manufacture of electrical equipment, office machinery and computers; Manufacture of furniture, jewellery, musical instruments, sports goods, games and toys and other products; Building construction and civil engineering; Building installation and building completion

Category	Description
	<ul style="list-style-type: none"> - Metal and electrical industry, automotive sector: Manufacture of basic metals; Manufacture of fabricated metal products (not including machinery and equipment) and structural metal products; Manufacture of precision and optical equipment; Manufacture of machinery and equipment; Manufacture of motor vehicles, trailers and semi-trailers; Reparation of machinery installation equipment - Commerce, traffic, communication: Sales, maintenance and repair of motor vehicles; Wholesale and commission trade; Retail trade, petrol stations; Transport and Warehousing - Company-related services, financial services: Financial and Insurance services; Real estate activities; Legal and tax advice, accounting; Administration, leadership of establishments, consulting; Architecture and engineering offices, technical, physical, chemical support; Research and development; Marketing and market research, design, photography, translation; Veterinary industry; Renting and business activities; Placement and temporary provision of labour; Hawking, security agencies, landscaping, other economic services - IT, communication and other services: Information, Communication; Hotel Business and Gastronomy; Education; Human Health; Recreational, cultural and sporting activities; Reparation of computers and consumer goods; Other services (laundry/hairdressing)

6.1.6 Region acc. to stratification matrix

Category	Description
Variable label	Region acc. to stratification matrix
Variable name	region_2023
Question	-
Detailed description, values	1 North 2 East 3 South 4 West
Origin	Generated, IAB Establishment Panel
Data set/wave	LPP Employer Survey 2023
Notes	The values include the following federal states: <ul style="list-style-type: none"> - North: Lower Saxony, Schleswig-Holstein, Hamburg, Bremen - East: Berlin, Brandenburg, Mecklenburg-Western Pomerania, Saxony, Saxony-Anhalt, Thuringia - South: Bavaria, Baden-Wuerttemberg - West: North Rhine-Westphalia, Hesse, Saarland, Rhineland-Palatinate

6.1.7 Employees acc. to stratification matrix

Category	Description
Variable label	Employees acc. to stratification matrix
Variable name	svb_2023
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 2023

6.1.8 Employees acc. to stratification matrix Variant 2

Category	Description
Variable label	Employees acc. to stratification matrix Variant 2
Variable name	svb_2023_V2
Question	-
Detailed description, values	1 1-4 employees 2 5-9 employees 3 10-19 employees 4 20-49 employees 5 50-99 employees 6 100-249 employees 7 250-499 employees 8 500 or more employees
Origin	Generated, IAB Establishment Panel
Data set/wave	LPP Employer Survey 2023

6.1.9 Survey mode

Category	Description
Variable label	Survey mode
Variable name	modus_2023
Question	-
Detailed description, values	0 PAPI 1 CAPI/CAWI
Origin	Generated
Data set/wave	LPP Employer Survey 2023

6.1.10 Small establishments

Category	Description
Variable label	<u>Small Establishments without linked employees</u>
Variable name	<u>Kleinbetrieb</u>
Question	-
Detailed description, values	<u>0 LPP Establishments</u> <u>1 Supplementary sample of small establishments</u>
Origin	<u>Generated, IAB Establishment Panel</u>
Data set/wave	<u>LPP Employer Survey 2023</u>
Notes	<u>Questions exclusively posed to small establishments contain the indicator “SE” in the variable label. The name of these variables always ends with “ s”.</u>

6.1.11 Linkage consent

Category	Description
Variable label	Linkage consent
Variable name	f00
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 applied in this case as well. Do you agree to this?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	The consent for linking determines whether a linkable value is assigned for lpp_betnr. Establishments and employees can only be linked if lpp_betnr has six digits for both sides. 6-digit lpp_betnr: is assigned to establishments that consent to linkage. 3-digit lpp_betnr: is assigned to establishments that do not consent to linkage.

6.2 HR planning and recruitment

6.2.1 Staffing plan

Category	Description
Variable label	Staffing plan
Variable name	f01
Question	Does your establishment have a staffing plan?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.2 Structural analysis: age

Category	Description
Variable label	Structural analysis: age
Variable name	f02a
Question	Do you systematically analyze the structure of employees in your establishment in terms of... A: Age
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.3 Structural analysis: sex

Category	Description
Variable label	Structural analysis: sex
Variable name	f02b
Question	Do you systematically analyze the structure of employees in your establishment in terms of... B: Sex
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.4 Structural analysis: qualification

Category	Description
Variable label	Structural analysis: qualification
Variable name	f02c
Question	Do you systematically analyze the structure of employees in your establishment in terms of... C: Qualification
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.5 (SE) Leadership level(s) below first level

Category	Description
Variable label	<u>(SE) Leadership level(s) below first level</u>
Variable name	<u>f03_s</u>
Question	<u>Does your establishment have a second level of leadership beneath the first one?</u>

Category	Description
Detailed description, values	<u>1 No</u> <u>2 Yes, there is another level of leadership</u> <u>3 Yes, there are several further levels of leadership</u>
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.6 Social networks for personnel recruitment

Category	Description
Variable label	Social networks for personnel recruitment
Variable name	f04
Question	Does your establishment 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 2023

6.2.7 Recruitment via social networks

Category	Description
Variable label	Recruitment via social networks
Variable name	f05
Question	Have you directly addressed applicants employed by another establishment 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 2023

6.2.8 Social networks: with management responsibility

Category	Description
Variable label	Social networks: with management responsibility
Variable name	f06a
Question	Were the applicants designated for jobs <u>with</u> or <u>without</u> management responsibility? A: For jobs <u>with</u> management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.9 Social networks: without management responsibility

Category	Description
Variable label	Social networks: without management responsibility
Variable name	f06b
Question	Were the applicants designated for jobs <u>with</u> or <u>without</u> management responsibility? B: For jobs <u>without</u> management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.10 Recruitment via private recruitment agency

Category	Description
Variable label	Recruitment via private recruitment agency
Variable name	f07
Question	Have you recruited applicants in the past two years, who were employed by another establishment, with the help of a private recruitment agency or HR consulting?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.11 Recruitment agency: with management responsibility

Category	Description
Variable label	Recruitment agency: with management responsibility
Variable name	f08a
Question	Were the applicants designated for jobs <u>with</u> or <u>without</u> management responsibility? A: For jobs <u>with</u> management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.12 Recruitment agency: without management responsibility

Category	Description
Variable label	Recruitment agency: without management responsibility
Variable name	f08b

Category	Description
Question	Were the applicants designated for jobs <u>with</u> or <u>without</u> management responsibility? B: For jobs <u>without</u> management responsibility
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.13 (SE) Freelance networks: no

Category	Description
Variable label	(SE) Freelance networks: no
Variable name	f09a_s
Question	Does your establishment use freelance networks, such as freelance.de, for the completion of orders or for recruiting personnel? A: No
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.14 (SE) Freelance networks: for orders

Category	Description
Variable label	(SE) Freelance networks: for orders
Variable name	f09b_s
Question	Does your establishment use freelance networks, such as freelance.de, for the completion of orders or for recruiting personnel? B: Yes, for completion of orders
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.15 (SE) Freelance networks: for recruitment

Category	Description
Variable label	(SE) Freelance networks: for personnel recruitment
Variable name	f09c_s
Question	Does your establishment use freelance networks, such as freelance.de, for the completion of orders or for recruiting personnel?

Category	Description
	C: Yes, for recruitment
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.16 Number of applications for skilled jobs

Category	Description
Variable label	Number of applications for skilled jobs
Variable name	f10
Question	Now please think of the last two years: How many applications on average did you receive for a vacancy requiring professional skills on average? Or did you have no such vacancies in the last two years? Number of applications:
Detailed description, values	Numerical -1 No skilled job vacancies
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.17 Period from job advertisement to signing of contract

Category	Description
Variable label	Period from job advertisement to signing of contract
Variable name	f11
Question	To fill a position for a qualified job: How long did it take you within the last two years from the time the job was advertised to the time the contract was signed?
Detailed description, values	1 <1 month 2 1-3 months 3 3-6 months 4 >6 months -1 No vacancy filled
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.18 Selection instruments: Job interview

Category	Description
Variable label	Selection instruments: Job interview
Variable name	f12a
Question	Which of the following selection tools do you use when recruiting applicants for qualified jobs?

Category	Description
	A: Selection interview, application/job interview
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	Question formulation deviates from the previous wave

6.2.19 Selection instruments: Assessment Center

Category	Description
Variable label	Selection instruments: Assessment Center
Variable name	f12b
Question	Which of the following selection tools do you use when recruiting applicants for qualified jobs? B: Assessment Center
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.20 Selection instruments: Intelligence or skills test

Category	Description
Variable label	Selection instruments: Intelligence or skills test
Variable name	f12c
Question	Which of the following selection tools do you use when recruiting applicants for qualified jobs? C: Intelligence or ability test
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.21 Selection instruments: Personality or behavioural test

Category	Description
Variable label	Selection instruments: Personality or behavioural test
Variable name	f12d
Question	Which of the following selection tools do you use when recruiting applicants for qualified jobs? D: Personality or behavioural test

Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.22 Selection instruments: short sample work

Category	Description
Variable label	Selection instruments: short sample work
Variable name	f12e
Question	Which of the following selection tools do you use when recruiting applicants for qualified jobs? E: Brief work samples, trial work, trial days
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	Question formulation deviates from the previous wave

6.2.23 Selection instruments: others

Category	Description
Variable label	Selection instruments: others
Variable name	f12f
Question	Which of the following selection tools do you use when recruiting applicants for qualified jobs? F: Other
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.24 Selection instruments: algorithms for selection of suitable candidates

Category	Description
Variable label	Selection instruments: algorithms for selection of suitable candidates
Variable name	f12g
Question	Which of the following selection tools do you use when recruiting applicants for qualified jobs? G: Algorithms for selection of suitable candidates
Detailed description, values	0 Not marked

Category	Description
	1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

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

Category	Description
Variable label	Duration of job interview (h): with management responsibility
Variable name	f13a
Question	On average, how many hours do you spend screening a successful candidate in interviews, tests, etc.? This refers to the total time someone spends on average in the selection process. Please indicate this separately for jobs <u>with</u> management responsibility and for positions <u>without</u> management responsibility. A: For positions <u>with</u> management responsibility
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

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

Category	Description
Variable label	Duration of job interview (h): without management responsibility
Variable name	f13b
Question	On average, how many hours do you spend screening a successful candidate in interviews, tests, etc.? This refers to the total time someone spends on average in the selection process. Please indicate this separately for jobs <u>with</u> management responsibility and for positions <u>without</u> management responsibility. B: For positions <u>without</u> management responsibility
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.27 Job matching process: professional competence

Category	Description
Variable label	Job matching process: professional competence
Variable name	f14a
Question	For the following criteria below, please indicate how important they are when filling a position in your establishment. 1 means “unimportant” and 5 means “very important”. With the values in between, you can grade your answer. A: Expertise

Category	Description
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.28 Job matching process: personal skills

Category	Description
Variable label	Job matching process: personal skills
Variable name	f14b
Question	For the following criteria below, please indicate how important they are when filling a position in your establishment. 1 means “unimportant” and 5 means “very important”. With the values in between, you can grade your answer. B: Personal skills, e.g. communication, presentation, self-management
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.29 Job matching process: ethical values

Category	Description
Variable label	Job matching process: ethical values
Variable name	f14c
Question	For the following criteria below, please indicate how important they are when filling a position in your establishment. 1 means “unimportant” and 5 means “very important”. With the values in between, you can grade your answer. C: Ethical values, e.g. integrity, social responsibility
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.30 Job matching process: intelligence, cognitive abilities

Category	Description
Variable label	Job matching process: intelligence, cognitive abilities
Variable name	f14d
Question	For the following criteria below, please indicate how important they are when filling a position in your establishment. 1 means “unimportant” and 5 means “very important”. With the values in between, you can grade your answer. D: General intelligence and cognitive ability

Category	Description
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.2.31 Voluntary drop outs during probationary period (%)

Category	Description
Variable label	Voluntary drop outs during probationary period (%)
Variable name	f15a
Question	Referring to all new hires in your establishment 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 a 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 2023

6.2.32 Involuntary drop outs during probationary period (%)

Category	Description
Variable label	Involuntary drop outs during probationary period (%)
Variable name	f15b
Question	Referring to all new hires in your establishment 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 a 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 2023

6.2.33 No employees in probationary period

Category	Description
Variable label	No employees in probationary period
Variable name	f15c

Category	Description
Question	Referring to all new hires in your establishment 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 a 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 2023

6.2.34 No new hires

Category	Description
Variable label	No new hires
Variable name	e15d
Question	Referring to all new hires in your establishment 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 a 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

6.3 Human Resources Development

6.3.1 Appraisal interviews

Category	Description
Variable label	Appraisal interviews
Variable name	f16
Question	Do you conduct structured appraisal interviews in your establishment at least once a year?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.2 (SE) Appraisal interviews: management staff

Category	Description
Variable label	(SE) Appraisal interviews: management staff
Variable name	f17a_s
Question	With whom do you conduct the structured appraisal interviews? A: With management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.3 (SE) Appraisal interviews: without management responsibility

Category	Description
Variable label	(SE) Appraisal interviews: without management responsibility
Variable name	f17c_s
Question	With whom do you conduct the structured appraisal interviews? B: With employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.4 Appraisal interviews: management staff

Category	Description
Variable label	Appraisal interviews: management staff
Variable name	f17a
Question	With whom do you conduct the structured appraisal interviews? A: With management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

6.3.5 Share of appraisal interviews: management staff

Category	Description
Variable label	Share of appraisal interviews: management staff
Variable name	f17aproz

Category	Description
Question	With whom do you conduct the structured appraisal interviews? A: With management staff With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.6 Appraisal interviews managers staff: regularity

Category	Description
Variable label	Appraisal interviews managers staff: regularity
Variable name	f17b
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 2023

6.3.7 Appraisal interviews: without management responsibility

Category	Description
Variable label	Appraisal interviews: without management responsibility
Variable name	f17c
Question	With whom do you conduct the structured appraisal interviews? C: With employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

6.3.8 Share of appraisal interviews: without management responsibility

Category	Description
Variable label	Share of appraisal interviews: without management responsibility
Variable name	f17cproz
Question	With whom do you conduct the structured appraisal interviews?

Category	Description
	C: With employees <u>without</u> management responsibility With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.9 Appraisal interviews without management responsibility: regularity

Category	Description
Variable label	Appraisal interviews without management responsibility: regularity
Variable name	f17d
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 2023

6.3.10 Target agreements (written form)

Category	Description
Variable label	Target agreements (written form)
Variable name	f18
Question	Does your establishment have target agreements?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.11 (SE) Share of target agreements (written form): management staff

Category	Description
Variable label	(SE) Share of target agreements (written form): management staff
Variable name	f19a_s
Question	For whom are the target agreements available in written form? A: For management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.12 (SE) Target agreements (written form): without management responsibility

Category	Description
Variable label	(SE) Target agreements (written): without management responsibility
Variable name	f19c_s
Question	Does your establishment have written target agreements? B: For employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.13 Target agreements (written form): management staff

Category	Description
Variable label	Target agreements (written form): management staff
Variable name	f19a
Question	For whom are the target agreements available in written form? A: For management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

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

Category	Description
Variable label	Share of target agreements (written form): management staff
Variable name	f19aproz
Question	For whom are the target agreements available in written form? A: For management staff With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.15 Target agreement period for managers: weeks

Category	Description
Variable label	Target agreement period for managers: weeks
Variable name	f19ba

Category	Description
Question	To which time frame do the target agreements with management staff refer? A: Weeks
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.16 Target agreement period for managers: months

Category	Description
Variable label	Target agreement period for managers: months
Variable name	f19bb
Question	To which time frame do the target agreements with management staff refer? B: Months
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.17 Target agreement period for managers: half-year

Category	Description
Variable label	Target agreement period for managers: half-year
Variable name	f19bc
Question	To which time frame do the target agreements with management staff refer? C: Biannually
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.18 Target agreement period for managers: year

Category	Description
Variable label	Target agreement period for managers: year
Variable name	f19bd
Question	To which time frame do the target agreements with management staff refer? D: Annually
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.19 Target agreement period for managers: longer

Category	Description
Variable label	Target agreement period for managers: longer
Variable name	f19be
Question	To which time frame do the target agreements with management staff refer? E: Longer
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.20 Target agreements (written form): without management responsibility

Category	Description
Variable label	Target agreements (written form): without management responsibility
Variable name	f19c
Question	For whom are the target agreements available in written form and to what period(s) do the target agreements relate to? C: For employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

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

Category	Description
Variable label	Share of target agreements (written form): without management responsibility
Variable name	f19cproz
Question	For whom are the target agreements available in written form and to what period(s) do the target agreements relate to? C: For employees <u>without</u> management responsibility With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.22 Target agreement period without management responsibility: weeks

Category	Description
Variable label	Target agreement period without management responsibility: weeks
Variable name	f19da
Question	For whom are the target agreements available in written form and to what period(s) do the target agreements relate to? A: Weeks
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.23 Target agreement period without management responsibility: months

Category	Description
Variable label	Target agreement period without management responsibility: months
Variable name	f19db
Question	For whom are the target agreements available in written form and to what period(s) do the target agreements relate to? B: Months
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.24 Target agreement period without management responsibility: half-year

Category	Description
Variable label	Target agreement period without management responsibility: half-year
Variable name	f19dc
Question	For whom are the target agreements available in written form and to what period(s) do the target agreements relate to? C: Biannually
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.25 Target agreement period without management responsibility: year

Category	Description
Variable label	Target agreement period without management responsibility: year
Variable name	f19dd
Question	For whom are the target agreements available in written form and to what period(s) do the target agreements relate to? D: Annually

Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.26 Target agreement period without management responsibility: longer

Category	Description
Variable label	Target agreement period without management responsibility: longer
Variable name	f19de
Question	For whom are the target agreements available in written form and to what period(s) do the target agreements relate to? E: Longer
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.27 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	f20
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 2023

6.3.28 Development plans

Category	Description
Variable label	Development plans
Variable name	f21
Question	Are there any development plans for employees in your establishment?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.29 Development plans: management staff

Category	Description
Variable label	Development plans: management staff
Variable name	f22a
Question	For whom are development plans available? A: For management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

6.3.30 Share of development plans: management staff

Category	Description
Variable label	Share of development plans: management staff
Variable name	f22aproz
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 2023

6.3.31 Development plans: without management responsibility

Category	Description
Variable label	Development plans: without management responsibility
Variable name	f22b
Question	For whom are development plans available? B: For employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

6.3.32 Share of development plans: without management responsibility

Category	Description
Variable label	Share of development plans: without management responsibility
Variable name	f22bproz
Question	For whom are development plans available? B: For employees <u>without</u> management responsibility With a share of __
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.33 Implementation of development plans

Category	Description
Variable label	Implementation of development plans
Variable name	f23
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 2023

6.3.34 Performance appraisal

Category	Description
Variable label	Performance appraisal
Variable name	f24
Question	Is a review of the performance of the employees carried out by the respective superior in your establishment at least once a year?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.35 (SE) Performance appraisal: Management staff

Category	Description
Variable label	(SE) Performance appraisal: Management staff
Variable name	f25a_s
Question	For whom are the annual performance appraisals issued? A: For management staff
Detailed description, values	1 Yes 2 No

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.36 (SE) Performance appraisal: without management responsibility

Category	Description
Variable label	(SE) Performance appraisal: without management responsibility
Variable name	f25b_s
Question	For whom are the annual performance appraisals issued? B: For employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.37 Performance appraisal: management staff

Category	Description
Variable label	Performance appraisal: management staff
Variable name	f25a
Question	For whom are the annual performance appraisals issued? A: For management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

6.3.38 Share of performance appraisal: management staff

Category	Description
Variable label	Share of performance appraisal: management staff
Variable name	f25aproz
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 2023

6.3.39 Performance appraisal: without management responsibility

Category	Description
Variable label	Performance appraisal: without management responsibility
Variable name	f25b
Question	For whom are the annual performance appraisals issued? B: For employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

6.3.40 Share of performance appraisal: without management responsibility

Category	Description
Variable label	Share of performance appraisal: without management responsibility
Variable name	f25bproz
Question	For whom are the annual performance appraisals issued? B: For employees <u>without</u> management responsibility With a share of __
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.41 Distribution recommendation for performance appraisal

Category	Description
Variable label	Distribution recommendation for performance appraisal
Variable name	f26
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 2023

6.3.42 Distribution recommendation: management staff

Category	Description
Variable label	Distribution recommendation: management staff
Variable name	f27a
Question	For whom are distribution recommendations issued? A: For management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

6.3.43 Share of distribution recommendation: management staff

Category	Description
Variable label	Share of distribution recommendation: management staff
Variable name	f27aproz
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 2023

6.3.44 Distribution recommendation: without management responsibility

Category	Description
Variable label	Distribution recommendation: without management responsibility
Variable name	f27b
Question	For whom are distribution recommendations issued? B: For employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

6.3.45 Share of distribution recommendation: without management responsibility

Category	Description
Variable label	Share of distribution recommendation: without management responsibility
Variable name	f27bproz
Question	For whom are distribution recommendations issued? B: For employees <u>without</u> management responsibility With a share of ___
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.46 Conduction of performance appraisal

Category	Description
Variable label	Conduction of performance appraisal
Variable name	f28
Question	Is the performance appraisal generally conducted by just <u>one</u> superior or collectively by <u>a group</u> 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 2023

6.3.47 Evaluation rounds: management staff

Category	Description
Variable label	Evaluation rounds: management staff
Variable name	f29a
Question	For whom are these evaluation rounds meant? A: For management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	The nature of the answering sheme 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.

6.3.48 Share of evaluation rounds: management staff

Category	Description
Variable label	Share of evaluation rounds: management staff
Variable name	f29aproz
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 2023

6.3.49 Evaluation rounds: without management responsibility

Category	Description
Variable label	Evaluation rounds: without management responsibility
Variable name	f29b
Question	For whom are these evaluation rounds meant? B: For employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	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.

6.3.50 Share of evaluation rounds: without management responsibility

Category	Description
Variable label	Share of evaluation rounds: without management responsibility
Variable name	f29bproz
Question	For whom are these evaluation rounds meant? B: For employees <u>without</u> management responsibility With a share of ____
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.3.51 Inefficiency: Discussion with employee

Category	Description
Variable label	Inefficiency: discussion with employee

Category	Description
Variable name	f30a
Question	How does your establishment deal with employees whose performance you are not satisfied with? Please assess to what extent the following statements apply to your establishment. 1 means “does not apply”, 5 means “completely applies” You can grade your answer using the values in between. A: The management staff discusses the problems openly with the affected employees.
Detailed description, values	1 = Does not apply to 5 = Completely applies
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	Question formulation deviates from the previous wave

6.3.52 Inefficiency: HR development measures

Category	Description
Variable label	Inefficiency: HR development measures
Variable name	f30b
Question	How does your establishment deal with employees whose performance you are not satisfied with? Please assess to what extent the following statements apply to your establishment. 1 means “does not apply”, 5 means “completely applies” You can grade your answer using the values in between. B: Personnel development measures are offered in a targeted manner, to resolve performance issues.
Detailed description, values	1 = Does not apply to 5 = Completely applies
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	Question formulation deviates from the previous wave

6.3.53 Inefficiency: Another position in establishment

Category	Description
Variable label	Inefficiency: another position in establishment
Variable name	f30c
Question	How does your establishment deal with employees whose performance you are not satisfied with? Please assess to what extent the following statements apply to your establishment. 1 means “does not apply”, 5 means “completely applies” You can grade your answer using the values in between. C: If performance problems persist, it will be searched for another position in the establishment.
Detailed description, values	1 = Does not apply to 5 = Completely applies

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	Question formulation deviates from the previous wave

6.3.54 Inefficiency: Dismissal

Category	Description
Variable label	Inefficiency: dismissal
Variable name	f30d
Question	How does your establishment deal with employees whose performance you are not satisfied with? Please assess to what extent the following statements apply to your establishment. 1 means “does not apply”, 5 means “completely applies” You can grade your answer using the values in between. D: Employees who consistently perform poorly, are fired or advised to leave the establishment.
Detailed description, values	1 = Does not apply to 5 = Completely applies
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	Question formulation deviates from the previous wave

6.3.55 Number of training graduates left at their own request

Category	Description
Variable label	Number of training graduates left at their own request
Variable name	f31
Question	How many of the training graduates in 2023 have or will have left the establishment on their own behalf, even though you would have liked to continue to employ them?
Detailed description, values	Numerical -1 No training graduates
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4 Remuneration structure

6.4.1 Collective agreement

Category	Description
Variable label	Collective agreement
Variable name	f32

Category	Description
Question	Does a sectoral collective agreement apply in your establishment or an in-house or company collective agreement concluded between the establishment and the trade unions?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.2 Escape clause for variable remuneration

Category	Description
Variable label	Escape clause for variable remuneration
Variable name	f33
Question	Does the collective agreement permit variable remuneration components for pay-scale employees, e.g. by means of an opening clause?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.3 Variable remuneration

Category	Description
Variable label	Variable remuneration
Variable name	f34
Question	Does your establishment have a salary system with variable components?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.4 Variable remuneration: with/without management responsibility

Category	Description
Variable label	Variable remuneration: with/without management responsibility
Variable name	f35
Question	Is the salary system with variable components only available for management staff or also for employees <u>without</u> management responsibility?
Detailed description, values	1 <u>Only</u> management staff 2 All employees
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.5 Variable remuneration: without management responsibility (%)

Category	Description
Variable label	Variable remuneration: without management responsibility (%)
Variable name	f36
Question	What percentage of employees <u>without</u> management responsibility receive compensation with variable components?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.6 Variable remuneration: proportion management staff (%)

Category	Description
Variable label	Variable remuneration: proportion management staff (%)
Variable name	f37a
Question	How high is the variable component for performance on average, measured as a percentage of the basic or fixed salary? Please distinguish between management staff and employees <u>without</u> management responsibility. A: For management staff
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.7 Variable remuneration: proportion employees (%)

Category	Description
Variable label	Variable remuneration: proportion employees (%)
Variable name	f37b
Question	How high is the variable component for performance on average, measured as a percentage of the basic or fixed salary? Please distinguish between management staff and employees <u>without</u> management responsibility. B: For employees <u>without</u> management responsibilities
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.8 Variable remuneration management staff: Business success (%)

Category	Description
Variable label	Variable remuneration management staff: Business success (%)
Variable name	f38aa

Category	Description
Question	What is the percentage of the criteria such as business successes, success of the organization 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 2023

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

Category	Description
Variable label	Variable remuneration management staff: Success of unit (%)
Variable name	f38ab
Question	What is the percentage of the criteria such as business successes, success of the organization 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 2023

6.4.10 Variable remuneration management staff: Personal achievements (%)

Category	Description
Variable label	Variable remuneration management staff: Personal achievements (%)
Variable name	f38ac
Question	What is the percentage of the criteria such as business successes, success of the organization 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 2023

6.4.11 Variable remuneration employees: Business success (%)

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

Category	Description
Variable name	f38ba
Question	What is the percentage of the criteria such as business successes, success of the organization 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 <u>without</u> management responsibilities - Business success
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.12 Variable remuneration employees: Success of unit (%)

Category	Description
Variable label	Variable remuneration employees: Success of unit (%)
Variable name	f38bb
Question	What is the percentage of the criteria such as business successes, success of the organization 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 <u>without</u> management responsibilities - Success of the organisation unit, team or workgroup
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.13 Variable remuneration employees: Personal achievements (%)

Category	Description
Variable label	Variable remuneration employees: Personal achievements (%)
Variable name	f38bc
Question	What is the percentage of the criteria such as business successes, success of the organization 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 <u>without</u> management responsibilities - Personal achievements
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.14 Financial recognitions independent of regular bonus

Category	Description
Variable label	Financial recognitions independent of regular bonus
Variable name	f39
Question	Does your establishment have financial recognition for outstanding performance that can be awarded during the year and independently of the regular bonus for which there is usually a special financial pot available?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.15 Voluntary special payments or one-time payments

Category	Description
Variable label	Voluntary special payments or one-time payments
Variable name	f40
Question	Does your establishment make voluntary, e.g. non-contractual (e.g. collective bargaining agreement, employment contract) profit- or success-sharing or special payments to the entire workforce?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

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	f41
Question	How high were these payments on average per employee for the year 2023?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.17 Voluntary additional services: meals

Category	Description
Variable label	Voluntary additional services: meals
Variable name	f42a
Question	Do you offer your employees additional voluntary benefits beyond their salary? A: Subsidized/free meals in a cafeteria or meal allowance

Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.18 Voluntary additional services: shopping vouchers and discounts

Category	Description
Variable label	Voluntary additional services: shopping vouchers and discounts
Variable name	f42b
Question	Do you offer your employees additional voluntary benefits beyond their salary? B: Shopping vouchers, discounts
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.19 Voluntary additional benefits: fitness and sports

Category	Description
Variable label	Voluntary additional benefits: fitness and sports
Variable name	f42c
Question	Do you offer your employees additional voluntary benefits beyond their salary? C: Subsidy for gym, sports club; other health service
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.20 Voluntary additional benefits: child care

Category	Description
Variable label	Voluntary additional benefits: child care
Variable name	f42d
Question	Do you offer your employees additional voluntary benefits beyond their salary? D: Subsidy/placement for/of childcare, own workplace kindergarten
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.21 Voluntary additional benefits: company car, gasoline costs

Category	Description
Variable label	Voluntary additional benefits: company car, gasoline costs
Variable name	f42e
Question	Do you offer your employees additional voluntary benefits beyond their salary? E: Company car for personal use, gasoline voucher, gasoline expense/allowance
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.22 Voluntary additional benefits: public transportation and bike

Category	Description
Variable label	Voluntary additional benefits: public transportation and bike
Variable name	f42f
Question	Do you offer your employees additional voluntary benefits beyond their salary? F: Public transportation subsidy, job ticket, job bike, loaner bike
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.23 Voluntary additional benefits: smartphone for personal use

Category	Description
Variable label	Voluntary additional benefits: smartphone for personal use
Variable name	f42g
Question	Do you offer your employees additional voluntary benefits beyond their salary? G: Cell phone/smartphone for personal use, payment of telephone expenses
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.24 Voluntary additional benefits: computer / laptop for personal use

Category	Description
Variable label	Voluntary additional benefits: computer / laptop for personal use
Variable name	f42h
Question	Do you offer your employees additional voluntary benefits beyond their salary? H: Computer/laptop for private use
Detailed description, values	0 Not marked

Category	Description
	1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.25 Voluntary additional benefits: other

Category	Description
Variable label	Voluntary additional benefits: other
Variable name	f42i
Question	Do you offer your employees additional voluntary benefits beyond their salary? I: Other voluntary fringe benefits
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.26 Voluntary additional benefits: none

Category	Description
Variable label	Voluntary additional benefits: none
Variable name	f42j
Question	Do you offer your employees any other voluntary benefits in addition to their salary? J: No voluntary benefits
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.27 Company pension scheme

Category	Description
Variable label	Company pension scheme
Variable name	f43
Question	Do employees in your establishment have a commitment to a company pension scheme? This refers to all forms such as direct commitments, support funds, direct insurance, pension funds and pension schemes.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.28 Company pension scheme: Year of introduction

Category	Description
Variable label	Company pension scheme: year of introduction
Variable name	f43b
Question	Do employees in your establishment have a commitment to a company pension scheme? This refers to all forms such as direct commitments, support funds, direct insurance, pension funds and pension schemes. 1 Yes, since ____ (year).
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

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

Category	Description
Variable label	Company pension scheme: Percentage of work force (%)
Variable name	f44
Question	For what proportion of your establishment's workforce is there a commitment for a future company pension scheme?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.30 No company pension scheme: no need

Category	Description
Variable label	No company pension scheme: no need
Variable name	f45a
Question	Why doesn't your establishment offer a company pension scheme? A No need by the employees
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.31 No company pension scheme: costs

Category	Description
Variable label	No company pension scheme: costs
Variable name	f45b
Question	Why doesn't your establishment offer a company pension scheme? B Operating costs are too high (e.g. administrative or information costs)

Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.32 No company pension scheme: liability risks

Category	Description
Variable label	No company pension scheme: liability risks
Variable name	f45c
Question	Why doesn't your establishment offer a company pension scheme? C Liability risks too great
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.33 No company pension scheme: poor economic situation

Category	Description
Variable label	No company pension scheme: poor economic situation
Variable name	f45d
Question	Why doesn't your establishment offer a company pension scheme? D Bad economic situation
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.34 No company pension scheme: fluctuation

Category	Description
Variable label	No company pension scheme: fluctuation
Variable name	f45e
Question	Why doesn't your establishment offer a company pension scheme? E Fluctuation among employees is too high
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.35 No company pension scheme: other

Category	Description
Variable label	No company pension scheme: other
Variable name	f45f
Question	Why doesn't your establishment offer a company pension scheme? F Other
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.4.36 Knowledge of the Company Pension Strengthening Act

Category	Description
Variable label	Knowledge of the Company Pension Strengthening Act
Variable name	f46
Question	Do you know the Company Pension Strengthening Act?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5 Commitment, values and corporate culture

6.5.1 Employee survey

Category	Description
Variable label	Employee survey
Variable name	f47
Question	Are employee surveys carried out regularly in your establishment?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.2 (SE) Employee survey: mood of the workforce

Category	Description
Variable label	(SE) Employee survey: mood of the workforce
Variable name	f48_s
Question	Do you regularly obtain the mood of your workforce and if so, how?
Detailed description, values	1 Yes, through employee surveys 2 Yes, through direct exchange

Category	Description
	3 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.3 Employee survey: communicated to all employees

Category	Description
Variable label	Employee survey: communicated to all employees
Variable name	f49
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 2023

6.5.4 Employee survey: process to develop solutions for flaws

Category	Description
Variable label	Employee survey: process to develop solutions for flaws
Variable name	f50
Question	Is there a systematic process for the employee survey to develop solutions for identified weak points?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.5 Employee loyalty: flexible working hours

Category	Description
Variable label	Employee loyalty: flexible working hours
Variable name	f51a
Question	In your opinion, how important are the following aspects to bind your employees to your establishment? 1 means “unimportant”, 5 means “very important”. You can grade your answer using the values in between. A: Flexible working hours
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.6 Employee loyalty: remuneration

Category	Description
Variable label	Employee loyalty: remuneration
Variable name	f51b
Question	In your opinion, how important are the following aspects to bind your employees to your establishment? 1 means “unimportant”, 5 means “very important”. You can grade your answer using the values in between. B: Remuneration
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.7 Employee loyalty: voluntarily additional benefits

Category	Description
Variable label	Employee loyalty: voluntarily additional benefits
Variable name	f51c
Question	In your opinion, how important are the following aspects to bind your employees to your establishment? 1 means “unimportant”, 5 means “very important”. You can grade your answer using the values 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 2023

6.5.8 Employee loyalty: career development prospects

Category	Description
Variable label	Employee loyalty: career development prospects
Variable name	f51d
Question	In your opinion, how important are the following aspects to bind your employees to your establishment? 1 means “unimportant”, 5 means “very important”. You can grade your answer using the values in between. D: Career development prospects
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.9 Employee loyalty: general working atmosphere

Category	Description
Variable label	Employee loyalty: general working atmosphere
Variable name	f51e
Question	In your opinion, how important are the following aspects to bind your employees to your establishment? 1 means “unimportant”, 5 means “very important”. You can grade your answer using the values in between. E: General working atmosphere
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.10 Employee loyalty: contact between management and employees

Category	Description
Variable label	Employee loyalty: contact between management and employees
Variable name	f51f
Question	In your opinion, how important are the following aspects to bind your employees to your establishment? 1 means “unimportant”, 5 means “very important”. You can grade your answer using the values 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 2023

6.5.11 Employee loyalty: work-family balance

Category	Description
Variable label	Employee loyalty: work-family balance
Variable name	f51g
Question	In your opinion, how important are the following aspects to bind your employees to your establishment? 1 means “unimportant”, 5 means “very important”. You can grade your answer using the values in between. G: Compatibility of family and career
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.12 Employee loyalty: mobile work

Category	Description
Variable label	Employee loyalty: mobile work
Variable name	f51h
Question	In your opinion, how important are the following aspects to bind your employees to your establishment? 1 means “unimportant”, 5 means “very important”. You can grade your answer using the values in between. H: Mobile working
Detailed description, values	1 = Unimportant till 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.13 (SE) Employee loyalty: Individual offers

Category	Description
Variable label	(SE) Employee retention: Individual offers
Variable name	f51i_s
Question	In your opinion, how important are the following aspects to bind your employees to your establishment? 1 means “unimportant”, 5 means “very important”. You can grade your answer using the values in between. I (small establishments only): Individual, needs-based solutions and offers
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.14 Promotion of diversity and equal opportunities

Category	Description
Variable label	Promotion of diversity and equal opportunities
Variable name	f52
Question	Does your establishment have a written commitment to promoting 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 2023

6.5.15 Increase of women in management set as goal

Category	Description
Variable label	Increase of women in management set as goal

Category	Description
Variable name	f53
Question	Does your establishment pursue 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 2023

6.5.16 No increase of proportion of women: proportion already high

Category	Description
Variable label	No increase of proportion of women: proportion already high
Variable name	f54a
Question	Why not? A: Because the proportion of women in management positions is already high
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.17 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	f54b
Question	Why not? B: Because no suitable female candidates are available
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.18 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	f54c
Question	Why not? C: Because the percentage of women is low by industry
Detailed description, values	0 Not marked 1 Yes

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.19 No increase of proportion of women: only qualifications matter

Category	Description
Variable label	No increase of proportion of women: only qualifications matter
Variable name	f54d
Question	Why not? D: Because qualifications alone are critical
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.20 No increase of proportion of women: other reasons

Category	Description
Variable label	No increase of proportion of women: other reasons
Variable name	f54e
Question	Why not? E: For other reasons
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.21 Donations for charitable purposes

Category	Description
Variable label	Donations for charitable purposes
Variable name	f55
Question	Did your establishment donate to charitable causes in 2022 in form of in-kind or monetary donations?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.22 Leave of absence of employees for external voluntary work

Category	Description
Variable label	Leave of absence of employees for external voluntary work

Category	Description
Variable name	f56
Question	In 2022, did your establishment release employees from work for voluntary activities outside the establishment?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.23 (SE) Cases of sexual harassment: by superiors/employees

Category	Description
Variable label	(SE) Cases of sexual harassment: by superiors/employees
Variable name	f57a_s
Question	We will now ask you some questions on how the workplace deals with sexual harassment in the workplace. Sexual harassment in the workplace is defined in section 3 (4) of the General Equal Opportunity Act, AGG for short, any sexualized behaviour that is not desired by the person concerned and has the purpose or effect of violating the dignity of the person concerned. This can include verbal and physical harassment, such as sexualized remarks or unwanted touching, as well as non-verbal forms such as suggestive looks or the display of pornographic images. In the last two years, have there been any incidents of sexual harassment in the workplace at your establishment? A By a superior or an employee
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.24 (SE) Cases of sexual harassment: by persons external to the company (e.g. customers/business partners)

Category	Description
Variable label	(SE) Cases of sexual harassment: by persons external to the company (e.g. customers/business partners)
Variable name	f57b_s
Question	We will now ask you some questions on how the workplace deals with sexual harassment in the workplace. Sexual harassment in the workplace is defined in section 3 (4) of the General Equal Opportunity Act, AGG for short, any sexualized behaviour that is not not desired by the person concerned and has the purpose or effect of violating the dignity of the person concerned. This can include verbal and physical harassment, such as sexualized comments or unwanted touching, as well as non-verbal forms such as suggestive looks or the showing of pornographic images. In the last two years, have there been any incidents of sexual harassment in the workplace at your establishment? B By persons outside the establishment (e.g. customers, patients, business partners)

Category	Description
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.25 Cases of sexual harassment: by managers towards employees

Category	Description
Variable label	Cases of sexual harassment: by managers towards employees
Variable name	f57a
Question	<p>We will now ask you some questions on how the workplace deals with sexual harassment in the workplace. Sexual harassment in the workplace is defined in section 3 (4) of the General Equal Opportunity Act, AGG for short, any sexualized behaviour that is not desired by the person concerned and has the purpose or effect of violating the dignity of the person concerned. This can include verbal and physical harassment, such as sexualized remarks or unwanted touching, as well as non-verbal forms such as suggestive looks or the display of pornographic images.</p> <p>In the last two years, have there been any incidents of sexual harassment in the workplace at your establishment?</p> <p>A By a superior to an employee</p>
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.26 Cases of sexual harassment: By employees towards managers

Category	Description
Variable label	Cases of sexual harassment: By employees towards managers
Variable name	f57b
Question	<p>We will now ask you some questions on how the workplace deals with sexual harassment in the workplace. Sexual harassment in the workplace is defined in section 3 (4) of the General Equal Opportunity Act, AGG for short, any sexualized behaviour that is not desired by the person concerned and has the purpose or effect of violating the dignity of the person concerned. This can include verbal and physical harassment, such as sexualized remarks or unwanted touching, as well as non-verbal forms such as suggestive looks or the display of pornographic images.</p> <p>In the last two years, have there been any incidents of sexual harassment in the workplace at your establishment?</p> <p>B By an employee to a superior</p>
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.27 Cases of sexual harassment: Among employees

Category	Description
Variable label	Cases of sexual harassment: Among employees
Variable name	f57c
Question	<p>We will now ask you some questions on how the workplace deals with sexual harassment in the workplace. Sexual harassment in the workplace is defined in section 3 (4) of the General Equal Opportunity Act, AGG for short, any sexualized behaviour that is not desired by the person concerned and has the purpose or effect of violating the dignity of the person concerned. This can include verbal and physical harassment, such as sexualized remarks or unwanted touching, as well as non-verbal forms such as suggestive looks or the display of pornographic images.</p> <p>In the last two years, have there been any incidents of sexual harassment in the workplace at your establishment?</p> <p>C Among employees</p>
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.28 Cases of sexual harassment: by persons external to the company (e.g. customers/business partners)

Category	Description
Variable label	Cases of sexual harassment: by persons external to the company (e.g. customers/business partners)
Variable name	f57d
Question	<p>We will now ask you some questions on how the workplace deals with sexual harassment in the workplace. Sexual harassment in the workplace is defined in section 3 (4) of the General Equal Opportunity Act, AGG for short, any sexualized behaviour that is not desired by the person concerned and has the purpose or effect of violating the dignity of the person concerned. This can include verbal and physical harassment, such as sexualized remarks or unwanted touching, as well as non-verbal forms such as suggestive looks or the display of pornographic images.</p> <p>In the last two years, have there been any incidents of sexual harassment in the workplace at your establishment?</p> <p>D By persons outside the establishment (e.g. customers, patients, business partners)</p>
Detailed description, values	<p>1 Yes</p> <p>2 No</p>
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.29 Impact of sexual harassment: work ethic

Category	Description
Variable label	Impact of sexual harassment: work ethic

Category	Description
Variable name	f58a
Question	In your estimation, how much did these incidents of sexual harassment affect the following aspects? 1 means “not at all”, 5 means “very strongly”. With the values in between you can grade your answer. A Work ethic
Detailed description, values	1 = Not at all to 5 = Very strongly
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.30 Impact of sexual harassment: fluctuation of personnel

Category	Description
Variable label	Impact of sexual harassment: fluctuation of personnel
Variable name	f58b
Question	In your estimation, how much did these incidents of sexual harassment affect the following aspects? 1 means “not at all”, 5 means “very strongly”. With the values in between you can grade your answer. B Staff turnover
Detailed description, values	1 = Not at all to 5 = Very strongly
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.31 Impact of sexual harassment: absence times

Category	Description
Variable label	Impact of sexual harassment: absence times
Variable name	f58c
Question	In your estimation, how much did these incidents of sexual harassment affect the following aspects? 1 means “not at all”, 5 means “very strongly”. With the values in between you can grade your answer. C Absences
Detailed description, values	1 = Not at all to 5 = Very strongly
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.32 Impact of sexual harassment: productivity

Category	Description
Variable label	Impact of sexual harassment: productivity
Variable name	f58d

Category	Description
Question	In your estimation, how much did these incidents of sexual harassment affect the following aspects? 1 means “not at all”, 5 means “very strongly”. With the values in between you can grade your answer. D Productivity
Detailed description, values	1 = Not at all to 5 = Very strongly
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.33 (SE) Dealing with sexual harassment: informal procedures

Category	Description
Variable label	(SE) Dealing with sexual harassment: informal procedures
Variable name	f59a_s
Question	Employees have a right to lodge a complaint according to § 13 AGG: Which of the following procedures for dealing with sexual harassment in the workplace are in place at your establishment? A Informal procedures
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.34 (SE) Dealing with sexual harassment: internal trust office

Category	Description
Variable label	(SE) Dealing with sexual harassment: internal trust office
Variable name	f59b_s
Question	Employees have a right to lodge a complaint according to § 13 AGG: Which of the following procedures for dealing with sexual harassment in the workplace are in place at your establishment? B Procedure via an internal trust or ombudsman
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.35 (SE) Dealing with sexual harassment: formal complaints procedures

Category	Description
Variable label	(SE) Dealing with sexual harassment: formal complaints procedures
Variable name	f59c_s

Category	Description
Question	Employees have a right to lodge a complaint according to § 13 AGG: Which of the following procedures for dealing with sexual harassment in the workplace are in place at your establishment? C Formal grievance and disciplinary procedures
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.36 (SE) Dealing with sexual harassment: independent external body

Category	Description
Variable label	(SE) Dealing with sexual harassment: independent external body
Variable name	f59d_s
Question	Employees have a right to lodge a complaint according to § 13 AGG: Which of the following procedures for dealing with sexual harassment in the workplace are in place at your establishment? D Procedure by an independent external body
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.37 Dealing with and administration of sexual harassment: informal procedures

Category	Description
Variable label	Dealing with and handling sexual harassment: Informal procedures
Variable name	f59a
Question	Employees have a right of complaint according to § 13 AGG: Which of the following procedures for dealing with sexual harassment in the workplace exist in your establishment? Have cases of sexual harassment at the workplace been dealt with in the last two years within the scope of the individual procedures? A Informal procedures
Detailed description, values	1 No 2 Yes, there were cases processed 3 Yes, but no cases processed
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.38 Dealing with and administration of sexual harassment: internal body of trust

Category	Description
Variable label	Dealing with and administration of sexual harassment: internal body of trust
Variable name	f59b

Category	Description
Question	Employees have a right of complaint according to § 13 AGG: Which of the following procedures for dealing with sexual harassment in the workplace exist in your establishment? Have cases of sexual harassment at the workplace been dealt with in the last two years within the scope of the individual procedures? B Procedure via an internal trust or ombudsman
Detailed description, values	1 No 2 Yes, there were cases processed 3 Yes, but no cases processed
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.39 Dealing with and administration of sexual harassment: formal procedures

Category	Description
Variable label	Dealing with and administration of sexual harassment: formal procedures
Variable name	f59c
Question	Employees have a right of complaint according to § 13 AGG: Which of the following procedures for dealing with sexual harassment in the workplace exist in your establishment? Have cases of sexual harassment at the workplace been dealt with in the last two years within the scope of the individual procedures? C Formal grievance and disciplinary procedures
Detailed description, values	1 No 2 Yes, there were cases processed 3 Yes, but no cases processed
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.40 Dealing with and administration of sexual harassment: independent external body

Category	Description
Variable label	Dealing with and administration of sexual harassment: independent external body
Variable name	f59d
Question	Employees have a right of complaint according to § 13 AGG: Which of the following procedures for dealing with sexual harassment in the workplace exist in your establishment? Have cases of sexual harassment at the workplace been dealt with in the last two years within the scope of the individual procedures? D Procedures by an independent external body
Detailed description, values	1 No 2 Yes, there were cases processed 3 Yes, but no cases processed
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.41 (SE) Measures to prevent sexual harassment: Managers

Category	Description
Variable label	(SE) Measures to prevent sexual harassment: Managers
Variable name	f60a_s
Question	Have measures (e.g., training or awareness-raising) been implemented within the last two years on dealing with and preventing sexual harassment in the workplace? A For management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	This variable only applies to small businesses with an additional management level

6.5.42 (SE) Measures to prevent sexual harassment: Employees without management responsibility

Category	Description
Variable label	(SE) Measures to prevent sexual harassment: Employees <u>without</u> management responsibility
Variable name	f60b_s
Question	Have measures (e.g., training or awareness-raising) been implemented within the last two years on dealing with and preventing sexual harassment in the workplace? B For employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	This variable only applies to small businesses with an additional management level

6.5.43 (SE) Measures to prevent sexual harassment: Both

Category	Description
Variable label	(SE) Measures to prevent sexual harassment: Both
Variable name	f60c_s
Question	Have measures (e.g., training or awareness-raising) been implemented within the last two years on dealing with and preventing sexual harassment in the workplace? C For both management staff and employees without managerial responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	This variable only applies to small businesses with an additional management level

6.5.44 (SE) Measures to prevent sexual harassment: Both

Category	Description
Variable label	(SE) Measures to prevent sexual harassment: Both
Variable name	f60d_s
Question	Have measures (e.g., training or awareness-raising) been implemented within the last two years on dealing with and preventing sexual harassment in the workplace?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	This variable only applies to small businesses without an additional management level

6.5.45 Measures to prevent sexual harassment: for managers

Category	Description
Variable label	Measures to prevent sexual harassment: for managers
Variable name	f60a
Question	Have measures (e.g., training or awareness-raising) been implemented within the last two years on dealing with and preventing sexual harassment in the workplace? A For management staff
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.46 Measures to prevent sexual harassment: for employees without management responsibility

Category	Description
Variable label	Measures to prevent sexual harassment: for employees <u>without</u> management responsibility
Variable name	f60b
Question	Have measures (e.g., training or awareness-raising) been implemented within the last two years on dealing with and preventing sexual harassment in the workplace? B For employees <u>without</u> management responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.5.47 Measures to prevent sexual harassment: for managers and employees

Category	Description
Variable label	Measures to prevent sexual harassment: for managers and employees
Variable name	f60c
Question	Have measures (e.g., training or awareness-raising) been implemented within the last two years on dealing with and preventing sexual harassment in the workplace? C For both management staff and employees without managerial responsibility
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6 Work organization

6.6.1 Possibility of mobile work using digital end devices

Category	Description
Variable label	Possibility of mobile work using digital end devices
Variable name	f61
Question	Does your establishment offer employees the option of working remotely using digital devices mobile, i.e., from on the road or from home? This does not refer to employees who work in the field or on-call? This does not refer to employees working remotely or on call.
Detailed description, values	1 Yes , only from on the road 2 Yes, only from home 3 Yes, both 4 No, neither
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.2 Home office not possible: type of work

Category	Description
Variable label	Home office not possible: type of work
Variable name	f62a
Question	Why is it not possible to work from home in your establishment? 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 2023

6.6.3 Home office not possible: lack of technical equipment

Category	Description
Variable label	Home office not possible: lack of technical equipment
Variable name	f62b
Question	Why is it not possible to work from home in your establishment? 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 2023

6.6.4 Home office not possible: data security

Category	Description
Variable label	Home office not possible: data security
Variable name	f62c
Question	Why is it not possible to work from home in your establishment? 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 2023

6.6.5 Home office not possible: Cooperation made difficult

Category	Description
Variable label	Home office not possible: Cooperation made difficult
Variable name	f62d
Question	Why is it not possible to work from home in your establishment? 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 2023

6.6.6 Home office not possible: difficult employee control

Category	Description
Variable label	Home office not possible: difficult employee control
Variable name	f62e
Question	Why is it not possible to work from home in your establishment? E: The temporal or spatial distance would complicate controlling and management of employees for the direct superiors

Category	Description
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.7 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	f62f
Question	Why is it not possible to work from home in your establishment? F: The majority of our employees is not interested.
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.8 Home office not possible: not considered

Category	Description
Variable label	Home office not possible: not considered
Variable name	f62g
Question	Why is it not possible to work from home in your establishment? G: We have never thought about it.
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.9 Formal regulations for home office

Category	Description
Variable label	Formal regulations for home office
Variable name	f63
Question	Are there formal regulations (e.g. company agreements) in your establishment referring to mobile working, like i.a. the possibility to work from home?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.10 Formal regulations for home office: year of introduction

Category	Description
Variable label	Formal regulations for home office: year of introduction
Variable name	f64
Question	Since which year does this formal regulation exist? Since the year ____
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.11 Maximum amount of time in home office

Category	Description
Variable label	Maximum amount of time in home office
Variable name	f65
Question	To what extent is working from home possible in your establishment?
Detailed description, values	1 days per week 2 days per month 3 Not regulated uniformly in the company 4 Exclusively in special situations
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

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

Category	Description
Variable label	Home office: on a regular basis, days per week
Variable name	f65a
Question	To what extent is working from home possible in your establishment? A: Up to ____ days per week
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	Question formulation deviates from the previous wave

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

Category	Description
Variable label	Home office: on a regular basis, days per month
Variable name	f65ba
Question	To what extent is working from home possible in your establishment?

Category	Description
	B: Up to ___ days per month
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	Question formulation deviates from the previous wave

6.6.14 Time scope of mobile working: Working time per week (%)

Category	Description
Variable label	Time spent on mobile working: Working time per week (%)
Variable name	f65aproz
Question	To what extent is working from home possible in your establishment? APROZ Up to ___ % of worktime per week
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	Question formulation deviates from the previous wave

6.6.15 Time scope of mobile working: Working time per month (%)

Category	Description
Variable label	Time spent on mobile working: Working time per month (%)
Variable name	f65bproz
Question	To what extent is working from home possible in your establishment? BPROZ Up to ___ % of worktime per week
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023
Notes	Question formulation deviates from the previous wave. The answer formulation “per week” is an error in the questionnaire. The correct answer option is “Up to ___ % of working time per month”. It can be assumed that the respondents nevertheless provided a percentage of mobile working time per month due to the positioning in the questionnaire directly following f65ba and used f65aproz as intended for the percentage of mobile working time per week.

6.6.16 Activity suitable for mobile working: percentage of employees

Category	Description
Variable label	Job suitable for mobile working: Percentage of employees
Variable name	f66

Category	Description
Question	What percentage of your employees perform a job that is at least partially suitable for mobile working?
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.17 Partially autonomous teams

Category	Description
Variable label	Partially autonomous teams
Variable name	f67
Question	Does your establishment work, at least in part, in teams in which the employees organize themselves and decisions are made autonomously as far as possible?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.18 Employees in autonomous teams: Sales/Marketing (%)

Category	Description
Variable label	Employees in autonomous teams: Sales/Marketing (%)
Variable name	f68a
Question	How high is the proportion of employees who work at least partly in such self-organized teams? Please estimate the proportion for each of the following functional areas: A Sales/Marketing
Detailed description, values	Percentage -1 Area does not exist
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.19 Employees in autonomous teams: Production (%)

Category	Description
Variable label	Employees in autonomous teams: Production (%)
Variable name	f68b
Question	How high is the proportion of employees who work at least partially in such self-organized teams? Please estimate the proportion for each of the following functional areas: B Production
Detailed description, values	Percentage -1 Area does not exist

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.20 Employees in autonomous teams: Research and Development (%)

Category	Description
Variable label	Employees in autonomous teams: Research and Development (%)
Variable name	f68c
Question	How high is the proportion of employees who work at least partially in such self-organized teams? Please estimate the proportion for each of the following functional areas: C Research and Development
Detailed description, values	Percentage -1 Area does not exist
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.21 Employees in autonomous teams: Administration and services (%)

Category	Description
Variable label	Employees in autonomous teams: Administration and services (%)
Variable name	f68d
Question	How high is the proportion of employees who work at least partially in such self-organized teams? Please estimate the proportion for each of the following functional areas: D Cross-departmental function/Administration, service
Detailed description, values	Percentage -1 Area does not exist
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.22 Agile methods

Category	Description
Variable label	Agile methods
Variable name	f69
Question	Do you use agile methods in your establishment (e.g. 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 2023

6.6.23 Meaning of algorithmic data evolution: sales/marketing

Category	Description
Variable label	Meaning of algorithmic data evolution: sales/marketing
Variable name	f70a
Question	What is the significance of the algorithmic evaluation of data (e.g. key performance indicators, customer data, employee data) for operational decisions in the following areas? 1 means “unimportant”, 5 “very important”. With the values in between you can grade your answer. A Sales/Marketing
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.24 Meaning of algorithmic data evolution: production

Category	Description
Variable label	Meaning of algorithmic data evolution: production
Variable name	f70b
Question	What is the significance of the algorithmic evaluation of data (e.g. key performance indicators, customer data, employee data) for operational decisions in the following areas? 1 means “unimportant”, 5 “very important”. With the values in between you can grade your answer. B Production
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.25 Meaning of algorithmic data evolution: research and development

Category	Description
Variable label	Meaning of algorithmic data evolution: research and development
Variable name	f70c
Question	What is the significance of the algorithmic evaluation of data (e.g. key performance indicators, customer data, employee data) for operational decisions in the following areas? 1 means “unimportant”, 5 “very important”. With the values in between you can grade your answer. C Research/Development
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.6.26 Meaning of algorithmic data evolution: administration and services

Category	Description
Variable label	Meaning of algorithmic data evolution: administration and services
Variable name	f70d
Question	What is the significance of the algorithmic evaluation of data (e.g. key performance indicators, customer data, employee data) for operational decisions in the following areas? 1 means “unimportant”, 5 “very important”. With the values in between you can grade your answer. D Cross-departmental function/Administration, service
Detailed description, values	1 = Unimportant to 5 = Very important
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7 Co-Determination

6.7.1 Elected Works Council

Category	Description
Variable label	Elected Works Council
Variable name	f71
Question	Does your establishment have a works council elected in accordance with the Works Constitution Act?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.2 Introduction of works council (year)

Category	Description
Variable label	Introduction Works Council (year)
Variable name	f72
Question	Since which year has this committee been in existence without extended interruptions?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.3 Number of members of the works council: total

Category	Description
Variable label	Number of members of the works council: total

Category	Description
Variable name	f73
Question	How many members does your works council have?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.4 Number of members of the works council: fully exempt

Category	Description
Variable label	Number of members of the works council: fully exempt
Variable name	f74
Question	How many members of the works council are fully exempt?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.5 Works council chairmanship: gender

Category	Description
Variable label	Works council chairmanship: gender
Variable name	f75
Question	Who is currently chairing the works council?
Detailed description, values	1 Man 2 Woman 3 Diverse
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.6 Works council chairmanship: age

Category	Description
Variable label	Works council chairmanship: age
Variable name	f76
Question	How old is the works council chairperson?
Detailed description, values	1 Under 30 years 2 30 to less than 50 years 3 50 to less than 60 years 4 60 years and older
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.7 Works council elections last year: voter turnout in the company

Category	Description
Variable label	Works council elections last year: voter turnout in the company
Variable name	f77a
Question	Last year (2022), works council elections were held in Germany. If you think back to the works council election in your establishment: How high was the voter turnout in your establishment? Please estimate.
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.8 Works council elections last year: list or person election

Category	Description
Variable label	Works council elections last year: list or person election
Variable name	f77b
Question	Did this election take place as a list election or a personal election?
Detailed description, values	1 List election 2 Personal election
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.9 Cooperation between the union and the works council

Category	Description
Variable label	Cooperation between the union and the works council
Variable name	f78
Question	How close is the cooperation between trade union and works council in your establishment? 1 means “no cooperation”, 5 means “very close cooperation”. With the values in between, you can grade your answer.
Detailed description, values	1 = no cooperation to 5 = very close cooperation
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.10 Works council: improving work performance

Category	Description
Variable label	Works council: improving work performance
Variable name	f79a
Question	How much do you agree with the following statements about the works council in your establishment? 1 means “do not agree at all”, 5 means “completely agree”. With the values in between, you can grade your answer.

Category	Description
	A The works council helps us in a constructive way to improve work performance.
Detailed description, values	1 = Do not agree at all to 5 = Completely agree
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.11 Works council: delays in management decisions

Category	Description
Variable label	Works council: delays in management decisions
Variable name	f79b
Question	How much do you agree with the following statements about the works council in your establishment? 1 means “do not agree at all”, 5 means “completely agree”. With the values in between, you can grade your answer. B The involvement of the works council often leads to major delays in important management decisions.
Detailed description, values	1 = Do not agree at all to 5 = Completely agree
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.12 Works council: trusting cooperation with management

Category	Description
Variable label	Works council: trusting cooperation with management
Variable name	f79c
Question	How much do you agree with the following statements about the works council in your establishment? 1 means “do not agree at all”, 5 means “completely agree”. With the values in between, you can grade your answer. C Management and works council work together in a spirit of trust.
Detailed description, values	1 = Do not agree at all to 5 = Completely agree
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.13 Works council: communication of difficult decisions by management to the workforce

Category	Description
Variable label	Works council: communication of difficult decisions by management to the workforce
Variable name	f79d
Question	How much do you agree with the following statements about the works council in your establishment? 1 means “do not agree at all”, 5 means “completely agree”. With the values in between, you can grade your answer.

Category	Description
	D The works council makes difficult management decisions understandable to the workforce.
Detailed description, values	1 = Do not agree at all to 5 = Completely agree
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.14 Works council: mood and problems in the workforce

Category	Description
Variable label	Works council: mood and problems in the workforce
Variable name	f79e
Question	How much do you agree with the following statements about the works council in your establishment? 1 means “do not agree at all”, 5 means “completely agree”. With the values in between, you can grade your answer. E Through the works council we get a better picture of the mood and the problems in the workforce.
Detailed description, values	1 = Do not agree at all to 5 = Completely agree
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.15 Works council: participation in operational decisions

Category	Description
Variable label	Works council: participation in operational decisions
Variable name	f79f
Question	How much do you agree with the following statements about the works council in your establishment? 1 means “do not agree at all”, 5 means “completely agree”. With the values in between, you can grade your answer. F The works council actively shapes company decisions through own proposals and initiatives.
Detailed description, values	1 = Do not agree at all to 5 = Completely agree
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.16 Commitment of the works council: new technologies in general

Category	Description
Variable label	Commitment of the works council: new technologies in general
Variable name	f80a
Question	How actively does the works council get involved in the following areas, e.g., by introducing proposals, helping to shape decision-making processes or conducting

Category	Description
	negotiations. 1 means “not at all active”, 5 “very active”. With the values in between, you can grade your answer. A Introduction of new technologies - general
Detailed description, values	1 = Not at all active to 5 = Very active
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.17 Commitment of the works council: new technologies for performance measurement

Category	Description
Variable label	Commitment of the works council: new technologies for performance measurement
Variable name	f80b
Question	How actively does the works council get involved in the following areas, e.g., by introducing proposals, helping to shape decision-making processes or conducting negotiations. 1 means “not at all active”, 5 “very active”. With the values in between, you can grade your answer. B Implementation of performance measurement technologies/software
Detailed description, values	1 = Not at all active to 5 = Very active
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.18 Commitment of the works council: hiring/promotions/dismissals

Category	Description
Variable label	Commitment of the works council: hiring/promotions/dismissals
Variable name	f80c
Question	How actively does the works council get involved in the following areas, e.g., by introducing proposals, helping to shape decision-making processes or conducting negotiations. 1 means “not at all active”, 5 “very active”. With the values in between, you can grade your answer. C Hiring, promotions, layoffs
Detailed description, values	1 = Not at all active to 5 = Very active
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.19 Commitment of the works council: parental leave/childcare

Category	Description
Variable label	Commitment of the works council: parental leave/childcare
Variable name	f80d

Category	Description
Question	How actively does the works council get involved in the following areas, e.g., by introducing proposals, helping to shape decision-making processes or conducting negotiations. 1 means “not at all active”, 5 “very active”. With the values in between, you can grade your answer. D Arrangement of parental leave, childcare, part-time arrangements after parental leave
Detailed description, values	1 = Not at all active to 5 = Very active
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.20 Commitment of the works council: vacation/working hours/ home office

Category	Description
Variable label	Commitment of the works council: vacation/working hours/ home office
Variable name	f80e
Question	How actively does the works council get involved in the following areas, e.g., by introducing proposals, helping to shape decision-making processes or conducting negotiations. 1 means “not at all active”, 5 “very active”. With the values in between, you can grade your answer. E Vacation policies, flexible work schedules, home office
Detailed description, values	1 = Not at all active to 5 = Very active
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.21 Commitment of the works council: occupational health and safety/design

Category	Description
Variable label	Commitment of the works council: occupational health and safety/design
Variable name	f80f
Question	How actively does the works council get involved in the following areas, e.g., by introducing proposals, helping to shape decision-making processes or conducting negotiations. 1 means “not at all active”, 5 “very active”. With the values in between, you can grade your answer. F Occupational safety and health
Detailed description, values	1 = Not at all active to 5 = Very active
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.22 Commitment of the works council: further training/retraining

Category	Description
Variable label	Commitment of the works council: further training/retraining

Category	Description
Variable name	f80g
Question	How actively does the works council get involved in the following areas, e.g., by introducing proposals, helping to shape decision-making processes or conducting negotiations. 1 means “not at all active”, 5 “very active”. With the values in between, you can grade your answer. G Continuing education and retraining
Detailed description, values	1 = Not at all active to 5 = Very active
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.23 Performance measurement technologies

Category	Description
Variable label	Performance measurement technologies
Variable name	f81
Question	Does your establishment use technology to measure and evaluate the work and performance of your employees individually (e.g. by measuring computer activity or the number of pieces produced)?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.24 Situation of the workforce: good working conditions

Category	Description
Variable label	Situation of the workforce: good working conditions
Variable name	f82a
Question	Now we would like to ask you a few more questions about how you assess your workforce. Please put yourself in the position of the workforce in your establishment. What do you think? How much would your workforce agree with the following statements? 1 means “does not agree at all”, 5 means “completely agrees”. You can use the values in between to grade your answer. A The working conditions in this establishment are good.
Detailed description, values	1 = Workforce does not agree at all to 5 = Workforce agrees completely
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.25 Situation of the workforce: inclusive working environment

Category	Description
Variable label	Situation of the workforce: inclusive working environment
Variable name	f82b

Category	Description
Question	Now we would like to ask you a few more questions about how you assess your workforce. Please put yourself in the position of the workforce in your establishment. What do you think? How much would your workforce agree with the following statements? 1 means “does not agree at all”, 5 means ”completely agrees”. You can use the values in between to grade your answer. B This establishment offers a work environment that is inclusive of employees.
Detailed description, values	1 = Workforce does not agree at all to 5 = Workforce agrees completely
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.26 Situation of the workforce: managers influence well-being

Category	Description
Variable label	Situation of the workforce: managers influence well-being
Variable name	f82c
Question	Now we would like to ask you a few more questions about how you assess your workforce. Please put yourself in the position of the workforce in your establishment. What do you think? How much would your workforce agree with the following statements? 1 means “does not agree at all”, 5 means ”completely agrees”. You can use the values in between to grade your answer. C The management staff of this establishment is concerned about the welfare of their employees.
Detailed description, values	1 = Workforce does not agree at all to 5 = Workforce agrees completely
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.27 Situation of the workforce: equality

Category	Description
Variable label	Situation of the workforce: equality
Variable name	f82d
Question	Now we would like to ask you a few more questions about how you assess your workforce. Please put yourself in the position of the workforce in your establishment. What do you think? How much would your workforce agree with the following statements? 1 means “does not agree at all”, 5 means ”completely agrees”. You can use the values in between to grade your answer. D Employees are equal in this establishment and free from discrimination .
Detailed description, values	1 = Workforce does not agree at all to 5 = Workforce agrees completely
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.28 Desire to change employer (%)

Category	Description
Variable label	Desire to change employer (%)
Variable name	f83
Question	What percentage of your employees specifically think about changing employer at least once a month? Please estimate.
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.7.29 Leaving the company (%)

Category	Description
Variable label	Leaving the company (%)
Variable name	f84
Question	And what proportion of your employees will leave the establishment of their own accord over the next 12 months? Please estimate.
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.8 Structural features

6.8.1 Average number of sick days

Category	Description
Variable label	Average number of sick days
Variable name	f85
Question	How many days per year on average are the employees of your establishment absent due to sick leave? Days per employee and year __
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.8.2 Principal owner

Category	Description
Variable label	Principal owner
Variable name	f86

Category	Description
Question	Who is the principal owner of your establishment? If your establishment 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 2023

6.8.3 Change of principal owner in the last 2 years

Category	Description
Variable label	Change of principal owner in the last 2 years
Variable name	f87
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 2023

6.8.4 Change of management in the last 2 years

Category	Description
Variable label	Change of management in the last 2 years
Variable name	f88
Question	Was there a change in the management of your establishment in the last two years?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.8.5 Change of management: age-related retirement

Category	Description
Variable label	Change of management: age-related retirement
Variable name	f89a
Question	What was the reason for this change? A: Age-related dropout / Retirement
Detailed description, values	0 Not marked 1 Yes

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.8.6 Change of management: health-related retirement

Category	Description
Variable label	Change of management: health-related retirement
Variable name	f89b
Question	What was the reason for this change? B: Health-related dropout
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.8.7 Change of management: another establishment

Category	Description
Variable label	Change of management: another establishment
Variable name	f89c
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 2023

6.8.8 Change of management: selling/merging of establishment

Category	Description
Variable label	Change of management: selling/merging of establishment
Variable name	f89d
Question	What was the reason for this change? D: Disposal or consolidation of the establishment
Detailed description, values	0 Not marked 1 Yes
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.8.9 Change of management: Dismissal

Category	Description
Variable label	Change of management: Dismissal

Category	Description
Variable name	f89e
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 2023

6.8.10 Change of management: other

Category	Description
Variable label	Change of management: other
Variable name	f89f
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 2023

6.8.11 Independent enterprise

Category	Description
Variable label	Independent enterprise
Variable name	f90
Question	Is your establishment an independent enterprise or an independent facility?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.8.12 Number of employees in the entire company

Category	Description
Variable label	Number of employees in the entire company
Variable name	f91
Question	Please report the total number of employees in your entire company within Germany. Number of employees in entire company ____
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

6.8.13 (SE) Assessment of your own HR work

Category	Description
Variable label	(SE) Assessment of your own HR work
Variable name	f92_s
Question	How would you rate the human resources work in your establishment?
Detailed description, values	1 Fully subjective 2 Rather subjective 3 Partly 4 Rather objective 5 Fully objective
Origin	Questionnaire
Data set/wave	LPP Employer Survey 2023

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
Origin	Generated
Data set/wave	LPP Employer Survey 2023, LPP Employee Survey 2024
Notes	<p>The establishment identifier is provided for the linkage between LPP Employer Survey and LPP Employee Survey.</p> <p>The variable indicates which observations belong to the same establishment. Individuals that agreed to the merging of data cannot be associated with individuals that did not agree to the merging of data via the establishment identifier.</p> <p>6-digit lpp_betnr: is assigned to employees who consent to linkage of data</p> <p>5-digit lpp_betnr: is assigned to employees who do not consent to linkage of data</p>

7.1.2 LPP Person-ID

Category	Description
Variable label	LPP Person-ID
Variable name	lpp_persid
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2024
Notes	Artificial person identifier that cannot be linked to any other information

7.1.3 Panelcase 2012-2021

Category	Description
Variable label	Panelcase 2012-2024

Category	Description
Variable name	panel1224
Question	-
Detailed description, values	0 Refresher from W6 1 Panelcase
Origin	Generated
Data set/wave	LPP Employee Survey 2024

7.1.4 Weighting factor LPP Employee Survey: Cross

Category	Description
Variable label	Weighting factor LPP Employee Survey: Cross
Variable name	gew_pers_2024_quer
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2024
Notes	Cross-sectional weight valid for all panel cases and refreshers

7.1.5 Weighting factor LPP Employee Survey: Panel

Category	Description
Variable label	Weighting factor LPP Employee Survey: Panel
Variable name	gew_pers_2024_panel
Question	-
Detailed description, values	Numerical
Origin	Generated
Data set/wave	LPP Employee Survey 2024
Notes	Panel weight valid for all panel cases

7.1.6 Survey Mode

Category	Description
Variable label	Survey Mode
Variable name	modus
Question	-

Category	Description
Detailed description, values	In wave 6, a mixed-mode method was used to survey employees. The employees were thus interviewed by telephone or online. For detailed information, see Chapter 4.1.4: 1 CATI 2 CAWI
Origin	Generated
Data set/wave	LPP Employee Survey 2024

7.1.7 Year of birth

Category	Description
Variable label	Year of birth
Variable name	K1
Question	First of all could you please tell me when you were born? Please tell me the month and year.
Detailed description, values	Month ___ Year ____
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024
Notes	The month is not specified.

7.1.8 Sex

Category	Description
Variable label	Sex
Variable name	K3
Question	Please enter sex of respondent!
Detailed description, values	1 Male 2 Female 3 Diverse
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024
Notes	The option "Diverse" was added in W6. In previous waves, the interviewer assessed and entered the respondent's gender.

7.1.9 Same establishment as in previous wave 5 resp. 2021

Category	Description
Variable label	Same establishment as in previous wave 5 resp. 2021
Variable name	K3b

Category	Description
Question	Are you still employed by the same establishment as in December 2021?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024
Notes	Answering the question with 'Yes' was prerequisite for participation in the survey.

7.1.10 Start current employment (year)

Category	Description
Variable label	Start current employment (year)
Variable name	K6jahr
Question	How long have you been employed by your current employer? Please state the month and year. Month: __ Year: ____
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024
Notes	The month is not specified.

7.2 Employment

7.2.1 Employment situation

Category	Description
Variable label	Employment situation
Variable name	K101
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 2024

Category	Description
Notes	Answering the question with 'Worker' or 'Employee' was prerequisite for participation in the survey.

7.2.2 Current interruption of employment

Category	Description
Variable label	Current interruption of employment
Variable name	K124
Question	Is your present employment currently interrupted by a longer career break? For example, maternity leave, parental leave, extended illness or another temporary break?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.2.3 Interruption of employment since: Month

Category	Description
Variable label	Interruption of employment since: Month
Variable name	K124a
Question	Since when has this interruption in employment existed? Month __
Detailed description, values	Numeric
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.2.4 Interruption of employment since: Year

Category	Description
Variable label	Interruption of employment since: Year
Variable name	K124b
Question	Since when has this interruption in employment existed? Year ____
Detailed description, values	Numeric
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.2.5 Functional area

Category	Description
Variable label	Functional area
Variable name	K102aa
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 2024

7.2.6 Leadership position

Category	Description
Variable label	Leadership position
Variable name	K102b
Question	Do you supervise others?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.2.7 Number of people working under target person

Category	Description
Variable label	Number of people working under target person
Variable name	K102c
Question	How many people work under your direction?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.2.8 Leadership position (years)

Category	Description
Variable label	Leadership position (years)
Variable name	K102d

Category	Description
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 2024

7.2.9 Line manager: sex

Category	Description
Variable label	Line manager: sex
Variable name	K102f
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 2024

7.2.10 Employment contract fixed-term/permanent

Category	Description
Variable label	Employment contract fixed-term/permanent
Variable name	K104
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 2024

7.2.11 Full-time/Part-time

Category	Description
Variable label	Full-time/Part-time
Variable name	K104a
Question	Do you work full-time or part-time?
Detailed description, values	1 Full-time 2 Part-time
Origin	Questionnaire

Category	Description
Data set/wave	LPP Employee Survey 2024

7.2.12 Fixed working time

Category	Description
Variable label	Fixed working time
Variable name	K108_2
Question	What is most likely to apply to your working hours?
Detailed description, values	1 Fixed working hours 2 Fixed but changing working hours 3 No formal regulation 4 Flexitime
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.2.13 Contractual working time (h/week)

Category	Description
Variable label	Contractual working time (h/week)
Variable name	K105
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 2024

7.2.14 Actual working time (h/week)

Category	Description
Variable label	Actual working time (h/week)
Variable name	K106
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 2024

7.2.15 Desired working hours (h/week)

Category	Description
Variable label	Desired working hours (h/week)
Variable name	K106c
Question	How many hours per week would you prefer to work if your salary was adjusted accordingly?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.2.16 Overtime

Category	Description
Variable label	Overtime
Variable name	K107
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 2024

7.2.17 Work from home (Mobile Arbeit)

Category	Description
Variable label	Work from home (Mobile Arbeit)
Variable name	K111
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 2024

7.2.18 Working from home desired

Category	Description
Variable label	Working from home desired

Category	Description
Variable name	K111b
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 2024

7.2.19 Work from home (h/week)

Category	Description
Variable label	Work from home (h/week)
Variable name	K112
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 2024

7.2.20 Working from home: within or outside contractual working hours

Category	Description
Variable label	Working from home: within or outside contractual working hours
Variable name	K113a2
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
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.2.21 Business phone calls during leisure time

Category	Description
Variable label	Business phone calls during leisure time
Variable name	K115
Question	How often do you receive business phone calls during your leisure or how often do you answer business e-mails?

Category	Description
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 2024

7.3 Personnel development

7.3.1 Offer of further vocational training

Category	Description
Variable label	Offer of further vocational training
Variable name	K200a
Question	Have you received an offer from your employer to take part in professional development courses since January 1, 2023?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.3.2 Further vocational training

Category	Description
Variable label	Further vocational training
Variable name	K201
Question	Have you participated in professional development courses since January 1, 2023?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.3.3 Further vocational training: full cost absorption (days)

Category	Description
Variable label	Further vocational training: full cost absorption (days)
Variable name	K203
Question	How many days

Category	Description
	in the last year 2023 <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 2024

7.3.4 In-house further training or qualification activities

Category	Description
Variable label	In-house further training or qualification activities
Variable name	K203a
Question	Apart from further training courses: Did you take part in a vocational training or qualification measure at your workplace in the last year 2023?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.3.5 Appraisal interview

Category	Description
Variable label	Appraisal interview
Variable name	K204
Question	Has your supervisor conducted at least one performance review meeting with you in the last year (2023), for example, regarding your professional development or personnel assessment? Please <u>only</u> consider meetings for which a date was scheduled in advance.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.3.6 Appraisal interview: objectives fixed in writing

Category	Description
Variable label	Appraisal interview: objectives fixed in writing
Variable name	K206

Category	Description
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 2024

7.3.7 Regular performance assessment

Category	Description
Variable label	Regular performance assessment
Variable name	K208aa
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 2024

7.3.8 Concerned about job security

Category	Description
Variable label	Concerned about job security
Variable name	K209
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 2024

7.3.9 Number of appraisal interviews (last year)

Category	Description
Variable label	Number of appraisal interviews (last year)
Variable name	K210
Question	How many appraisal interviews did you have with your superior since... last year (2023) <i>or</i>

Category	Description
	How many appraisal interviews has your manager/supervisor conducted with you since <i>start date</i> <i>MMYYYY C13/C14</i> ?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.4 Digitalization

7.4.1 Digitalization: use of ICT

Category	Description
Variable label	Digitalization: use of ICT
Variable name	K301aa
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 2024

7.5 Work conditions and workloads

7.5.1 Work conditions: decisions

Category	Description
Variable label	Work conditions: decisions
Variable name	K301a
Question	Which of the following applies to your job? Please tell me, if the statements fully applies, largely applies, does rather not apply, does 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 2024

7.5.2 Work conditions: task variety

Category	Description
Variable label	Work conditions: task variety
Variable name	K301b
Question	Which of the following applies to your job? Please tell me, if the statements fully applies, largely applies, does rather not apply, does not apply at all or if you are undecided. B: The job involves a great deal of task variety.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

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	K301c
Question	Which of the following applies to your job? Please tell me, if the statements fully applies, largely applies, does rather not apply, does 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 2024

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	K301d

Question	Which of the following applies to your job? Please tell me, if the statements fully applies, largely applies, does rather not apply, does 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 2024

7.5.5 Work conditions: physical effort

Category	Description
Variable label	Work conditions: physical effort
Variable name	K301e
Question	Which of the following applies to your job? Please tell me, if the statements fully applies, largely applies, does rather not apply, does 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 2024

7.5.6 Work conditions: ambient conditions

Category	Description
Variable label	Work conditions: ambient conditions
Variable name	K301f
Question	Which of the following applies to your job? Please tell me, if the statements fully applies, largely applies, does rather not apply, does 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

Category	Description
	3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.5.7 Work conditions: time pressure

Category	Description
Variable label	Work conditions: time pressure
Variable name	K301g
Question	Which of the following applies to your job? Please tell me, if the statements fully applies, largely applies, does rather not apply, does not apply at all or if you are undecided. G: I often have time pressure over a long period
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.5.8 Work conditions: many important tasks at once

Category	Description
Variable label	Work conditions: many important tasks at once
Variable name	K301j
Question	Which of the following applies to your job? Please tell me, if the statements fully applies, largely applies, does rather not apply, does not apply at all or if 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 2024

7.5.9 Work conditions: sitting for a long time

Category	Description
Variable label	Work conditions: sitting for a long time
Variable name	K301k
Question	Which of the following applies to your job? Please tell me, if the statements fully applies, largely applies, does rather not apply, does not apply at all or if you are undecided. K: I have to sit for long periods at a time 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 2024

7.5.10 Work-Family: interference with family life

Category	Description
Variable label	Work-Family: interference with family life
Variable name	K303a
Question	In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following statements apply to you. A: The demands of my work interfere with my home and family life.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.5.11 Work-Family: family responsibilities

Category	Description
Variable label	Work-Family: family responsibilities
Variable name	K303b
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
	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 2024

7.5.12 Work-Family: strain

Category	Description
Variable label	Work-Family: strain
Variable name	K303c
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 2024

7.5.13 Work-Family: put off doing things at work

Category	Description
Variable label	Work-Family: put off doing things at work
Variable name	K303d
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

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

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

Category	Description
Variable label	Work-Family: things at work don't get done
Variable name	K303e
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 2024

7.5.15 Work-Family: home life interferes with work

Category	Description
Variable label	Work-Family: home life interferes with work
Variable name	K303f
Question	In what follows, I have a few questions with regard to work-family balance. Please indicate again whether and to what extent the following statements apply to you. F: My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.5.16 Care for person in need of assistance

Category	Description
Variable label	Care for person in need of assistance
Variable name	K304
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 2024

7.6 Remuneration

7.6.1 Performance-related bonuses

Category	Description
Variable label	Performance-related bonuses
Variable name	K401
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 2024

7.6.2 Frequency of performance-related bonuses

Category	Description
Variable label	Frequency of performance-related bonuses
Variable name	K401aa
Question	How often are these payments made?
Detailed description, values	1 Once a year 2 At least twice a year 3 No fixed time
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.6.3 Performance-related bonuses: contractual commitment

Category	Description
Variable label	Performance-related bonuses: contractual commitment
Variable name	K401a
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 2024

7.6.4 Performance-related bonuses: actual payments (Euro) – 2023

Category	Description
Variable label	Performance-related bonuses: actual payments (Euro) – 2023
Variable name	K401c
Question	What was the actual amount of performance-related payments in 2023?
Detailed description, values	Numerical -5 No variable payments in 2023
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.6.5 Performance-related bonuses: Degree of target achievement using a formula

Category	Description
Variable label	Performance-related bonuses: Degree of target achievement using a formula
Variable name	K212
Question	Are variable payment components calculated from your degree of target achievement using a formula?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024
Note	Question formulation deviates from previous usage in wave 4.

7.6.6 Company pension scheme

Category	Description
Variable label	Company pension scheme

Category	Description
Variable name	K406
Question	Does your establishment offer a company pension scheme?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

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

Category	Description
Variable label	Claims to company pension scheme (if so, since when?)
Variable name	K407
Question	Are you currently entitled to such a company pension? If yes, since when? One year is sufficient.
Detailed description, values	Numeric -6 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7 Co-Determination

7.7.1 Internal information procurement: Informal

Category	Description
Variable label	Internal information procurement: Informal
Variable name	K1001a
Question	How do you usually find out what is going on in the establishment? Please indicate what applies to you in each case. A: Informally, e.g. by talking to colleagues
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.2 Internal information procurement: Works Council

Category	Description
Variable label	Internal information procurement: Works Council
Variable name	K1001b

Category	Description
Question	How do you usually find out what is going on in the establishment? Please indicate what applies to you in each case. B: Communication from the works council (works meeting, newsletter)
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.3 Internal information procurement: Management

Category	Description
Variable label	Internal information procurement: Management
Variable name	K1001c
Question	How do you usually find out what is going on in the establishment? Please indicate what applies to you in each case. C: Management communication, internal establishment communication
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.4 Elected works council

Category	Description
Variable label	Elected works council
Variable name	K1002
Question	Does your establishment have an elected works council elected in accordance with the Works Constitution Act?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.5 Works council mediates difficult decisions

Category	Description
Variable label	Works council mediates difficult decisions
Variable name	K1003a

Category	Description
Question	How much do you agree with the following statements about the works council in your establishment? A: The works council makes difficult management decisions understandable to the workforce.
Detailed description, values	1 Completely agree 2 Mostly agree 3 Undecided 4 Mostly disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.6 Works Council helps employees

Category	Description
Variable label	Works Council helps employees
Variable name	K1003b
Question	How much do you agree with the following statements about the works council in your establishment? B: The works council helps employees with their problems and concerns.
Detailed description, values	1 Completely agree 2 Mostly agree 3 Undecided 4 Mostly disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.7 Works Council member

Category	Description
Variable label	Works Council member
Variable name	K1004
Question	Are you currently a member of the works council in your establishment?
Detailed description, values	1 works council member 2 no works council member
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.8 Works Council member since: Year

Category	Description
Variable label	Works Council member since: Year
Variable name	K1005
Question	In which year did you first become a works council member in your current establishment? __ Year
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.9 Works Council member: Regular

Category	Description
Variable label	Works Council member: Regular
Variable name	K1006a
Question	What describes your current role on the works council? A: Regular member
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.10 Works Council member: Exempt

Category	Description
Variable label	Works Council member: Exempt
Variable name	K1006b
Question	What describes your current role on the Works Council? B: Full-time member of the works council
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.11 Works Council Member: Chair

Category	Description
Variable label	Works Council Member: Chair

Category	Description
Variable name	K1006c
Question	What describes your current role on the works council? C: Chair of the works council
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.12 No works council, reason: no interest of the workforce

Category	Description
Variable label	No works council, reason: no interest of the workforce
Variable name	K1007a
Question	Why do you think there is no works council in your establishment? A: There is no interest in a works council among the workforce
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.13 No works council, reason: no one takes responsibility

Category	Description
Variable label	No works council, reason: no one takes responsibility
Variable name	K1007b
Question	Why do you think there is no works council in your establishment? B: There is interest in a works council among the workforce, but no one wants to take on the task
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.14 No works council, reason: alternative communication options

Category	Description
Variable label	No works council, reason: alternative communication options
Variable name	K1007c
Question	Why do you think there is no works council in your establishment?

Category	Description
	C: There are alternative ways in my establishment to get in touch with management and solve problems.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.15 No works council, reason: alternative representation

Category	Description
Variable label	No works council, reason: alternative representation
Variable name	K1007d
Question	Why do you think there is no works council in your establishment? D: There is alternative employee representation, e.g. employee councils
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.16 No works council, reason: management makes introduction difficult

Category	Description
Variable label	No works council, reason: management makes introduction difficult
Variable name	K1007e
Question	Why do you think there is no works council in your establishment? E: The management makes it difficult or prevents the introduction of a works council in my establishment.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.17 No works council, reason: earlier introduction failed

Category	Description
Variable label	No works council, reason: earlier introduction failed
Variable name	K1007f
Question	Why do you think there is no works council in your establishment? Q: Previous attempts to set up a works council were not successful.

Category	Description
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.18 Assessment: good working conditions

Category	Description
Variable label	Assessment: good working conditions
Variable name	K1008a
Question	How strongly do you agree with the following statements? A: The working conditions in this establishment are good.
Detailed description, values	1 Completely agree 2 Mostly agree 3 Undecided 4 Mostly disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.19 Assessment: Involvement of employees

Category	Description
Variable label	Assessment: Involvement of employees
Variable name	K1008b
Question	How strongly do you agree with the following statements? B: This establishment offers a working environment that involves the employees.
Detailed description, values	1 Completely agree 2 Mostly agree 3 Undecided 4 Mostly disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.20 Assessment: well informed

Category	Description
Variable label	Assessment: well informed

Category	Description
Variable name	K1008c
Question	How strongly do you agree with the following statements? C: I am informed about what is going on in the establishment.
Detailed description, values	1 Completely agree 2 Mostly agree 3 Undecided 4 Mostly disagree 5 Strongly disagree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.21 Assessment of co-employees: good working conditions

Category	Description
Variable label	Assessment of co-employees: good working conditions
Variable name	K1009a
Question	Please put yourself in the shoes of the other employees in your establishment. How strongly do you think the other employees in your establishment agree with the following statements? A: The working conditions in this establishment are good.
Detailed description, values	1 Employees completely agree 2 Employees mostly agree 3 Undecided 4 Employees mostly disagree 5 Employees do not agree at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.22 Assessment of co-employees: Involvement of employees

Category	Description
Variable label	Assessment of co-employees: Involvement of employees
Variable name	K1009b
Question	Please put yourself in the shoes of the other employees in your establishment. How strongly do you think the other employees in your establishment agree with the following statements? B: This establishment offers an inclusive work environment.
Detailed description, values	1 Employees completely agree 2 Employees mostly agree

Category	Description
	3 Undecided 4 Employees mostly disagree 5 Employees do not agree at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.23 Share of women in the establishment

Category	Description
Variable label	Share of women in the establishment
Variable name	K1010
Question	What proportion of all employees in your establishment are women? If you do not know exactly, an estimate will suffice. ___%
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.7.24 Proportion of employees with higher income

Category	Description
Variable label	Proportion of employees with higher income
Variable name	K1011
Question	What is the proportion of employees in your establishment who earn more than you? If you do not know exactly, an estimate will suffice. ___%
Detailed description, values	Percentage
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8 Commitment, values and corporate culture

7.8.1 Corporate culture: understanding

Category	Description
Variable label	Corporate culture: understanding
Variable name	K501e

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. 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 2024

7.8.2 Corporate culture: no discrimination

Category	Description
Variable label	Corporate culture: no discrimination
Variable name	K501g
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 2024

7.8.3 Corporate culture: clear communication

Category	Description
Variable label	Corporate culture: clear communication
Variable name	K501h
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

Category	Description
	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.4 Corporate culture: charitable and non-profit projects

Category	Description
Variable label	Corporate culture: charitable and non-profit projects
Variable name	K501j
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 establishment.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.5 Corporate culture: creating meaning through work

Category	Description
Variable label	Corporate culture: creating meaning through work
Variable name	K501k
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 2024

7.8.6 Corporate culture: employer goals and society/environment

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

Category	Description
Variable name	K501l
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 2024

7.8.7 Corporate culture: meaningful contribution to society

Category	Description
Variable label	Corporate culture: meaningful contribution to society
Variable name	K501n
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 2024

7.8.8 Commitment: rest of my life

Category	Description
Variable label	Commitment: rest of my life
Variable name	K501aa
Question	What about the following statements? Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. A: I would be very happy to spend the rest of my career with this organization.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply

Category	Description
	5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.9 Commitment: personal meaning

Category	Description
Variable label	Commitment: personal meaning
Variable name	K501ab
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 2024

7.8.10 Commitment: problems are my own

Category	Description
Variable label	Commitment: problems are my own
Variable name	K501ac
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 2024

7.8.11 Commitment: no belonging

Category	Description
Variable label	Commitment: no belonging
Variable name	K501ad
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 2024

7.8.12 Commitment: not emotionally attached

Category	Description
Variable label	Commitment: not emotionally attached
Variable name	K501ae
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 2024

7.8.13 Commitment: no part of the family

Category	Description
Variable label	Commitment: no part of the family
Variable name	K501af
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 2024

7.8.14 Collegiality: receive help from colleagues

Category	Description
Variable label	Collegiality: receive help from colleagues
Variable name	K502a
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 2024

7.8.15 Collegiality: help colleagues

Category	Description
Variable label	Collegiality: help colleagues
Variable name	K502b
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 2024

7.8.16 Collegiality: criticism/harassment/exposure

Category	Description
Variable label	Collegiality: criticism/harassment/exposure
Variable name	K502c
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 2024

7.8.17 Collegiality: Support from superiors

Category	Description
Variable label	Collegiality: Support from superiors
Variable name	K502d
Question	The following questions concern your relationship with your colleagues and your supervisor. D: How often do you receive help and support from your direct superior when needed?
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 2024

7.8.18 Collegiality: bullying by superiors

Category	Description
Variable label	Collegiality: bullying by superiors
Variable name	K502e
Question	The following questions concern your relationship with your colleagues and your superior. E: How often do you feel unjustly criticized, harassed or embarrassed in front of others by your direct superior?
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 2024

7.8.19 Job satisfaction

Category	Description
Variable label	Job satisfaction
Variable name	K503
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 2024

7.8.20 Income satisfaction

Category	Description
Variable label	Income satisfaction
Variable name	K504
Question	How satisfied are you today with your income? Please answer on a scale from 0 to 10, where 0 means “totally unhappy” and 10 means “totally happy”.
Detailed description, values	0 = Totally unhappy till 10 = Totally happy
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.21 Fairness: income

Category	Description
Variable label	Fairness: income
Variable name	K507a
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 2024

7.8.22 Fairness: decision procedures

Category	Description
Variable label	Fairness: decision procedures
Variable name	K507b
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 2024

7.8.23 Fairness: supervisor

Category	Description
Variable label	Fairness: supervisor
Variable name	K507c
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.

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 2024

7.8.24 Changing job

Category	Description
Variable label	Changing job
Variable name	K508a
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 2024

7.8.25 Reasons for change of employer

Category	Description
Variable label	Reasons for change of employer
Variable name	K508aa
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 2024

7.8.26 Engagement: energy

Category	Description
Variable label	Engagement: energy

Category	Description
Variable name	K509a
Question	I now read some statements about perceiving work. Please think about how often you feel like this. A: At my work, I feel bursting with energy.
Detailed description, values	1 Daily 2 A few times a week 3 A few times a month 4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.27 Engagement: strong and vigorous

Category	Description
Variable label	Engagement: strong and vigorous
Variable name	K509b
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 2024

7.8.28 Engagement: enthusiastic

Category	Description
Variable label	Engagement: enthusiastic
Variable name	K509c
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

Category	Description
	4 A few times a year 5 Never
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.29 Engagement: inspired

Category	Description
Variable label	Engagement: inspired
Variable name	K509d
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 2024

7.8.30 Engagement: feel like going to work

Category	Description
Variable label	Engagement: feel like going to work
Variable name	K509e
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 2024

7.8.31 Engagement: happy

Category	Description
Variable label	Engagement: happy
Variable name	K509f
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 2024

7.8.32 Engagement: proud

Category	Description
Variable label	Engagement: proud
Variable name	K509g
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 2024

7.8.33 Engagement: immersed

Category	Description
Variable label	Engagement: immersed
Variable name	K509h
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.

Category	Description
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 2024

7.8.34 Engagement: carried away

Category	Description
Variable label	Engagement: carried away
Variable name	K509i
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 2024

7.8.35 Internal job change, last 12 months

Category	Description
Variable label	Internal job change, last 12 months
Variable name	K511
Question	Have you changed jobs within your establishment during the last twelve months? A change of job means a change within the organisation and not merely a change of the location.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.36 Work ethics: Do not question superiors

Category	Description
Variable label	Work ethics: Do not question superiors

Category	Description
Variable name	K516a
Question	Here are some statements about the world of work. Please indicate the extent to which they apply. A In principle, you should not question the decision of your superior.
Detailed description, values	1 Completely true 2 Mostly true 3 Undecided 4 Strongly disagree 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.37 Work ethics: Supervisors should protect employees

Category	Description
Variable label	Work ethics: Supervisors should protect employees
Variable name	K516b
Question	Here are some statements about the world of work. Please indicate the extent to which each applies. B When mistakes are made, superiors should put themselves before employees who have done a lot for the establishment.
Detailed description, values	1 Completely true 2 Mostly true 3 Undecided 4 Strongly disagree 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.38 Work ethic: everyone should be able to contribute their opinion

Category	Description
Variable label	Work ethic: everyone should be able to contribute their opinion
Variable name	K516c
Question	Here are some statements about the world of work. Please indicate the extent to which each applies. C Everyone should have the same opportunities to express their opinion in the workplace, even if this is sometimes difficult.
Detailed description, values	1 Completely true 2 Mostly true 3 Undecided 4 Strongly disagree 5 Does not apply at all

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.39 Corporate culture: Do not question superiors

Category	Description
Variable label	Corporate culture: Do not question superiors
Variable name	K517a
Question	And how is that in your establishment? Please indicate the extent to which each of the following statements applies. A In my establishment, the decisions of superiors are generally not questioned.
Detailed description, values	1 Completely true 2 Mostly true 3 Undecided 4 Strongly disagree 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.40 Corporate culture: Supervisors protect employees

Category	Description
Variable label	Corporate culture: Supervisors protect employees
Variable name	K517b
Question	And how is that in your establishment? Please indicate the extent to which each of the following statements applies. B In my establishment, when mistakes are made, superiors put themselves before employees who have done a lot for the establishment.
Detailed description, values	1 Completely true 2 Mostly true 3 Undecided 4 Strongly disagree 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.8.41 Corporate culture: everyone can contribute their opinion

Category	Description
Variable label	Corporate culture: everyone can contribute their opinion
Variable name	K517c
Question	And how is that in your establishment? Please indicate the extent to which each of the following statements applies.

Category	Description
	C In my establishment, everyone has the same opportunities to express their opinion, even if it is sometimes difficult.
Detailed description, values	1 Completely true 2 Mostly true 3 Undecided 4 Strongly disagree 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.9 Personality and attitudes

7.9.1 No reliance

Category	Description
Variable label	No reliance
Variable name	K602a
Question	We are now interested in your personality. Therefore, I read several statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. A: Nowadays one can't rely on anyone.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.9.2 Trust

Category	Description
Variable label	Trust
Variable name	K602b
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

Category	Description
	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.9.3 Angry when others are better off than me

Category	Description
Variable label	Angry when others are better off than me
Variable name	K603a
Question	We are now interested in your personality. Therefore, I read several statements. Please tell me, if they fully apply, largely apply, do rather not apply, do not apply at all or if you are undecided. A: It makes me angry when others are undeservingly better off than me.
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.9.4 Guilty when I am better off than others

Category	Description
Variable label	Guilty when I am better off than others
Variable name	K603b
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 2024

7.9.5 Big Five: thorough

Category	Description
Variable label	Big Five: thorough
Variable name	K605a
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 2024

7.9.6 Big Five: communicative

Category	Description
Variable label	Big Five: communicative
Variable name	K605b
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 2024

7.9.7 Big Five: rude

Category	Description
Variable label	Big Five: rude
Variable name	K605c
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

Category	Description
	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.9.8 Big Five: original

Category	Description
Variable label	Big Five: original
Variable name	K605d
Question	I see myself as someone who... D: is original, comes up with new ideas
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.9.9 Big Five: worries

Category	Description
Variable label	Big Five: worries
Variable name	K605e
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 2024

7.9.10 Big Five: forgiving

Category	Description
Variable label	Big Five: forgiving

Category	Description
Variable name	K605f
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 2024

7.9.11 Big Five: lazy

Category	Description
Variable label	Big Five: lazy
Variable name	K605g
Question	I see myself as someone who... G: tends to be lazy
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.9.12 Big Five: outgoing

Category	Description
Variable label	Big Five: outgoing
Variable name	K605h
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

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.9.13 Big Five: artistic

Category	Description
Variable label	Big Five: artistic
Variable name	K605i
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 2024

7.9.14 Big Five: nervous

Category	Description
Variable label	Big Five: nervous
Variable name	K605j
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 2024

7.9.15 Big Five: effective

Category	Description
Variable label	Big Five: effective
Variable name	K605k
Question	I see myself as someone who...

Category	Description
	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 2024

7.9.16 Big Five: reserved

Category	Description
Variable label	Big Five: reserved
Variable name	K605l
Question	I see myself as someone who... L: is reserved
Detailed description, values	1 Fully applies 2 Largely applies 3 Neutral 4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.9.17 Big Five: considerate

Category	Description
Variable label	Big Five: considerate
Variable name	K605m
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 2024

7.9.18 Big Five: imaginative

Category	Description
Variable label	Big Five: imaginative
Variable name	K605n
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 2024

7.9.19 Big Five: relaxed

Category	Description
Variable label	Big Five: relaxed
Variable name	K605o
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 2024

7.9.20 Big Five: eager for knowledge

Category	Description
Variable label	Big Five: eager for knowledge
Variable name	K605p
Question	I see myself as someone who... P: is eager for knowledge
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 2024

7.9.21 Risk-taker

Category	Description
Variable label	Risk-taker
Variable name	K606
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 2024

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

Category	Description
Variable label	Time preference: abstain from things today, afford more tomorrow
Variable name	K608a
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 2024

7.9.23 Time preference: procrastinate things

Category	Description
Variable label	Time preference: procrastinate things
Variable name	K608b

Category	Description
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 2024

7.9.24 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	K609a
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 2024

7.9.25 Reciprocity: prepared to return a favour

Category	Description
Variable label	Reciprocity: prepared to return a favour
Variable name	K609b
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

Category	Description
	4 Does rather not apply 5 Does not apply at all
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.9.26 Altruism: willingness to share without expecting anything in return

Category	Description
Variable label	Altruism: willingness to share without expecting anything in return
Variable name	K610
Question	How do you assess your willingness to share with others without expecting anything in return? Please assess your willingness on a scale with 0 meaning: “not at all willing to share without expecting something in return” and 10 meaning: “very willing to share without expecting something in return”. The values in between allow you to grade your assessment.
Detailed description, values	0 = No willingness to share at all till 10 = Great willingness to share
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.10 Health

7.10.1 Health condition

Category	Description
Variable label	Health condition
Variable name	K701
Question	How would you describe your current health?
Detailed description, values	1 Very good 2 Good 3 Satisfactory 4 Poor 5 Bad
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.10.2 Sick days

Category	Description
Variable label	Sick days

Category	Description
Variable name	K702
Question	How many days were you unable to work due to illness in 2023? 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 2024

7.10.3 Well-being: cheerful and in good spirits

Category	Description
Variable label	Well-being: cheerful and in good spirits
Variable name	K703a
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 2024

7.10.4 Well-being: calm and relaxed

Category	Description
Variable label	Well-being: calm and relaxed
Variable name	K703b
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

Category	Description
	6 At no time
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.10.5 Well-being: active and vigorous

Category	Description
Variable label	Well-being: active and vigorous
Variable name	K703c
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 2024

7.10.6 Well-being: fresh and rested

Category	Description
Variable label	Well-being: fresh and rested
Variable name	K703d
Question	The following statements concern your well-being over the last two weeks! Please indicate your feeling for each of the statements. Over the last two weeks... D: I woke up feeling fresh and rested.
Detailed description, values	1 All of the time 2 Most of the time 3 More than half of the time 4 Less than half of the time 5 Some of the time 6 At no time
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.10.7 Well-being: interesting things

Category	Description
Variable label	Well-being: interesting things
Variable name	K703e
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 2024

7.10.8 Went to work sick (number of days)

Category	Description
Variable label	Went to work sick (number of days)
Variable name	K704
Question	On how many days in 2023 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 2024

7.11 Sexual harassment

7.11.1 Raising awareness of sexual harassment

Category	Description
Variable label	Raising awareness of sexual harassment
Variable name	K1100
Question	Now we would like to ask you a few more questions about sexual harassment in the workplace. This is primarily about how your establishment deals with this issue, not about your personal experiences. Your answers will be evaluated confidentially and anonymously; no conclusions can be drawn about you or your establishment.
Detailed description, values	1 Yes

Category	Description
	7 Skip question block
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.2 Addressing sexual harassment in the workplace

Category	Description
Variable label	Addressing sexual harassment in the workplace
Variable name	K1101
Question	Is sexual harassment a topic that is discussed or dealt with in your establishment? This includes information materials, communications or events organized by management or the works council, but also informal discussions among the workforce.
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.3 Workplace discussion of harassment: informal between employees

Category	Description
Variable label	Workplace discussion of harassment: informal between employees
Variable name	K1102a
Question	How is sexual harassment in the workplace addressed or treated in your establishment? A Colleagues talk informally about possible or actual incidents of sexual harassment in the establishment.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.4 Workplace discussion of harassment: management or works council

Category	Description
Variable label	Workplace discussion of harassment: management or works council
Variable name	K1102b
Question	How is sexual harassment in the workplace addressed or treated in your establishment?

Category	Description
	B Management or works council provided information through information material, notices or events on the topic.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.5 Workplace discussion of harassment: Official contact persons

Category	Description
Variable label	Workplace discussion of harassment: Official contact persons
Variable name	K1102c
Question	How is sexual harassment in the workplace addressed or treated in your establishment? C Official contact points and clear guidelines exist in the establishment for cases of sexual harassment.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.6 Hypothetical consequences of harassment: Terminations

Category	Description
Variable label	Hypothetical consequences of harassment: Terminations
Variable name	K1103a
Question	Please imagine that a case of serious sexual harassment becomes known in your department or work area. How do you think this would affect the employees in your department or work area? A Employees are considering resigning.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.7 Hypothetical consequences of harassment: Increased absenteeism

Category	Description
Variable label	Hypothetical consequences of harassment: Increased absenteeism
Variable name	K1103b

Category	Description
Question	Please imagine that a case of serious sexual harassment becomes known in your department or work area. How do you think this would affect the employees in your department or work area? B Employee absenteeism increases.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.8 Hypothetical consequences of harassment: Declining job satisfaction

Category	Description
Variable label	Hypothetical consequences of harassment: Declining job satisfaction
Variable name	K1103c
Question	Please imagine that a case of serious sexual harassment becomes known in your department or work area. How do you think this would affect the employees in your department or work area? C The job satisfaction of employees decreases.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.9 Hypothetical consequences of harassment: declining performance

Category	Description
Variable label	Hypothetical effects of harassment: declining performance
Variable name	K1103d
Question	Please imagine that a case of serious sexual harassment becomes known in your department or work area. How do you think this would affect the employees in your department or work area? D The work performance of employees decreases.
Detailed description, values	1 Applies 2 Does not apply
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.10 Probability of: sexualized comments or images

Category	Description
Variable label	Probability of: sexualized comments or images
Variable name	K1104a
Question	How likely do you think it is that the following incidents will occur in your department or work area within the next year? A Sexualized comments, intrusive looks or gestures, or showing of sexually explicit images or videos
Detailed description, values	1 Very likely 2 Rather likely 3 Undecided 4 Rather unlikely 5 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.11 Probability of: unwanted physical contact

Category	Description
Variable label	Probability of: unwanted physical contact
Variable name	K1104b
Question	How likely do you think it is that the following incidents will occur in your department or work area within the next year? B Unwanted touching, physical advances, unwanted exposure
Detailed description, values	1 Very likely 2 Rather likely 3 Undecided 4 Rather unlikely 5 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.12 Probability of: sexual acts

Category	Description
Variable label	Probability of: sexual acts
Variable name	K1104c
Question	How likely do you think it is that the following incidents will occur in your department or work area within the next year? C Forcing sexual acts

Category	Description
Detailed description, values	1 Very likely 2 Rather likely 3 Undecided 4 Rather unlikely 5 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.13 Probability of: Man harasses woman

Category	Description
Variable label	Probability of: Man harasses woman
Variable name	K1104d
Question	How likely do you think it is that the following incidents will occur in your department or work area within the next year? D Sexual harassment by a man towards a woman
Detailed description, values	1 Very likely 2 Rather likely 3 Undecided 4 Rather unlikely 5 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.14 Probability of: Woman harasses man

Category	Description
Variable label	Probability of: Woman harasses man
Variable name	K1104e
Question	How likely do you think it is that the following incidents will occur in your department or work area within the next year? E Sexual harassment by a woman towards a man
Detailed description, values	1 Very likely 2 Rather likely 3 Undecided 4 Rather unlikely 5 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.15 Probability of: Harassment of a person of the same sex

Category	Description
Variable label	Probability of: Harassment of a person of the same sex
Variable name	K1104f
Question	How likely do you think it is that the following incidents will occur in your department or work area within the next year? F Sexual harassment between people of the same sex
Detailed description, values	1 Very likely 2 Rather likely 3 Undecided 4 Rather unlikely 5 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.16 Probability of: Harassment by superiors

Category	Description
Variable label	Probability of: Harassment by superiors
Variable name	K1104g
Question	How likely do you think it is that the following incidents will occur in your department or work area within the next year? G Sexual harassment by a superior person
Detailed description, values	1 Very likely 2 Rather likely 3 Undecided 4 Rather unlikely 5 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.17 Probability of: Harassment among employees

Category	Description
Variable label	Probability of: Harassment among employees
Variable name	K1104h
Question	How likely do you think it is that the following incidents will occur in your department or work area within the next year? H Sexual harassment between colleagues

Category	Description
Detailed description, values	1 Very likely 2 Rather likely 3 Undecided 4 Rather unlikely 5 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.11.18 Probability of: Harassment by an external person

Category	Description
Variable label	Probability of: Harassment by an external person
Variable name	K1104i
Question	How likely do you think it is that the following incidents will occur in your department or work area within the next year? I Sexual harassment by a person not belonging to the establishment (e.g. customers, patients)
Detailed description, values	1 Very likely 2 Rather likely 3 Undecided 4 Rather unlikely 5 Very unlikely
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.12 Socio-demographics

7.12.1 Highest school certificate

Category	Description
Variable label	Highest school certificate
Variable name	K801
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

Category	Description
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.12.2 Highest level of training qualification

Category	Description
Variable label	Highest level of training qualification
Variable name	K802
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 2024

7.12.3 Permanent relationship

Category	Description
Variable label	Permanent relationship
Variable name	K803
Question	Are you in a serious/permanent relationship?
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.12.4 Partner lives in same household

Category	Description
Variable label	Partner lives in same household
Variable name	K804
Question	Does your partner live in the same household?

Category	Description
Detailed description, values	1 Yes 2 No
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.12.5 Employment of partner

Category	Description
Variable label	Employment of partner
Variable name	K805
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 2024

7.12.6 Household size (persons)

Category	Description
Variable label	Household size (persons)
Variable name	K806
Question	How many people live in your household, children and yourself included?
Detailed description, values	Numerical
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024

7.12.7 Children < 14 years

Category	Description
Variable label	Children < 14 years
Variable name	K807
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 2024

7.12.8 Nationality

Category	Description
Variable label	Nationality
Variable name	K811
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 2024

7.12.9 Gross pay

Category	Description
Variable label	Gross pay
Variable name	K818
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 2024

7.12.10 Net pay

Category	Description
Variable label	Net pay
Variable name	K819
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 2024

7.13 Panel participation and merging of data

7.13.1 Panel participation

Category	Description
Variable label	Panel participation
Variable name	K901
Question	We have now arrived at the end of the interview. Thank you for answering the questions. We would appreciate if the survey was interesting for you. Just one final question to conclude. To find out, if anything and, if yes, what has changed in the world of work within a few years, it is necessary that we can carry out a second interview with all the respondents in two years. If you can resolve to do this, this would be very valuable to the success of the research project. For the purpose of the further survey in the context of this study we must keep your address. Hereby the Data Protection Law requires your agreement. The data will be used in this research project only. A further use of your data for other purposes is not permitted. Your address will be stored separately from the questionnaire and can never be associated with the answers you provided. Your information will remain completely anonymous. After completion of the research project, your address will be permanently deleted. Do you agree?
Detailed description, values	1 I agree 2 I do not agree
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2015

7.13.2 Merging of data

Category	Description
Variable label	Merging of data
Variable name	K902
Question	<p>We want to keep the interview as short as possible. To this end, we would also like to include data about you that is available or collected by the Institute for Employment Research at the Federal Employment Agency when evaluating the survey. This includes, for example, information about your employment relationships, periods of unemployment and your establishment.</p> <p>We make absolutely sure at all times that all data protection regulations are strictly adhered to.</p> <p>You have already consented to us collating and analyzing your data when you took part in this survey in the past. We would like to ask you to consent to this again. [or: We would like to ask you for your consent that we may merge and analyze your data]. Your consent is of course voluntary. You can revoke it at any time.</p> <p>Do you agree to this merging of your data?</p> <p>Or</p>

Category	Description
	<p>The informative value of the study can be significantly increased if the evaluation of the survey and possible re-interviews can also include data that is currently or will be available about you at the Institute for Employment Research of the Federal Employment Agency. This includes, for example, information about your employment relationships, periods of unemployment and your establishment.</p> <p>We ensure at all times that all data protection regulations are strictly adhered to.</p> <p>We would like to ask you for your consent to merge and analyze your data. Your consent is of course voluntary. You can revoke it at any time for the future.</p> <p>Do you agree to this merging of your data?</p> <p>Or</p> <p>We want to keep the interview as short as possible. For this reason, we would also like to include data that is currently or will be available about you at the Institute for Employment Research of the Federal Employment Agency when evaluating the survey and possible re-interviews. This includes, for example, information on your employment relationships and jobs or periods of unemployment.</p> <p>We ensure at all times that all data protection regulations are strictly adhered to.</p> <p>We would like to ask you for your consent to merge and analyze your data. Your consent is of course voluntary. You can revoke it at any time for the future.</p> <p>Do you agree to this merging of your data?</p>
Detailed description, values	<p>1 Yes, agreement granted</p> <p>2 No, agreement not granted</p>
Origin	Questionnaire
Data set/wave	LPP Employee Survey 2024
Notes	<p>Question formulation deviates from the previous wave.</p> <p>The willingness to be linked determines whether an assignable value is given for lpp_betnr. Establishment and employee can only be linked if lpp_betnr has six digits for both sides.</p> <p>6-digit lpp_betnr: is assigned to employees that consent to linkage</p> <p>5-digit lpp_betnr: is assigned to employees that do not consent to linkage</p>

List of abbreviations

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

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Imprint

FDZ-Datenreport 07|2025 EN

Date of publication

19 August 2025

Publisher

Research Data Centre (FDZ)
of the Federal Employment Agency (BA)
in the Institute for Employment Research (IAB)
Regensburger Str. 104
D-90478 Nuremberg

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Documentation version

LPP1224_EN_v1_dok1, DOI: 10.5164/IAB.FDZD.2507.en.v1

Dataset version

IAB LPP1224 v1, DOI: 10.5164/IAB.LPP1224.de.en.v1

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