

<b>Name</b>	<b>Label</b>
ID_betnr	Establishment identifier
ID_persnr	Person-ID
welle	wave
branche	Industry acc. to stratification matrix
ost	Region East Germany
size	firm size
brekrut_soynet	Social networks for personnel recruitment
bauswahl_interview	Selection instruments: Job interview
bauswahl_ac	Selection instruments: Assessment Center
bauswahl_kognit	Selection instruments: Intelligence or skills test
bauswahl_pers	Selection instruments: Personality or behavioural test
bauswahl_arbeitsprobe	Selection instruments: short sample work
bauswahl_andere	Selection instruments: others
bimagespr	Appraisal interviews
bimagespr_fk	Appraisal interviews: management staff
bimagespr_ma	Appraisal interviews: without management responsibility
bimagespr_alle	Appraisal interviews: all employees
bzv	Target agreements
bzv_schriftl	Target agreements (written form)
bzv_fk	Target agreements (written form): management staff
bzv_ma	Target agreements (written form): without management responsibility
bzv_alle	Target agreements (written form): all employees
bentwplan	Development plans
bentwplan_fk	Development plans: management staff
bentwplan_ma	Development plans: without management responsibility
bentwplan_alle	Development plans: all employees
bentwplan_pruef	Implementation of development plans
bbeurt	Performance appraisal
bbeurt_fk	Performance appraisal: management staff
bbeurt_ma	Performance appraisal: without management responsibility
bbeurt_alle	Performance appraisal: all employees
bvertempf	Distribution recommendation for performance appraisal
bvertempf_fk	Distribution recommendation: management staff
bvertempf_ma	Distribution recommendation: without management responsibility
bvertempf_alle	Distribution recommendation: all employees
bbeurt_runde	Conduction of performance appraisal
bbeurt_runde_fk	Evaluation rounds: management staff
bbeurt_runde_ma	Evaluation rounds: without management responsibility
bbeurt_runde_alle	Evaluation rounds: all employees
btarifvertrag	Collective agreement
btarifvertrag_vargehalt	Escape clause for variable remuneration
bvargehalt	Variable remuneration
bvargehalt_pers	Variable remuneration: with/without management responsibility
bvargehalt_prozent	Variable remuneration: without management responsibility (%)
bvargehalt_ant_fk_kat	Variable remuneration management staff: share in 5 categories
bvargehalt_ant_ma_kat	Variable remuneration employees: share in 4 categories
bvargehalt_ant_fk_untern	Variable remuneration management staff: Business success (%)
bvargehalt_ant_fk_team	Variable remuneration management staff: Success of unit (%)
bvargehalt_ant_fk_leistung	Variable remuneration management staff: Personal achievements (%)

bvargehalt_ant_ma_untern	Variable remuneration employees: Business success (%)
bvargehalt_ant_ma_team	Variable remuneration employees: Success of unit (%)
bvargehalt_ant_ma_leistung	Variable remuneration employees: Personal achievements (%)
bsonderz_nv	Voluntary special payments or one-time payments
bdiversitaet	Promotion of diversity and equal opportunities
bmabefr	Employee survey
bmabind_flexaz	Employee loyalty: flexible working hours
bmabind_verg	Employee loyalty: remuneration
bmabind_zusatzl	Employee loyalty: voluntarily additional benefits
bmabind_entw	Employee loyalty: career development prospects
bmabind_klima	Employee loyalty: general working atmosphere
bmabind_kontakt	Employee loyalty: contact between management and employees
bmabind_wlb	Employee loyalty: work-family balance
bhomeoff	Home-Office
bhomeoff_unregelm	Home-Office: occasionally
bhomeoff_woechentl	Home-Office: at least once a month
bhomeoff_monatl	Home-Office: at least once a week
babsent_anz	Average number of sick days
msex	Sex
alter	Age in years
mstib	Employment situation
mstib_diff	Employment situation - differentiated
mfbereich	Functional area
mleitung	Leadership position
mleitung_anz	Number of people working under target person
mabteil_anz	Line manager: direct reports
mvorg_maennl	Line manager: sex
mbef	Employment contract fixed-term/permanent
maz_voll_teil	Full-time/Part-time
maz_anz_ueberstd	Number of overtime per week
maz_uebstdreg	Overtime
maz_schicht	Working hours: shifts
maz_fix	Working hours: fixed time
maz_gleitz	Working hours: flexible working hours
maz_flex	Working hours: no fixed working hours
mheim	Work from home
mheim_stueckelung	Working from home: by the hour or full days
mheim_vertrag	Contractual home-/teleworking
mheimnein_erlaubnis	No working from home: not allowed
mheimnein_technik	No working from home: technical requirements do not exist
mheimnein_unmoeglich	No working from home: not possible
mheimnein_vorgesetzter	No working from home: supervisor appreciates presence
mheimnein_trennung	No working from home: separation of professional and private life
mheimnein_team	No working from home: cooperation with colleagues more difficult
mheimnein_karriere	No working from home: decreasing chances of being promoted
mheimwunsch	Working from home desired
mheimwunsch_fahrzeit	Working from home desired: save time commuting
mheimwunsch_beruf_freiz	Working from home desired: reconcile work and recreational activities
mheimwunsch_beruf_fam	Working from home desired: reconcile work and family

mheimwunsch_qualitaet	Working from home desired: occupational activities can be performed more eff
mheimwunsch_effekt_az	Working from home desired: increase in effective working hours
maz_freizeit	Business phone calls during leisure time
mwb	vocational training
mmagespr	Appraisal interview
mmagespr_ziel	Appraisal interview: objectives fixed in writing
mikt_nutz	Digitalization: use of ICT
mikt_korp	Digitalization effects: physical relief
mikt_fahigk	Digitalization effects: fewer skills needed
mikt_entsch	Digitalization effects: more freedom of choice
mikt_weiter	Digitalization effects: further training necessary
mikt_leist	Digitalization effects: increase in performance
mikt_multitask	Digitalization effects: carry out multiple tasks simultaneously
mwlb_wfc1	Work-Family: interference with family life
mwlb_wfc2	Work-Family: family responsibilities
mwlb_wfc3	Work-Family: strain
mwlb_fw1	Work-Family: put off doing things at work
mwlb_fw2	Work-Family: things at work don't get done
mwlb_fw3	Work-Family: home life interferes with work
munkul_verstklar	Corporate culture: good understanding
munkul_zielklar	Corporate culture: long-term plans
munkul_fk_ma_vertrauen	Corporate culture: confidence
munkul_fk_ma_anleiten	Corporate culture: good guidance
munkul_fk_ma_verstaend	Corporate culture: understanding
munkul_fk_ma_offenh	Corporate culture: insufficient performance
munkul_nodiskrim	Corporate culture: no discrimination
munkul_fk_ma_ziele	Corporate culture: clear communication
munkul_fk_ma_arbplan	Corporate culture: Work content and time aspects
munkul_wohltat	Corporate culture: charitable and non-profit projects
mcom_bind	Commitment: rest of my life
mcom_bedeut	Commitment: personal meaning
mcom_identif	Commitment: problems are my own
mcom_zugehoer	Commitment: no belonging
mcom_emo	Commitment: not emotionally attached
mcom_teil	Commitment: no part of the family
mhelp_koll_ma	Collegiality: receive help from colleagues
mhelp_ma_koll	Collegiality: help colleagues
mhelp_koll_ma_mob	Collegiality: criticism/harassment/exposure
msat_job	Job satisfaction
msat_verg	Income satisfaction
mfair_verg	Fairness: income
mfair_regel	Fairness: decision procedures
mfair_fk	Fairness: supervisor
menga_energie	Engagement: energy
menga_fit	Engagement: strong and vigorous
menga_begeist	Engagement: enthusiastic
menga_insp	Engagement: inspired
menga_freude	Engagement: feel like going to work
menga_glueck	Engagement: happy
menga_stolz	Engagement: proud

menga_aufgeh	Engagement: immersed
menga_mitreiss	Engagement: carried away
mturnover	Changing job
mvert1	No reliance
mvert2	Trust
mung_opfer	Angry when others are better off than me
mung_taeter	Guilty when I am better off than others
mbig_gruend	Big Five: thorough
mbig_komm	Big Five: communicative
mbig_grob	Big Five: rude
mbig_origi	Big Five: original
mbig_sorgen	Big Five: worries
mbig_verzeih	Big Five: forgiving
mbig_faul	Big Five: lazy
mbig_gesell	Big Five: outgoing
mbig_kunst	Big Five: artistic
mbig_nervoes	Big Five: nervous
mbig_effi	Big Five: effective
mbig_zur	Big Five: reserved
mbig_freundl	Big Five: considerate
mbig_phant	Big Five: imaginative
mbig_entsp	Big Five: relaxed
mbig_wissb	Big Five: eager for knowledge
mrisiko	Risk-taker
mswirk1	Self-efficacy: rely on own abilities
mswirk2	Self-efficacy: solve problems on my own
mswirk3	Self-efficacy: solve challenging and complex tasks
mzeit_verzich	Time preference: abstain from things today, afford more tomorrow
mzeit_versch	Time preference: procrastinate things
mrezip_neg	Reciprocity: when harmed on purpose, try to pay back in kind
mrezip_pos	Reciprocity: prepared to return a favor
maltruism	Altruism: willingness to share without expecting anything in return
mgesund_allg	Health status
mpartner	Permanent relationship
mpartner_erw	Employment of partner
meink_kateg	Gross pay in 10 categories
meink_diff	Change in gross pay
mkind_anz_gr	Number of children
mkindu3	Children < 3 years
mausb	Highest level of training qualification





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