

## Perceptions of Non-Pecuniary Job Quality Using Linked Employer-Employee Data: Appendices

### A1. Job Quality variables in the WERS survey

	Strongl y agree	Agree	Neither agree nor disagree	Disagre e	Strongl y disagre e
	Coded 1		Coded 0		
<b>Job demand</b> I never seem to have enough time to get my work done (N=11,333)	14	27	31	25	3
<b>Job insecurity</b> I feel my job is secure in this workplace (N=11,147 )	17	46	21	12	5
<b>Employee-employer relations</b> Managers are sincere in attempting to understand employees' views (N=11,370)	11	43	24	15	6
<b>Skill development</b> Managers encourage to develop their skills (N=11,351)	13	42	26	13	6
<b>Adverse effects of work on one's private life</b> I often find it difficult to fulfill my commitments outside of work because of the amount of time I spend on my job (N=11,506)	9	20	25	37	9
	Strongl y agree	Agree	Neither agree nor disagree	Disagre e	Strongl y disagre e
	Coded 0			Coded 1	
<b>Job insecurity</b> I feel my job is secure in this workplace (N=11,147 )	17	46	21	12	4

*Notes:* Weighted frequencies in cells in percentages. 14% of employees reported that they strongly agreed that they never seemed to have enough time to get their work done.

*Base:* All employees with at least one year of tenure, in private sector workplaces with 11 or more employees, with no missing data on job quality.

*Source:* WERS (2011) survey.

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**A2. Other job quality variables in the WERS survey**

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	<b>Weighted Frequencies</b>	<b>Coded</b>
<b>Training participation:</b> Apart from health and safety training, how much training have you had during the last 12 months, either paid or organized by your employer?		
None	34	0
Less than 1 day	13	0
1 to less than 2 days	16	1
2 to less than 5 days	20	1
5 to less than 10 days	10	1
10 days and more	6	1
N=11,468		
<b>Skills' match to a job:</b> How well do the work skills you personally have match the skills you need to do your present job?		
Much higher	20	0
A bit higher	32	0
About the same	44	1
A bit lower	4	0
Much lower	1	0
N=11,489		
<b>Job autonomy:</b> In general, how much influence do you have over how to do your work?		
A lot	54	1
Some	31	1
A little	10	0
None	5	0
N=11,446		
<i>Notes:</i> frequencies in cells in percentages. 34 % of employees reported that they had no training in the last 12 months, 20 % of employees reported that their skills are much higher than the present job they had, and 54 % of employees reported that they had a lot of influence over their work.		
<i>Source:</i> WERS (2011) survey.		

### A3. Job Quality variables in the REPONSE survey

	<b>Always Coded 1</b>	<b>Often</b>	<b>Sometimes Coded 0</b>	<b>Never</b>
<b>Job demand:</b> In your work, is there any time pressure? (N=11,160)	31	41	25	2
<b>Adverse effects of work on one's private life</b> Does your work allow you to organize your private life satisfactorily? (N=11,179)	18	45	30	6
<b>Job autonomy:</b> Are you free to decide how to do your work? (N=11,161)	20	47	23	10
<b>Skills' match to a job:</b> In your work, are you fully able to use your skills? N=11,132	19	45	30	7
<b>Skill development:</b> Does your work enable you to learn new things? N=11,147	11	32	45	12
<b>Employee-employer relations:</b> Does your line manager pay attention to what you say? (N=11,115)	15	36	39	10

*Notes:* Weighted frequencies in cells in percentages. 18 % of employees reported that work always allowed them to organize private life satisfactorily.

*Base:* All employees with at least one year of tenure, in private sector workplaces with 11 or more employees, with no missing data on job quality.

*Source:* REPONSE (2011) survey.

### A4. Other job quality variables in the REPONSE survey

	<b>Weighted Frequencies</b>	<b>Coded</b>
<b>Training participation:</b> During the last three years, have you undertaken any vocational training financed by your employer? (REPONSE survey)		
Yes	46	1
No	54	0
N=11,002		
<b>Job insecurity:</b> During the next 12 months, what is the likelihood of losing the job?		
Very high	5	1
High	11	1
Low	47	0
Nil	37	0
N=8,593		

*Notes:* frequencies in cells in percentages. 46% of employees reported that they had vocational training in the past three years, 5% of employees reported that the likelihood was very high to lose the job.

*Base:* All employees with at least one year of tenure, in private sector workplaces with 11 or more employees, with no missing data on job quality.

*Source:* REPONSE (2011) survey.

**A5: Correlation matrix of job quality measures in the REPONSE survey**

	1	2	3	4	5	6	7	8
1. Free to decide how to work	1.00							
2. Believes job is not secure	-0.16	1.00						
3. Work adversely affects private life	-0.20	0.13	1.00					
4. Able to learn or develop skills	0.26	-0.12	-0.11	1.00				
5. Skills matched to job	0.34	-0.19	-0.15	0.39	1.00			
6. Training received	0.11	-0.09	-0.03	0.19	0.13	1.00		
7. Manager pays attention/understands employees	0.31	-0.20	-0.21	0.29	0.34	0.13	1.00	
8. Working under time pressures	-0.06	0.05	0.15	0.03	-0.03	0.03	-0.06	1.00

Base: Employees of all firms with 11 or more employees with at least one year's tenure in private sector workplace. N= 8,201

**A6: Correlation matrix of job quality measures in the WERS survey**

	1	2	3	4	5	6	7	8
1. Free to decide how to work	1.00							
2. Believes job is not secure	-0.13	1.00						
3. Work adversely affects private life	-0.05	0.09	1.00					
4. Able to learn or develop skills	0.19	-0.19	-0.11	1.00				
5. Skills matched to job	0.05	-0.08	-0.06	0.13	1.00			
6. Training received	0.09	-0.08	0.02	0.26	0.03	1.00		
7. Manager pays attention/understands employees	0.19	-0.22	-0.13	0.51	0.09	0.14	1.00	
8. Working under time pressures	-0.01	0.07	0.27	-0.04	-0.02	0.04	-0.08	1.00

Base: Employees of all firms with 11 or more employees with at least one year's tenure in private sector workplace. N= 10,592

**A7:** The distribution of employees across firm size in the WERS and REPONSE surveys.

	Britain (WERS)	France (REPONSE)
11-49	15%	24%
50-499	23%	34%
500-4,999	29%	25%
5,000 and more	31%	16%
Missing	2%	1%
N	11,581	11,244

*Notes:* Weighted frequencies in cells in percentages.

*Base:* All employees in the REPONSE (2011) and WERS (2011) surveys with at least one year's tenure, in private workplaces with 11 or more employees, with no missing data on job quality

**A8:** The share of employees in workplaces with an ILM orientation in the WERS and REPONSE surveys

	Britain (WERS)	France (REPONSE)
Yes	13%	33%
No	80%	65%
Missing	7%	2%
N	11,581	11,244

*Notes:* In the WERS survey 13% of employees are in workplaces which have an 'ILM' orientation in the WERS survey. The ILM orientation of the workplace is defined by Forth et al. (2016) as the share of workplaces with high levels of job tenure and the payment of above market wages.

*Base:* All employees in the REPONSE (2011) and WERS (2011) surveys with at least one year's tenure, in private workplaces with 11 or more employees, with no missing data on job quality

#### A9. The interaction between ILM and firm size

	Britain (WERS)	France (REPONSE)
<b>Constant</b>	0.39*** (0.08)	-0.44*** (0.08)
<b>Firm size:</b> 100-999 (ref.: <100)	0.034 (0.05)	0.042 (0.05)
1000-4999	-0.134* (0.077)	0.047 (0.06)
5000 - 9999	-0.083 (0.108)	0.037 (0.14)
10,000 and more	-0.113* (0.058)	-0.157** (0.06)
<b>ILM workplace</b> : Yes (ref.: no)	0.128 (0.119)	0.182*** (0.062)
<b>Firm size (&lt;100) * ILM</b> (ref. no)		
100-999*ILM (yes)	-0.007 (0.16)	-0.003 (0.08)
1000-4999*ILM (yes)	-0.18 (0.18)	0.04 (0.09)
5000 – 9999* ILM (yes)	0.02 (0.19)	0.03 (0.23)
10,000 and more * ILM (yes)	-0.20 (0.15)	0.23** (0.12)
R-squared	0,06	0,07
Observations	8,540	7,023
Number of workplaces	962	2,935

*Notes:* Weighted OLS regressions. Dummies for missing observations are not presented. All models control for individual and workplace job characteristics. Clustered standard errors in parentheses. \*\*\* p<0.01; \*\* p<0.05; p<0.1

*Base:* All employees in the REPONSE (2011) and WERS (2011) surveys with at least one year's tenure, in private workplaces with 11 or more employees, with no missing data on job quality