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
Job demand I never seem to have enough time to get my work done (N=11,333)	Coded 1 14	27	Coded 0 31	25	3
Job insecurity I feel my job is secure in this workplace (N=11,147)	17	46	21	12	5
Employee-employer relations Managers are sincere in attempting to understand employees' views (N=11,370)	11	43	24	15	6
Skill development Managers encourage to develop their skills (N=11,351)	13	42	26	13	6
Adverse effects of work on one's private life 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	
Job insecurity I feel my job is secure in this workplace (N=11,147) <i>Notes</i> : Weighted frequencies in cells in pe	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.

Weighted FrequenciesCodedTraining participation: Apart from health and safety training, how much training have you had during the last 12 months, either paid or organized by your employer? None340None3401Less than 1 day1301 to less than 2 days1612 to less than 5 days2015 to less than 10 days10110 days and more61Neth View810Neth View110Nodys and more61Neth View200A bit higher200A bit higher320About the same441A bit lower10Nuch lower10Nuch lower10Nuch lower10Nuch lower10Nuch lower10Nuch lower10Nuch lower10Nuch lower10Nuch lower10None50N=11,44611Notes: frequencies in cells in percentages. 34 % of employees reported that they had no trainIn the last 12 months, 20 % of employees reported that they had a lot of influence over their work.Source: WERS (2011) survey.5	A2. Other job quality variables in	the WERS survey	
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	in the last 12 months, 20 % of emp	ployees reported that their skills are m	uch higher than the present
Source: WERS (2011) survey.	job they had, and 54 % of employ	ees reported that they had a lot of influ	ence over their work.
	Source: WERS (2011) survey	•	

A3. Job Quality variables in the REPONSE survey

	Always	Often	Sometimes	Never
	Coded 1		Coded 0	
Job demand: In your work, is there	31	41	25	2
any time pressure? (N=11,160)				
Adverse effects of work on one's	18	45	30	6
private life				
Does your work allow you to organize				
your private life satisfactorily?				
(N=11,179)				
Job autonomy: Are you free to decide	20	47	23	10
how to do your work? (N=11,161)				
Skills' match to a job: In your work,	19	45	30	7
are you fully able to use your skills?				
N=11,132				
Skill development: Does your work	11	32	45	12
enable you to learn new things?				
N=11,147				
Employee-employer relations: Does	15	36	39	10
your line manager pay attention to				
what you say? (N=11,115)				
Notes: Weighted frequencies in cells	s in percent	ages. 18 9	6 of employee	s 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

	Weighted Frequencies	Coded
. .	ing the last three years, have you undertake	en any vocational training
financed by your employer? (REPONSE survey)	
Yes	46	1
No	54	0
N=11,002		
Job insecurity: During the ne	ext 12 months, what is the likelihood of los	ing 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.

	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	0.31	-0.20	-0.21	0.29	0.34	0.13	1.00	
employees								
8. Working under time pressures	-0.06	0.05	0.15	0.03	-0.03	0.03	-0.06	1.00

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

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

	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	0.19	-0.22	-0.13	0.51	0.09	0.14	1.00	
employees								
8. Working under time pressures	-0.01	0.07	0.27	-0.04	-0.02	0.04	-0.08	1.00

sector workplace. N= 10,592

	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

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

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%
Ν	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

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

A9. The interaction between ILM and firm size

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