



THE INFLUENCE OF WORK ORGANIZATION IN FIRMS ON WORKING TIME PREFERENCES AND THEIR CHANCE FOR REALIZATION IN GERMANY

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ABSTRACT

The authors have investigated the long-term trends in preferred and agreed working time in West and East Germany against the backdrop of discussions about the erosion of the standard working relationship and a (new) working time standard as well as the discussions of regulation of flexible working time.

These results of research are now connected with the characteristics of the firm. The authors used the "employer-employee" (LEE) dataset of the Socio-economic panel (SOEP), in which employees' individual data are linked with information on their employers.

We address two questions in our talk: Are there differences between preferred, actual and agreed working time of employees related to firm characteristics and some aspects of work organization within these firms and whether these differences widening or narrowing the gap between preferred and actual or agreed working time.

The presentation is based on the ongoing research in the framework of the third report on socioeconomic development in Germany (soeb 3), which is funded by the Federal Ministry of Education and Research (BMBF).

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