

FSD2654

Finnish Working Life Barometer 1992

Codebook



FINNISH SOCIAL SCIENCE DATA ARCHIVE

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To the reader

This codebook is part of the data FSD2654 archived at the FSD (Finnish Social Science Data Archive). The dataset has been described in as much detail as possible in Finnish and English. Variable frequencies, variable and value labels, and missing values have been checked. If necessary, the data have been anonymised. The data and its creators shall be cited in all publications and presentations for which the data have been used. The bibliographic citation may be in the form suggested by the archive or in the form required by the publication. The bibliographic citation suggested by the archive:

Ministry of Labour & Statistics Finland: Finnish Working Life Barometer 1992 [dataset]. Version 2.0 (2018-07-27). Finnish Social Science Data Archive [distributor]. <http://urn.fi/urn:nbn:fi:fsd:T-FSD2654>

The user shall notify the archive of all publications where she or he has used the data. The original data creators and the archive bear no responsibility for any results or interpretations arising from the reuse of the data.

The codebook contains information on data content, structure and data collection, and includes a list of publications wholly or in part based on the data, according to publication information received by the FSD. The second part of the codebook contains information on variables: question texts, response options, and frequencies. The third part contains indexes.

Variable distributions presented in this codebook have been generated from the SPSS files. Distribution tables present variable values, frequencies (n), frequency percentages (%), and valid percentages (v. %) which take into account missing data. All distributions are unweighted. If the data contain weight variables, these will be found at the end of the variables list. In some cases frequency distributions have been substituted by descriptive statistics. Categorised responses to open-ended questions are not always included in the codebook. Distributions may contain missing data. The note "System missing (SYSMIS)" refers to missing observations (e.g. a respondent has not answered all questions) whereas "Missing (User missing)" refers to data the user has defined as missing. For example, the user may decide to code answer alternatives 'don't want to say' or 'can't say' as missing data.

The codebook may contain attached files, the most common one being the questionnaire.

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Chapter 1

Study description

1.1 Titles

Titles and data version: Finnish Working Life Barometer 1992

Titles and data version in Finnish: Työolobarometri 1992

This codebook has been generated from the version 2.0 (27.7.2018) of the data.

1.2 Subject description

Authoring entity

Ministry of Labour
Statistics Finland

Copyright statement for the data

According to the agreement between FSD and the depositor.

Depositor

Ylöstalo, Pekka (Työ- ja elinkeinoministeriö. Työelämä- ja markkinaosasto)

Date of deposit

22.6.2011

Keywords

autonomy at work; employees; job characteristics; job security; personnel management; personnel policy; wages; working conditions; working time; workloads

Topic Classification

Fields of Science Classification: social sciences

CESSDA Classification: employment; equality, inequality and social exclusion; labour relations/conflict; occupational health; working conditions

Series description

The data belong to the series:

Finnish Working Life Barometers

Finnish Working Life Barometers are annual surveys investigating employee opinions on changes in working life in Finland. The survey series was launched in 1992 and is conducted by the Ministry of Employment and the Economy. Many questions and themes have remained the same over the years. Main themes include employment, economy, staff numbers, autonomy, organisation and flexibility of work, and psychosocial work environment. Data are collected through telephone interviews in connection with the Labour Force Surveys of Statistics Finland.

Abstract

The survey studied employee opinion on the quality of working life in Finland. This is the first survey in the Finnish Working Life Barometer series.

First, the respondents were asked how many years/months they had worked for the employer they were working for at the time, the number of persons at the workplace, what kind of changes there had been in staff numbers, working hours, contracts and organisational structure during the past 12 months and whether people had been transferred to other units. Further questions covered whether there had been conflicts at the workplace and between what groups.

Autonomy at work, influence of trade unions and professional associations at workplace, overtime and its compensation, working time, changes at workplace over the past year, pay systems and pay level were investigated. The respondents were asked how likely it was that they would be dismissed or laid off or their tasks would be changed over the next year. Views were charted on the likelihood of getting a new job if becoming unemployed, employment situation in Finland in general, possible future changes in Finnish working life and financial situation of R's workplace in the future.

Background variables included the respondent's region of residence, employer type, industry of employment, occupational group, working hours per week, year of birth, mother tongue, gender, age group, marital status, status in employment and basic and vocational education. Most background variables were obtained from the Labour Force Survey 1992 telephone interviews.

1.3 Structure and collection of the data

Country: Finland

Geographic coverage: Finland

Analysis or observation unit type: Individual

Universe: Employees living in Finland aged 18 - 64

Collection date: October 1992

Data collector(s): Statistics Finland

Mode of data collection: Telephone interview

Type of research instrument: Structured questionnaire

Time period covered: 1992

Time method of the data collection: Longitudinal: Trend/Repeated cross-section

Response rate: 82%

Number of variables and cases: The data contain 77 variables and 880 cases.

Sampling procedure: Probability: Simple random

Simple random sample from the population register. For its Labour Force Survey 1992, Statistics Finland drew a random sample of people aged between 15 - 74 and living in Finland. From the Labour Force Survey sample, Finnish-speaking employees aged 18 - 64 who had responded being employed for at least 10 hours a week were selected for the Working Life Barometer.

Data sources: Official Statistics of Finland (OSF): Labour force survey 1992. Helsinki: Statistics Finland.

1.4 Use of data

Related publications

Alasoini, Tuomo (2006). Työnteon mielekkyyden muutos Suomessa vuosina 1992 - 2005. Työolo-
barometrin aineistoihin perustuva analyysi. Helsinki: Työministeriö. Työelämän kehittämis-
hjelman Tykesin raportteja 45.

Ylöstalo, Pekka & Kauppinen, Timo & Alasoini, Tuomo & Pekkola, Juhani (1992). Työolo-
barometri. Lokakuu 1992. Helsinki: Työministeriö. Työpoliittinen tutkimus; 38

Updated list of publications in the study description at

https://services.fsd.uta.fi/catalogue/FSD2654?lang=en&study_language=en

Location of the data collection

Finnish Social Science Data Archive

1. Study description

Weighting

There are no weight variables in the data.

Restrictions

The dataset is (B) available for research, teaching and study.

Chapter 2

Variables

[FSD_NO] FSD study number

Question

FSD study number

Descriptive statistics

statistic	value
number of valid cases	880
minimum	2654.00
maximum	2654.00
mean	2654.00
standard deviation	0.00

[FSD_VR] FSD edition number

Question

FSD edition number

Descriptive statistics

statistic	value
number of valid cases	880
minimum	2.00
maximum	2.00
mean	2.00
standard deviation	0.00

2. Variables

[FSD_ID] FSD case id

Question

FSD case id

Descriptive statistics

statistic	value
number of valid cases	880
minimum	1.00
maximum	880.00
mean	440.50
standard deviation	254.18

[LAANI] Province

Question

Province

Frequencies

label	value	n	%	v. %
Uusimaa	1	224	25.5	25.5
Turku	2	129	14.7	14.7
Åland	3	0	0.0	0.0
Häme	4	140	15.9	15.9
Kymi	5	61	6.9	6.9
Mikkeli	6	39	4.4	4.4
North Karelia (Pohjois-Karjala)	7	27	3.1	3.1
Kuopio	8	45	5.1	5.1
Central Finland (Keski-Suomi)	9	48	5.5	5.5
Vaasa	10	61	6.9	6.9
Oulu	11	73	8.3	8.3
Lapland	12	33	3.8	3.8
		880	100.0	100.0

[TYTYYY] Employer type

Question

Employer type

Frequencies

label	value	n	%	v. %
State, government agency/department	1	101	11.5	11.5
Municipality, federation of municipalities	2	228	25.9	26.0
Private company	3	549	62.4	62.5
No information	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.2	–
		880	100.0	100.0

[UTOL] Industry of employment**Question**

Industry of employment

Descriptive statistics

statistic	value
number of valid cases	878
minimum	10.00
maximum	950.00
mean	532.82
standard deviation	281.93

[SOSEK] The respondent's socio-economic group/occupational status**Question**

The respondent's socio-economic group/occupational status

Descriptive statistics

statistic	value
number of valid cases	873
minimum	31.00
maximum	99.00
mean	45.33
standard deviation	8.87

[SAANAI] Regular working hours per week

Question

Regular working hours per week

Descriptive statistics

statistic	value
number of valid cases	874
minimum	2.00
maximum	99.00
mean	37.80
standard deviation	8.07

[SVUOSI] The respondent's year of birth

Question

The respondent's year of birth

Descriptive statistics

statistic	value
number of valid cases	880
minimum	1928.00
maximum	1974.00
mean	1952.44
standard deviation	10.28

[TAPA] Data collection method

Question

Data collection method

Frequencies

label	value	n	%	v. %
Other	1	12	1.4	1.4
Telephone interview	2	868	98.6	98.6
		880	100.0	100.0

[KIELI] Language**Question***Language***Frequencies**

label	value	n	%	v. %
Finnish	1	877	99.7	99.7
Swedish	2	3	0.3	0.3
		880	100.0	100.0

[SUKUP] The respondent's gender**Question***The respondent's gender***Frequencies**

label	value	n	%	v. %
Male	1	433	49.2	49.2
Female	2	447	50.8	50.8
		880	100.0	100.0

[IKA] The respondent's age**Question***The respondent's age***Descriptive statistics**

statistic	value
number of valid cases	880
minimum	18.00
maximum	64.00
mean	39.56
standard deviation	10.28

2. Variables

[TOIMI] Employer sector

Question

Employer sector

Frequencies

label	value	n	%	v. %
Industry/construction/mining	1	275	31.3	31.3
Private services	2	275	31.3	31.3
Central government	3	89	10.1	10.1
Local government	4	216	24.5	24.5
Other	9	25	2.8	2.8
		880	100.0	100.0

[SIV] The respondent's marital status

Question

The respondent's marital status

Frequencies

label	value	n	%	v. %
Married	1	555	63.1	63.1
Separated	2	2	0.2	0.2
Divorced	3	76	8.6	8.6
Widow/widower	4	16	1.8	1.8
Single	5	231	26.3	26.3
		880	100.0	100.0

[K1_1] How many years in total have you been working at your current workplace? (years)

Question

How many years in total have you been working at your current workplace? (years)

Descriptive statistics

statistic	value
number of valid cases	880
minimum	0.00
maximum	47.00
mean	10.04
standard deviation	8.92

[K1_2] How many years in total have you been working at your current workplace? (months)

Question

How many years in total have you been working at your current workplace? (months)

Descriptive statistics

statistic	value
number of valid cases	880
minimum	0.00
maximum	11.00
mean	1.44
standard deviation	2.79

[K1_3] (IF K1_1 ONE YEAR OR LESS) Before this job, were you...

Question

(IF K1_1 ONE YEAR OR LESS) Before this job, were you...

Frequencies

label	value	n	%	v. %
In another job	1	55	6.3	61.1
Unemployed or laid-off	2	18	2.0	20.0
Doing something else	3	17	1.9	18.9
Can't say	9	0	0.0	0.0
System missing (SYSMIS)	.	790	89.8	–
		880	100.0	100.0

[K2] Number of people in the workplace

Question

Number of people in the workplace

Frequencies

label	value	n	%	v. %
1-4	0	121	13.8	13.8
5-9	1	129	14.7	14.7
10-19	2	175	19.9	20.0
20-49	3	186	21.1	21.3
50-99	4	99	11.3	11.3
100-199	5	64	7.3	7.3
200-499	6	62	7.0	7.1
500-999	7	23	2.6	2.6
1000 or more	8	16	1.8	1.8
System missing (SYSMIS)	.	5	0.6	–
		880	100.0	100.0

[K3] Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months?

Question

Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months?

Frequencies

label	value	n	%	v. %
Has increased	1	88	10.0	10.0
Has stayed the same	2	396	45.0	45.2
Has decreased	3	378	43.0	43.2
Can't say	9	14	1.6	1.6
System missing (SYSMIS)	.	4	0.5	–
		880	100.0	100.0

[K4A] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on permanent contracts

Question

(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on permanent contracts

Frequencies

label	value	n	%	v. %
Yes	1	57	6.5	64.8
No	2	28	3.2	31.8
Can't say	3	3	0.3	3.4
System missing (SYSMIS)	.	792	90.0	–
		880	100.0	100.0

[K4B] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on fixed-term or temporary contracts

Question

(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on fixed-term or temporary contracts

Frequencies

label	value	n	%	v. %
Yes	1	52	5.9	59.1
No	2	35	4.0	39.8
Can't say	3	1	0.1	1.1
System missing (SYSMIS)	.	792	90.0	–
		880	100.0	100.0

[K4C] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on part-time contracts

Question

(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on part-time contracts

Frequencies

label	value	n	%	v. %
Yes	1	16	1.8	18.4
No	2	67	7.6	77.0
Can't say	3	4	0.5	4.6
System missing (SYSMIS)	.	793	90.1	–
		880	100.0	100.0

[K4D] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been transferred from other units of the same employer

Question

(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been transferred from other units of the same employer

Frequencies

label	value	n	%	v. %
Yes	1	25	2.8	28.7
No	2	59	6.7	67.8
Can't say	3	3	0.3	3.4
System missing (SYSMIS)	.	793	90.1	–
		880	100.0	100.0

[K5A] In your workplace over the past 12 months: Have any employees been laid off?

Question

In your workplace over the past 12 months: Have any employees been laid off?

Frequencies

label	value	n	%	v. %
Yes	1	202	23.0	23.1
No	2	656	74.5	75.1
Can't say	3	15	1.7	1.7
System missing (SYSMIS)	.	7	0.8	–
		880	100.0	100.0

[K5B] In your workplace over the past 12 months: Have any employees been dismissed?

Question

In your workplace over the past 12 months: Have any employees been dismissed?

Frequencies

label	value	n	%	v. %
Yes	1	161	18.3	18.4
No	2	690	78.4	79.0
Can't say	3	22	2.5	2.5
System missing (SYSMIS)	.	7	0.8	–
		880	100.0	100.0

[K5C] In your workplace over the past 12 months: Have any employees been put on short-time working?

Question

In your workplace over the past 12 months: Have any employees been put on short-time working?

Frequencies

label	value	n	%	v. %
Yes	1	131	14.9	15.0
No	2	727	82.6	83.4
Can't say	3	14	1.6	1.6
System missing (SYSMIS)	.	8	0.9	–
		880	100.0	100.0

[K5D] In your workplace over the past 12 months: Have any employees retired or left their jobs, and not been replaced?

Question

In your workplace over the past 12 months: Have any employees retired or left their jobs, and not been replaced?

Frequencies

label	value	n	%	v. %
Yes	1	329	37.4	37.7
No	2	517	58.8	59.3
Can't say	3	26	3.0	3.0
System missing (SYSMIS)	.	8	0.9	–
		880	100.0	100.0

[K5E] In your workplace over the past 12 months: Have employee numbers reduced because fixed-term contracts have not been renewed?

Question

In your workplace over the past 12 months: Have employee numbers reduced because fixed-term contracts have not been renewed?

Frequencies

label	value	n	%	v. %
Yes	1	226	25.7	25.9
No	2	598	68.0	68.5
Can't say	3	49	5.6	5.6
System missing (SYSMIS)	.	7	0.8	–
		880	100.0	100.0

[K5F] In your workplace over the past 12 months: Have employee numbers reduced because employees on maternity or sick leave or otherwise long-term absent have not been replaced?

Question

In your workplace over the past 12 months: Have employee numbers reduced because employees on maternity or sick leave or otherwise long-term absent have not been replaced?

Frequencies

label	value	n	%	v. %
Yes	1	273	31.0	31.3
No	2	559	63.5	64.2
Can't say	3	39	4.4	4.5
System missing (SYSMIS)	.	9	1.0	–
		880	100.0	100.0

[K5G] In your workplace over the past 12 months: Have any employees been transferred to other units of the same employer?

Question

In your workplace over the past 12 months: Have any employees been transferred to other units of the same employer?

Frequencies

label	value	n	%	v. %
Yes	1	214	24.3	24.5
No	2	636	72.3	72.9
Can't say	3	22	2.5	2.5
System missing (SYSMIS)	.	8	0.9	–
		880	100.0	100.0

[K6A] Have the following occurred in your workplace over the past 12 months: Many enterprises and departments have been reorganised into smaller units, such as profit centres (own profit-loss account) or other smaller groups

Question

Have the following occurred in your workplace over the past 12 months: Many enterprises and departments have been reorganised into smaller units, such as profit centres (own profit-loss account) or other smaller groups

Frequencies

label	value	n	%	v. %
Yes	1	103	11.7	11.7
No	2	755	85.8	85.9
Can't say	9	21	2.4	2.4
System missing (SYSMIS)	.	1	0.1	–
		880	100.0	100.0

[K6B] Have the following occurred in your workplace over the past 12 months: There has been an increase in evaluation and monitoring of efficiency and productivity

Question

Have the following occurred in your workplace over the past 12 months: There has been an increase in evaluation and monitoring of efficiency and productivity

Frequencies

2. Variables

label	value	n	%	v. %
Yes	1	413	46.9	47.0
No	2	423	48.1	48.1
Can't say	9	43	4.9	4.9
System missing (SYSMIS)	.	1	0.1	–
		880	100.0	100.0

[K6C] Have the following occurred in your workplace over the past 12 months: The employer has begun to pay performance bonuses

Question

Have the following occurred in your workplace over the past 12 months: The employer has begun to pay performance bonuses

Frequencies

label	value	n	%	v. %
Yes	1	109	12.4	12.4
No	2	751	85.3	85.4
Can't say	9	19	2.2	2.2
System missing (SYSMIS)	.	1	0.1	–
		880	100.0	100.0

[K6D] Have the following occurred in your workplace over the past 12 months: The employer has, more than previously, outsourced some work done by the employees in your workplace

Question

Have the following occurred in your workplace over the past 12 months: The employer has, more than previously, outsourced some work done by the employees in your workplace

Frequencies

label	value	n	%	v. %
Yes	1	146	16.6	16.6
No	2	701	79.7	79.7
Can't say	9	32	3.6	3.6
System missing (SYSMIS)	.	1	0.1	–
		880	100.0	100.0

[K7A] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between supervisors/line managers and subordinates?

Question

Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between supervisors/line managers and subordinates?

Frequencies

label	value	n	%	v. %
Increased considerably	1	40	4.5	4.6
Increased to some extent	2	85	9.7	9.7
Stayed at the same level	3	690	78.4	79.0
Decreased to some extent	4	44	5.0	5.0
Decreased considerably	5	14	1.6	1.6
System missing (SYSMIS)	.	7	0.8	–
		880	100.0	100.0

[K7B] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between co-workers?

Question

Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between co-workers?

Frequencies

label	value	n	%	v. %
Increased considerably	1	28	3.2	3.2
Increased to some extent	2	107	12.2	12.3
Stayed at the same level	3	693	78.8	79.4
Decreased to some extent	4	36	4.1	4.1
Decreased considerably	5	9	1.0	1.0
System missing (SYSMIS)	.	7	0.8	–
		880	100.0	100.0

[K7C] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between different staff groups?

Question

Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between different staff groups?

Frequencies

label	value	n	%	v. %
Increased considerably	1	20	2.3	2.3
Increased to some extent	2	93	10.6	10.7
Stayed at the same level	3	736	83.6	84.3
Decreased to some extent	4	21	2.4	2.4
Decreased considerably	5	3	0.3	0.3
System missing (SYSMIS)	.	7	0.8	–
		880	100.0	100.0

[K7D] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Competitiveness/rivalry?

Question

Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Competitiveness/rivalry?

Frequencies

label	value	n	%	v. %
Increased considerably	1	43	4.9	4.9
Increased to some extent	2	153	17.4	17.5
Stayed at the same level	3	660	75.0	75.6
Decreased to some extent	4	15	1.7	1.7
Decreased considerably	5	2	0.2	0.2
System missing (SYSMIS)	.	7	0.8	–
		880	100.0	100.0

[K8A] Are your opportunities to influence the following improving or declining regarding: What tasks you do in your job?

Question

Are your opportunities to influence the following improving or declining regarding: What tasks you do in your job?

Frequencies

label	value	n	%	v. %
Improving considerably	1	93	10.6	10.6
Improving somewhat	2	228	25.9	26.0
Staying the same	3	439	49.9	50.0
Declining somewhat	4	80	9.1	9.1
Declining considerably	5	38	4.3	4.3
System missing (SYSMIS)	.	2	0.2	–
		880	100.0	100.0

[K8B] Are your opportunities to influence the following improving or declining regarding: The order at which you do tasks?

Question

Are your opportunities to influence the following improving or declining regarding: The order at which you do tasks?

Frequencies

label	value	n	%	v. %
Improving considerably	1	57	6.5	6.5
Improving somewhat	2	160	18.2	18.3
Staying the same	3	620	70.5	70.9
Declining somewhat	4	28	3.2	3.2
Declining considerably	5	9	1.0	1.0
System missing (SYSMIS)	.	6	0.7	–
		880	100.0	100.0

[K8C] Are your opportunities to influence the following improving or declining regarding: How work is allocated between people in your workplace?

Question

Are your opportunities to influence the following improving or declining regarding: How work is allocated between people in your workplace?

Frequencies

label	value	n	%	v. %
Improving considerably	1	39	4.4	4.4
Improving somewhat	2	133	15.1	15.1
Staying the same	3	639	72.6	72.8
Declining somewhat	4	47	5.3	5.4
Declining considerably	5	20	2.3	2.3
System missing (SYSMIS)	.	2	0.2	–
		880	100.0	100.0

[K8D] Are your opportunities to influence the following improving or declining regarding: Acquisition of equipment/appliances?

Question

Are your opportunities to influence the following improving or declining regarding: Acquisition of equipment/appliances?

Frequencies

label	value	n	%	v. %
Improving considerably	1	42	4.8	4.8
Improving somewhat	2	143	16.3	16.3
Staying the same	3	600	68.2	68.3
Declining somewhat	4	49	5.6	5.6
Declining considerably	5	44	5.0	5.0
System missing (SYSMIS)	.	2	0.2	–
		880	100.0	100.0

[K9] Are trade unions'/professional organisations' opportunities to influence things in your workplace increasing or decreasing?

Question

Are trade unions'/professional organisations' opportunities to influence things in your workplace increasing or decreasing?

Frequencies

label	value	n	%	v. %
Increasing considerably	1	5	0.6	0.6
Increasing somewhat	2	61	6.9	6.9
Staying the same	3	510	58.0	58.0
Decreasing somewhat	4	137	15.6	15.6
Decreasing considerably	5	53	6.0	6.0
Can't say	9	113	12.8	12.9
System missing (SYSMIS)	.	1	0.1	–
		880	100.0	100.0

[K10] Does your workplace have a flexible working time arrangement?

Question

Does your workplace have a flexible working time arrangement?

Frequencies

label	value	n	%	v. %
No	0	508	57.7	57.8
Yes	1	371	42.2	42.2
System missing (SYSMIS)	.	1	0.1	–
		880	100.0	100.0

[K11] Compared to the situation a year ago, has overtime working (either paid or unpaid) in your workplace increased, stayed the same or decreased?

Question

Compared to the situation a year ago, has overtime working (either paid or unpaid) in your workplace increased, stayed the same or decreased?

Frequencies

label	value	n	%	v. %
Increased considerably	1	33	3.8	3.8
Increased to some extent	2	96	10.9	11.0
Stayed the same	3	497	56.5	57.1
Decreased to some extent	4	157	17.8	18.0
Decreased considerably	5	87	9.9	10.0
System missing (SYSMIS)	.	10	1.1	–
		880	100.0	100.0

[K12A] During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in money?

Question

During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in money?

Frequencies

label	value	n	%	v. %
Yes	1	195	22.2	22.2
No	2	678	77.0	77.2
Can't say	9	5	0.6	0.6
System missing (SYSMIS)	.	2	0.2	–
		880	100.0	100.0

[K12B] During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in leisure time (time-off)?

Question

During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in leisure time (time-off)?

Frequencies

label	value	n	%	v. %
Yes	1	161	18.3	18.3
No	2	713	81.0	81.2
Can't say	9	4	0.5	0.5
System missing (SYSMIS)	.	2	0.2	–
		880	100.0	100.0

[K12C] During August and September, have you personally: Worked hours in excess of the normal working week for which you have not been compensated at all (no extra pay nor time-off)?

Question

During August and September, have you personally: Worked hours in excess of the normal working week for which you have not been compensated at all (no extra pay nor time-off)?

Frequencies

label	value	n	%	v. %
Yes	1	135	15.3	15.4
No	2	738	83.9	84.1
Can't say	9	5	0.6	0.6
System missing (SYSMIS)	.	2	0.2	–
		880	100.0	100.0

[K13A] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Pace of work and work pressure?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Pace of work and work pressure?

Frequencies

label	value	n	%	v. %
Increased considerably	1	218	24.8	24.9
Increased to some extent	2	231	26.3	26.3
Stayed the same	3	360	40.9	41.0
Decreased to some extent	4	53	6.0	6.0
Decreased considerably	5	15	1.7	1.7
System missing (SYSMIS)	.	3	0.3	–

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
		880	100.0	100.0

[K13B] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Occupational safety and health?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Occupational safety and health?

Frequencies

label	value	n	%	v. %
Increased considerably	1	12	1.4	1.4
Increased to some extent	2	96	10.9	11.0
Stayed the same	3	709	80.6	81.0
Decreased to some extent	4	46	5.2	5.3
Decreased considerably	5	12	1.4	1.4
System missing (SYSMIS)	.	5	0.6	–
		880	100.0	100.0

[K13C] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Physical demands of the work?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Physical demands of the work?

Frequencies

label	value	n	%	v. %
Increased considerably	1	67	7.6	7.6
Increased to some extent	2	150	17.0	17.1
Stayed the same	3	619	70.3	70.6
Decreased to some extent	4	33	3.8	3.8
Decreased considerably	5	8	0.9	0.9
System missing (SYSMIS)	.	3	0.3	–
		880	100.0	100.0

[K13D] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Mental demands of the work?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Mental demands of the work?

Frequencies

label	value	n	%	v. %
Increased considerably	1	119	13.5	13.6
Increased to some extent	2	313	35.6	35.7
Stayed the same	3	425	48.3	48.5
Decreased to some extent	4	19	2.2	2.2
Decreased considerably	5	1	0.1	0.1
System missing (SYSMIS)	.	3	0.3	–
		880	100.0	100.0

[K13E] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Productivity of work?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Productivity of work?

Frequencies

label	value	n	%	v. %
Increased considerably	1	62	7.0	7.1
Increased to some extent	2	238	27.0	27.2
Stayed the same	3	517	58.8	59.2
Decreased to some extent	4	52	5.9	5.9
Decreased considerably	5	5	0.6	0.6
System missing (SYSMIS)	.	6	0.7	–
		880	100.0	100.0

[K13F] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Degree of supervision of work?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Degree of supervision of work?

Frequencies

label	value	n	%	v. %
Increased considerably	1	44	5.0	5.0
Increased to some extent	2	132	15.0	15.1
Stayed the same	3	666	75.7	76.1
Decreased to some extent	4	29	3.3	3.3
Decreased considerably	5	4	0.5	0.5
System missing (SYSMIS)	.	5	0.6	–
		880	100.0	100.0

[K13G] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from supervisors/line managers?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from supervisors/line managers?

Frequencies

label	value	n	%	v. %
Increased considerably	1	39	4.4	4.5
Increased to some extent	2	116	13.2	13.2
Stayed the same	3	669	76.0	76.4
Decreased to some extent	4	32	3.6	3.7
Decreased considerably	5	20	2.3	2.3
System missing (SYSMIS)	.	4	0.5	–
		880	100.0	100.0

[K13H] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Employees' opportunities to make use of their skills and abilities in the work?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Employees' opportunities to make use of their skills and abilities in the work?

Frequencies

label	value	n	%	v. %
Increased considerably	1	56	6.4	6.4
Increased to some extent	2	177	20.1	20.2
Stayed the same	3	623	70.8	71.1
Decreased to some extent	4	12	1.4	1.4
Decreased considerably	5	8	0.9	0.9
System missing (SYSMIS)	.	4	0.5	–
		880	100.0	100.0

[K14] What is your regular gross monthly salary (in Finnish marks)?

Question

What is your regular gross monthly salary (in Finnish marks)?

Frequencies

label	value	n	%	v. %
Can't say	0	5	0.6	0.6
Less than 4,000	1	30	3.4	3.4
4,000-6,000	2	105	11.9	12.0
6,000-8,000	3	275	31.3	31.4
8,000-10,000	4	221	25.1	25.2
10,000-12,000	5	98	11.1	11.2
12,000-15,000	6	70	8.0	8.0
15,000-20,000	7	37	4.2	4.2
More than 20,000	8	18	2.0	2.1
Refused to say	9	18	2.0	2.1
System missing (SYSMIS)	.	3	0.3	–
		880	100.0	100.0

[K15A] Does the amount of work you do affect your pay level?**Question**

Does the amount of work you do affect your pay level?

Frequencies

label	value	n	%	v. %
Yes, a lot	1	60	6.8	6.9
Yes, to some extent	2	99	11.3	11.3
Not very much	3	36	4.1	4.1
Not at all	4	679	77.2	77.7
System missing (SYSMIS)	.	6	0.7	–
		880	100.0	100.0

[K15B] Does the quality of your work affect your pay level?**Question**

Does the quality of your work affect your pay level?

Frequencies

label	value	n	%	v. %
Yes, a lot	1	18	2.0	2.0
Yes, to some extent	2	79	9.0	9.0
Not very much	3	39	4.4	4.4
Not at all	4	743	84.4	84.5
System missing (SYSMIS)	.	1	0.1	–
		880	100.0	100.0

[K15C] Does the performance of the group or unit affect your pay level?**Question**

Does the performance of the group or unit affect your pay level?

Frequencies

label	value	n	%	v. %
Yes, a lot	1	24	2.7	2.7

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Yes, to some extent	2	73	8.3	8.3
Not very much	3	47	5.3	5.4
Not at all	4	734	83.4	83.6
System missing (SYSMIS)	.	2	0.2	–
		880	100.0	100.0

[K16] Do you think your pay level will be higher, the same or lower a year from now?

Question

Do you think your pay level will be higher, the same or lower a year from now?

Frequencies

label	value	n	%	v. %
Much higher	1	9	1.0	1.0
Somewhat higher	2	110	12.5	12.7
The same	3	551	62.6	63.4
Somewhat lower	4	174	19.8	20.0
Much lower	5	25	2.8	2.9
System missing (SYSMIS)	.	11	1.3	–
		880	100.0	100.0

[K17A] Do you think it possible that during the next year: You will be laid off for at least two weeks?

Question

Do you think it possible that during the next year: You will be laid off for at least two weeks?

Frequencies

label	value	n	%	v. %
Will definitely happen	1	86	9.8	9.8
Could happen	2	302	34.3	34.6
Probably will not happen	3	205	23.3	23.5
Will definitely not happen	4	221	25.1	25.3
Can't say	5	60	6.8	6.9

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	6	0.7	–
		880	100.0	100.0

[K17B] Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed?

Question

Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed?

Frequencies

label	value	n	%	v. %
Will definitely happen	1	26	3.0	3.0
Could happen	2	101	11.5	11.6
Probably will not happen	3	263	29.9	30.1
Will definitely not happen	4	419	47.6	47.9
Can't say	5	65	7.4	7.4
System missing (SYSMIS)	.	6	0.7	–
		880	100.0	100.0

[K17C] Do you think it possible that during the next year: You will be transferred to other tasks?

Question

Do you think it possible that during the next year: You will be transferred to other tasks?

Frequencies

label	value	n	%	v. %
Will definitely happen	1	11	1.3	1.3
Could happen	2	164	18.6	18.8
Probably will not happen	3	225	25.6	25.8
Will definitely not happen	4	422	48.0	48.3
Can't say	5	51	5.8	5.8
System missing (SYSMIS)	.	7	0.8	–
		880	100.0	100.0

[K18] If you became unemployed now, do you think you would find a job corresponding to your profession and work experience?

Question

If you became unemployed now, do you think you would find a job corresponding to your profession and work experience?

Frequencies

label	value	n	%	v. %
Yes, certainly	1	73	8.3	8.3
Yes, possibly	2	211	24.0	24.0
No, probably not	3	250	28.4	28.4
No, definitely not	4	300	34.1	34.1
Can't say	9	46	5.2	5.2
		880	100.0	100.0

[K19] If you could switch your current job to another with the same salary, would you...

Question

If you could switch your current job to another with the same salary, would you...

Frequencies

label	value	n	%	v. %
Switch to another job keeping the same occupation	1	100	11.4	11.4
Switch to the same line of work, but different tasks	2	113	12.8	12.8
Switch to a completely different line of work/occupation	3	177	20.1	20.1
I would not switch at all	4	474	53.9	53.9
Can't say	5	16	1.8	1.8
		880	100.0	100.0

[K20] What do you think the general employment situation will be like a year from now?

Question

What do you think the general employment situation will be like a year from now?

Frequencies

label	value	n	%	v. %
Can't say	0	16	1.8	1.8
Much better	1	11	1.3	1.3
Somewhat better	2	209	23.8	23.8
The same as now	3	224	25.5	25.5
Somewhat worse	4	305	34.7	34.7
Much worse	5	115	13.1	13.1
		880	100.0	100.0

[K21A] How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work**Question**

How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work

Frequencies

label	value	n	%	v. %
Getting considerably better	1	51	5.8	5.8
Getting somewhat better	2	225	25.6	25.7
Staying the same	3	266	30.2	30.4
Getting somewhat worse	4	276	31.4	31.6
Getting considerably worse	5	56	6.4	6.4
System missing (SYSMIS)	.	6	0.7	–
		880	100.0	100.0

[K21B] How do you think working life in general is changing in terms of: Equality between men and women**Question**

How do you think working life in general is changing in terms of: Equality between men and women

Frequencies

label	value	n	%	v. %
Getting considerably better	1	31	3.5	3.6

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Getting somewhat better	2	245	27.8	28.2
Staying the same	3	441	50.1	50.7
Getting somewhat worse	4	119	13.5	13.7
Getting considerably worse	5	34	3.9	3.9
System missing (SYSMIS)	.	10	1.1	–
		880	100.0	100.0

**[K21C] How do you think working life in general is changing in terms of:
Taking environmental issues into account**

Question

How do you think working life in general is changing in terms of: Taking environmental issues into account

Frequencies

label	value	n	%	v. %
Getting considerably better	1	115	13.1	13.1
Getting somewhat better	2	424	48.2	48.4
Staying the same	3	279	31.7	31.8
Getting somewhat worse	4	52	5.9	5.9
Getting considerably worse	5	6	0.7	0.7
System missing (SYSMIS)	.	4	0.5	–
		880	100.0	100.0

**[K21D] How do you think working life in general is changing in terms of:
Being kept up to date about the goals and future plans of the workplace**

Question

How do you think working life in general is changing in terms of: Being kept up to date about the goals and future plans of the workplace

Frequencies

label	value	n	%	v. %
Getting considerably better	1	78	8.9	9.0
Getting somewhat better	2	311	35.3	35.7

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
Staying the same	3	389	44.2	44.7
Getting somewhat worse	4	71	8.1	8.2
Getting considerably worse	5	21	2.4	2.4
System missing (SYSMIS)	.	10	1.1	–
		880	100.0	100.0

[K21E] How do you think working life in general is changing in terms of: Management style of supervisors/managers

Question

How do you think working life in general is changing in terms of: Management style of supervisors/managers

Frequencies

label	value	n	%	v. %
Getting considerably better	1	38	4.3	4.4
Getting somewhat better	2	265	30.1	30.4
Staying the same	3	484	55.0	55.4
Getting somewhat worse	4	63	7.2	7.2
Getting considerably worse	5	23	2.6	2.6
System missing (SYSMIS)	.	7	0.8	–
		880	100.0	100.0

[K21F] How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills

Question

How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills

Frequencies

label	value	n	%	v. %
Getting considerably better	1	51	5.8	5.8
Getting somewhat better	2	281	31.9	32.2
Staying the same	3	419	47.6	48.0

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Getting somewhat worse	4	93	10.6	10.7
Getting considerably worse	5	29	3.3	3.3
System missing (SYSMIS)	.	7	0.8	–
		880	100.0	100.0

[K21G] If you think about the financial situation of your workplace, is it...**Question***If you think about the financial situation of your workplace, is it...***Frequencies**

label	value	n	%	v. %
Getting considerably better	1	24	2.7	2.8
Getting somewhat better	2	104	11.8	12.0
Staying the same	3	357	40.6	41.1
Getting somewhat worse	4	270	30.7	31.1
Getting considerably worse	5	113	12.8	13.0
System missing (SYSMIS)	.	12	1.4	–
		880	100.0	100.0

[K22] The respondent's education**Question***The respondent's education***Frequencies**

label	value	n	%	v. %
Upper secondary education	1	226	25.7	25.7
Lower secondary education (according to the old system)	2	171	19.4	19.5
Lower secondary education (according to the present system)	3	166	18.9	18.9
Primary education	4	314	35.7	35.8
None of the above	5	1	0.1	0.1
System missing (SYSMIS)	.	2	0.2	–

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
		880	100.0	100.0

[K23] The respondent's vocational education

Question

The respondent's vocational education

Frequencies

label	value	n	%	v. %
University/University of applied sciences education	1	89	10.1	10.1
College level vocational education	2	205	23.3	23.3
Vocational school or equivalent (upper secondary level)	3	267	30.3	30.4
Vocational course	4	155	17.6	17.7
None of the above	5	162	18.4	18.5
System missing (SYSMIS)	.	2	0.2	–
		880	100.0	100.0

Chapter 3

Indexes

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During August and September, have you personally: Worked hours in excess of the normal working week for which you have not been compensated at all (no extra pay nor time-off)? [K12C]	25
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Pace of work and work pressure? [K13A]	25
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Occupational safety and health? [K13B]	26
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Physical demands of the work? [K13C]	26
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Mental demands of the work? [K13D]	27
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Productivity of work? [K13E]	27
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Degree of supervision of work? [K13F]	28
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from supervisors/line managers? [K13G]	28
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Employees' opportunities to make use of their skills and abilities in the work? [K13H]	29
What is your regular gross monthly salary (in Finnish marks)? [K14]	29
Does the amount of work you do affect your pay level? [K15A]	30
Does the quality of your work affect your pay level? [K15B]	30
Does the performance of the group or unit affect your pay level? [K15C]	30

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Do you think your pay level will be higher, the same or lower a year from now? [K16]	31
Do you think it possible that during the next year: You will be laid off for at least two weeks? [K17A]	31
Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed? [K17B]	32
Do you think it possible that during the next year: You will be transferred to other tasks? [K17C]	32
If you became unemployed now, do you think you would find a job corresponding to your profession and work experience? [K18]	33
If you could switch your current job to another with the same salary, would you... [K19] . . .	33
What do you think the general employment situation will be like a year from now? [K20] . .	33
How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work [K21A]	34
How do you think working life in general is changing in terms of: Equality between men and women [K21B]	34
How do you think working life in general is changing in terms of: Taking environmental issues into account [K21C]	35
How do you think working life in general is changing in terms of: Being kept up to date about the goals and future plans of the workplace [K21D]	35
How do you think working life in general is changing in terms of: Management style of supervisors/managers [K21E]	36
How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills [K21F]	36
If you think about the financial situation of your workplace, is it... [K21G]	37
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3.2 Variables in alphabetical order

Are trade unions'/professional organisations' opportunities to influence things in your workplace increasing or decreasing?	23
Are your opportunities to influence the following improving or declining regarding: Acquisition of equipment/appliances?	22
Are your opportunities to influence the following improving or declining regarding: How work is allocated between people in your workplace?	22
Are your opportunities to influence the following improving or declining regarding: The order at which you do tasks?	21
Are your opportunities to influence the following improving or declining regarding: What tasks you do in your job?	21
Compared to the situation a year ago, has overtime working (either paid or unpaid) in your workplace increased, stayed the same or decreased?	23
Data collection method	8
Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed?	32
Do you think it possible that during the next year: You will be laid off for at least two weeks?	31
Do you think it possible that during the next year: You will be transferred to other tasks? ..	32
Do you think your pay level will be higher, the same or lower a year from now?	31
Does the amount of work you do affect your pay level?	30
Does the performance of the group or unit affect your pay level?	30
Does the quality of your work affect your pay level?	30
Does your workplace have a flexible working time arrangement?	23
During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in leisure time (time-off)?	24
During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in money?	24
During August and September, have you personally: Worked hours in excess of the normal working week for which you have not been compensated at all (no extra pay nor time-off)?	25
Employer sector	10
Employer type	6
FSD case id	6
FSD edition number	5
FSD study number	5
Has the number of people working in the workplace increased, stayed the same or decreased	

3. Indexes

over the past 12 months?	12
Have the following occurred in your workplace over the past 12 months: Many enterprises and departments have been reorganised into smaller units, such as profit centres (own profit-loss account) or other smaller groups	17
Have the following occurred in your workplace over the past 12 months: The employer has begun to pay performance bonuses	18
Have the following occurred in your workplace over the past 12 months: The employer has, more than previously, outsourced some work done by the employees in your workplace	18
Have the following occurred in your workplace over the past 12 months: There has been an increase in evaluation and monitoring of efficiency and productivity	17
How do you think working life in general is changing in terms of: Being kept up to date about the goals and future plans of the workplace	35
How do you think working life in general is changing in terms of: Equality between men and women	34
How do you think working life in general is changing in terms of: Management style of supervisors/managers	36
How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work	34
How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills	36
How do you think working life in general is changing in terms of: Taking environmental issues into account	35
How many years in total have you been working at your current workplace? (months)	11
How many years in total have you been working at your current workplace? (years)	10
(IF K1_1 ONE YEAR OR LESS) Before this job, were you... ..	11
(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on fixed-term or temporary contracts	13
(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on part-time contracts	13
(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on permanent contracts	12
(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been transferred from other units of the same employer	14
If you became unemployed now, do you think you would find a job corresponding to your profession and work experience?	33
If you could switch your current job to another with the same salary, would you... ..	33
If you think about the financial situation of your workplace, is it... ..	37
In your workplace over the past 12 months: Have any employees been dismissed?	14
In your workplace over the past 12 months: Have any employees been laid off?	14

In your workplace over the past 12 months: Have any employees been put on short-time working?	15
In your workplace over the past 12 months: Have any employees been transferred to other units of the same employer?	16
In your workplace over the past 12 months: Have any employees retired or left their jobs, and not been replaced?	15
In your workplace over the past 12 months: Have employee numbers reduced because employees on maternity or sick leave or otherwise long-term absent have not been replaced?	16
In your workplace over the past 12 months: Have employee numbers reduced because fixed-term contracts have not been renewed?	16
Industry of employment	7
Language	9
Number of people in the workplace	11
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Competitiveness/rivalry?	20
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between co-workers?	19
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between different staff groups?	20
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between supervisors/line managers and subordinates?	19
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Degree of supervision of work?	28
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Employees' opportunities to make use of their skills and abilities in the work? ..	29
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from supervisors/line managers?	28
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Mental demands of the work?	27
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Occupational safety and health?	26
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Pace of work and work pressure?	25
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Physical demands of the work?	26
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Productivity of work?	27
Province	6
Regular working hours per week	8

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The respondent's age	9
The respondent's education	37
The respondent's gender	9
The respondent's marital status	10
The respondent's socio-economic group/occupational status	7
The respondent's vocational education	38
The respondent's year of birth	8
What do you think the general employment situation will be like a year from now?	33
What is your regular gross monthly salary (in Finnish marks)?	29

Appendix A

Questionnaire in Finnish

KYSELYLOMAKE: FSD2654 TYÖOLOBAROMETRI 1992

QUESTIONNAIRE: FSD2654 FINNISH WORKING LIFE BAROMETER 1992

Tämä kyselylomake on osa yllä mainittua Yhteiskuntatieteelliseen tietoaarkistoon arkistoitua tutkimusaineistoa.

Kyselylomaketta hyödyntävien tulee viitata siihen asianmukaisesti lähdeviitteellä.

Lisätiedot: <http://www.fsd.uta.fi/>

This questionnaire forms a part of the above mentioned dataset, archived at the Finnish Social Science Data Archive.

If the questionnaire is used or referred to in any way, the source must be acknowledged by means of an appropriate bibliographic citation.

More information: <http://www.fsd.uta.fi/>

Detta frågeformulär utgör en del av den ovannämnda datamängden, arkiverad på Finlands samhällsvetenskapliga dataarkiv.

Om frågeformuläret är utnyttjat eller refererat till måste källan anges i form av bibliografisk referens.

Mer information: <http://www.fsd.uta.fi/>

1 Kuinka monta vuotta olette olleet nykyisellä työpaikallanne?

|_| vuotta
|_| kk

JOS YKSI VUOSI TAI VÄHEMMÄN:

Olitteko aikaisemmin:

jossain toisessa työpaikassa

1

työttömänä tai lomautettuna

2

vai teittekö jotain muuta?

3

EOS

9

2 Seuraavat kysymykset koskevat nykyistä työpaikkaanne.

Kuinka monta henkilöä on siinä työpaikassa, jossa itse työskentelette?

1 - 4 henkeä

0

5 - 9 henkeä

1

10 - 19 henkeä

2

20 - 49 henkeä

3

50 - 99 henkeä

4

100 - 199 henkeä

5

200 - 499 henkeä

6

500 - 999 henkeä

7

1000 henkeä tai enemmän

8

TYÖPAIKALLA TARKOITETAAN YHTÄ YKSIKKÖÄ, ESIM. TEHDASTA, VIRASTOA, LAITOSTA, MYYMÄLÄÄ, HOTELLIA, TOIMISTOA, LIIKENNEALUETTA, RAKENNUSTYÖMAATA JNE., JONKA VASTAAJA ITSE MIELTÄÄ TYÖPAIKAKSEEN JA JONKA TOIMINNASTA HÄNELLÄ ON KOKEMUSTA. MERKITSE EPÄSELVISSÄ TAPAUKSISSA ALLA OLEVAAN TILAAN VASTAAJAN SELVITYS SIITÄ, MITÄ HÄN TYÖPAIKALLAAN TARKOITTA.

3 Onko henkilöstön määrä työpaikassanne lisääntynyt, ennallaan vai vähentynyt viimeksi kuluneen 12 kuukauden aikana?

lisääntynyt
 ennallaan
 vähentynyt
 EOS

1
 2 }
 3 } → K 5
 9 }

JOS LISÄÄNTYNYT (K3 = 1):

MERKITSE KAIKKI MUODOT, JOITA ESIINTYY.

4 Millä tavoin henkilöstö on lisääntynyt?

Onko uusia työntekijöitä otettu:	Kyllä	Ei	EOS
a) Vakinaiseen työsuhteeseen?	1	2	3
b) Tilapäiseen tai määräaikaiseen työsuhteeseen?.....	1	2	3
c) Osa-aikaiseen työsuhteeseen?	1	2	3
d) Onko työntekijöitä siirretty saman työnantajan muista työpaikoista?	1	2	3

5 A. Onko työpaikassanne viimeksi kuluneen 12 kuukauden aikana:

	Kyllä	Ei	EOS
a) Lomautettu työntekijöitä?	1	2	3
b) Irtisanottu työntekijöitä?	1	2	3
c) Tehty lyhennettyä työviikkoa?	1	2	3
d) Onko työntekijöitä siirtynyt eläkkeelle tai lähtenyt muualle siten, että avoimeksi jääneitä työpaikkoja ei ole täytetty (ns. luonnollinen poistuma)?	1	2	3
e) Onko työntekijöiden määrä vähentynyt sillä tavoin, että määräaikaisia työsuhteita ei ole uusittu?	1	2	3
f) Onko työntekijöiden määrä vähentynyt siten, että äitiysloman, sairausloman tai muun pitkäaikaisen poissaolon tilalle ei ole otettu sijaisia?	1	2	3
g) Onko työntekijöitä siirretty toiseen työyksikköön?	1	2	3

6	Onko työpaikassanne tapahtunut seuraavia muutoksia viimeksi kuluneen 12 kuukauden aikana:	Kyllä	Ei	EOS
	a) Monia yrityksiä ja laitoksia on purettu pienemmiksi yksiköiksi kuten tulosryhmiksi tai muiksi pienemmiksi ryhmiksi. Onko tällaista tapahtunut Teidän työpaikallanne? ...	1	2	9
	b) Onko Teidän työpaikallanne lisätty työn tuottavuuteen tai tuloksellisuuteen perustuvaa arviointia tai valvontaa?	1	2	9
	c) Onko Teidän työpaikallanne alettu maksaa työn tuloksellisuuteen perustuvia lisiä tai palkkioita?	1	2	9
	d) Entä onko aikaisemmin omalla väellä tehtyjä töitä alettu ostaa ulkopuolisilta?	1	2	9

7. **Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneen 12 kuukauden aikana:**

TARKENNA: Selvästi vai jonkin verran?	LISÄÄNTYNYT			VÄHENTYNYT	
	selvästi	jonkin verran	ennallaan	jonkin verran	selvästi
a) Esimiesten ja alaisten väliset ristiriidat? ...	1	2	3	4	5
b) Työntekijöiden väliset ristiriidat?	1	2	3	4	5
c) Eri henkilöstöryhmien väliset ristiriidat?	1	2	3	4	5
d) Entä kilpailuhenki?	1	2	3	4	5

8 **Millaisiksi koette vaikutusmahdollisuutenne työpaikassanne? Ovatko vaikutusmahdollisuudet parantumassa vai heikkenemässä, jos ajattelette:**

TARKENNA: Selvästi vai jonkin verran?	PARANTUMASSA			HEIKKENEMÄSSÄ	
	selvästi	hieman	ennallaan	hieman	selvästi
a) Sitä, mitä työtehtäviinne kuuluu?	1	2	3	4	5
b) Sitä, missä järjestyksessä teette työnne?	1	2	3	4	5
c) Sitä, miten työt jaetaan (työpaikalla) ihmisten kesken?	1	2	3	4	5
d) Laitehankintoja?	1	2	3	4	5

9	Entä ammattijärjestöjen vaikutusmahdollisuudet omalla työpaikallanne. Ovatko ne lisääntymässä vai vähentymässä?			
	Tarkenna: Selvästi vai jonkin verran?			
	Lisääntymässä selvästi	1		
	Lisääntymässä jonkin verran	2		
	Ennallaan	3		
	Vähentymässä jonkin verran	4		
	Vähentymässä selvästi	5		
	EOS	9		
10	Onko työpaikallanne käytössä liukuva tai joustava työaika?			
	Kyllä	1		
	Ei	0		
11	Ovatko palkalliset tai palkattomat ylityöt työpaikassanne lisääntyneet, ennallaan vai vähentyneet, jos vertaatte nykyistä tilanteeseen vuosi sitten?			
	TARKENNA: Paljon vai jonkin verran?			
	Lisääntyneet paljon	1		
	Lisääntyneet jonkin verran	2		
	Ennallaan	3		
	Vähentyneet jonkin verran	4		
	Vähentyneet paljon	5		
12	A) Oletteko itse tehnyt elo-syyskuussa <u>säännöllisen työajan ylittävää työtä</u> , josta olette saanut korvauksen kokonaan tai osittain rahana?	Kyllä	Ei	EOS
		1	2	9
	B) Entä säännöllisen työajan ylittävää työtä, josta olette saanut korvauksen kokonaan tai osittain vapaana?	1	2	9
	C) Entä sellaista säännöllisen työajan ylittävää työtä, josta ette ole saanut lainkaan korvausta rahana tai vapaana?	1	2	9

13 Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneen 12 kk aikana:

TARKENNA: Selvästi vai jonkin verran?

	LISÄÄNTYNYT			VÄHENTYNYT	
	selvästi	jonkin verran	ennallaan	jonkin verran	selvästi
a) Työtahti, kiire?	1	2	3	4	5
b) Työturvallisuus?	1	2	3	4	5
c) Työn fyysinen rasittavuus?	1	2	3	4	5
d) Työn henkinen rasittavuus?	1	2	3	4	5
e) Työn tuloksellisuus?	1	2	3	4	5
f) Työn valvonta?	1	2	3	4	5
g) Kannustuksen ja tuen saanti esimiehiltä?	1	2	3	4	5
h) Mahdollisuus käyttää ammattitaitoaan ja kykyjään työssä?.....	1	2	3	4	5

14 Mikä seuraavista vastaa kuukausipalkkaanne veroja vähentämättä:

alle 4000 markkaa	1
4 - 6000 markkaa	2
6 - 8000 markkaa	3
8 - 10 000 markkaa	4
10 - 12 000 markkaa	5
12 - 15 000 markkaa	6
15 - 20 000 markkaa	7
enemmän kuin 20 000 markkaa?	8
Ei halua sanoa	9
EOS.....	0

15 Vaikuttaako tekemänne työn määrä palkkauksen tasoon paljon, jossain määrin, vain vähän vai ei lainkaan:

	paljon	jossain määrin	vain vähän	ei lainkaan
a) Työn määrä?	1	2	3	4
b) Entä tekemänne työn laatu?	1	2	3	4
c) Entä ryhmän tai koko työyksikön tulos?	1	2	3	4

16 Arveletteko palkanne olevan vuoden päästä korkeampi, ennallaan vai matalampi kuin tällä hetkellä?

TARKENNA: Paljon vai jonkin verran?

Paljon korkeampi	1
Jonkin verran korkeampi	2
Ennallaan	3
Jonkin verran matalampi	4
Paljon matalampi	5

17 Pidätekö mahdollisena, että seuraavan vuoden aikana:

LUE VAIHTOEHDOT:

KYLLÄ varmasti...varmasti EI

KYLLÄ var- masti	KYLLÄ mah- dol- lisesti	luulta- vasti EI	var- masti EI	EOS/ vaikea sanoa
------------------------	----------------------------------	------------------------	---------------------	-------------------------

a) Teidät lomautetaan vähintään kahden viikon ajaksi?	1	2	3	4	5
b) Teidät irtisanotaan nykyisestä työpaikastanne?	1	2	3	4	5
c) Teidät siirretään toisiin tehtäviin?	1	2	3	4	5

18 Jos nyt jäisitte työttömäksi niin arveletteko, että saisitte ammattianne ja työkokemustanne vastaavaa työtä:

kyllä, varmasti	1
kyllä, mahdollisesti	2
luultavasti ei	3
vai varmasti ei?	4
EOS, vaikea sanoa	9

19 Jos voisitte nyt vaihtaa nykyisen työpaikkanne johonkin toiseen työpaikkaan samalla palkalla, niin vaihtaisitteko:

samaan ammattiin kuin nyt	1
samalle ammattialalle, mutta eri tehtäviin	2
kokonaan toiselle ammattialalle	3
vai ette vaihtaisi lainkaan?	4
EOS.....	5

20 M Minkälaiseksi arvioitte yleisen työllisyystilanteen vuoden kuluttua.
Onko se parempi, ennallaan vai huonompi kuin tällä hetkellä?

Tarkenna: Jonkin verran vai paljon?

Paljon parempi	1
Jonkin verran parempi	2
Ennallaan	3
Jonkin verran huonompi	4
Paljon huonompi	5
EOS	0

21 Nykyisin puhutaan paljon työelämän muuttumisesta ja muutosten suunnasta. Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

TARKENNA: Selvästi vai jonkin verran?

	PAREMPAAN SUUNTAAN			HUONOMPAAN SUUNTAAN	
	selvästi	jonkin verran	ennallaan	jonkin verran	selvästi
a) Työnteon mielekkyys ja työhalut yleensä? ..	1	2	3	4	5
b) Naisten ja miesten välinen tasa-arvo työelämässä?	1	2	3	4	5
c) Ympäristökysymysten huomioon ottaminen työpaikalla?	1	2	3	4	5
d) Tietojen saanti työpaikan tavoitteista ja tulevaisuuden suunnitelmista?	1	2	3	4	5
e) Esimiesten johtamistapa?	1	2	3	4	5
f) Mahdollisuudet itsensä kehittämiseen työssä?	1	2	3	4	5
g) Entä jos ajattelette oman työpaikkanne taloudellista tilannetta, onko se muuttumassa parempaan suuntaan, huonompaan suuntaan vai pysyykö se ennallaan?	1	2	3	4	5

VIELÄ PARI TAUSTATIIETOA

22

Oletteko suorittanut:

ylioppilastutkinnon	1
keskikoulun	2
peruskoulun	3
kansakoulun tai kansalaiskoulun?	4
EI MITÄÄN EDELLÄMAINITUISTA	5

23

Mikä on ammatillinen koulutuksenne?

Oletteko suorittanut:

korkeakoulututkinnon	1
ammatillisen opistotutkinnon	2
ammattikoulututkinnon	3
ammatillisen kurssin?	4
EI MITÄÄN EDELLÄMAINITUISTA	5

KIITOS HAASTATTELUSTA!

