

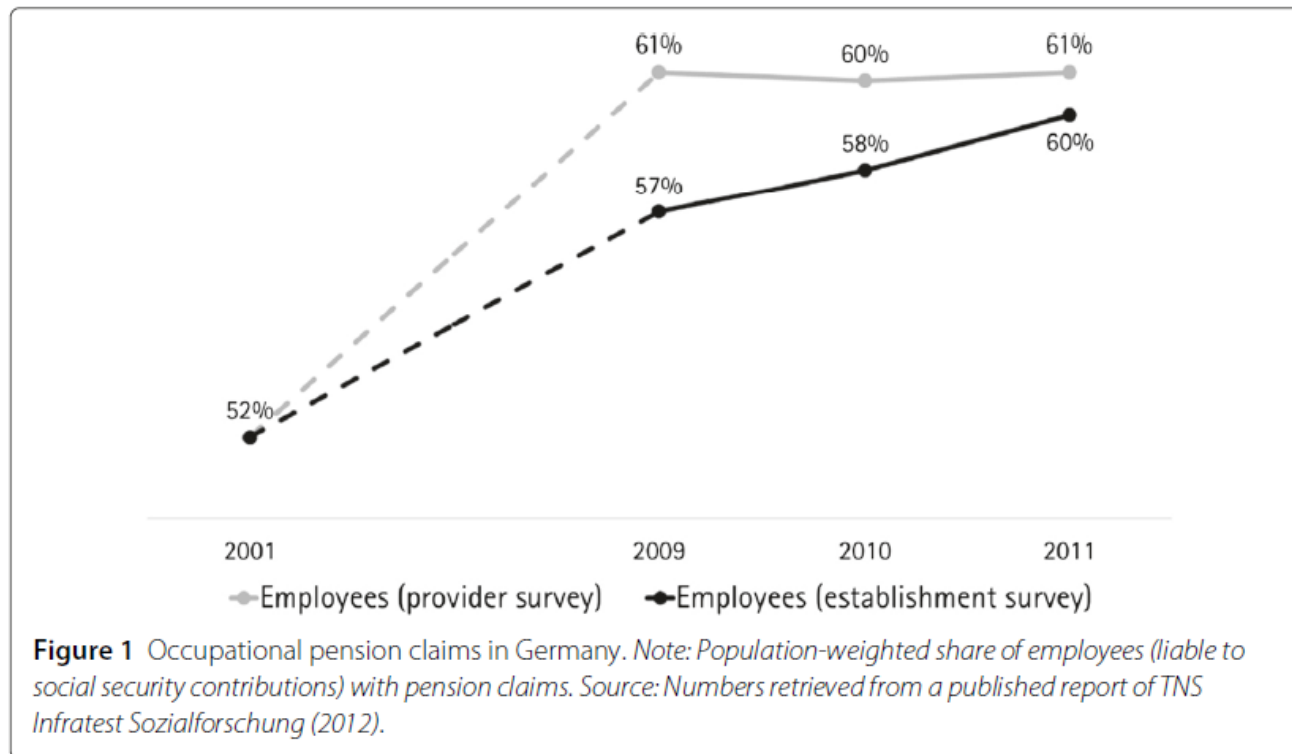
Betriebsrenten und Engagement von Mitarbeitern: Die Studie von Bossler

Lehrveranstaltung Empirische Forschung
zu Arbeit und Personal

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▪ Zunahme von Betriebsrenten in Deutschland

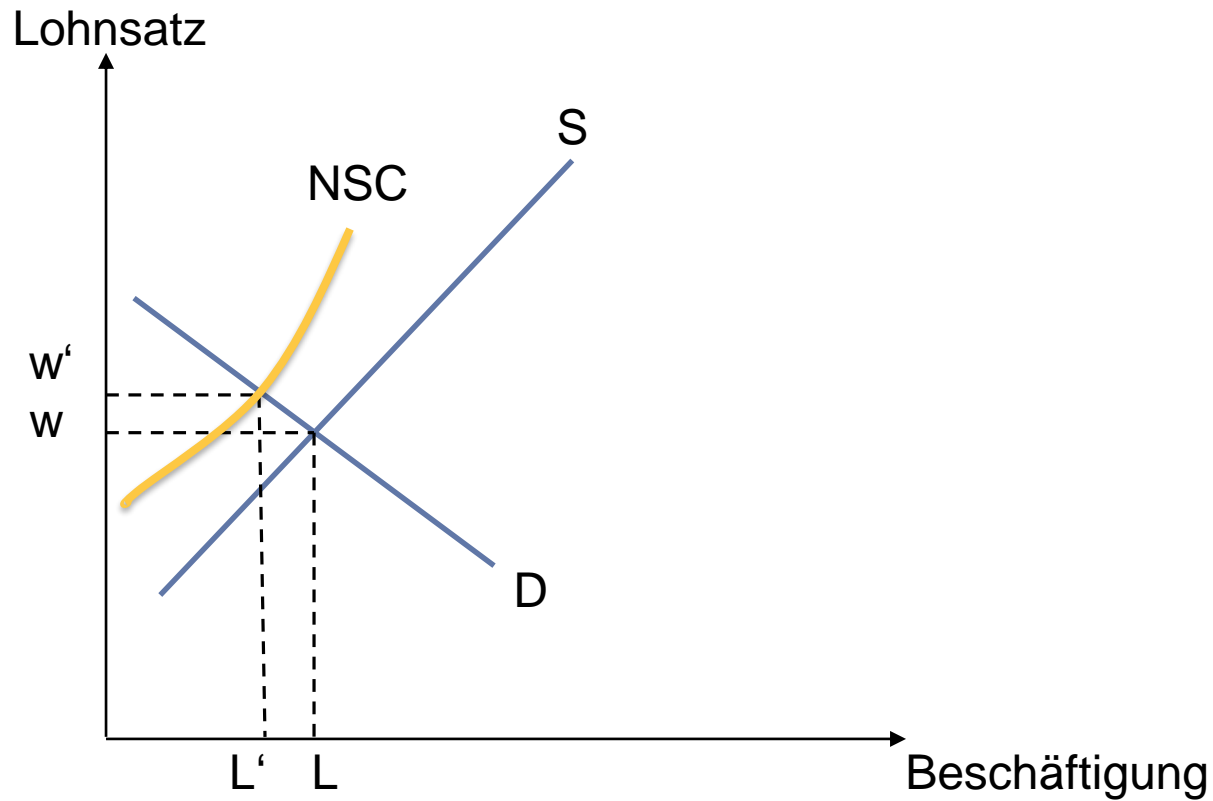


vgl. Mercer 2013 für internationale Evidenz

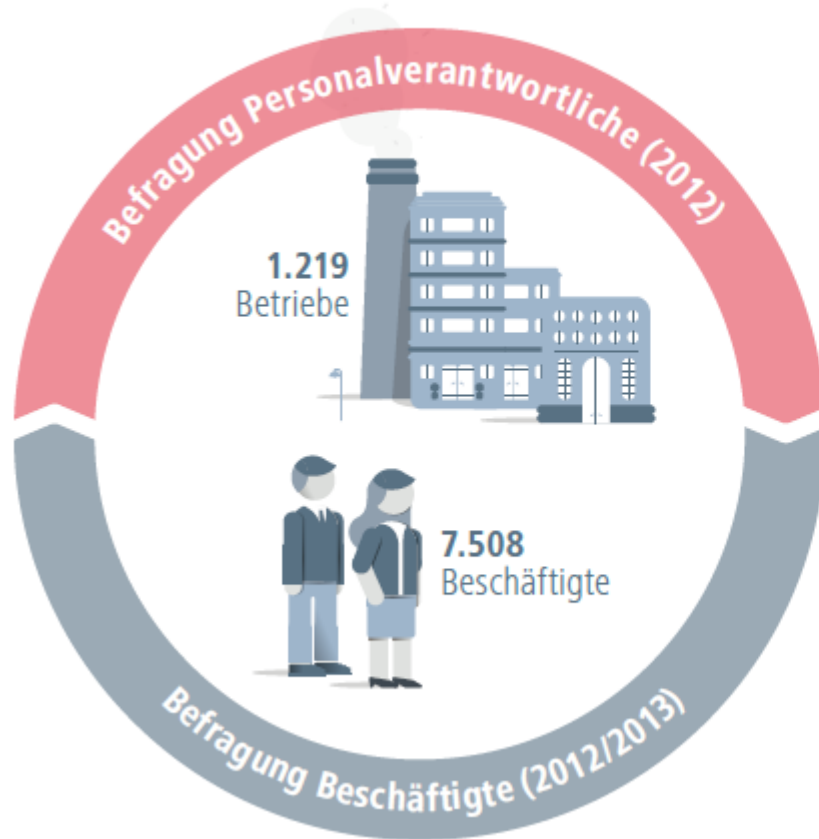
- Warum machen das rational handelnde Unternehmen, wenn damit für sie ein erheblicher Verwaltungsaufwand verbunden ist? (Schnabel/Wagner 2001)

- Beiträge des Artikels:
 - Direkte Messung der Arbeitsleistung und des Verwaltungsaufwands
 - Rolle der Unverfallbarkeit von Betriebsrenten in Deutschland nach fünf Jahren

Effizienzlohnmodell von Shapiro-Stiglitz (1984)



Erste Befragungswelle



Zweite Befragungswelle



Daten Linked Personnel Panel (2)



Table 1 Linked analysis sample

Establishments		Employees		
		No pension claims	Occupational pension claims	
			Vested pension claims	Risk of forfeiture
Total LPP sample:				
N	860	3,536	2,683	1,128
in %		48,1%	36,5%	15,4%
Linked analysis sample:				
<i>(Employees without missing information who agreed to link their data)</i>				
N	785	2,395	1,827	802
in %		47,7%	36,4%	16,0%

Data source: LPP 2012 and IAB-Establishment Panel 2012, analysis sample.

- Gewinnsituation (Schnabel/Wagner 2001)
- Fluktuation (Schnabel/Wagner 2001)
- Verarbeitendes Gewerbe und Finanzsektor (Dummann 2008)

Neue Ergebnisse zur Verbreitung von Betriebsrenten

Table 2 Establishment characteristics explaining the incidence of pension claims

Dep. var.: occupational pension claims		
	(1)	(2)
Works council	0.079** (0.035)	0.061* (0.032)
Collective bargaining	0.053* (0.029)	0.039 (0.025)
Administrative laziness	-0.204*** (0.046)	-0.148*** (0.044)
East	-0.097*** (0.026)	-0.050* (0.028)
<i>Firm size</i>		
50-99 employees		reference
100-249 employees	0.034 (0.032)	0.008 (0.029)
250-499 employees	0.070** (0.036)	0.041 (0.032)
more than 500 employees	0.103*** (0.036)	0.073** (0.033)
<i>Covariates:</i>		
Individual controls	no	yes
Establishment controls	yes	yes
Establishments	785	785
Employees	5,024	5,024

Ergebnisse zum Zusammenhang mit der Arbeitsleistung (1)

Table 3 The mean-standardized effect on work engagement

Dependent variable	Engagement					
	(1)	(2)	(3)	(4)	(5)	(6)
Pension	0.057*	-0.002	0.063**	0.009	0.051	-0.002
	(0.029)	(0.032)	(0.029)	(0.033)	(0.036)	(0.039)
Risk of forfeiture		0.155***		0.146***		0.144***
		(0.041)		(0.041)		(0.049)
Establ. controls	no	no	yes	yes	no	no
Establ. fixed effects	no	no	no	no	yes	yes
Establishments	785					
Employees	5,024					

Presented coefficients are partial effects from linear regressions. Clustered standard errors are presented in parentheses (cluster=establishment). Asterisks indicate significance levels: *** $p < 0.01$, ** $p < 0.05$, * $p < 0.1$. Dependent variable is the mean-standardized work engagement, i.e. $y_i^* = (y_i - \bar{y})/sd(y)$. Individual controls: occupation (30 categories), perceived job security (3 categories), indiv. conditions of work, logarithmic gross wage, bonus payments, a white collar indicator, temporary contracts, tenure (year-dummies), work experience, migration status, gender, age (4 categories), and education (4 categories). Establishment controls: establishment size (4 categories), industries (38 categories), profitability (4 categories) and legal form (6 categories), the establishment's administrative laziness, as well as indicators for works councils, participation in collective bargaining and East Germany.

Data source: LPP 2012 and IAB-Establishment Panel 2012, analysis sample.

Ergebnisse zum Zusammenhang mit der Arbeitsleistung (2)

Table 4 Regression analysis controlling for personality

Dependent variable	Engagement		
	(1)	(2)	(3)
Pension	0.002 (0.036)	-0.008 (0.039)	-0.001 (0.036)
Risk of forfeiture	0.145*** (0.046)	0.149*** (0.049)	0.147*** (0.046)
Extraversion	0.075*** (0.023)		0.069*** (0.023)
Conscientiousness	0.342*** (0.037)		0.344*** (0.037)
Neuroticism	-0.081*** (0.023)		-0.076*** (0.023)
Openness	0.191*** (0.026)		0.180*** (0.026)
Agreeableness	0.129*** (0.028)		0.133*** (0.028)
Risk-taking		0.045*** (0.009)	0.020** (0.009)
Establishments		785	
Employees		5,024	

Cluster robust standard errors in parentheses (cluster=establishment). Asterisks indicate significance levels: *** p<0.01, ** p<0.05, * p<0.1. All specifications as specified in equation 6. For further notes, see Table 3.

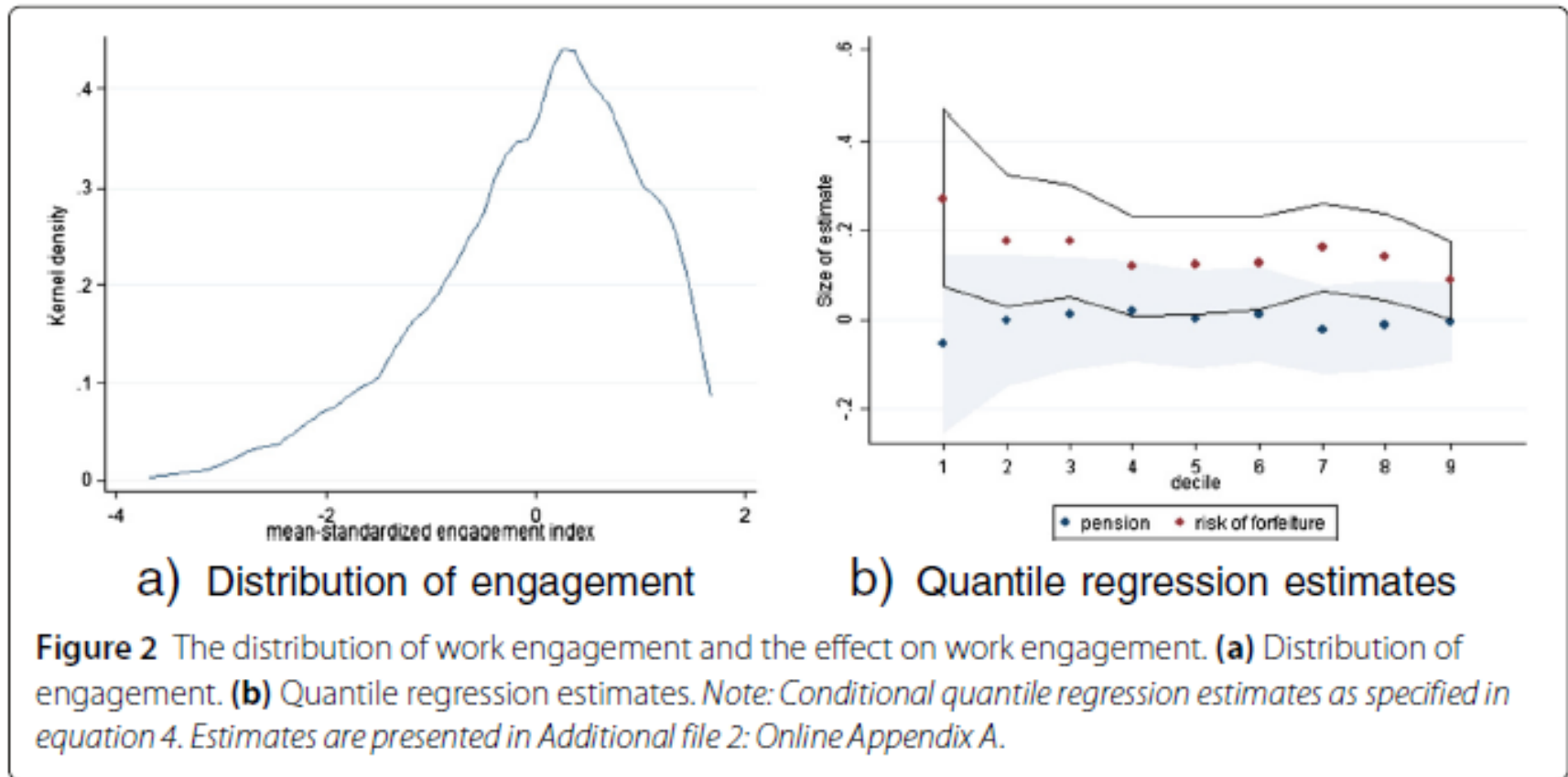
Ergebnisse zum Zusammenhang mit der Arbeitsleistung (3)

Table 5 Regression analysis controlling for the work environment

Dependent variable	Engagement				
	(1)	(2)	(3)	(4)	(5)
Pension	-0.002 (0.038)	0.009 (0.036)	-0.009 (0.038)	-0.009 (0.038)	-0.002 (0.036)
Risk of forfeiture	0.138*** (0.048)	0.134*** (0.046)	0.148*** (0.049)	0.129*** (0.046)	0.130*** (0.046)
Clarity of goals	0.238*** (0.019)				0.090*** (0.020)
Superv. Support		0.375*** (0.021)			0.216*** (0.024)
Helping			0.317*** (0.030)		0.143*** (0.030)
Fairness				-0.368*** (0.022)	-0.181*** (0.025)
Establishments			785		
Employees			5,024		

Cluster robust standard errors in parentheses (cluster=establishment). Asterisks indicate significance levels: *** p<0.01, ** p<0.05, * p<0.1. All specifications as specified in equation 6. For further notes, see Table 3.

Ergebnisse zum Zusammenhang mit der Arbeitsleistung (4)



- Ergebnisse zeigen, dass Renten während der Verfallbarkeit Engagement erhöhen (sonst nicht).
- Dies gilt auch, wenn für betriebliche Heterogenität kontrolliert wird.
- Robustheitschecks für die Persönlichkeit der Beschäftigten und (wahrgenommenen) Arbeitsbedingungen
- Arbeitgeber bekommen also unter der Bedingung der Verfallbarkeit der Betriebsrenten etwas zurück, wenn sie Betriebsrenten ermöglichen.