

## Notes on First Findings syntax files

During the preparation of the syntax files, a few discrepancies with the results reported in the First Findings publication were found. The notes below provide further details; these are also included within the relevant syntax files.

### 1998 Cross-Section Survey of Managers (MQ)

\* Note that the proportion of workplaces with recognised unions in which members had access to a lay representative was 71% in 1998 and 68% in 2004. In First Findings (p. 13, Representative voice), the sentence reporting this result should read as follows, “The proportion of workplaces with recognised unions in which members had access to a lay representative, either on-site or elsewhere in the organisation, was no different in 2004 (68%) than in 1998 (71%).”

\* In the section on Addressing Workplace Conflict, this syntax gives a figure of 4.6% of workplaces having at least ten employment tribunal claims brought against them, compared with 4% reported in First Findings (p. 23). The sentence which reports this should also read, “more than ten claims *per thousand employees* brought against them”. This applies to the figures for both 1998 and 2004.

\* Note that for Table 6 the syntax shows that pay was set by management in 24% of workplaces in the public sector, in contrast to the 21% reported in First Findings.

### 2004 Cross-Section Survey of Managers (MQ)

\* The figures in First Findings for issues discussed at workforce meetings and team briefings mistakenly omitted the backcodes **XDMWHIC1-3** and **XDBWHIC1-3**.

\* These backcodes are included in the syntax in this file.

\* In the section on Addressing Workplace Conflict, the syntax in the files gives a figure of 5.9% of workplaces having at least ten claims brought against them, compared with 5% reported in First Findings (p. 23). The sentence which reports this should also read “more than ten claims *per thousand employees* brought against them”. This applies to the figures for both 1998 and 2004.

\*Note that for Table 6, the row ‘Only other methods’ is calculated as the sum of the derived variables **NREVNEGO2** and **NOPAY2**, while the row ‘Any other methods’ is the sum of the derived variables **NPAYREVA** and **NPAYOTHA**.

\* Note also for Table 6 that we have been unable to replicate 2004 figures for ‘Only other methods’ for the public sector and all workplaces; ‘Pay Review Body’ for all workplaces and ‘Any other methods’ for the private sector.

### 2004 Cross-Section Survey of Employees (SEQ)

\* The published figures for Table 11 Job satisfaction in First Findings are mistakenly based on unweighted data.

\* The syntax in the files for Table 11 uses weighted data. However, this makes little difference to the figures - the vast majority of the printed estimates for this table are still correct.