

Technological Advances and Labor Market

Results of a Representative Employee Survey

November 2013



Imprint

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Content

Framework of the survey	5
Grafics:	
Acceptance of Modern Technology	6
Changes at the Workplace	8
Association „Technologically-driven Change at the Workplace“ ...	9
Change of Labor Characteristic	10
Experience with Redundancies as Outcome of Technological Progress	11
Continuing Education	12
Fear of Job loss	13
What about the future?	14
Responsibility for keeping up	15
Flexibility at the workplace	16
Impact on other areas of life	17

Framework of the survey

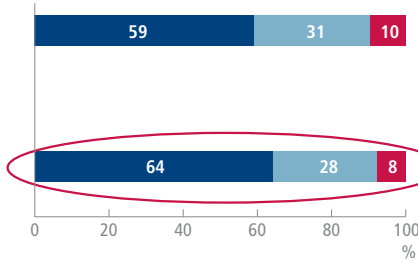
Survey Institute	GfK
Target audience/ Main population	Employees of the Federal Republic of Germany
Sampling	Representative sample out of 33,820,000 full- and part-time employees (Germans and EU-foreigners)
Method of data collection	Survey administered by interviewer
Time of data collection	Pretest: 8 th August 2013 Fieldwork: 9 th August until 6 th September 2013
Number of interviewees	1.537
Weighing criteria	Gender Age, Region, Profession, Field and Business Size

Acceptance of Modern Technology

Majority values technological advances positively

Due to technological progress, mankind is advancing toward a better future.

Technological progress has more positive than negative implications.



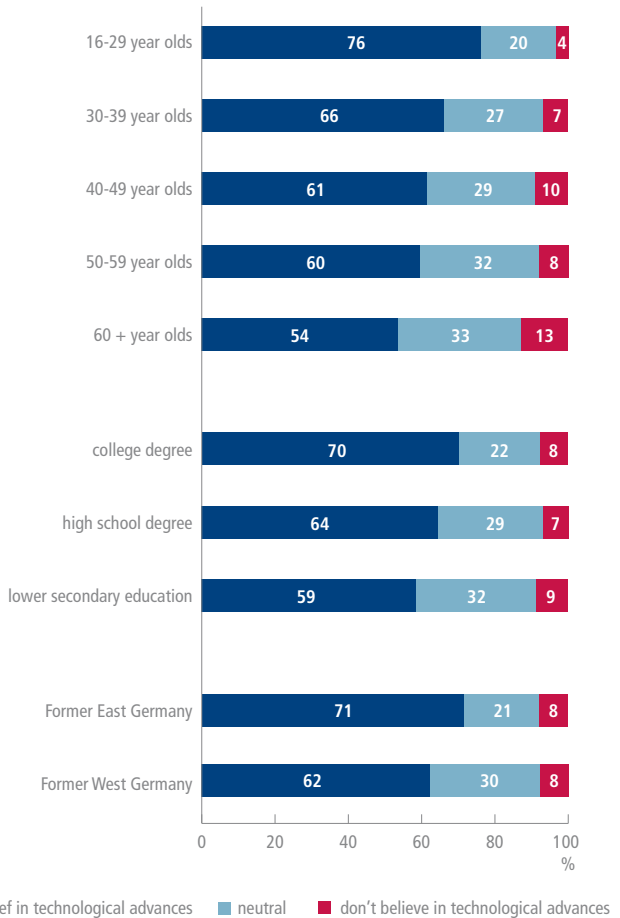
■ agreement ■ neutral ■ disagreement

Wording of question:

What do you think about modern technology?
To what extent do you agree or disagree with the following statements about modern technology?

The younger and more educated, the more confident

People in East Germany are more confident in the advances of modern technology



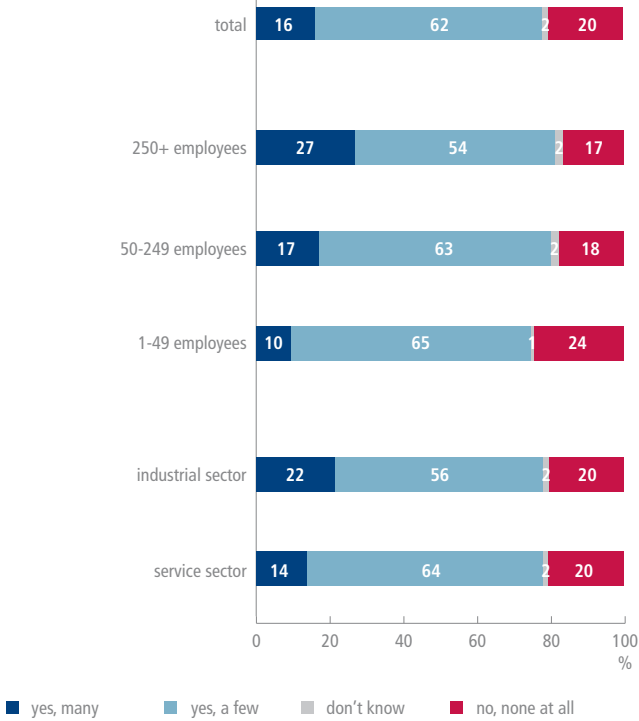
Changes at the Workplace

Majority has experienced technological change at their workplace

Employees of large industrial enterprises in the service sector have experienced the most change

Wording of question:

Have you experienced any technological change at your workplace within the last 10 years?



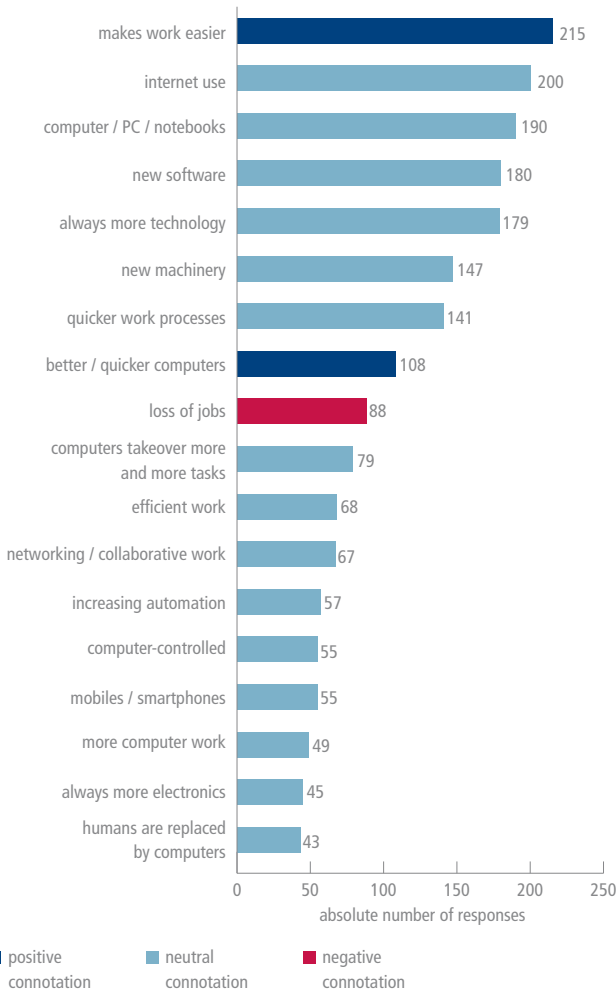
Association „Technologically-driven Change at the Workplace“

Technological Innovation at the workplace: Generally positive opinion

„makes work easier“ is employees' first thought

Wording of question:

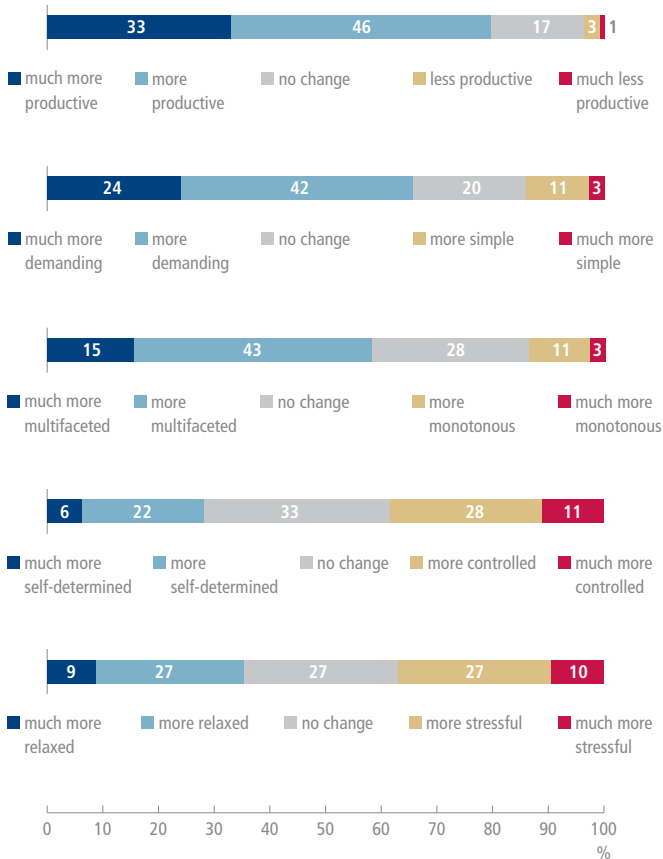
What do you associate with „technologically-driven change at your workplace“?
Please list everything which comes to mind, even if it don't seem so important to you at the moment.



Change of Labor Characteristic

Technological change makes work more productive, demanding and multifaceted ...

... but also become more controlled and stressful



Wording of question:

You just mentioned that you have experienced „many“ or „some“ technological changes at your workplace within the last 10 years. How would you define the impact of these technological changes on your workplace? For the following contrasting characteristics, please specify which ones better describe the changes you have experienced at your workplace over the last 10 years.

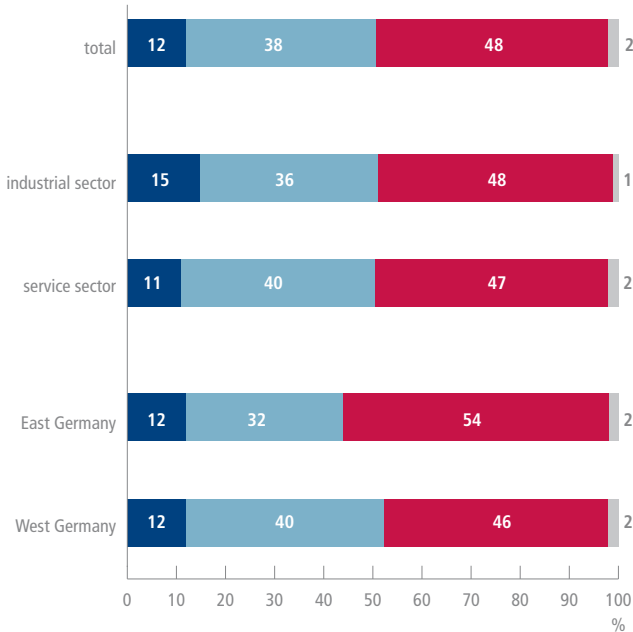
Experience with Redundancies as Outcome of Technological Progress

Only marginal difference between industrial and service sectors

Employees in East Germany are more often affected

Wording of question:

Given your own experiences or those of family members and friends, which of the following three statements would you agree with?

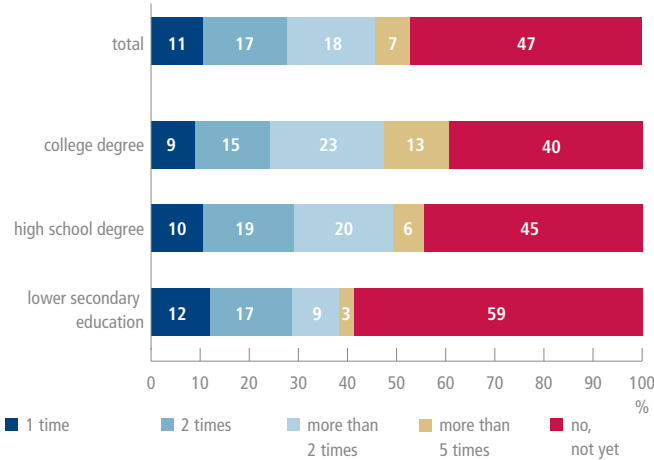


- All in all technological progress is creating more jobs.
- "Old-fashioned" jobs are being replaced by "new" jobs.
- Technological progress is abolishing more jobs than creating new ones.
- I have no experience in this area.

Continuing Education

Almost half of employees have never furthered their education

Continuing education is correlated with education level

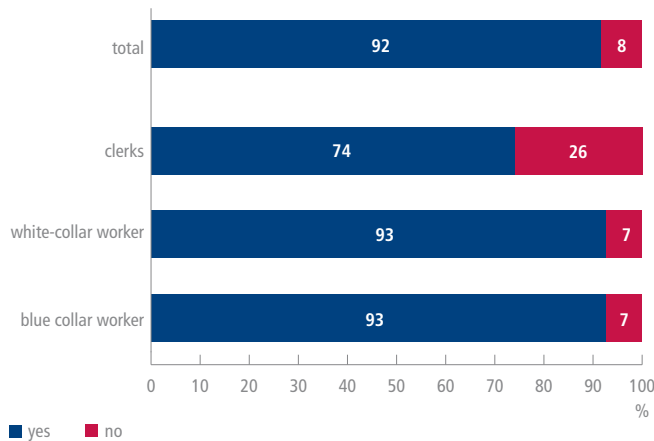


Wording of question:

Have you furthered your education to keep up with the job requirements brought about by these technological advances? If yes, how often?

Huge majority is satisfied with training supply

Every fourth clerk votes the opposite



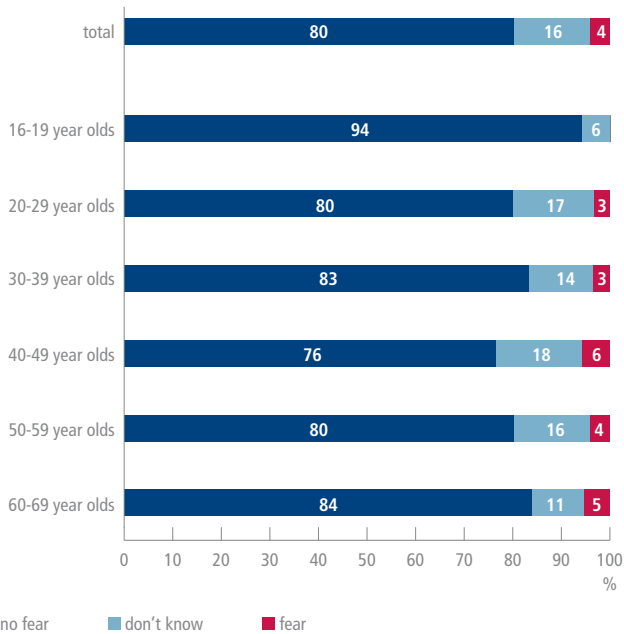
Wording of question:

Was this training sufficient to keep up with the job requirements brought about by these technological advances?

Fear of Job loss

Most employees aren't afraid of technological advances

Youngest employees are the least frightened



Wording of question:

Do you currently fear losing your job because of technological advances?

What about the future?

Future technological advances also present only a nominal fear

Demand for continuing education will remain and only every fifth expects that technological advances will improve environmental sustainability

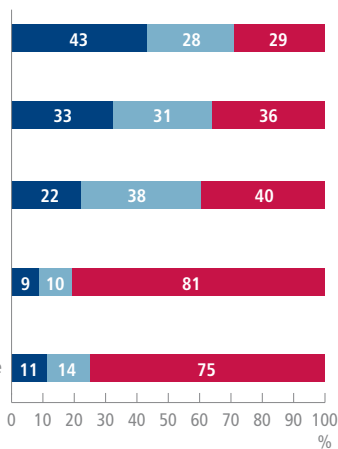
For a sufficient adaptation to the technological changes at my workplace, I will need further education.

I can imagine that technological advances will help me to be able to work longer.

I believe that technological advances in the workplace will be particularly initiated with the goal of improving the environmental.

I can imagine making myself self-employed through a technological innovation.

I believe it is possible that my present work could be accomplished by a computer/a machine in the future.



Wording of question:

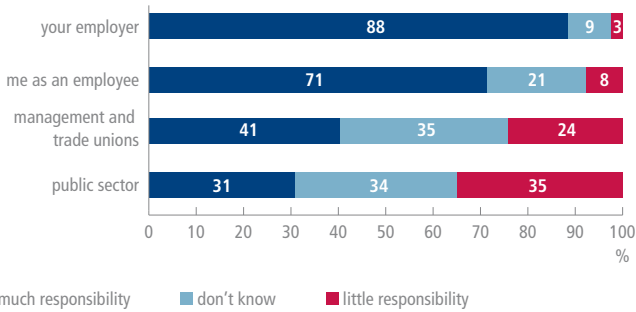
Considering the next 10 years, how far do you agree or disagree with the following statements?

■ yes ■ don't know ■ no

Responsibility for keeping up

Employees see themselves and the employer as responsible

The fewest see the Public Sector as responsible



Wording of question:

In your opinion, who is responsible for ensuring that, when necessary, your skills keep pace with technologically-driven changes at your workplace?

Flexibility at the workplace

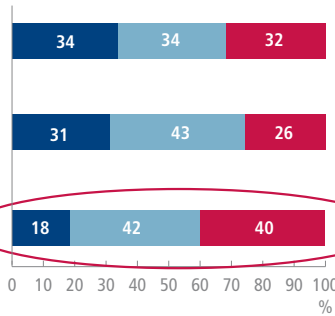
Only a nominal few want to imagine a virtual workplace

The younger, the more open employees are to the idea of a “new” workplace

Through email and smartphone, I am currently more accessible for my employer.

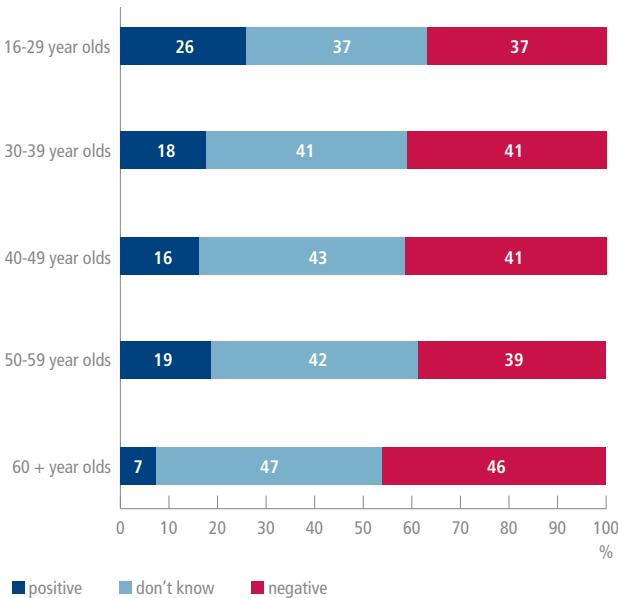
The internet currently makes it possible for me to adapt my work time and workplace to my own needs.

In the future, I can work from anywhere and will only meet with my employer virtually in “the net”, where I both pickup and deliver my work.



Wording of question:

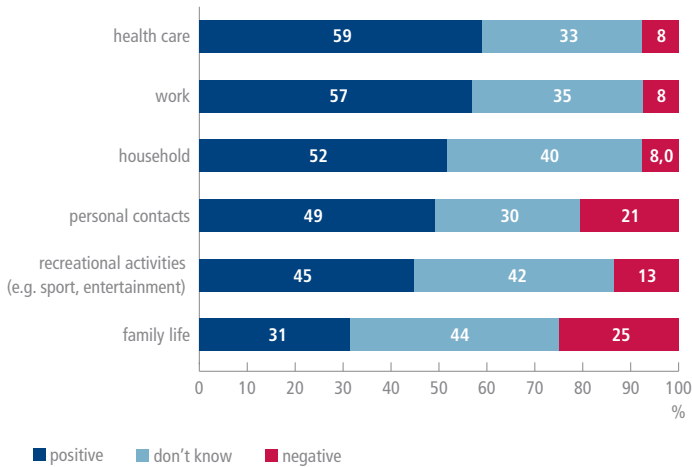
The internet can have caused different changes at your workplace. How positive or negative do you value these changes?



Impact on other areas of life

Fears of negative impacts, especially on family life

Impact on health care is valued most positively



Wording of question:

When you think about work and other areas of your life, how do you assess the impacts technological advances have had?

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