



► **1.1.010 - Firms' training and recruitment decisions: a multi-level approach of analysing (potential) influencing factors**

Research Project: Abstract

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Summary of the most important points

Answers to the question as to which factors influence decisions about vocational training and recruitment are highly relevant from both an academic and political perspective. Based on empirical findings, stakeholders can develop effective measures to enhance the system of vocational education and training.

Most research activities both within and outside of BIBB have so far concentrated on a specific, reduced set of influencing factors of firm decision-making using the respective economic, sociological or psychological theoretical framework. Studies taking a multidisciplinary approach are rare.

The research project is taking a new approach in that it is first identifying and analysing decision-maker-specific influencing factors that have not been investigated in empirical literature up to now. In a second step, the projects conjointly analyse individual, organisational and institutional determinants of firm-level decision-making. The project is thus conducting a multi-level approach, bringing together different levels of determinants in a single model. Starting from behavioural economics approaches, the project also makes use of various further theoretical and methodical approaches.

The aim of the project is to gain insights as to a.) the role that the personal characteristics of decision-makers play in influencing firms' decisions in vocational training and recruitment and b.) the relative importance of personal characteristics in comparison to organisational and institutional factors.

The results are providing new empirical findings concerning the factors that influence firms' decision-making processes of concerning qualification and recruitment. The results can be used as a starting point for designing suitable policies to foster the vocational education and training engagement of firms. The project is assigned to the topic cluster "*Corporate decision-making and action – influencing factors for vocational training and recruitment*".