

Finnish Management and Organizational Practices Survey (FMOP)

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Background

- First (quantitative) management survey in Finland
 - World Management Survey covering vocational schools
 - Questionnaire replicated closely from the 2010 US MOPS
- Part of the Skills, Education and the Future of Work research project
 - Funded by the Strategic Research Council at the Academy of Finland
 - A governmental funding body for scientific research in Finland.
- So far one publication based on FMOP in ETLA Reports (only in Finnish)
 - Executive summary in English has been provided with these slides

Data Collection Process

- Phone calls
 - Acquire contact information of establishment managers
 - Trained interviewers
- Second phase: Electronic survey by email
 - Introduction of FMOP and a link to the web questionnaire
 - 3 follow-up emails to non-responding establishments
- No information about most non-respondents
- Feedback:
 - Many firms only respond if required by law
 - Difficulties in answering on establishment level (instead of firm level)
 - Technical difficulties



The FMOP Sample

- Sample is based on the financial statements inquiry for enterprises (TILKES) by Statistics Finland
 - Covers 6000 enterprises
 - http://www.tilastokeskus.fi/keruu/yrti/index_en.html
- Sample consisted of 2509 manufacturing establishments
 - At least 4 employees and satisfies one of the following conditions:
 - Belongs to an enterprise with more than 50 employees
 - Belongs to an enterprise with a turnover of over EUR 40 million
 - Belongs to an enterprise with a balance sheet of more than EUR 300 million



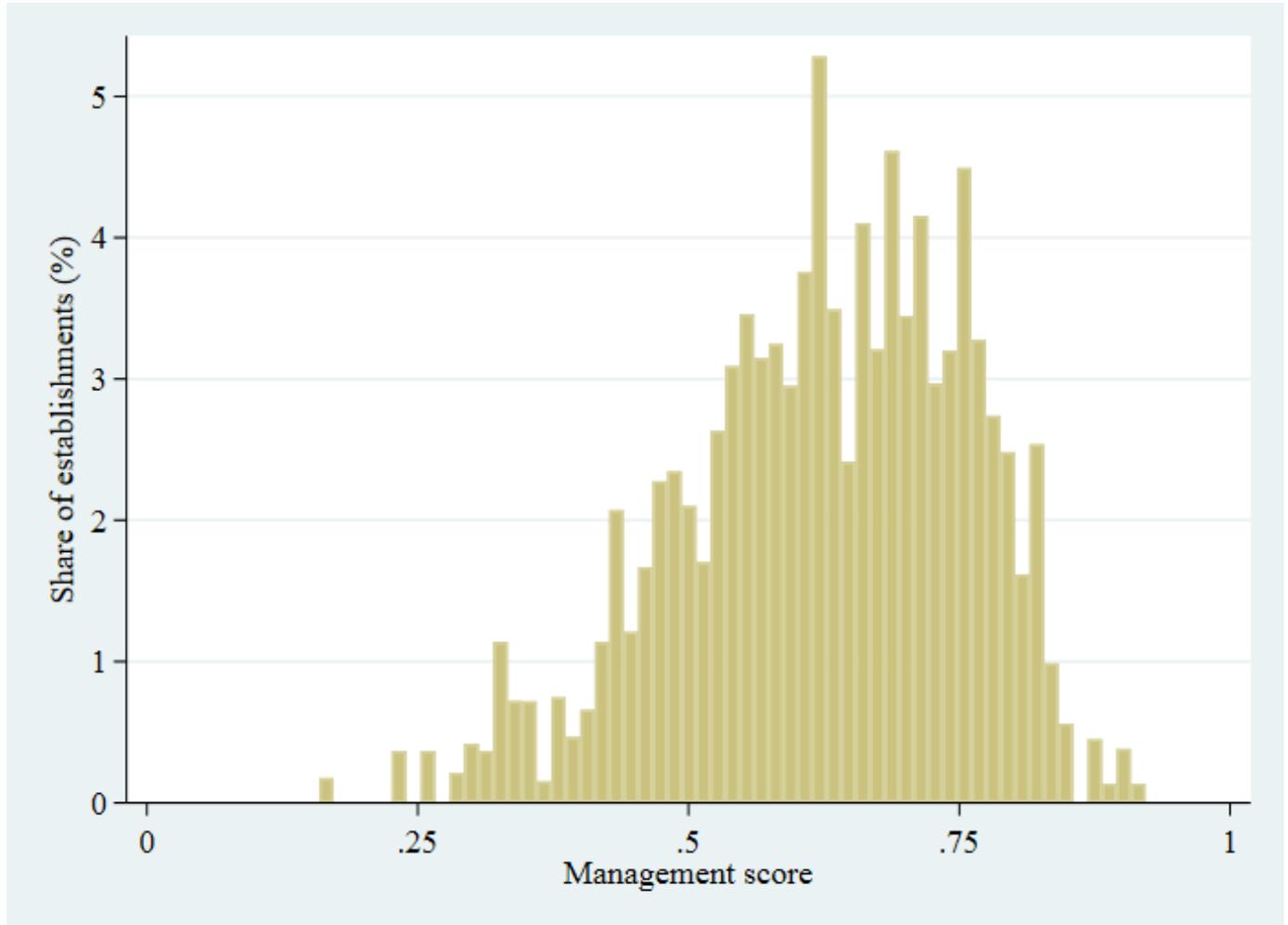
The FMOP Data

- Final number of valid respondents 731
 - Rate of response (gross) approximately 31%
- Analysis of total non-response: distribution skewed towards larger establishments
 - Two different post-stratification weights calculated to correct for non-response bias
- Item non-response: 95% of valid respondents gave at least 11 non-missing responses



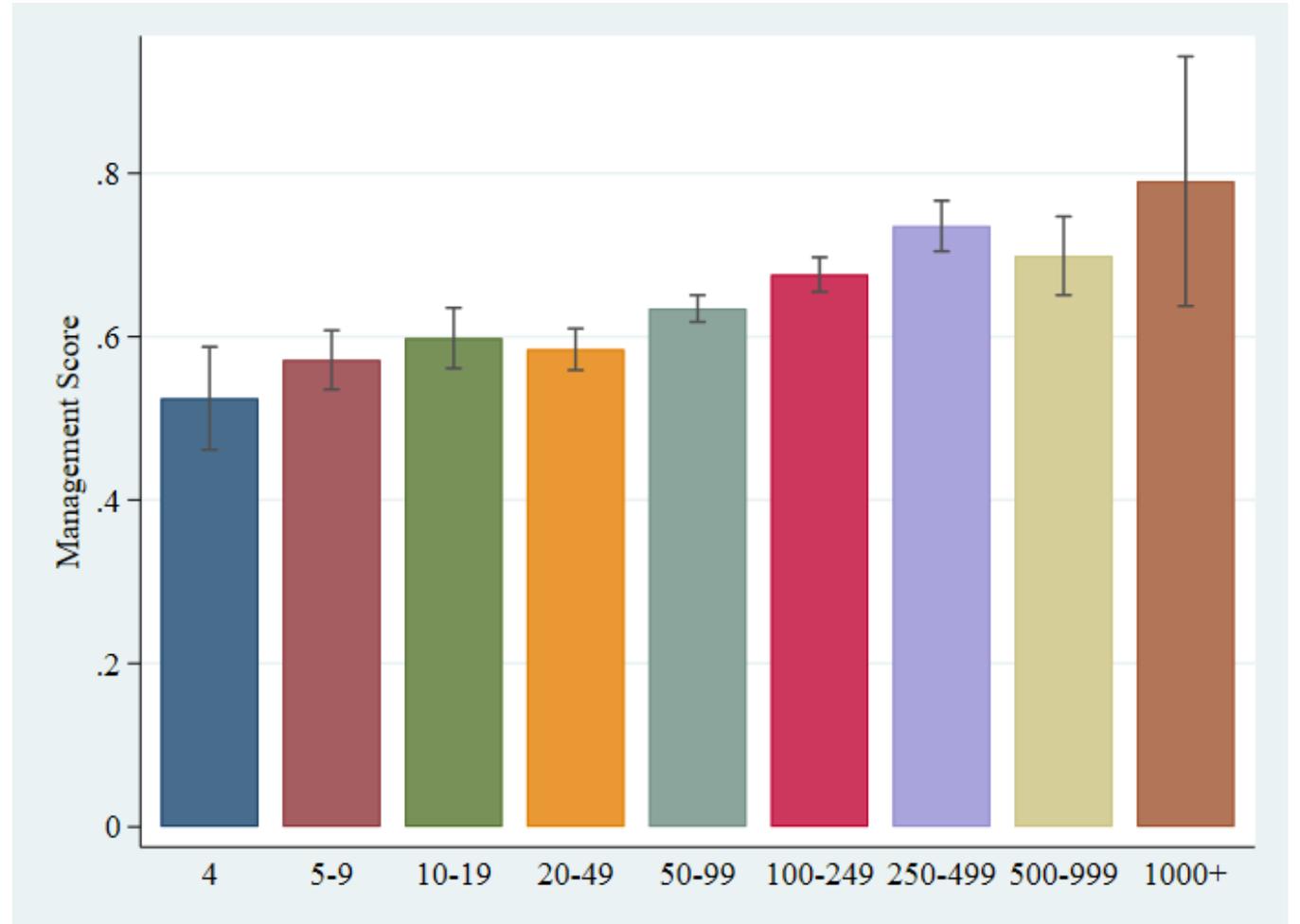
Descriptive Statistics

- Dispersion of unweighted average management score in Finnish manufacturing establishments
- $n = 697$



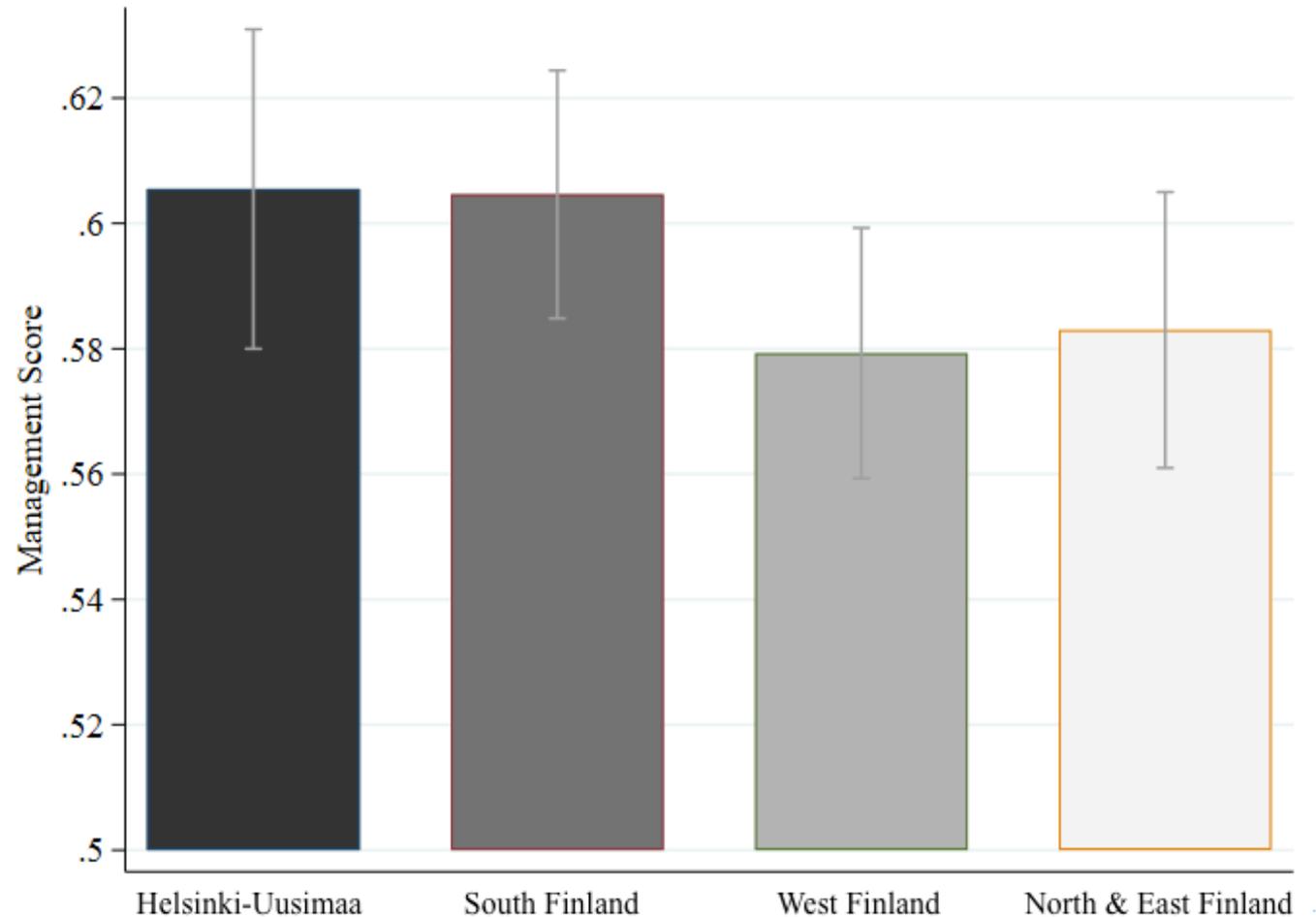
Descriptive Statistics

- Post-stratification weighted average management score by establishment size (measured as number of employees) with confidence intervals



Descriptive Statistics

- Post-stratification weighted average management score by Finnish large areas (NUTS 2)
- No significant cross-regional differences
- Same mostly applies to Finnish regions



Descriptive Statistics

- Post-stratification weighted average management score divided into three sections: Monitoring, incentives and targets
- Incentives comparatively weaker than performance monitoring and targets



Thank You!

